

Somali Swedish Intellectuals Banadir Organisation (SIBO)



The profile of the organization

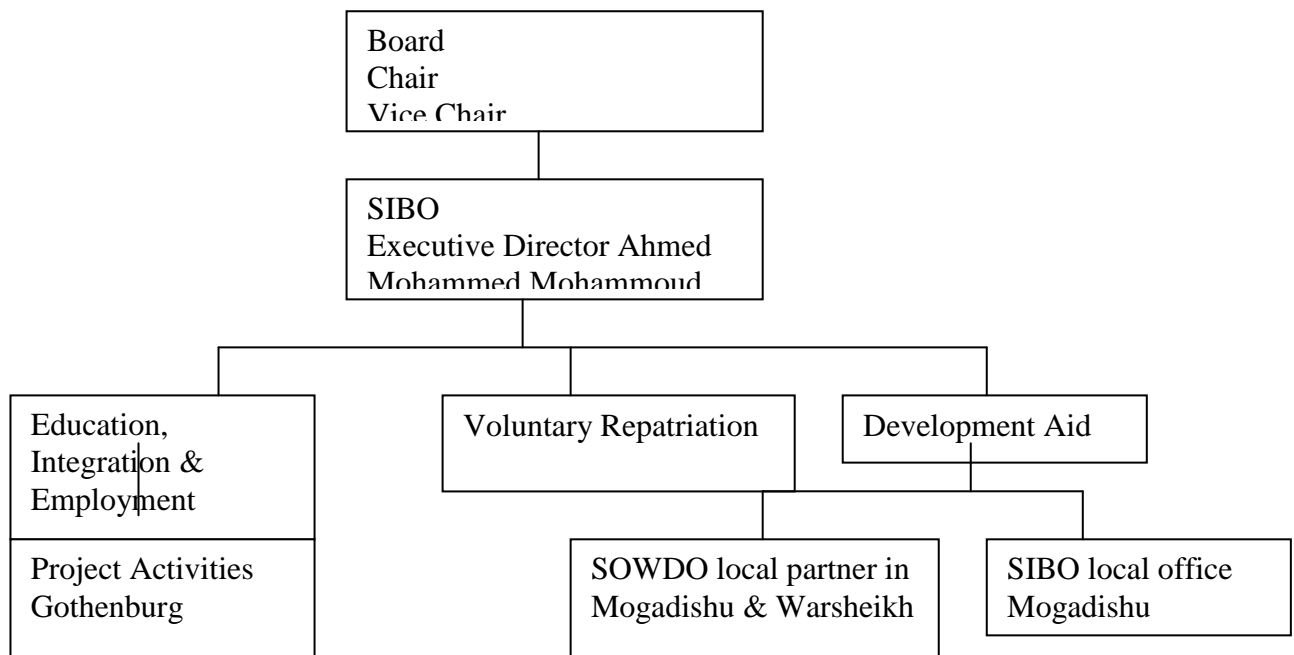
1.0 About SIBO

Somali- Swedish Intellectual Banadir Organization (SIBO) is a rights based Swedish NGO established 1998 with activities within the fields of formal education and none formal education, develop nomadic lives, eradicate poverty, create jobs for youth, women and develop society a better way and get Peace & Human Rights and good governance. SIBO is a non-religious and non-political organisation which also functions as a co-ordinating body for a number of NGOs in Gothenburg. We are also officially assigned by the City of Gothenburg to handle all municipal questions concerning voluntary repatriation, sport activities for youth and children, adults, and helping education and professional training. Awareness for criminals and drugs for the youth and other people inhabitants in Gothenburg City and other regions around the city.

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Organisations Bank giro Bg: **5255-6735** (Swedbank) och plusgirot Pg: **1335 16-5** (Nordea Bank) Bg: **792-6280** Nordea.

Today we have activities in Somalia and Sweden. At our headquarter in Gothenburg we are eight fulltime employees and in Somalia we have 4 Somali-Swedish staff employed as well as a number of local employees at our office in Mogadishu, Warsheikh and Jowhar Somali.

