



STEWARDWOMEN
2015 - 2017 Strategic Plan

info@stewardwomen.org or stewardwomen@gmail.com

www.stewardwomen.org

January, 2015

TABLE OF CONTENTS

CONTENTS	PAGE
TABLE OF CONTENTS	ii
ACRONYMS	iii
PREFACE	iv
2015-2017 STRATEGY CHART	v
1.0 INTRODUCTION AND BACKGROUND	1
1.1 Introduction	1
1.2 SWOT Analysis	1
1.3 Overview of Humanitarian Programs in South Sudan	5
1.4 STEWARDWOMEN Best Practices	6
2.0 STEWARDWOMEN 2015 - 2017 STRATEGY	7
2.1 Vision, Mission and Values	7
2.2 Thematic Programs	7
2.3 Strategic Objectives	7
2.4 2015 - 2017 Projects	8
2.5 Measure of Success	10
2.6 Organization Chart	13

ACRONYM/ABBREVIATION

ARC:	American Refugee Committee
CORDAID:	Catholic Organization for Relief and Development Aid
IDPs:	Internally Displaced Persons.
INGOs:	International Nongovernmental Organization.
NGO:	Nongovernmental Organization.
SGBV:	Sexual and Gender Based Violence
SOAWR:	Solidarity of African Women Rights.
SPLA/M:	Sudan People's Liberation Army/Movement.
STEARAWOMEN:	Support the Empowerment of Women and their Rights for Development.
SWOT:	Strengths, Weaknesses, Opportunities and Threats.
UN:	United Nations.
UNHCR:	United Nations High Commission for Refugees.
WCH:	War Child Holland.

