



Annual Project Update LEAP 75-03-17-006 Women Leadership Program in the Sudan

The Board of VOND is proud to present this update to ICCO. The women leaders in Darfur and the work that has been done last year by the Women's Alliance for Peace in Darfur (WAP Darfur) is innovative and already showing results in mediation and bringing down armed clashes between tribes. The Alliance, created and nourished through the learning events guided by VOND, involves 16 women organizations, covering all 5 regions of Darfur, and so many affiliates in each region, that are reached and involved in the process of peace building.

But of course, a lot is still to be done and improved. In the update, LEAP is presented as a learning process.

1 The milestones and the process

In the contract with ICCO of 01-02-2015, the following Milestone(s) were described.

- Coaching and Quality Management Advise: 6 coaching visits in 2015
- Facilitating action: 70 short reports in 2015
- Learning Event 1 Peace Building - El-Fashir, 30 officials interviewed in 2015
- Learning Event 2 Fundraising - Daein, 5 small projects formulated in 2015

After consultation, it was agreed between ICCO and VOND that the report should follow the logframe and the planning schedule in the inception report, delivered at 16-03-2015.

This update/progress report on the January 2016 will consist of:

1. A summary of progress, concentrating on outputs, the products that were realized according to planning.
2. A review of the outcomes: changes in the context and challenges for the program.
3. Lessons learned: successful and less successful interventions in building up organizational capacity.
4. The Internal evaluation of VOND, facilitated by an external consultant, on the effects of the learning process

2 Summary of progress: outputs

The planning of the project is shown in the table below. The progress is reported item by item:

2.1 Capacity Building

The first learning even took place in April 2015 in El Fashir instead of Nyala, for practical reasons. The second learning event took place in August 2015 in Nyala. The third learning event had to be organized in Khartoum because of problems with permits for international trainers to travel to Darfur, experienced during the preparation of the first two learning events. The third learning event took place in November 2015. Reports of the trainings are attached as annexes (I, II and III).

The base line study was done during the learning event in April, and fine-tuned and updated during the learning event in November.



Translations of the training materials and reports were ongoing before, during and after the trainings and are still in progress. VOND initiated a publication on portraits of women peace builders in Darfur in English and Arabic; the publication is planned to be issued in April 2016.

| PLANNING LEAP 2015-2016 | | | | | | | | | | |
|---|--|---------|-----|-----|-----|------|-----|-----|-----|------|
| c= coaching and facilitation; le = learning event; f= admin of small activities fund; t= translations; x=report | | | | | | | | | | |
| | | 2015 | | | | 2016 | | | | 2017 |
| | | 1st | 2nd | 3rd | 4th | 1st | 2nd | 3rd | 4th | 1st |
| 1 Capacity building | | | | | | | | | | |
| | Preparations | | c | | | | | | | |
| | Learning Event in El Fashir | April | le | | | | | | | |
| | Learning Event in Nyala | July | | le | | | | | | |
| | Learning Event in Daeen | Nov | | | le | | | | | |
| | Learning Event in Gineena | March | | | | le | | | | |
| | Learning Event in Khartoum | July | | | | | le | | | |
| | Base line study | Nov | x | | | | | | | x |
| | Translations and Training materials | ongoing | t | t | t | t | t | t | | |
| 2 Coaching and quality control | | | | | | | | | | |
| | 1st Field visit 2015 | April | c | | | | | | | |
| | 2nd Field visit 2015 | Nov | | | c | | | | | |
| | 3rd Field visit 2016 | July | | | | c | | | | |
| | Coaching reports | | x | | x | | | x | | |
| | Evaluation meeting in Zalengei | Nov | | | | | | | le | |
| 3 Facilitation of Resources | | | | | | | | | | |
| | Preparations / criteria | | c | | | | | | | |
| | Applications | | f | | f | | f | | | |
| | Decision on Applications | | c | | c | | c | | | |
| | Plans and reports from participants on initiatives | | x+t | | x+t | | | x+t | | |
| 4 Reporting and monitoring | | | | | | | | | | |
| | Output reports | | x | x | x | | x | x | x | |
| | VOND evaluation meetings | | | | | x | | | le | x |
| | Outcome reports | | | | | x | | | | x |
| | Ex-post impact assessment | | | | | | | x | | |
| | Final report to be delivered to ICCO | | | | | | | | | x |

2.2 Coaching and Quality control

An extensive field visit was done in 2013. In 2015, the decision was taken by WAP Darfur to engage in a mediation activity together (the WAP members from North Darfur), in response to an outbreak of armed conflicts between two tribes (Berti and Zayadia) in the El Fashir region short before the learning event.

