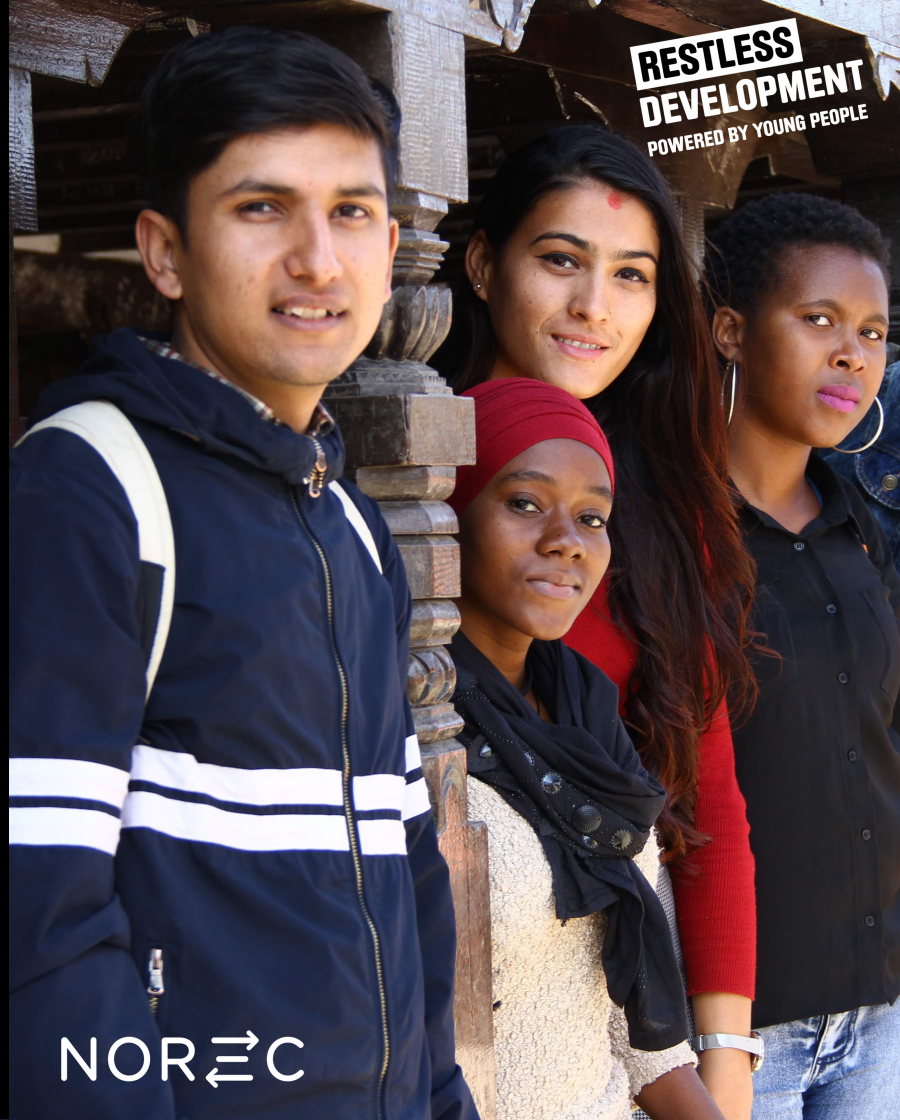


Youth Take the Lead  
2019-2020

# YOUTH POWER



**RESTLESS  
DEVELOPMENT**  
POWERED BY YOUNG PEOPLE

NOR↔C

# Countries and Participants



- Since 2019, 12 participants from Tanzania, South Africa and Nepal have participated in Youth Take the Lead (YTL).
- YTL Participants collaborated with stakeholders, global partners and communities to empower 710 youths across the world.
- Due to the outbreak of Covid-19, Youth Take the Lead program was extended with revised activities. Most of the event are conducted virtually.

2019-2020

# Welcome

**Youth Take the Lead was a special programme for Restless Development Nepal. It was a unique opportunity where all three Restless Development hubs– Nepal, Tanzania and South Africa were joining efforts with a collective aim of providing a platform for young people to demonstrate their leadership skills in creating a positive impact within our organisations and in their communities.**

I want to thank the Norwegian Agency for Exchange Cooperation (Norec) for their partnership in this invaluable exchange opportunity for our young people and for supporting our efforts to ensure meaningful youth engagement for development. This exchange was the best platform to share expertise and strengthen capacity gaps within our hubs in advocacy for social justice, capacitating youth CSO and alumni engagement through energetic young leaders.

The exchange volunteers from Tanzania, South Africa and Nepal in the two cycles have proven to be a valuable assets to our organizations. The learnings enabled through the exchange will help build the culture of shared learning and shape our organizational strategy in unleashing the power of young people.



