

## **The Sudanese Organization for Research and Development (SORD)**

SORD is a membership based, National Non-Governmental Organization dedicated to human rights and gender equality in Sudan. Legally, SORD is registered under HAC as Sudanese non – governmental, not for profit organization. Beside its registration at the national level, SORD is also registered at Khartoum, Kassala , Gadaref and Red Sea States.

The core business of SORD revolves around human rights, and gender equality and its main target groups are women and youth. SORD implements its programs using a right based approach.

Currently SORD has a country office based in Khartoum and two branch offices in Kassala and Gadaref states of eastern Sudan. Focusing on east Sudan region is attributed mainly to the fact that eastern Sudan region suffers from severe underdevelopment, discrimination along gender lines, inadequate basic services, deteriorating socio-economic conditions and population displacement. In addition, eastern Sudan has suffered from lack of attention from the international humanitarian and development communities as resources have flowed to other areas of Sudan.

### **Strategic positioning**

#### **Vision:**

**A vibrant gender focused and informed civil society in Sudan that is actively engaged in maintaining human rights, inclusion, peace and good governance in Sudan.**

SORD believes that an enlightened CSOs with high commitment to human rights and plural democracy constitute the core of change agents provided that channels of communication, collaboration and cooperation are established between the different components of CSOs at all levels. Thus, SORD promotes collective thinking, active participation and the dismantling of all barriers of exclusion.

#### **Mission:**

SORD works together with civil society organizations and other relevant stakeholders so that men and women in Sudan are enabled to actively exercise their rights and responsibilities. We realize this by using participatory action research (PAR), informed advocacy, civic education, providing alternatives and capacity building or enhancement.

#### **Goal:**

By the end of 2020, SORD will be a significant contributor to citizen's active participation and a sustained civil society engagement towards ensuring sustainable development, democracy and human rights where gender justice is in the core of the process.

### **SORD Governance Structure**

#### **A. The General Assembly**

The general assembly comprises of all registered SORD membership, it is the supreme governing organ and the highest decision making body on policy and programs. The assembly is responsible for renewing the organization's leadership and reviewing its strategic directions. Ordinarily, the Assembly meets every year in Khartoum or any agreed upon location.

#### **B. The Board of directors:**

A Board of Directors is elected from within the Assembly of Members. It is responsible for policy making and ensuring strategic and organizational directions set by the assembly. The Board currently consists of 12 Members. SORD executive director and SORD Strategic Advisor sit on and participate in the board meetings, but with no voting power.

#### **C. The Executive body:**

SORD executive body is a small core team of highly professional staff who provides the necessary technical expertise for the implementation of the planned activities in Khartoum, Kassala and Gadaref States.

## **Methodology**

### **Participatory Action Research**

Being a research based organization, research is central in all SORD's interventions to inform the organization at both its practical and advocacy work. SORD mainly adopts Participatory Action Research (PAR) to create a positive social change through enhancing principles of participation, reflection, and empowerment. Research using PAR as its method takes place in four moments of action research, namely reflection, planning, action and observation.

### **Social Exclusion Analysis**

SORD uses the model of social exclusion analysis as a main tool that helps the organization understands and analyses aspects of exclusion, discrimination and social injustice within societies and institutions in Sudan. The set of training exercises enable the participants challenge their own attitudes and practices, help them on how to free themselves from any (isms) and how to improve their work towards social justice, peace and citizenship rights. Since its establishment, SORD has organized a large number of workshops targeting women and men from different backgrounds and in different areas of the country. All these workshops have helped the organization identify main forms of exclusion including racism (Arabism), sexism, ethnocentrism, religion (Islam-ism), elitism as well as discrimination experienced by refugees and the displaced.

### **Working towards Ensuring gender Justice**

Gender equality and equity are central to SORD's being and doing; at policy, structures, practice and programming levels. SORD gender policy provides the guidance of SORD work and identity, the empowerment of women and girls is recognized as fundamental to SORD's mission; every individual understands and demonstrates attitudes and behaviors that promote gender equality and equity; adequate resources are allocated to gender work; all work is continuously monitored against gender indicators; and the cross-cutting nature of gender concerns is recognized (gender equality is both everyone's responsibility and an area that warrants specialized attention and resources. For SORD gender equality as an end is not realizable if gender justice is not ensured through political commitment and allocation of resources as well as existence of agency of change.

### **SORD Areas of expertise**

Since its establishment in 2007, SORD, has established many projects and programs which fall under three interrelated themes namely:

- Gender Justice and Women rights
- Sustaining livelihoods for women and men
- Enhancing capacities of CSOs .