In the second learning event, the same situation arose in Nyala, South Darfur, between the Salamat and Falata tribes. The members of WAP were determined to use their skills again to stop the violence by mediation activities. A report of the successful mediation activities, both coached by VOND, are included in the reports of the learning events.

During the last learning event it became clear that there is still a need for field visits. These are planned for March 2016 and will be reported.



2.3 Facilitation of Resources (small activity fund)

After the first two learning events, no applications were done for financing small activities. Instead, the resources were used for travelling, organization and meeting during the mediation activities. After the third learning event, responding to urgent weaknesses in reporting identified during the training, 16 applications for courses in English and computer skills were received. The decision was taken to make them payable for all member organizations of WAP.

2.4 Reporting and Monitoring

Reports are available of each learning event. VOND has been active in preparing and designing training based on the learning needs identified in the log frame and during the learning events. In the third learning event, the president of VOND was present to dialogue with WAP-Darfur members on the progress of their alliance. Strengths and weaknesses were identified and agreements on improvements made.

An external evaluator has reviewed all the reports and commented in the board meeting in January 2016. The evaluation report is attached to this update. (annex IV)

3 Outcomes: changes and challenges

The logframe specifies the following expected results:

- I. *Leadership in the regional organization of women for 1325 strengthened//, through regular coaching meetings reported and commented in the six training sessions*

The learning events happened in a context of revived tribal armed conflicts. This situation was a challenge for the members of WAP Darfur to strengthen their desired role as mediators contributing to UNSCR 1325. They engaged themselves in a major mediation action, based on former local experiences. It was a major learning experience. On the negative side, security measures continued to be very tight, delaying the process of registration for WAP Darfur and complicating the functioning of its board. It was discussed in the 3rd learning event how to handle the situation.

- II. *Women taking new initiatives and reflecting on strengths and weaknesses//, visible through 70 short reports on public activities implemented by the member organizations of WAP Darfur; and blogs, and news features published in each sub-region*

The member organisations in Darfur are mainly engaged in emergency aid projects with women, and eventually these are combined with initiatives on peace and reconciliation, when conflicts arise. In the first learning event, they shared their experiences on reconciliation efforts. Despite involving some journalists in the learning events, the expected output of short reports was not yet realized and has to be paid more attention in 2016. The capacity to write and report has to be enhanced.

- III. *Awareness of post-war health problems and management capacity to handle diversity, experience with mediation techniques and exchange and knowledge on their roots in religion and tradition//; visible through 16 leaders able to train community leaders in peace building, 4 documented examples of good cooperation between the member organizations and 10 cases in which members of WAP-Darfur are asked to mediate*

The 1st learning event concentrated on bridging differences and accepting each other. Experiences in mediation were exchanged. An imam was invited to speak on the relation between religion and women working for peace. From the events in 2013 VOND knows that some women leaders have been able to invite large audiences for meetings on 1325,



insufficient information is available on the actual capacity of all the 16 participants on training in peace building. The report on women mediation describes how the member organisations have cooperated closely with each other under VOND's guidance.

- IV. *Capacity to do a needs-analysis and formulate simple projects in the 5 sub-regions, good understanding with local authorities on projects and ability to formulate a common agenda and one project as WAP-Darfur//. Visible through 5 small projects formulated and submitted; and one documented agreement on the fundraising strategy for WAP-Darfur*

A consultation was organized between the participants and 80 young people of Nyala, before the 2nd learning event, to identify their priorities. After the learning event, an IDP camp in the neighbourhood was visited, to identify the priorities of the refugees. Local authorities and affiliate organisations were invited to participate in the learning event. A common agenda for WAP was only formulated in the 3rd learning event. The 3rd learning event concentrated on proposal writing, related to the own organisational practices of the participants. Coaching field visits are still needed for the organisations to be able to formulate more specific UNSCR 1325 projects linked to their own work concerning emergency aid.

