



**OBSERVATOIRE**  
pour la Défense du Droit  
à la Différence en Tunisie

# SURVEY ON **O3DT** MEMBER ASSOCIATIONS' PERCEPTION OF RESPONSE TO NEEDS

MAI 2022

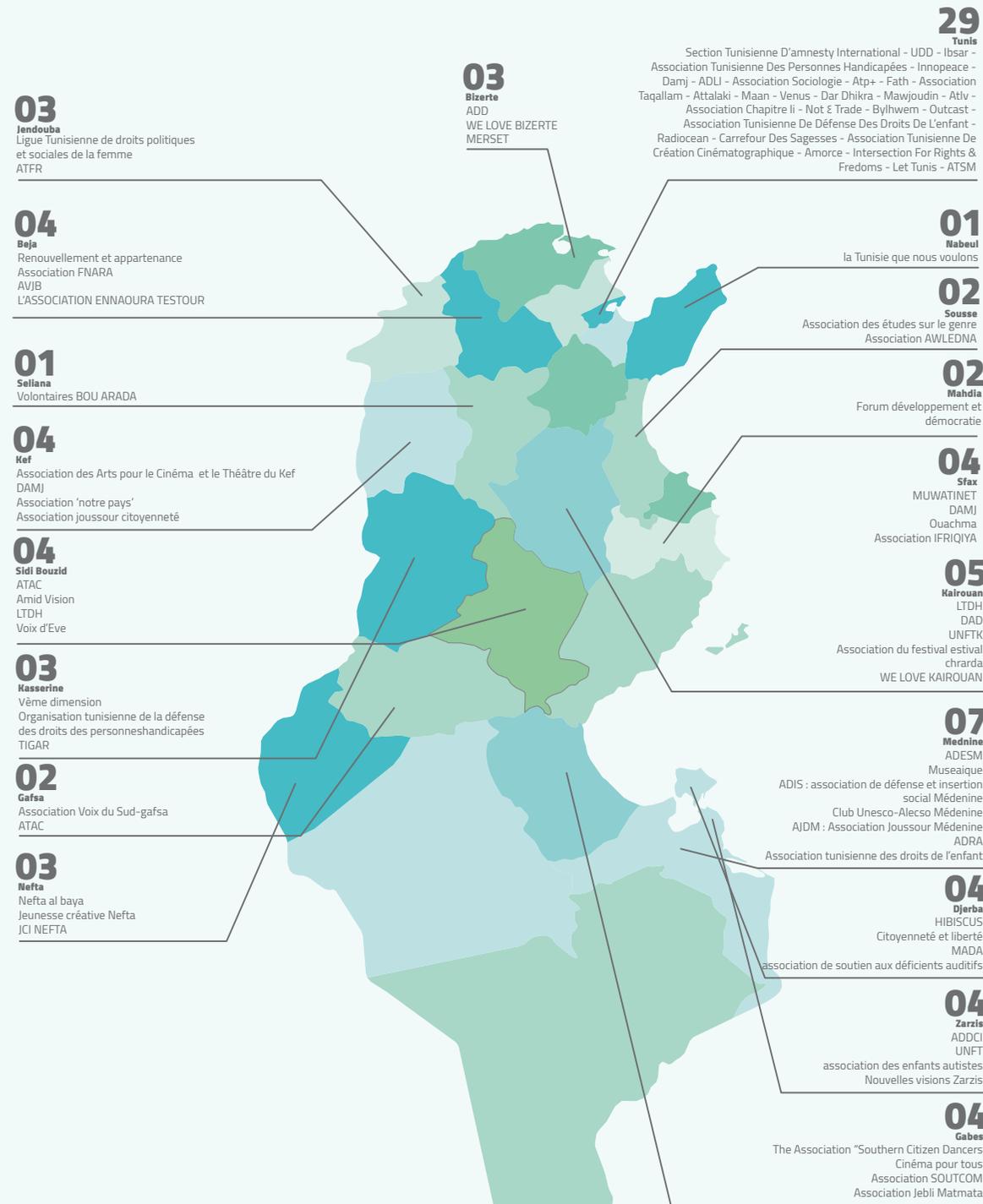




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## INTRODUCTION AND CONTEXT:

**The Observatory for the Defense of the Right to Difference in Tunisia (O3DT)** is a project that began its phase I\* in 2018. In 2020, it entered phase II\* of its work marked by enlarging its membership as it now counts 91 associations. The O3DT is a project initiated by the Tunisian **Association for the Promotion of the Right to Difference (A.D.D)** which aims to enhance the condition of Human rights related to discriminated-against persons and groups in Tunisia. The O3DT was conceived as a coordination space between representatives of several discriminated-against groups, public stakeholders and civil society, to rethink and tackle the injustice in the laws and in practice by installing structural reforms and good practices for a better inclusion of all components of the Tunisian society.