### Projects under the Gender equality and Women rights theme

Donor	Project	Main interventions
NOVIB	Paving the road toward gender justice 209- 2013 Khartoum State White Nile State River Nile State Kassala State	<ul style="list-style-type: none"> <li>▪ Research and advocacy on the personal status act</li> <li>▪ Legal reform and suggesting an alternative family law.</li> <li>▪ Establishing three legal aid centres and providing legal aid services for women in the personal status courts in Khartoum.</li> <li>▪ Advocacy and networking on child marriage and facilitating the formation of the national alliance <i>Let Her Grow Up</i></li> <li>▪ Capacity building for CSOs, lawyers and media personnel on the negative impact of the personal status act on women.</li> <li>▪ Conferences, seminars, media campaigns on the personal status act</li> </ul>
Novib	Enhancing poor women accessibility to legal and economic services Khartoum State Kassala State 2014- 2015	<ul style="list-style-type: none"> <li>▪ Provision on marketable skills for women</li> <li>▪ Capacity building for women groups and organizations</li> <li>▪ Legal aid services</li> </ul>
NOVIB	Education in HIV/AIDS and Gender in North Sudan Khartoum, Blue Nile State  2008- 009	<ul style="list-style-type: none"> <li>▪ Producing manuals and information materials on HIV and gender issues</li> <li>▪ Organizing seminars targeting policy makers at three states level on the issue of HIV AIDS and its gender dimension.</li> <li>▪ Training teachers on HIV and gender manual to use it in 60 reflect circles in 3 states</li> </ul>
EU EIDHR	Women claiming their rights and taking actions Khartoum State 2011-2012	<ul style="list-style-type: none"> <li>▪ Participatory Research</li> <li>▪ Producing REFLECT manual using right based approach</li> <li>▪ Establishing twenty REFLECT circles in Dar Elsalam</li> <li>▪ Facilitators training</li> </ul>
EU EIDHR	Ensuring Legal Protection for Women Victims of the Personal Status Act in Kassala and Gedarif States  2015-2016	<ul style="list-style-type: none"> <li>▪ Establishing two legal aid centres to provide legal aid services for women in the personal status courts in Kassala and Gadaref.</li> <li>▪ Capacity building for CSOs and lawyers</li> <li>▪ Advocacy and networking on the negative impact of the personal status act.</li> <li>▪ Participatory Research</li> </ul>
Manitese	Juvenile and Adult Education in Dar Elsalam Area: Omdurman, Sudan  Khartoum State	<ul style="list-style-type: none"> <li>▪ Supporting two drop out classes to host 120 students (two shifts) and establishing new 9 adult literacy circles hosting 200 learners (80% women)</li> <li>▪ Training 18 facilitators on REFLECT</li> <li>▪ mapping</li> </ul>

NCA	Joining Hands to End Child Marriage in Sudan Khartoum State 2012-2013	<ul style="list-style-type: none"> <li>▪ Mapping and profiling of all actors working on child marriage at all levels</li> <li>▪ Networking, consultation meetings, training workshops, and outreach activities to end child marriage.</li> </ul>
Goal Ireland	Empowering Women Through Education. Kassala 2013-2016	<ul style="list-style-type: none"> <li>▪ Adult education using RFLECT methodology</li> <li>▪ Facilitators training</li> <li>▪ Participatory Research</li> <li>▪ REFLECT Manual preparation</li> <li>▪ Supporting women IGAs</li> </ul>
	Empowering Women Through Education. Khartoum 2013	<ul style="list-style-type: none"> <li>▪ Adult education using RFLECT methodology</li> <li>▪ Facilitators training</li> <li>▪ Participatory Research and REFLECT Manual preparation</li> <li>▪ Supporting women IGAs</li> </ul>
ICCO	Women Leadership Program 2014-2016	<ul style="list-style-type: none"> <li>▪ Core group meetings and forum</li> <li>▪ Accompany and support young women leader advocacy initiatives</li> <li>▪ Research to document women leaders experiences</li> </ul>
Finland Embassy-Cairo	Women Claiming their Rights Through Education 2015	<ul style="list-style-type: none"> <li>▪ Adult education using RFLECT methodology</li> <li>▪ Supporting women cooperatives</li> </ul>
UNFPA	2. MARPs /HIV/AIDS 2015 2014-2015	<ul style="list-style-type: none"> <li>▪ Small business skills training for selected beneficiaries, Provision of credit services, regular small business advice and counselling to solve encountered problems.</li> </ul>
Inter pares Khartoum	Enhancing poor women accessibility to legal to legal protection in Khartoum	Institutional Support to SORD and three established legal aid centers

