

WOMEN FOR JUSTICE AND EQUALITY (WOJE)

ORGANIZATIONAL PROFILE





WOMEN FOR JUSTICE AND
EQUALITY (WOJE)

Organizational Overview

Women for Justice and Equality (WOJE) is a women-led, rights-based civil society organization that has been operational since 2016, responding to entrenched gender inequality, conflict-related vulnerabilities, and governance challenges affecting women, girls, and marginalized communities in South Sudan.

WOJE works through integrated, evidence-informed, and community-anchored interventions spanning protection, peacebuilding, health, governance & justice, and economic empowerment. The organization combines grassroots activism with institutional engagement to deliver both immediate protection outcomes and long-term systems change.



www.woje.org



Organizational Overview

Legal Status & Registration

WOJE is a legally registered, non-profit, non-governmental organization operating in compliance with national NGO regulatory frameworks. The organization is governed by an independent Board of Directors, with approved constitutional instruments, policies, and operational procedures.

Strategic Direction

WOJE operates under a Board-approved Strategic Plan (2025–2030), which defines its vision, strategic pillars, results framework, and sustainability pathways. The Strategic Plan provides the overarching framework guiding all programs, partnerships, resource mobilization, and performance monitoring.



Organizational Overview

Quality Management Systems

WOJE is actively implementing the ISO 9001:2015 Quality Management System (QMS) to institutionalize:

- Process standardization and documentation
- Risk-based thinking and corrective action
- Performance monitoring and continuous improvement
- Accountability to donors, partners, and beneficiaries

Geographic Scope

The organization operates at community, state, and national levels (Central Equatoria, Western Bahar Gazal, Upper Nile, Eastern Equatoria States- South Sudan, with its head office in Central Equatoria) with a strong focus on conflict-affected, post-conflict, and underserved rural and peri-urban areas across South Sudan, while engaging national institutions for policy influence and coordination.



VISION & MISSION

Our Vision

A just and equitable society where women and girls enjoy full participation, equal rights, and live free from all forms of discrimination and violence.



Our Mission

To advance gender justice, promote equality, and safeguard the rights and dignity of women and girls across South Sudan through transformative programming and grassroots activism.