\*July 1st, 2020, until June 30th, 2022

\*April 1st, 2018, until March 30th, 2020

### To do so, the observatory has the role of:

- 01 Documentation of discrimination cases based on the right to difference
- 02 Legal monitoring of all legal texts relating to the situation of discriminated-against groups
- 03 Sensitization of authorities and mass public on inequalities and discrimination that target discriminated-against persons and groups
- 04 Forming an influence network for a joint advocacy with Tunisian authorities
- 05 Capacity building for member associations for a better collaboration on the common vision

In order to listen to its members and following the increasing number of associations who gradually joined the O3DT, it was deemed necessary to map their needs for a better planification of its activities. This mapping was done at the beginning of the project's phase II. At the end of phase II, it seemed necessary to assess how the observatory's response was perceived by member associations, particularly because of a context change in Tunisia. Phase II of the O3DT was first marked by the Covid-19 pandemic and the work of the observatory and member associations also evolved in adaptation to the national political context after July 25th of 2021. The observatory's work on the matter of Human rights and fundamental freedoms as well as the monitoring of the country's political and social situation and its impact on rights and freedoms was intensified. This perception survey was conducted in May 2022 to understand the feeling of member associations. It will be presented to the associations and to the donors of O3DT at the closure of the project.

## OBJECTIVES OF THE SURVEY ON THE PERCEPTION OF O3DT'S RESPONSE TO NEEDS:

The perception survey would allow the O3DT to proceed with an auto-evaluation of the response to needs, expressed by member associations during the mapping of the needs, and to better prepare following phases of the project, namely programming and planned activities, in a spirit of inclusion and listening. The second phase was marked by the Covid-19 and July 25th, 2021, contexts which impacted the work of the O3DT. The survey would also allow to assess if member associations perceive the evolution of O3DT's work through a changing context.

The conducted survey would also allow to give member associations the floor to express their feelings regarding their interactions with O3DT, in all transparency. It is also an opportunity for the associations who joined after the mapping to see how O3DT is listening to its members and to actively participate in the continuous assessment of needs.

## METHODOLOGY:

In order to collect data for the perception survey, the choice of a questionnaire was approved as the best method to meet the needs formulated by the O3DT. A fifteen (15)-question questionnaire was prepared, validated and shared for online responses via the Google Forms tool. It was sent to all O3DT member associations according to the directory provided by the project manager. A deadline was set to send responses. The questionnaire was formulated in a way that combines closed-end and open-end answers. This allows to see the profile of responding associations (geographical area, domains of intervention, experience, ...)

Fifty-four responses were received among the ninety-one member associations of the O3DT. The sample is fairly representative as it corresponds to 59,3% of the total of member associations. Data collected through the questionnaire will be analyzed in this document and recommendations will be formulated for the observatory.



## REPLIERS' PROFILES:

- Regarding the profile of associations who answered the questionnaire, the majority of the fifty-three respondents are based in the Tunis (**22,2%**), Beja (**11,1%**) and Medenine (**7,4%**) governorates.
- Regarding the experience of respondents, (**49,1%**) of responding associations have been active for five to ten years. (**34%**) of respondents have existed for less than five years and (**17%**) have been active for more than ten years.
- Regarding the mandate, (**45,3%**) of respondents indicated that they have a generic mandate working on Human rights, (**13,2%**) indicated that they work on culture and heritage. For discrimination-specific mandates, associations working on disability and gender appear on top with (**9,4%**) for both.
- Regarding the work of respondents, associations working on capacity building and training are in the lead with **34%** of responses alongside those working on a generic mandate on non-discrimination (victim orientation, data collection, case documentations, ...)
- Regarding the relationship with O3DT, (**50%**) joined the observatory one to two years ago and (**24,1%**) less than a year ago.
- Regarding participation in the mapping of needs, (**53,7%**) of respondents have already participated while (**46,3%**) did not.