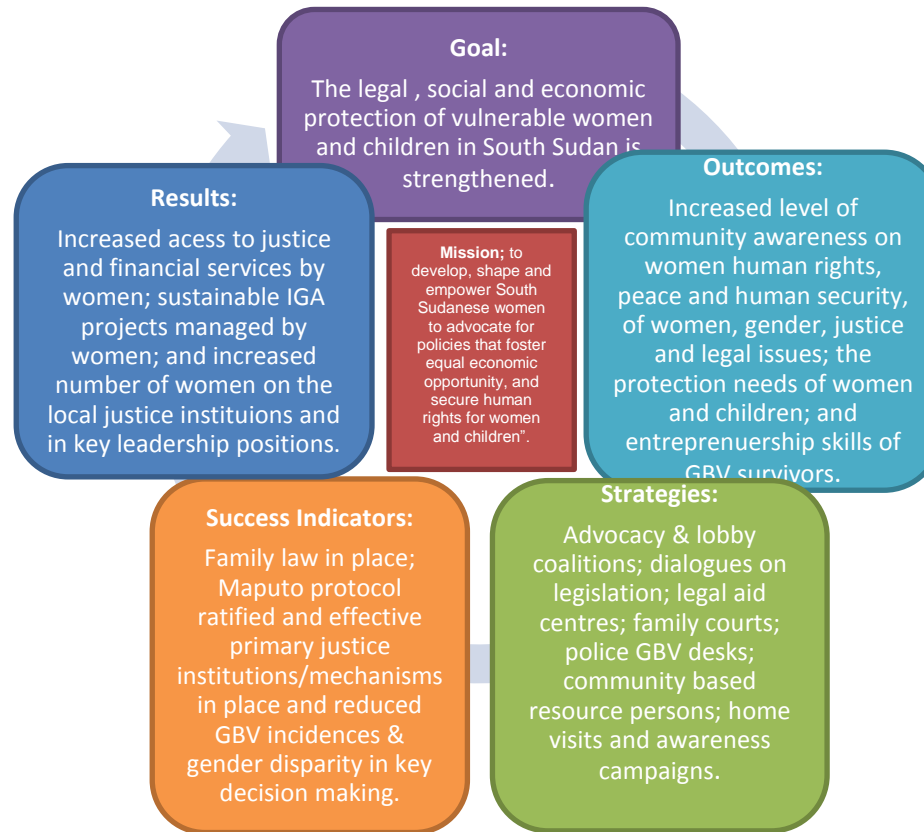
PREFACE

The 2015-2017 strategic plan was developed with financial support from the MamaCash Foundation in Holland. It is the result of a long consultation with the key stakeholders namely project beneficiaries, local government leaders, partners, staff and the board of directors within a span of 12 months, i.e. through January 2014 to December 2014. It is the outcome of the several dialogues, awareness campaigns, workshops and meetings held with the various key stakeholders. The drafting of this document started in June 2014 by the program development department of STEWARDWOMEN under the leadership of the Program Advisor. In November 2014, the first draft was shared with the staff for additional inputs. The document was further discussed during the joint board staff retreat held in Nimule between 19th and 20th December 2014. It was finally approved by the board in its meeting of January 2015.

The strategic plan constitutes the program direction of the organization in the next three years, i.e. through 1st January 2015 to 31st December 2017. It is based on a thorough organization SWOT analysis, the conflict and security dynamics in South Sudan and the on-going humanitarian response in the country. We will continue to pursue our mission of “to develop, shape and empower South Sudanese women to advocate for policies that foster equal economic opportunity, and secure human rights for women and children” through 2015 to 2017. Our focus will be to support citizen-government engagement for the ratification of the Maputo protocol; advocacy on the legislation and enforcement of domestic laws and other international instruments appropriate for the human security and peace of women in South Sudan, both at local and national levels.¹ We will also continue to support the customary and other local justice institutions and mechanisms so as to enhance the provision of primary justice in the rural areas. We will also support GBV survivors to establish and manage viable and sustainable livelihoods. Efforts will also be made to strengthen women leadership and the protection of adolescent girls in school. Sexual and gender based violence; women, peace and security; and women leadership will constitute our thematic program areas.

¹ South Sudan is sub-divided into 10 states, and the term local level is used to refer to the state administration.

2015 - 2017 STRATEGY CHART



1.0 INTRODUCTION AND BACKGROUND

1.1 Introduction:

STEARDDWOMEN (formerly STEWARD Organization) is a women organization founded in March 2009 by some South Sudanese women lawyers and their friends and managed by women. It was first registered with South Sudan Relief and Rehabilitation Commission of Magwi County in Eastern Equatoria state in 2009 as a community based, not-for-profit non-governmental organization. In June 2014, it was registered as a National NGO with the Ministry of Justice and the Relief and Rehabilitation Commission. STEARDDWOMEN is established to address the problems of sexual and gender based violence, harmful customs on women and girls, child labor and trafficking, community insecurity and conflicts and poor governance in South Sudan. The organization is managed by a Governing Council and a Board of Directors as its Executive Committee.

The independence of South Sudan on 9th July, 2011 has continually posed a lot of development challenges, especially to women and children. By the end of 2011, South Sudan slipped into intra and inter communal violence. The security situation in the country further deteriorated since 15th December 2013, with a twist of political violence in the ruling SPLA/M party with the worst consequences on women and children, thereby increasing their levels of vulnerability. In order to effectively respond to these challenges, STEARDDWOMEN will endeavor to leverage available resources and scale up efforts to address the problems of sexual and gender based violence and harmful customary practices on women and girls. Efforts will be focused on the legal, social and economic protection needs of women and children due to their vulnerability to SGBV.