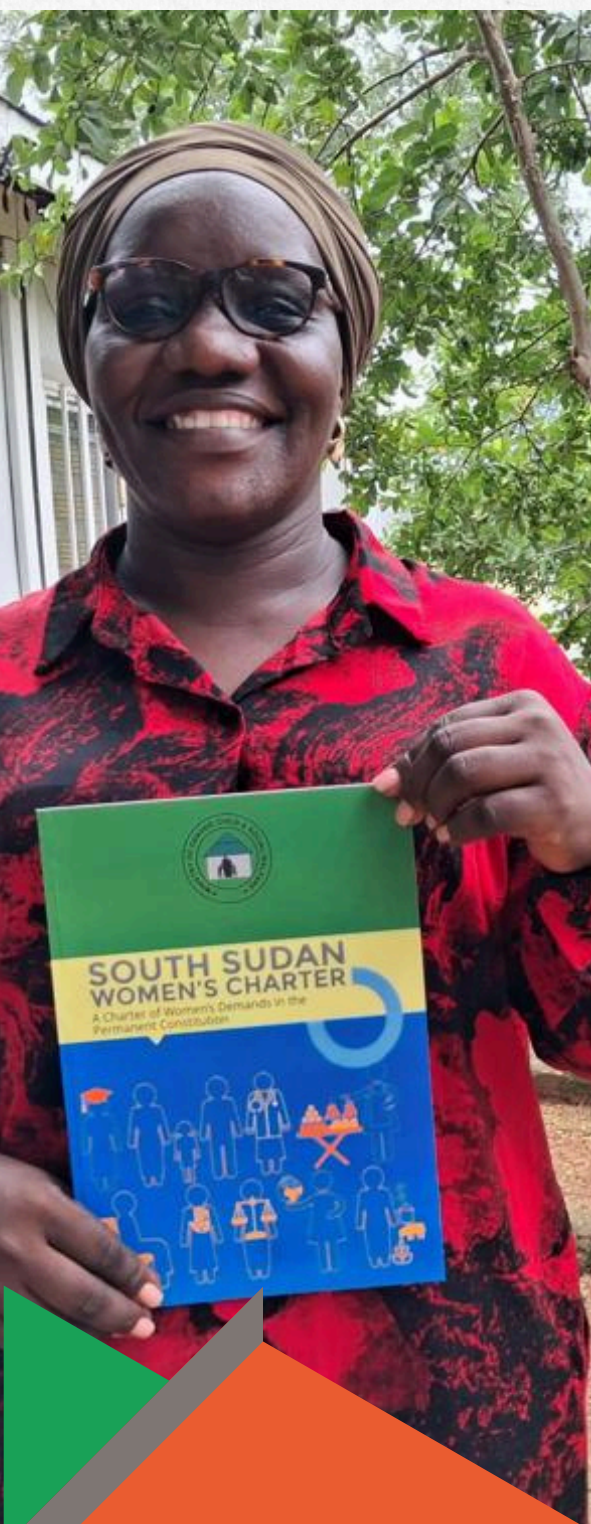




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The Organization Core Values



Equity: Upholding fairness and equal opportunity in all programs, partnerships, and processes.

Justice: Promoting the rule of law, legal empowerment, and protection of human rights for all.

Empowerment: Building the capacities of women and youth to become agents of change in their communities.

Accountability: Ensuring transparency, responsiveness, and responsibility in all organizational actions.

Innovation: Applying creative, technology-enabled, and locally driven solutions to development challenges.

Solidarity: Standing with and supporting marginalized groups through participatory and inclusive engagement.

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THEMATIC / PROGRAMMATIC AREAS

WOJE implements integrated programs under five strategic pillars defined in its 2025–2030 Strategic Plan:

Protection

Prevention of and response to gender-based violence (GBV), child protection risks, safeguarding, psychosocial support, referral pathways, and legal aid linkages using survivor-centered and rights-based approaches.

Peacebuilding

Community peace dialogues, reconciliation initiatives, women's leadership in peace processes, conflict prevention, and social cohesion strengthening at grassroots level.



Health

Sexual and reproductive health education, mental health and psychosocial support (MHPSS), health awareness, and referral systems integrated with protection and empowerment programming.

Governance & Justice

Civic education, legal literacy, access to justice initiatives, community-level advocacy, and engagement with duty bearers to strengthen accountability and inclusive governance.

Economic Empowerment

Livelihoods development, vocational and entrepreneurship skills training, financial literacy, savings groups, and community-based income-generating initiatives.



TARGET POPULATION & BENEFICIARIES

WOJE primarily serves:

- Women and girls affected by violence, discrimination, and exclusion
- Survivors of GBV and human rights violations
- Youth impacted by conflict, unemployment, and social marginalization
- Vulnerable households in fragile and post-conflict communities
- Grassroots women leaders and community structures

Programs are designed using participatory, gender-transformative, and conflict-sensitive approaches.



INSTITUTIONAL CAPACITY

Governance

An independent Board of Directors provides strategic oversight, fiduciary governance, and policy direction. Board committees support finance, programs, and compliance functions.

Management & Leadership

WOJE is led by an Executive Director, supported by programmatic, finance and administration, monitoring and evaluation, and partnerships functions.