The volunteers brought a fresh wave of energy into our hubs with their learning attitude, positivity and enthusiasm. We have seen them hone their skills, learn from different cultural exchanges and grow as skilled development leaders. This learning document looks into the exchange journey they have had, their personal and collective learnings and the impacts they have left in our hubs and in their communities. My good wishes to the volunteers in their leadership journey ahead. I also extend my gratitude to Restless Development Tanzania and Restless Development South Africa for their wonderful support and cooperation for the successful completion of two cycles of this exchange programme. I hope we can continue such partnership in upcoming days as well with similar grandeur.

**Kaajal Pradhan**  
**Hub Director**

**Restless Development Nepal**

# Introduction

**RESTLESS  
DEVELOPMENT**  
POWERED BY YOUNG PEOPLE

Youth Take the Lead (YTL) is a 6 months exchange project led by Restless Development Nepal in partnership with the Norwegian Agency for Exchange Cooperation (Norec). Contributing to United Nations Sustainable Development Goals: Goal number 16, Peace Justice and strong institutions, the program focuses on enhancing youth leadership across three Restless Development Hubs: Nepal, Tanzania, and South Africa. It provides youth with a platform to demonstrate leadership skills and create a positive impact within the organization and in their communities.

The Restless Development Hubs in Tanzania, South Africa and Nepal identified areas to be strengthened in their internal operations in order to increase the meaningful engagement of young people and inclusion of their voices in civil society and decision-making spaces. Restless Development Tanzania has a key strength in alumni engagement,

Restless Development Nepal has a strong background and experience in CSO management, Restless Development South Africa has a strength in CSO coalitions, and all three hubs practice advocacy in a variety of different ways.

Each partner capitalized on these individual key strengths and shared experiences of the partner organizations to improve advocacy, CSO mobilization and alumni engagement through this exchange project. Year 2019-20 saw two cycles with exchange of 12 young people, 4 from each country i.e. Nepal, Tanzania and South Africa.



YOUNG PEOPLE CAN



PEOPLE ARE KEY



ICS CHANGED MY LIFE



ADDRESSING  
UNEMPLOYMENT



I WANT THEM TO  
DREAM AGAIN



A CHANGE DRIVER  
WITHOUT BOARDERS



I'VE NEVER BEEN A  
TEAM LEADER BEFORE

NOREC Exchange Participants present  
Alumni Impact Stories 2019

# YOUTH TAKE THE LEAD



# YTL Journey

Two Restless Alumni were selected from each country for the exchange program in each cycle.

## Recruitment



## Pre placement Training

The training capacitated the participants with the necessary skills and knowledge on leadership, advocacy, CSO assessment and writing impact stories.

Two volunteers from Nepal and one from Tanzania continued their journey with YTL

## Adapting to COVID-19

Youth camp offered participants an international networking arena and introduced Norec and their role while on exchange.

## Youth Camp

## Debrief

YTL participants shared their experience to the program team and provided recommendations for the next cycle of YTL.



## Host Country Placement

Participants worked closely on Alumni engagement, Advocacy and CSO engagement. They also had the opportunity to experience the rich culture of the host country.



Participants applied their learnings in their home countries by implementing events and activities, such as global dialogues and advocacy campaigns for COVID -19 response.

## Home coming Activities

# 2019-2020 HIGHLIGHTS

## SOUTH AFRICA

### HIV Campaign

During the first cycle, YTL participants planned and organised testing campaign for HIV.

With the help of a local CSO they were able to convince 165 local youth to get tested.

"We were given the responsibility to lead the campaign and convince the youth to get tested by various schemes. This event was undoubtedly an important event towards community development and it left its mark." – Inuja Pradhan.

## TANZANIA

### Community outreach

In the second cycle, volunteers in Tanzania contacted alumni to learn how Restless Development can improve their engagement.



We were able to hear from more than 100 young people from different regions of Tanzania. Regular update of database and extending engagement activities in different regions of Tanzania were major recommendations. This will be shared to Tanzania hub so that it supports in empowering alumni through engagement various activities." –Sushma Bista

## NEPAL

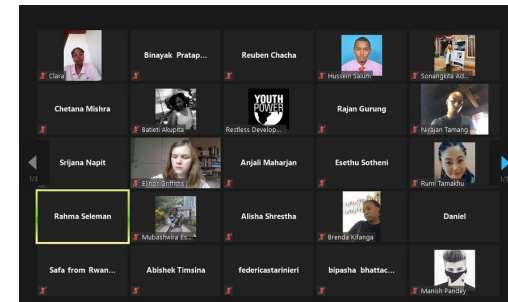
### Global Dialogue

Virtual Global dialogue was a quick adaptation of the homecoming activity due to the Covid-19 pandemic.