## PERCEPTION OF THE RELATIONSHIP WITH THE O3DT AND ITS RESPONSE:

Two questions were about the perception of the O3DT's response to expressed needs and the relationship between the member association and the observatory. Respondents indicated that they are generally satisfied with the O3DT's response to their needs. Regarding the question about the perception of the relationship between the member association and the O3DT, the terms used indicate a positive perception.



Two formulated negative perceptions are to be considered: the perception of a virtual relationship "only via emails" and a relationship that "remains weak despite meetings."

\*39 out of 54 responding associations answered the questions and 15 have abstained from doing so. Among 39 responses to the question, 38 indicated that they are satisfied and one indicated that they are not satisfied.

\* 50 responses

## CONTRIBUTIONS OF THE O3DT:

The O3DT is always perceived positively by member associations. In terms of contribution, it is first viewed as a network which helps associations to better work on the different tackled topics, bringing better visibility and opportunities, namely in matters of networking. Capacity building of members seems to be the main contribution to associations, particularly through trainings and workshops that are regularly organized. The contribution in terms of knowledge of the national and international framework regarding non-discrimination and Human rights and the understanding of certain concepts, such as intersectionality, also appeared in the responses.

Responding associations also indicated that the O3DT contributed with information sharing and practical knowledge. The O3DT is also perceived as an influence network through which associations feel they can be actors in change at a local or national scale. Mobilization in the joint advocacy of the O3DT, particularly regarding the recent social and political issues, is seen as an important contribution.

Several associations also indicated that they appreciated the financial aid provided by the O3DT through the grants system set up for the members' benefit. The perception of contributions is positive even with responding associations which recently joined the O3DT, as we can read it in the response of one of the responding associations: "we have just started this experience but I think it will be the case."

Visibility  
Trainings  
Documentation  
Capacity building  
Communication  
Networking  
Financing

## EVOLUTION OF NEEDS:

According to the associations' responses, two types of needs appear: those already expressed during the first mapping and that seem to not have had a response, and new needs.

- **UNSATISFIED NEEDS:**

- **Communication and visibility:**

Since it was already expressed by several member associations in the first mapping, communication and visibility seem to be a recurring need, particularly for associations in regions that expressed a request for more activities in those regions. Needs in terms of communication had already concerned the need for a common communication strategy and a better communication on member associations activities.

- **Response to calls for projects:**

This need appeared recurrently in the responses to the survey on the perception of the O3DT's response to expressed needs. Although grossly expressed in the first mapping, several associations deemed that the associations' capacity to respond to the calls for projects and to write projects in general was not addressed in the expected manner.

- **NEW NEEDS:**

- **ToT trainings:**

Even though training offers and capacity building are among the most appreciated contributions of the O3DT, a new request appeared in the perception survey responses. It is the will of several associations to see the O3DT trainings moved to a TOT (Training Of Trainers) format which allows trainees to transmit the content to

other members of the association who could not participate in the trainings.

**- Evolution of O3DT to a donor:**

The grants system set up by the O3DT seems to be a very positive experience. Several associations indicated that they would like more financing possibilities from the observatory, or even that it becomes a donor for the member associations' projects. Several associations indicated that they would like to see the relationship with the O3DT evolve in the direction where the observatory could work on projects formulated or requested by member associations. The current relationship seems to be perceived as a relationship from above where the observatory is currently a force of proposals, several associations would like to be able to propose projects on which other members would be able to work with funding from the O3DT.

**-Legal assistance for victims:**

Among newly expressed needs, legal assistance for victims of discriminations seems to be a new step towards which several associations want to move. In addition to case documentation, associations would like to see the O3DT reinforce its work on legal assistance. Several associations work on guidance and support of victims but cannot provide legal assistance. This need seems to be a new step towards which several associations would like to move.

**-Advocacy campaigns:**

Some observatory components have expressed that they would like to see the observatory position itself more strongly in national advocacy campaigns against human rights violations. The Tunisian socio-political context could explain this. Responses generally indicate needs in terms of advocacy on an international level for certain topics, namely LGBTQI+ individuals' rights. This need can be linked to some responses to the evolution of the O3DT towards a Maghreb network working on the right to difference and on non-discrimination.