Human Resources

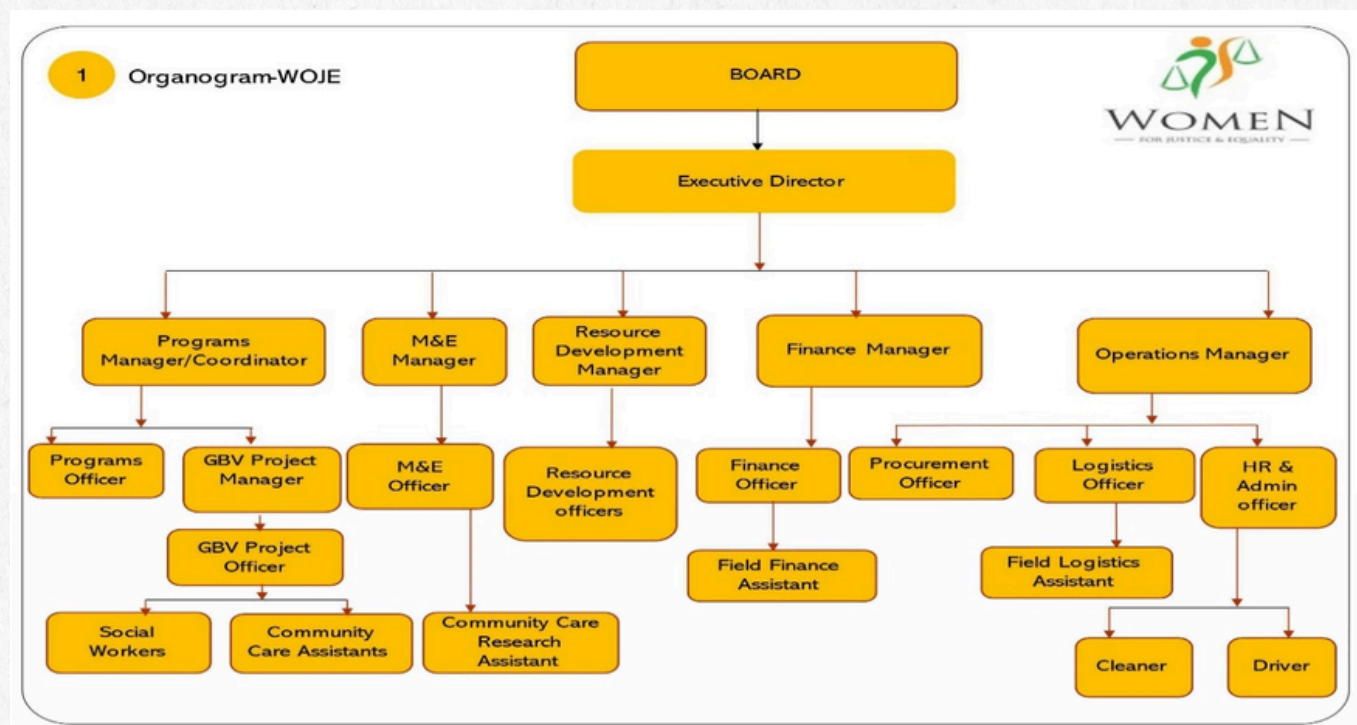
A multidisciplinary team of technical staff, field officers, community facilitators, and volunteers, with mandatory training in safeguarding, accountability, and ethical conduct.

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INSTITUTIONAL CAPACITY

Figure 1: The Organizational Structure





INSTITUTIONAL CAPACITY

Systems

- **Finance:** Robust financial controls, budgeting, internal checks, and audits
- **Human Resources:** Structured recruitment, performance management, and staff welfare systems
- **Monitoring, Evaluation & Learning (MEL):** Results-based frameworks aligned to the Strategic Plan
- **Quality Management:** ISO 9001:2015-aligned SOPs, risk registers, internal audits, and CAPA processes



FUNDING & SUSTAINABILITY MODEL

Donors & Grants

- Institutional and bilateral donors
- UN agencies and international NGOs
- Foundations and development partners

Partnerships

- Government ministries and local authorities
- National and community-based organizations
- Women-led and youth-led networks

Sustainability Approaches

- Training and capacity-building services
- Community-based economic initiatives
- Strategic cost-sharing and partnership models



PARTNERSHIPS & NETWORKS

WOJE engages in multi-stakeholder coordination platforms and maintains partnerships with:

- Government and statutory institutions
- Civil society and community-based organizations
- Faith-based institutions
- Regional and international development partners

These partnerships enhance scale, legitimacy, and program effectiveness.





TRACK RECORD & IMPACT (2016–2024)

Since commencing operations in 2016, WOJE has demonstrated measurable impact across its strategic pillars:

Cumulative Reach

- Over 18,000 women and girls reached through protection, health, and rights-based interventions
- More than 6,500 GBV survivors supported through psychosocial services, referrals, and legal aid pathways
- Approximately 9,200 community members engaged in peacebuilding, civic education, and governance initiatives
- Over 4,000 women and youth supported through livelihoods training and economic empowerment programs



TRACK RECORD & IMPACT (2016–2024)

Key Outcomes

- Increased reporting and referral of GBV cases in target communities
- Improved knowledge of legal rights and access to justice mechanisms
- Strengthened participation of women in community peace and governance structures
- Improved household income stability among women-led households participating in economic programs

Evidence & Learning

Impact is documented through:

- Results indicators aligned to the Strategic Plan
- Beneficiary feedback and accountability mechanisms
- Periodic evaluations and learning reviews
- Case studies and success stories informing adaptive programming



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Let's Work Together



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