1.2 SWOT Analysis (Strengths, Weaknesses, Opportunities and Threats)

1.2.1 Strengths:

Partnership and funding:

By 31st December 2014, STEARDDWOMEN had two strategic partners namely MamaCash Foundation and Cordaid. The MamaCash Foundation has been our most stable partner for the last three years. The MamaCash Foundation has linked STEARDDWOMEN to other organizations and women movements namely the African-Asian Feminist movement and the women, peace and security fellowship at the African Leadership Centre in London- UK. In April 2014, Cordaid came up strongly to support our programs focused on women, security and justice issues. It is willing to forge strategic partnership with STEARDDWOMEN. MIVAOnemen has supported us with two motorbikes- she is willing to continue to support our transport sector. War Child Holland also supported us for three months on a project of child protection in order to improve the protection and wellbeing of IDP children in Melijo IDP centre, in Nimule town. This was after WCH assessed six organizations in the area and STEARDDWOMEN emerged with capacity to create awareness on child rights and child protection issues. The MamaCash Foundation, Cordaid WCH and MIVAOnemen are Dutch organizations, which has made us to have strong links with Dutch organizations that is a huge potential for further funding. Pact Inc. has supported our program on conflict mitigation and access to justice for the last two years. There is also a potential for strategic partnership between Pact Sudan and STEARDDWOMEN. We are ranked among the best local partners of Pact Sudan. We are a member of the Solidarity of African Women's Rights (SOAWR)/Equality Now, which supports our national project on citizen-government engagement towards the ratification of the Maputo protocol by South Sudan. This project has led to the recognition of STEARDDWOMEN internationally. Our new strategic

partners are Cordaid, Equality Now and Pact in South Sudan. This implies that there will be funds for our programs at least in the next two years i.e. through 2015 and 2016 as we search for more development partners.

Networking, coalition building and alliances:

We were the lead agency in Nimule during a rapid needs assessment for IDPs in January 2014. We are an active member of Nimule protection and GBV sub-clusters. This has helped us to collaborate with UNHCR, ARC and WCH. We are recognized as one of the most active indigenous organization especially in women and children protection issues. We are also a member of the national protection and GBV sub-clusters. Regionally, we are a member of SOAWR and also recognized by the Asian- African Feminist movement in Seoul- South Korea. We have also supported the inclusion of the “South Sudanese women agenda” on the peace talks in Addis- Ababa between the government of South Sudan and the SPLA in opposition.

Governance:

We have a functional and effective board that comprise six women and two men who are committed to voluntarism. Six of the eight members of the board are also located in the same areas, which makes coordination among them very easy. Majority of them are retired teachers, with huge experience in community work, human rights, and gender and women issues. They are always willing to learn and take up new challenges of managing a non-governmental organization.

Human Resources:

Our biggest strengths in the human resource are the huge professional skills and expertise of our Program Advisor and Program Coordinator in program development, resource mobilization, policy design and implementation, advocacy and project monitoring and evaluation; peace and human security of women. A significant number of our key program staffs have legal background. Some of our senior staffs namely the Executive Director and Program Advisor are committed to voluntarism as founding members of the organization. Other staffs have the required qualifications (mainly university graduates with first degrees) and are willing to learn while on job. All our staffs are sourced locally, and they are more reliable and understand the operational challenges of the organization. We have committed community based volunteers in all our project sites through who we reach our beneficiaries.

Program activities:

We are one of the most vibrant indigenous women organizations and the first local organization with a national initiative for the ratification of any regional instrument in South Sudan. Our programs are exclusively development oriented that makes us stand out among the indigenous organizations who are mainly focused on emergency response. Our programs are focused on the legal protection of women and children and women empowerment, with a small component on economic empowerment of women, which is quite unique in the country. We stand out as a local organization in using innovative and cost effective approaches to GBV namely establishment of family courts, setting up legal aid centers and the use of community based human resources- paralegals, peace committees, IDP community volunteers, GBV counselors² and human rights activists so as to increase access to justice services to vulnerable women and

² The term counselor is used here to refer to a mobilizer.

children. Our radio program has also helped to scale up the impact of our activities in the community.

Legal status and regulatory framework and documentation:

Our registrations with the national and local governments in South Sudan are valid through 2015. We have a constitution; human resources manual; a financial procedures manual; child protection policy; asset management policy; safety and security policy. These policy documents are available in both hard and electronic copies, accessible to all the staff and the board. We have both electronic and hard copies of our reports. We also create a backup system using an external hard disc drive. We have hard copies of correspondences and reports filed and properly locked.