**-Topic Focus:**

Some responses indicated the need to work by a topic focus approach regarding a mandate that some perceive as general. Since the O3DT is working on the right to difference and on non-discrimination, certain associations expressed the need for working on specific topics including children's rights, access to health for transgender persons and women in rural areas.

**-Inter-associations visits:**

Some associations also indicated that they would like O3DT to organize inter-associations visits to observe their everyday work. Besides the training and capacity building aspect, which is satisfying for O3DT members, certain associations expressed the need to learn by observing. This need is expressed by associations which recently joined the O3DT.

Donor  
Listening  
Partnership  
Collaboration  
Financing  
Advocacy  
Coalition



## CONCLUSION AND RECOMMENDATIONS:

The survey on the perception of the O3DT's response to member associations' expressed needs concludes with a generally positive perception of this response. Member associations, the old as well as the new, deem their belonging to the O3DT certainly beneficial on more than one level and enhances their work as an association. Nevertheless, some recommendations are still necessary to better respond to the expressed needs, particularly those who are perceived as not responded to by the O3DT.

### We recommend:

#### ● — Recommendation N°01 — ●

That the O3DT set up a common communication strategy to member associations. The observatory could also work on a monthly or periodic newsletter in which a presentation of member associations could be made.

#### ● — Recommendation N°02 — ●

That the O3DT consider ToT trainings as well as trainings through peers and through observing. Trainings through peers could be less costly for the observatory. The O3DT could send out an online form to know who among its members could train and in which topic.

#### ● — Recommendation N°03 — ●

That the O3DT organize annual sessions on documentation and report writing.

#### ● — Recommendation N°04 — ●

That immersions in the experienced member associations' offices be organized for other associations' members, especially new ones.

#### ● — Recommendation N°05 — ●

That the O3DT organize one or two trainings per year in project writing in order to respond to calls for projects.

#### ● — Recommendation N°06 — ●

That the O3DT work on maintaining and developing the grants system set up in its second phase to support the projects of member associations.

#### ● — Recommendation N°07 — ●

That the O3DT be able to evolve to the status of donor.

#### ● — Recommendation N°08 — ●

That the O3DT be able to develop, in the next phase, work on legal assistance for victims.

#### ● — Recommendation N°09 — ●

Several member associations already provide this service as an anti-discrimination point (PAD) set up by the NGO Minority Rights Group.

#### ● — Recommendation N°10 — ●

That the O3DT be able to focus on specific regions or specific topics in its plan and its projects.

#### ● — Recommendation N°11 — ●

That the O3DT be able to better position itself on the level of advocacy and eventually evolve to the status of national advocacy actor regarding matters relative to its mandate.

#### ● — Recommendation N°12 — ●

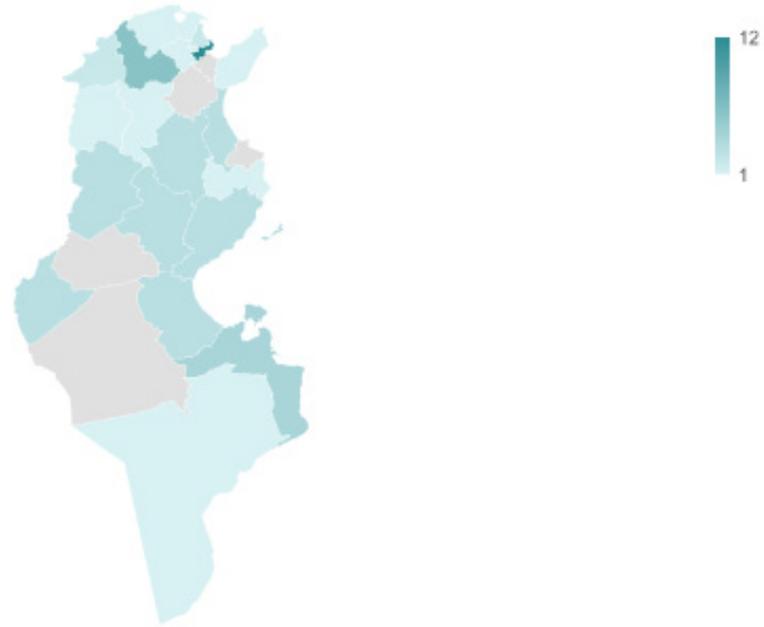
The O3DT could also evolve to the Think Tank (idea laboratory) format to formulate public policies in terms of non-discrimination and the right to difference.