**Projects under the Sustaining livelihoods for women and men Theme**

Donor	Project	Main interventions
UNHCR	Support Self-reliance for Refugees in Eastern Sudan 2015-2017	<ul style="list-style-type: none"> <li>▪ Micro finance services for refugees in 8 camps in Kassala and Gadaref states</li> <li>▪ Vocational and Organizational management training</li> <li>▪ Community sensitization and awareness raising campaigns</li> </ul>

UNDP	Support Stabilization Of Youth Through Creation Of Jobs And Improving Livelihoods  Kassala State  2016	<ul style="list-style-type: none"> <li>▪ Organization of youth groups</li> <li>▪ Capacity building for youth groups on managing micro finance and organization development</li> <li>▪ Provision of seed capital for youth groups</li> <li>▪ Linking groups with the formal micro finance institutions</li> </ul>
Novib	Supporting poor women in Kassala to sustain their livelihoods Dec 2012- Dec 2013  Kassala states	<ul style="list-style-type: none"> <li>▪ Provision of marketable skills training for women</li> <li>▪ Provision of micro finance services</li> <li>▪ Facilitation of formation of women cooperative</li> <li>▪ Establishing sustainable marketing channels</li> </ul>
FAO Kassala  Telkook locality	Training for villages Development committees. 2014   Joint Resilience Program. 2015- 2017	<ul style="list-style-type: none"> <li>▪ Provision of agricultural inputs ( seeds, tools, and animal feed)</li> <li>▪ Establishing of fodder revolving fund management</li> <li>▪ TOT training on nutrition and food processing, agricultural and livestock extension and training sessions, and managing of fodder revolving fund</li> </ul> <ul style="list-style-type: none"> <li>▪ Provision of organizational and leadership skills and resource management training for 32 VDCs.</li> <li>▪ Support improved livestock practices</li> <li>▪ Support home gardening and food processing and nutrition training.</li> </ul>
Manetesi Khartoum	Improving Livelihoods of former IDPs in Dar- Alsalaam 2009	<ul style="list-style-type: none"> <li>▪ Establishing dropout class, provision of skill training and micro credit for 500 young men and women, mapping of the NGOs and CBOs , providing tailored training for community structures, and holding community gatherings on peace building and peace building.</li> </ul>

**Projects under the Building capacities of CSOs**

Donor	Project	Main interventions
ERT Khartoum State	Empowering civil society in Sudan to combat discrimination.	<ul style="list-style-type: none"> <li>▪ A Training of trainers (TOT) workshop on discriminatory laws and policies</li> <li>▪ Two training workshops on discriminatory laws and policies for representatives from civil society and local authoritative.</li> <li>▪ A baseline study on discrimination in Sudan</li> <li>▪ . Sub-grants to 5 CSOs to document incidences and patterns of discrimination in Darfur, Kassala, Khartoum, White Nile states</li> </ul>

ICCO	Women Leadership Program  Khartoum State  2014- 2016	<ul style="list-style-type: none"> <li>▪ core group meetings and forums</li> <li>▪ accompany and support young women leader advocacy initiatives</li> <li>▪ Research to document women leaders experiences</li> </ul>
ACORD/ CCFD	Building Peace and Capacities of Darfurian Civil Society Organizations in Khartoum  2011	<ul style="list-style-type: none"> <li>▪ Series of training workshops on Peace / conflict analysis and impact assessment / transformation tools, gender, Civic education and conflict transformation, social exclusion analysis</li> </ul>
TROCAIRE	Voters Education in Khartoum.2009  Khartoum State	<ul style="list-style-type: none"> <li>▪ Capacity building for students and CSOs on election law, quota system for women and system of elections, and advocacy and lobby together with CSOs and the media for fair free, and nonviolent election process</li> </ul>
	Promotion the citizenship rights and responsibilities among women and youth 2010  Khartoum State	<ul style="list-style-type: none"> <li>▪ Conducting need assessment survey</li> <li>▪ Designing training of trainers manual,</li> <li>▪ Organizing workshops</li> </ul>
PADCO	Social Inclusion as Necessary Condition for Peace in Sudan  2008	<ul style="list-style-type: none"> <li>▪ Organizing series f social exclusion analysis targeting 60 CSOs in Sudan</li> </ul>