Organization assets:

We have organization vehicle and three Honda XL 125 cc motorbikes to facilitate the movement of staffs during field work. There are eight laptop computers, two printers, five modems and three digital cameras to facilitate both internal and external reporting, communication and documentation.

Relationship with target communities:

The target communities appreciate our work especially as a woman NGO. We have very good relationship with the local government leaders. They are actively involved in our programs. We also have free access to some community facilities (school halls and chapels) during trainings especially in Nimule and Kerepi payams. Our community based workers (paralegals, GBV counselors and women human rights activists) have helped to strengthen our grass root relations in the community.

1.2.2 Weaknesses:

Partnership and funding:

After October 2015, we shall be left with one reliable strategic partner, i.e. Cordaid. Most projects supported by other partners are short lived- 5 to 9 months. We also lack sufficient institutional support- our current partnership is based on projects, with very insufficient budget lines for institutional development³. Our funds are mainly from Dutch organizations. Our external grants are small in size compared to the locally raised funds.

Networking, coalition building and alliances:

Our collaboration mechanisms are still at infancy state and needs strengthening both locally and internationally. Our major networking is on information sharing which has not translated into joint programming and proposal development.

Governance:

Our board lacks experience in managing NGOs. Majority is from the teaching profession- it is short of professional diversity. The board has also not attended any training commensurate to NGO management.

³ Project partnership is limited to funding specific project activities; institutional partnership involves policy development, management structures, fixed assets, strategic human resource development, program strategy etc.

Human resources:

Majority of the staffs are inexperienced in NGO work- it is also their first job. A significant number of staffs also lack the relevant qualification required for programming access to justice and human security activities. There are no competent personnel for policy design and implementation and human resource and administration. There is also no competent person for finance/accounting- two new local finance officers with no track record in accounting have been recruited to fill up the gap after the departure of the previous finance officer. The finance and administration department has a significant level of weakness and needs strengthening.

Programming:

Although we work through community based resource persons namely paralegals, peace committees, GBV counselors and human rights activists, our follow-up mechanism on their performance is ineffective. There are no documented reports on the performance of this group of volunteers. A substantial number of them are also inactive. No formal follow-ups have been done to ascertain the knowledge and skills gained by our target groups from the various trainings, workshops and community dialogues. The effectiveness of our radio program has also not been measured. We conduct integrated monitoring of our program activities, which is ineffective. We also lack an integrated monitoring and evaluation plan and reporting. Two of the eight full time staffs are trained in project monitoring and evaluation. Our accounts were last audited by our internal auditor in June 2013. In May 2014, one of our donors commissioned an external audit of our financial and administration system but the report has not been shared with us. We also lack integrated annual financial reports. We are mainly dependent on donor reporting templates. Our monitoring tools are insufficient, considering the increasing number of projects for which we have received funds of recent.

Policies:

Some of the important polices namely communication policy and women protection policy are still lacking in the organization. There is also need to review the safety and security policy, financial procedures and human resources manuals, considering the current size of the organization and the development trend in the country.

1.2.3 Opportunities:

The internal displacement of huge population to Magwi County from the northern parts of South Sudan has created an opportunity for new program development in order to respond to the needs of IDPs. Our membership to SOAWR has increased our international profile- it is likely to create more funding opportunity especially on ratification or domestication of regional and other international laws and consequently law reforms in the country. The on-going peace negotiation in Addis Ababa in Ethiopia in which we have been involved is likely to open more doors for funding. Our strategic partnerships with MamaCash Foundation and Cordaid have created opportunities for institutional sustainability and possibility of more funding. Our strategic location in Nimule town which is increasingly becoming the economic hub of South Sudan because of its vicinity to Uganda and relative security is of specific interest to donors and other development partners.⁴ Nimule is also a growing metropolitan town due to its being a gate way to South Sudan from East Africa. The huge presence of IDPS has continued to attract a significant presence of INGOs and UN agencies in the area so as to respond to emergency needs of IDPs.