#### ● — Recommendation N°13 — ●

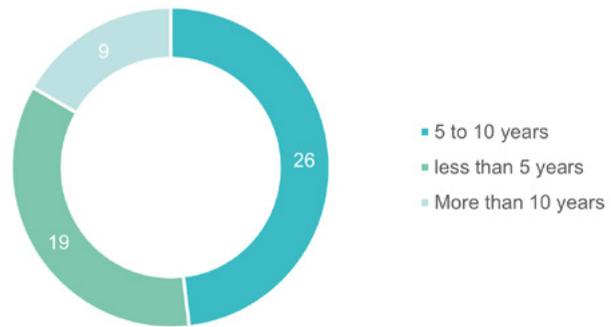
That the O3DT be able to set up a system of project submission by member associations and a voting system to ensure more inclusion in the programming of the O3DT's activities.

# GRAPHICS

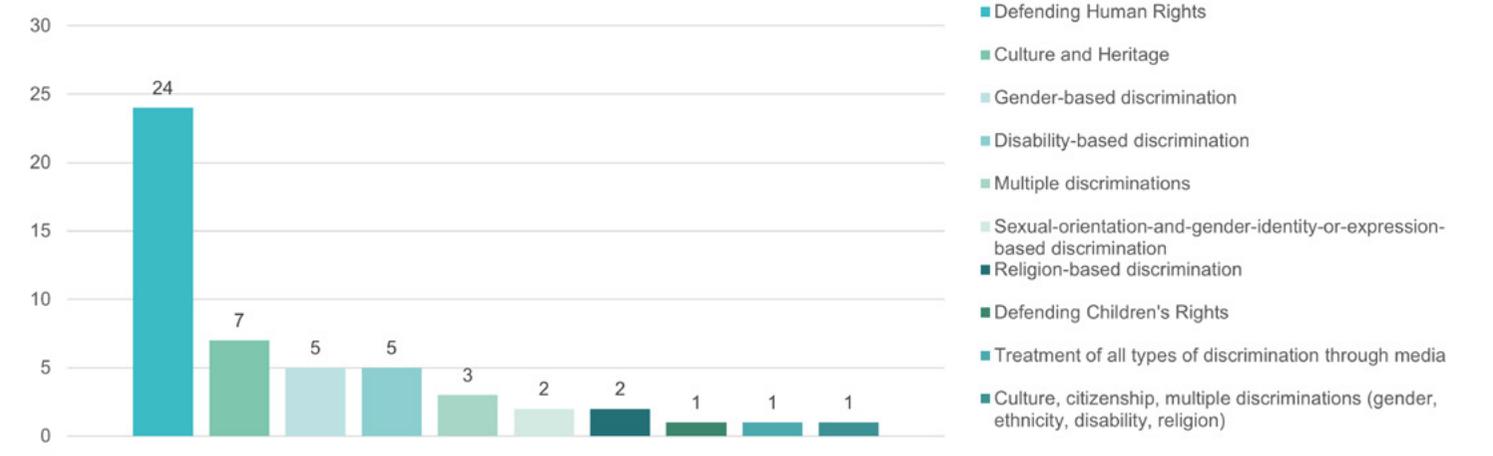
Geographical distribution of member associations