SIBO Organization



Somali –Swedish Intellectual Banadir Organization (SIBO)

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Program Manager

2.0 SIBO has the following activities in Somalia:

- Change the bullet to the boll Warsheikh district/Somalia 2002
(ForumCiv/Sida)
- Modern fishing method training Warsheikh/Dist/Somalia 2003
(ForumCiv/Sida)
- Field survey for fishing cooperative Warsheikh/Dist/Som.2005
(ForumCiv /Sida)
- Construction of Water supply Warsheikh/Dist/Somalia. 2005
(ForumCiv /Sida)
- Woman adult education Warsheikh/Dist/Som. 2005-2006 /
ForumCiv /Sida)
- Teacher voluntary from Diaspora. Warsh/Dist/Som. 2005-2007
(ForumCiv/Sida)
- HIV & AIDS orientation Warsheikh district Somalia 2006.....
(ForumCiv /Sida)
- Promotion of Employment through Traing (PETT) 2007-2009 (EU
Office for Som)
- Change Culture of Violence to Culture of Peace Mogadishu/, Marko
Sothern Somalia and Galkacyo Puntland 2012-2013 phase one
(ForumCiv/Sida)
- Change Culture of Violence to Culture of Peace Mogadishu
Somalia 2013 and first half of 2014 phase two (ForumCiv/Sida)
- Women Care Education to marginal women in Mog/Som 2014
(ForumCiv /Sida)
- One year Midwifery Training in Mogadishu Somalia 2015-2016
(ForumCiv /Sida)

- Two years midwifery Training in Warsheikh district Middle Shebelle Region Hirshabelle State of Somalia 2019-2020 (ForumCiv /Sida)
- Grassroots democratisation program in Warsheikh district Middle Shebelle Region Hirshabelle State of Somalia 2019-2020 (ForumCiv /Sida).

3.0 Organization in Somalia

Our organisation has been on location in South/Central Somalia since. The attached organisational charts show the current structure of our activities in Somalia.

The full responsibility of our projects and activities lies in Gothenburg. The overall responsibility of our organisation and all activities lies with the Board of SIBO and the Program manager Dr. Ahmed Mohamed Mohamoud. The annual overall budget of our projects in Somalia is about US\$ 240, 000.

Information and all other question concerning our projects and activities can be directed to the program managers in Gothenburg or the SIBO field manager in Mogadishu.

4.0 Resources

SIBO Office Mogadishu –Our local office in Mogadishu

SIBO has a local office in Mogadishu and Warsheikh district since 2002. The office is fully equipped with telephone, fax, internet and e-mail. All SIBO staff, local and expatriate, spends time at the SIBO office in order to be available for the public, to keep updated and to co-ordinate and co-operate with other projects and employees when

necessary. The office is located at four squares Garden 4 near Haji Idow Mosque in Mogadishu.

The responsibility of running the SIBO office in Mogadishu falls on the field manager. His/her tasks includes to summit and carry through the mandatory staff meeting every week, to receive and convey all information that comes to the SIBO office to the right project or recipient. It also includes the smooth running of the office and the administration around it, to inform all interested parties and the public about our activities as well as take responsibility for the maintenance of house and equipment.

The SIBO office is open for national and international guests after prior arrangements.

5.0 Local Office in Warsheikh

ISIBO have a local office in Warsheikh district. An Eladaid Steer and an administrative secretary are responsible for day-to-day activities and the flow up. The duty for the office is to work the field meet the local and beneficiaries projects people in the district Local office will cooperate the adults, youth, women group and district administration to advertise and make lobby in project development and in coordination with other actors in then district. The office support SIBO field staff in their activities

6.0 Membership

SIBO is a member of the **Somalia Support Secretariat (SSS)** and follow the Addis Ababa Declaration (1993), **the SACB Code of conduct for international rehabilitation and development assistance to Somalia (1995)**, the **SACB Policy Framework for**

Continuing Cooperation in Somalia (2000) and the **SACB Operational Framework for Continuing Cooperation in Somalia** (2001). SIBO is also members of the **NGO-consortium** for Somalia, based in Europe. Furthermore, our organisation is also member of the Swedish coordinating body for NGOs, **ForumCiv**. In this we adhere to the policy recommendations set down in May 2001 in *Mångfalden är vår styrka – Policy for ForumCiv*.