The event saw the participation of 59 young people from Asia, Africa and Europe

It was a platform for sharing and learning from Covid-19 experiences of young people.

The event provided insight on how youths in different cultural and social contexts are working together to create an impact in their communities.



"Attending the Restless Leader's conference in Tanzania, meeting the staff members from different countries and young leaders from Tanzania and getting an opportunity to know about their work and impact they are making was one of the best moment.

Sushma, Nepal



"Meeting my fellow exchange participants in Uganda was the best moment in my volunteer journey."

Esethu, South Africa



**VOLUNTEERS'  
EXPERIENCE**

"My best moment is when I was given an opportunity to handover the gift to the group winner during TAMASA Debrief."

Reuben, Tanzania



"I got chances to attend social events of many local people where I was able to see and explore their culture which were completely different than ours." – Inuja, Nepal



"I enjoyed much meeting partners and stakeholders including young leaders from the CSOs identified under the cycles."

Rahma, Tanzania



# YTL ACHIEVEMENTS

## TANZANIA

### CSO Collaboration

Over both cycles, 17 CSOs were assessed. These assessments culminated in two sets of recommendations for the CSOs and Restless Development Tanzania. The recommendations improved staff capacity, youth engagement and internetwork collaboration.

Homecoming volunteers have trained almost 200 young Tanzanians in youth leadership, advocacy and rights, equipping them with the knowledge to become changemakers.

## NEPAL

### Advocacy

Participants organized 3 workshops on Advocacy capacitating Restless Development Alumni. 37 alumni participated in the workshop and devised 5 action plans. Among them, 14 alumni delivered 3 different advocacy plans on COVID-19 response. These included, workshops on Mental health and Well-being, dialogues on safe abortion and family planning services during pandemic and webinar on role of young people to reduce stigma and misinformation on COVID-19 reaching 140 youths.

## SOUTH AFRICA

### Alumni Engagement

Youth engagement strategy and alumni engagement platform was introduced to promote and increase alumni engagement. Alumni from Bizana and Qumbu regions were mobilized to share information with other participant about opportunities, events and activities. 32 alumni were engaged as a result. Further, the Youth engagement strategy will be adopted by Restless alumni in South Africa.







# Spotlight: Nepal

**“It is a once in a lifetime opportunity where you will meet new people, explore new culture and shape your career as well. One should definitely go for it.”**

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#Volunteers/

# Binayak

In South Africa, Binayak was tasked with monitoring and assessing 4 CSOs. He also "managed to create some powerful stories of alumni and organisations." Since returning to Nepal, Binayak has participated in and leading advocacy campaign and training.

## Learnings

“I learned to see things from a micro level, that is, whenever you identify an issue and work to address it, you need to think things from a grassroots perspective and not just through a bird’s eye view.”

## Future

“YTL journey made me keen to work in a cross-cultural environment and expand my knowledge to then bring back these perspectives into work in Nepal. I hope to share those learnings through different online and offline platforms.”

**Esethu**

**"Enjoy every moment, learn as much as you can, create networks.**

**And most importantly make a difference. "**

## **Spotlight: South Africa**

Esethu documented the challenges of CSOs across Tanzania, which culminated in document of best-practice for meaningful youth engagement. Since returning home, he has been running an online campaign to teach people about Covid-19.

### **Learnings**

"My communication skills are way better, I appreciate diversity in all its forms and most importantly I now understand differences can also unite us."

### **Future**

Esethu now runs a non-profit organisation in South Africa. He hopes to continue working with the youth of South Africa, providing opportunities for development and empowering them to become agents of change.



# Spotlight: Tanzania

**“Opportunities like this are very rare... I would like to learn what other young people are doing in other countries as well as contribute my skills, because creativity and innovation comes with seeing the world.”**



## Jackline

Jackline developed an alumni engagement campaign for Restless Development Nepal. She engaged and interviewed alumni, compiled the stories of Young Leaders, and developed communications materials like newsletters, banners, and brochures about the hub's work.

### Learnings

“From working in Nepal she has gained experience in intercultural communication, storytelling, teamwork, and designing work plans: “Talking to people has taught me a lot. People are facing different types of challenges, but they’re also great people trying to solve those challenges.”

### Future

Jackline plans use the positive examples of youth leadership in Nepal to promote opportunities for young people in Tanzania. She’s identified the lack of knowledge about leadership and employment opportunities as a key challenge, which she hopes to address through digital platforms.