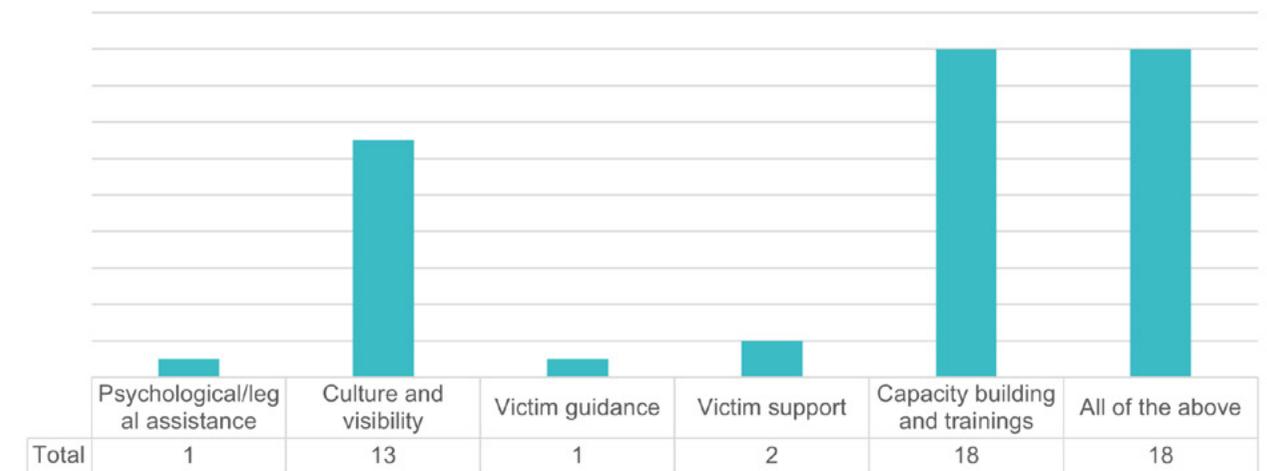
Age of member associations

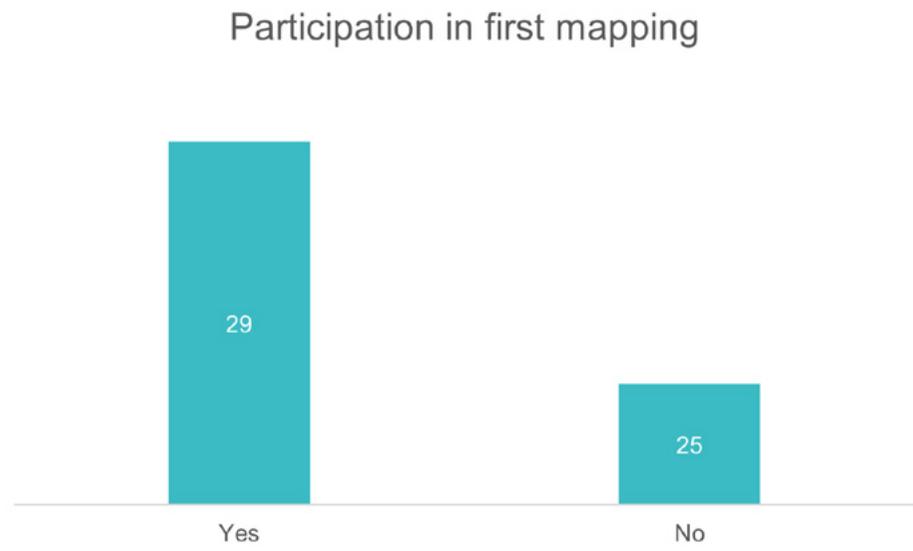
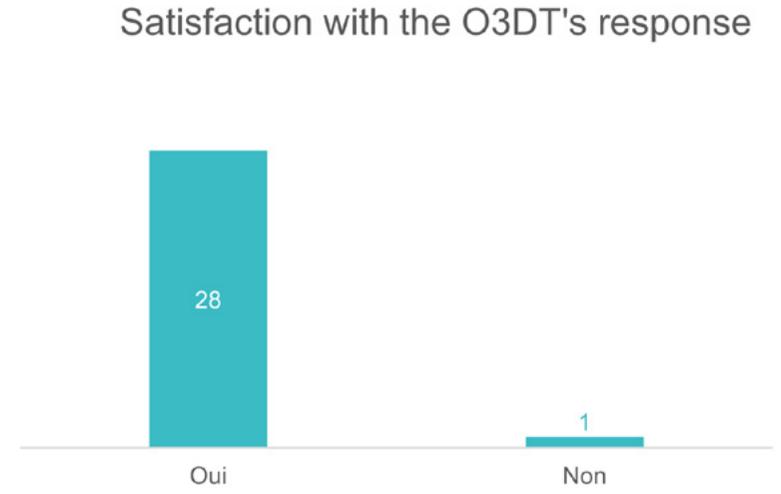


Fields of activities



Activities







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