7.0 Local partners

In our projects we work together with a number of local partners:

- **FG Ministry of Fishery**, Banadir and Middle Shabelle regional authorities supporting SIBO activities in whole the country and Warsheikh specially in the field of Fishery development creation of jobs.
- **Somali Women and Development Organization (SOWDO)** in Mogadishu, Warsheikh and Jowhar Middle Shabelle region
- **Poverty Reduction and Human Rights Promotion (PRHRP)**
- **South/Central Aids Commission (SCAC)** Mogadishu Somalia
- **Middle Shabelle Aids Commission (MSAC)** in Jowhar Middle Shabelle

8.0 Funding agencies & donors

- **SOMALI DIASPORA IN SWEDEN**
- **The Swedish Board of Migration** in voluntary repatriation;
- **European Union European Commission in Nairobi** (Member organisation Gothenburg's Initiatives GI 2007-2009) PETT project.
- **Swedish NGO Centre (ForumCiv) in Stockholm**
- **European Social Fund ESF in Swedish West region.**
- **Social Resource of Gothenburg City Sweden**
- **Swedish jobcentre in Gothenburg Sweden**

9.0 Code of Conduct and Principles for employees

We think that it is important to remember that we are composed Somali Swedish guests in Somalia and representatives for an international NGO. This means that we will be judged and valued on a different scale than others and people will have expectations on us and on what we can do. Therefore we must be humble in the task we have decided to accept, to the people it concerns, to local partners and everybody else who in any way are affected. We must also have a sensitive ear for the needs and wishes we will encounter without forgetting our main task: to carry through as good and effective projects as possible for the people of Somalia.

Experience shows that this is not easy. The needs are tremendous and there is so much to do. A key rule, through, is that everything we try to implement needs to be accepted and anchored with local community. This can be a long and slow process but necessary to avoid conflicts and insecurity about our motives. It also requires a great sense of responsibility, if you are not there in twelve months who will carry through the things you initiated?

SIBO, as a member of the INGOs in Somalia, is following the ICRC Code of Conduct regulating the main standards for relief interventions. SIBO is a non-political and non-profit organisation. As an employee with us, you represent our organisation and Sweden. Therefore, when our employees are in duty or in other official surroundings, we expect them to behave in an objective and neutral manner. We think that is necessary to understand and separate when one are acting as a SIBO employee or strictly as a private individual.

Conflicts and differences in opinions is a normal part of life. The hard thing is to know whether it is meaningful to engage in such a matter, as participant or mediator, as representative or private. Furthermore, we advice our employees, when and if, they decide to participate, to remember that regardless of your own view, you will be regarded from a different perspective

SIBO has an internal code of conduct based on the following:

- SIBO adheres and firmly believes in the principles the universal declaration of Human Rights and that all people are equal value no matter of race, clan, gender or religion.
- SIBO has a non-drugs policy. This means that it is prohibited to use any drugs, such as khat (mira) and alcohol, during working hours. All use of drugs, such as khat (mira), is prohibited on all SIBO project sites, such as the local office, All staff, permanent or temporary, is required to oblige to this. All contractors or tenders used by SIBO must also oblige to this rule while in our service, such as drivers or building contractors etc.
- All our activities have one overriding aim: to improve the situation for the people of Somalia. Therefore, all activities taken by employees in the deliberate purpose of enrichment for themselves or close relatives is strictly forbidden.
- SIBO has an environmental policy. This means that we always try to take responsibility for our actions in an environmentally sound way.

- SIBO has a transparency policy. This means that we are willing to share all information that is requested from us. Exception from this rule will be made if we have reason to suspect that the information is requested with malicious intent, against us or others, and in cases where the information is strictly internal or not official, such as strategic budgets and similar.
- To ignore or on purpose violate any of these codes of conduct will be followed by sanctions. In all cases, an automatic reassessment will be made concerning the employment of the offender. SIBO head office has the right to dismiss without delay if the grounds are found valid.