⁴ Nimule town in which our major field office is located is the main economic transit route from Uganda to Juba.

There are different kinds of people in the area, with different cultures- the indigenous sedentary Madi tribe, the Latuko ethnic group, the Acholi, the Dinka pastoralists and a couple of immigrants from East Africa and Ethiopia. There is ensuing land related violence in the area, especially between the Madi indigenous and the Dinka pastoralists on one hand and the Acholi on the other. Individuals in the ruling government, especially military generals are reported to be involved in land grabbing, thus exacerbating land conflicts in the area. These have created more opportunities for program development.

The insecurity situation in Juba will increase due to the huge presence of armed robbers who collaborate with security agents. There will be continual scarcity of merchandize thereby leading to increased cost of living in Juba. However, the international community will try to ensure that there is relative peace in Juba and enforcement of the rule of law so as to create safe paths for emergency response, protection of civilians and foreign nationals. Because of these developments, INGOs are increasingly shifting to emergency response programming especially in the northern parts of the country and areas with huge presence of IDPs. However, a couple of them with development oriented programs will continue to support development projects in parts of Central and Eastern Equatoria that are relatively stable.

1.2.4 Threats;

A significant number of indigenous NGOs have been founded in Nimule since January 2014 with similar programs, thereby creating competition for recognition and resources. The situation is worsened by a significant number of INGOs who have been attracted in Nimule due to the presence of IDPs, thereby creating competition for resources from donors and the local community. With the ensuing insecurity in Tonj East and most parts of the northern part of the country, Tonj East is likely to be inaccessible, thus posing huge risk to our intervention in Warrap state. A new administrative structure has been created in the Madi area called the Madi administrative area with a designated assistant commissioner. The local government in the area has already set up new regulatory measures for NGOs. On the other hand, Tonj East county is likely to slip into inter and intra communal violence. The situation might be worsened by the emergency of armed militia groups due to the continued political violence in the country with tribal overtones.

1.3 Overview of Humanitarian Programs in South Sudan;

The NGO world in South Sudan is mushrooming. It is reported that more than 500 INGOs are registered with the government in South Sudan. National NGOs are also increasing in number. However, there are very few NGOs in the country founded and managed by women and with programs exclusively on women. Majority of these NGOs are focused on emergency response due to the deteriorating levels of insecurity in the country. Very few NGOs have specific thematic areas of programming.

The indigenous NGOs lack adequate funding. This is mainly due to lack of competent human resources for fund lobbying, program design, development and implementation. Most indigenous NGOs hire external skilled labor to design and implement their programs. There is also huge competition for funding between the INGOs and NNGOS for the pool funds set up in the country by the joint donor team for emergency response. NNGOs are ill equipped and resourced to effectively compete for the internal sources of funds with INGOs. Most programs supported by INGOs through local NGOs are short lived- 3 to 6 months that poses a lot of challenge to program sustainability. Majority of programs on vulnerable women and children implemented by the national women NGOs are also focused on advocacy efforts. More so, most

efforts on GBV are clustered around Juba the capital city, the state capitals and the pastoral areas.

In view of the above, STEARDFWOMEN will position her programs in the next three years, with the view to fill the existing gaps in programming in the country. STEARDFWOMEN will make deliberate efforts to scale up programming on the ratification and/or domestication of regional and other international laws; advocacy on law reform and legislation of relevant laws focused on the protection of women and children and promoting increased access to justice services and economic opportunities to SGBV survivors; women empowerment in decision making and improving security and peace for women and children. STEARDFWOMEN will also continue to design its own programs and seek for her own sources of funding for such programs instead of implementing blue-print projects/programs from development partners. Specific attention will focus on scaling up efforts towards the establishment and/or strengthening of family courts. Efforts will also be made to work with community based resource persons namely paralegals, GBV mobilizers and jurors in a bid to strengthen access to justice to vulnerable women and children in the target communities. Deliberate efforts will be made by STEARDFWOMEN to scale up programs on SGBV and the human security and peace of women in the underserved non pastoral communities of the three states in the Equatoria province.