- V. *WAP-Darfur expressing the position of women's proposal for peace in Darfur on political level 5 important media features on regional level; and a statement on gender issues in the DOHA agreements published at regional and national level. Visible in one regional and 5 sub-regional lobby strategy documents*

For the purpose of the learning, VOND made a summary of the main gender articles in the Doha agreements and the activities listed in the 1325 Action Plan for SUDAN. The implementation of this action plan is still pending, however. During the 2nd learning event, a manifest has been produced by the participants on their political vision for peace in Darfur. It was submitted to the local governments of Darfur

In April as well as in August the Learning Events were broadcasted by local radio and TV, as well as UNAMID broadcasting and radio Dabanga.

An article on the National Newspaper (Saiha) was published August 2015 under the heading: The Darfuri Women are able to achieve peace.

4 Lessons Learned

The base line inquiry done in April 2015 identified strengths and weaknesses in the organisations that participate in LEAP. The organisational assessment was done in the first learning event through interactive methods, measuring 13 out of the 16 member organisations of WAP-Darfur. The main points for improvement are displayed in the box.

ORGANISATIONAL ASSESSMENT

1. Most organisations have quite *general objectives*, predominantly with an emergency services perspective. The LEAP project gives attention to policies, security policies and peace building efforts.
2. Most organisations have *many priorities* to attend to. The LEAP project supports strategies in line with the strategy of WAP Darfur.
3. There is insufficient articulation of strategies for future *financial perspectives*. The LEAP project will build capacity to address local funds, NGO funds and specific funds for peace building.
4. Only four organisations out of 13 have *contacts with armed movements*. The LEAP project stimulates proactive mediation, aiming at a stronger network of contacts with armed groups and a stronger participation in mediation and reconstruction policies.
5. Only 3 organisations produce *media features*. The LEAP project will facilitate the invention of a joint practical plan on the implementation of UNSCR 1325 in Darfur.
6. Only 3 organisations recognize and address *diversity problems* in their organisation and context. The LEAP project will strive towards awareness on the importance of addressing tribal differences.



Surprisingly successful was the work on point 4 and 6, the relationship with armed movements and handling diversity. Through the mediation initiatives a mutual respectful understanding and a peace agreement were achieved.

Meanwhile, the progress on producing media features, point 5, was slow.

We learned: (1) that the gap between what is news in Darfur and what published on national level is considerable; (2) that radio broadcasting is done more easily, even local television broadcasting, than written publicity; (3) WAP-Darfur has been hindered in defining a common policy because of registration and communication problems; (4) the English and computer skills of the women leaders are insufficient.

Progress on the points 1, 2 and 3 will be ongoing in 2016.

5 Internal Evaluation

An external evaluator has reviewed all the reports and commented in the board meeting in January 2016. During the meeting with the evaluator, the following conclusions have been drawn:

1. The experience with mediation has been impressive. It was recommended: (1) VOND should use this experience to deepen the methodology; (2) the role of women for achieving a peace agreement should be given more attention in the media; (3) not only the women's organisations from the region of the conflict should be involved, but also those from other provinces (for learning purposes).
2. The learning events could have been more balanced between general information and practical tools. It was recommended: (1) to deliver hand-outs during the training; (2) in the needs analysis it is always good to interview women and men separately, to get gender-balanced results (3) concerning the reporting; to write more analytic, less descriptive .
3. The coaching was not as strong as expected. Recommendation: (1) intensify field visits; (2) review at the beginning of each learning event what has been done in practice with the results of the former training;
4. The first two learning events gave ample attention to womanhood, but failed in addressing gender as challenge for both men and women. Recommendations: (1) the participants should give more attention to public strategies, like influencing public policies and media; (2) the learning event should give attention to what happens between men and women in the context, like discrediting, discrimination and exclusion.
5. The dialogue with the Humanitarian Assistance Commission (the security services), and inviting them to the meetings, has been a successful 1325 strategy.
6. The relationship between the 16 members of WAP Darfur and the affiliated organisations is not clear. Recommendation: (1) take care of transparent decision making and reporting within WAP; (2) pay more attention to the way other organisations can be approached and involved.

6 Annexes

- I. Report LEAP learning event 1
- II. Report LEAP learning event 2
- III. Report LEAP learning event 3
- IV. Internal Evaluation report LEAP