# Adapting to COVID-19

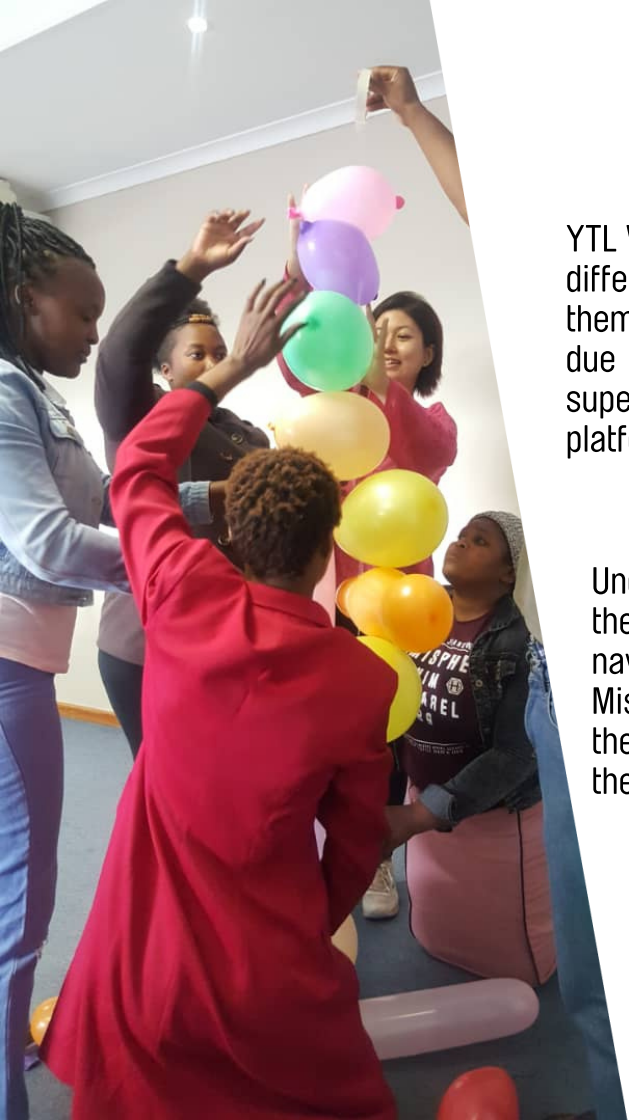
Due to the outbreak of COVID-19, many participants from YTL's 2nd cycle were compelled to change their plans. CSO assessments were completed remotely and homecoming activities were adapted to be online.

In response to the pandemic, participants from Restless Development Nepal organized an online Global Dialogue. The event brought together young speakers from around the world to discuss the challenges of COVID-19 and the initiatives of young people.

In Tanzania, YTL participants designed a two-day event to share their experience on youth advocacy, leadership and rights. The event was online and promoted youth taking action in response to the global pandemic.







# CHALLENGES

## Alumni Engagement

YTL Volunteers had the opportunity to work with diverse alumni from different backgrounds. However, reaching these alumni and engaging them was a challenge due to insufficient data, means to reach them or due to their business and other engagements. Upon discussion with supervisors, focus was shifted to creating offline engagement platform and improving alumni database

## Cultural Differences

Understanding about the different cultures and values was one of the most stimulating aspects of the exchange journey. However, navigating cultural differences was often a challenge. Miscommunication and misinterpretation were common. To mitigate these challenges and enhance team operability, they educated themselves on cultural sensitivities.

## CSO Commitment

Delayed responses and cancelled interviews on the part of the CSO frequently disrupted volunteers' work plan. They learned to be proactive in these situations, by planning meetings in advance and repeatedly following up with the CSOs.

# YTL PARTICIPANTS: CYCLE 1

AUGUST 2019 - JANUARY 2020



**Inuja Pradhan**  
**Nepal**



**Manish Shakya**  
**Nepal**



**Sonwabile Luhabe**  
**South Africa**



**Anathi**  
**South Africa**



**Jackline Chami**  
**Tanzania**



**Reuben Magige Chacha**  
**Tanzania**

# YTL PARTICIPANTS: CYCLE 2

## JANUARY 2020 – JUNE 2020



**Rahma Seleman Jumanne**  
Tanzania



**Fredy Mtei**  
Tanzania



**Esethu Sotheni**  
South Africa



**Sinxolo Ngxeke**  
South Africa



**Sushma Bista**  
Nepal



**Binayak Kathiwada**  
Nepal

**RESTLESS  
DEVELOPMENT**  
POWERED BY YOUNG PEOPLE

**Restless Development supports the journey of a young person to become a leader and helps them multiply that leadership in their communities and around the world. Restless Development works with young people in 74 countries around the world and are led by nine Hubs spread across Africa, Asia, the USA and UK.**

**The Norwegian Agency for Exchange Cooperation (Norec) is an executive body under the Norwegian Ministry of Foreign Affairs supporting exchange of personnel and volunteers between Norway and countries in Africa, Asia and Latin America through international partnerships between companies and organizations.**

**WANT TO GET INVOLVED  
OR LEARN MORE?**

**CONTACT US**

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