1.4 STEARDFWOMEN Best Practices:

Through June 2009 to 31st December 2014, the best practices of STEARDFWOMEN have been the following:

1.4.1 Community based resource persons;

We have identified and trained community based resource persons namely paralegals, peace committees, human rights activists and GBV counselors/mobilizers in all our target areas. They consist of women, youth, religious and local government leaders and chiefs. Their main roles have been to mobilize target beneficiaries for project activities, monitoring and documenting human rights violations and abuses. This strategy has been cost effective and very instrumental for the successful implementation of our projects.

1.4.2 Family courts;

In partnership with payam authorities and chiefs in the target areas, STEARDFWOMEN established family courts with the view to increase access to justice services to GBV survivors among women and girls. The family courts have already developed family court procedures with technical support from STEARDFWOMEN.

1.4.3 Home visits;

We conduct home visits with the view to identify unreported incidences of GBV and provide instant legal and psychosocial support to survivors. This has led to increased reporting of incidences of GBV to the appropriate authority for redress.

1.4.4 Police GBV Desks;

In partnership with the police, STEARDFWOMEN established two GBV desks in Tonj East County in Warrap state. The GBV desks have led to increased reporting of incidences of violence on women and girls for redress by the police.

2.0 STEARDDWOMEN 2015 - 2017 STRATEGY

2.1 Vision, Mission and Values:

2.1.1 Vision:

Our vision is a South Sudanese society, “free from the violations of the human rights of women and children”.

2.1.2 Mission:

Our mission is to develop, shape and empower South Sudanese women to advocate for policies that foster equal economic opportunity, and secure human rights for women and children”.

2.1.3 Values:

Our key values are:

- a) Women on the lead
- b) Respect for women and girls
- c) Gender equity
- d) Accountability and transparency

2.2 Thematic Programs:

Our thematic program areas are the following:

1. Sexual and gender based violence (SGBV).
2. Women, peace and security⁵.
3. Women leadership.

2.3 Strategic Objectives:

Through 2015 to 2017, STEARDDWOMEN will pursue the following objectives:-

1. Support citizens to engage with the government of South Sudan on the need to ratify regional and international instruments; legislate and enforce appropriate laws for the human security of women.
2. Support primary justice institutions and services to SGBV survivors.
3. Develop the entrepreneurial skills of GBV survivors.
4. Support women in leadership and decision making.
5. Support mechanisms to improve the protection of adolescent girls in school.
6. Promote intra and inter communal peace and reconciliation.

2.4 2015 - 2017 Projects:

Considering the above identified gaps in humanitarian programs, the existing opportunities and the huge experience of the organization in programming sexual and gender based violence and conflict mitigation with a focus on access to justice and human security of women in the last three years, the following projects shall be implemented by STEARDDWOMEN through 2015 to 2017:

⁵ The term women used herein is inclusive of girls.

Project 1:

Support citizen-government engagement on the ratification of the Maputo protocol and the legislation of a family law in South Sudan.

Objectives;

- a) Disseminate relevant and up-to-date information on the Maputo protocol and create awareness on the need for a family law.
- b) Build the capacities and capabilities of local human rights organizations and the relevant government institutions to lobby for the ratification and/or domestication of the Maputo protocol and the legislation of a family law by the government of South Sudan.
- c) Provide platform between citizens and the government to engage with each other on the need for the ratification of the Maputo protocol and legislation of a family law.

Project 2:

Promoting access to justice services for vulnerable women and children.

Objectives;

- a) Build the capacities and capabilities of community leaders and community courts, local governments and community based organizations in target areas to effectively respond to SGBV and harmful customary practices on women and children and other causes of insecurity to women and children.
- b) Disseminate relevant and up-to-date information on women human rights, justice, and security and gender issues in the target areas.
- c) Provide legal aid and psychosocial support services to SGBV survivors and victims of harmful customary practices among women and girls in the target areas.
- d) Increase collaboration between justice, law and order institutions, community leaders and human rights organizations in addressing SGBV and harmful customary practices on women and girls in the target areas.

Project 3:

Promoting improved livelihood for vulnerable women and children.

Objectives;

- a) Build the capacities and capabilities of GBV survivors and women groups to establish and sustainably manage viable enterprises in the target areas.
- b) Provide access to financial and credit services for GBV survivors and other vulnerable women groups.
- c) Leverage collaboration and support between GBV survivor groups, women enterprise groups, women leaders, local financial and credit and marketing institutions and the relevant local government institutions in the target areas.

Project 4:

Enhancing the protection of adolescent girls in schools.

Objectives;

- a) Build the capacities and capabilities of community leaders, schools and the relevant local government departments in target areas to effectively respond to the protection needs of adolescent girls in schools.
- b) Disseminate relevant and up-to-date information on the protection needs of girls in schools and their human rights in the target areas.
- c) Provide legal aid and psychosocial support services to victims of harmful customary practices among adolescent girls in schools in the target areas.
- d) Increase collaboration between justice, law and order institutions, community leaders, parents, teachers and human rights organizations in addressing the protection needs of adolescent girls in school in the target areas.

Project 5:

Promoting the participation of women in decision-making and leadership.

Objectives;

- a) Build the capacities of women leaders in leadership skills.
- b) Increase the participation of women in electoral democracy.
- c) Improve knowledge and attitudes on the role of women in decision-making and leadership.
- d) Increase collaboration with the media and academic institution through the creation of context-appropriate and sustainable solutions to the participation of women in decision-making and leadership.

Project 6:

Enhancing peace and human security in South Sudan.

Objectives;

- a) Build the capacity of the target communities to effectively manage conflicts.
- b) Disseminate relevant and up-to-date information on human rights, justice, law and order in the target areas.
- c) Increase collaboration between justice, law and order institutions and community leaders in the target areas.

2.5 Measure of success:

Projects	Indicators of success	Means of Verification
Project 1: Support citizen-government engagement on the ratification of the Maputo protocol and the legislation of a family law in South Sudan.	Availability of initiatives taken by the organization towards the ratification of Maputo protocol and legislation of a family law.	Project progress reports.
<i>Objectives:</i> a) Disseminate relevant and up-to-date information on the Maputo protocol and create awareness on the need for a family law.	Level of awareness on the Maputo protocol and family law.	Interview with target groups.
b) Build the capacities and capabilities of local human rights organizations and the relevant government institutions to lobby for the ratification and/or domestication of the Maputo protocol and the legislation of a family law by the government of South Sudan.	Availability of lobby initiatives taken by local human rights organizations for the ratification and or domestication of the Maputo protocol and legislation of a family law.	Progress report Interview with target groups.
c) Provide platform between citizens and the government to engage with each other on the need for the ratification of the Maputo protocol and legislation of a family law.	Type of lobby platforms provided	Progress report.
Project 2: Promote access to justice for vulnerable women and children.	Availability of functional justice services for women and children in the target communities.	Progress report.
<i>Objectives:</i> a) Build the capacities and capabilities of community leaders and community courts, local governments and community based organizations in target areas to effectively respond to SGBV and harmful customary practices on women and children and other causes of insecurity to women and children.	Availability of effective community response initiatives towards GBV and harmful customary practices on women and children and other forms of insecurity on women.	Progress report.
b) Disseminate relevant and up-to-date information on women human rights, justice, and security and gender issues in the target areas.	Level of awareness on women human rights, justice, security and gender issues in the target areas.	Progress report Interview with target groups.
c) Provide legal aid and psychosocial support services to SGBV survivors and victims of harmful customary practices among women and girls in the target areas.	Availability of legal aid and psychosocial support services to GBV survivors and victims of harmful customary practices	Progress report.

	among women and girls.	
d) Increase collaboration between justice, law and order institutions, community leaders and human rights organizations in addressing SGBV and harmful customary practices on women and girls in the target areas.	Types of joint initiatives taken with and by the local justice structures on GBV and harmful customary practices.	Progress report.
Project 3: Promote improved livelihood for vulnerable women and children	Project beneficiaries have established small scale income generating projects.	Progress report.
<i>Objectives:</i>	Number of small scale enterprises managed by project beneficiaries.	Progress report.
a) Build the capacities and capabilities of GBV survivors and women groups to establish and sustainably manage viable enterprises in the target areas.		
b) Provide access to financial and credit services for GBV survivors and other vulnerable women groups.	Number of GBV survivors who accessed financial and credit services provided by the organization.	Progress report.
c) Leverage collaboration and support between GBV survivor groups, women enterprise groups, women leaders, local financial and credit and marketing institutions and the relevant local government institutions in the target areas.	There is increased collaboration initiatives between GBV survivor groups and the local financial and credit and marketing institutions.	Progress report.
Project 4: Enhance the protection of adolescent girls in schools.	There is increased number of adolescent girls who complete primary and secondary levels of education in the target schools.	Progress report.
<i>Objectives:</i>	Initiatives taken by community leaders and local government authority in response to the protection needs of adolescent girls in school.	Progress report.
a) Build the capacities and capabilities of community leaders, schools and the relevant local government departments in target areas to effectively respond to the protection needs of adolescent girls in schools.		
b) Disseminate relevant and up-to-date information on the protection needs of girls in schools and their human rights in the target areas.	Level of awareness on the protection needs of adolescent girls and their human rights in the target areas.	Progress report.
c) Provide legal aid and psychosocial support services to victims of harmful customary practices among adolescent girls in schools in the target areas.	Availability of legal aid and psychosocial support services to adolescent girls in schools.	Progress report.
d) Increase collaboration between justice, law and order institutions, community leaders, parents, teachers and	Joint initiatives taken by community leaders and local government authority in response	Progress report.

human rights organizations in addressing the protection needs of adolescent girls in school in the target areas.	to the protection needs of adolescent girls in schools.	
Project 5: Promote the participation of women in decision-making and leadership.	<ul style="list-style-type: none"> Increased number of women holding leadership positions in the target areas. Increased involvement of women in decision making. 	Progress report.
<i>Objectives:</i> a) Build the capacities of women leaders in leadership skills.	Number of women leaders trained on leadership skills.	Progress report Interview with women
b) Increase the participation of women in electoral democracy.	Number of women holding elective positions.	Progress report.
c) Improve knowledge and attitudes on the role of women in decision-making and leadership.	Positive community attitude towards women in leadership and decision making.	Progress report.
d) Increase collaboration with the media and academic institution through the creation of context-appropriate and sustainable solutions to the participation of women in decision-making and leadership.	Joint initiatives between human rights organization, the media and academia to increase the participation of women in leadership and decision making.	Progress report.
Project 6: Enhance peace and security in South Sudan.	There is reduced incidence of violent conflicts in the target community.	Progress report.
<i>Objectives:</i> a) Build the capacity of the target communities to effectively manage conflicts.	Number of cases handled fairly by the local justice structures.	Progress report.
b) Disseminate relevant and up-to-date information on human rights, justice, law and order in the target areas.	Level of awareness on human rights, justice, law and order in the target areas.	Progress report.
c) Increase collaboration between justice, law and order institutions and community leaders in the target areas towards peace and security.	Joint initiatives between justice, law and order institutions and community leaders towards peace and security in the target areas.	Progress report.

2.6 Organization Chart:

