

Hub Director's Note.

2020 – what a year it was! No one on the planet will consider that it was an ordinary year – and Restless Development Zambia is no exception. After a normal start, the Covid-19 pandemic hit us all and we soon realized that it would not be business as usual. We had to adjust, strategize, and focus.

Throughout the year, our objective was to keep staff, volunteers and communities safe – while being able to deliver the services young people needed. In an ever changing context, it was the most challenging year to date – but Restless Development Zambia never closed down and we were able, through hard work, innovation and resilience, to honour our commitment towards the communities we serve

The year was full of valuable lessons, challenges, successes and achievements. New ways of working were adopted such as online training and activism; supporting youth groups already present in communities to avoid travelling; and creating new partnerships with community radio stations. We pivoted numerous projects to be more responsive to new needs and mainstreamed the prevention of COVID-19 into all of our activities to help protect young people from the disease.

We contributed to the national response and complemented government's efforts in the fight against the Covid-19 pandemic. In doing so, we strived to not only inform young people but also raise awareness of the Government on the situation young

people were facing due to restrictions and prevention measures – ultimately seeing young citizens, local authorities and Government working together to fight Covid-19.

At the same time, we continued to provide young people with career guidance and skills development, comprehensive sexuality education, governance training and economic empowerment support. We worked hand in hand with Ward Development Councils, schools and clinics. And for this hard work, it is with gratitude that we received a National Youth Award from the National Youth Development Council in December.

This year more than ever, we are grateful for the collaboration, partnership and support of our donors and partners.

They stayed by our side through the most challenging times, adopting flexible arrangements to allow us to continue our operations, trusting us in how best to handle the crisis. It is in times like these that we see the inestimable value of the people who stood by us.

As 2021 looks as difficult as last year, we remain thankful to our supporters, ready for the challenges and confident that we will prevail.

Candie Cassabalian Hub Director Restless Developement Zambia



"The change I want to see in my community starts with me."

Thokozile Banda, Young Leader
Restless Development Zambia

Our Goals.

GOAL 1: A VOICE

A world where young people are active citizens, where institutions are accessible and responsive to young people, and where young people can influence those with power.

GOAL 4: LEADERSHIP

A world where young people build resilient and sustainable communities, where the agency of young people and communities is at the heart of both preventing and solving arising challenges and emergencies.

A WORLD WITH A GENERATION READY TO RESPOND

GOAL 2: A LIVING

A world where young people can drive sustainable economies, where businesses and governments invest in and learn from young people's enterprise, and where young people achieve a decent, sustainable living.

GOAL 3:

REPRODUCTIVE RIGHTS

A world where young people realise sexual and reproductive rights for all, where policies, attitudes and services advance people's sexual and reproductive health and rights, helping to end AIDS and enabling young men and women to be free from discrimination.

Our Values.



WE ARE WHO WE SERVE. WE ARE BRAVE.

We are young professionals accountable to young people. Young people are at the core of everything we do. Our passion and energy drive us. We take initiative, innovate and try new things.



WE ARE 100% PROFESSIONAL. WE PROVE THAT YOUNG PEOPLE CAN.

We work in the context of poverty. We measure our results and use our resources efficiently. We care about getting the right results. We act professionally and always seek to improve our work.



WE ARE IN IT TOGETHER. WE LISTEN AND LEARN.

We are connected with our partners, with each other and with those we serve. We develop solutions as a team. Our rules and policies apply equally to all. We are generous with our expertise, our tools and our time.



WE GENERATE LEADERS. WE ARE PROUD TO CARRY THE BANNER FOR YOUNG PEOPLE LEADING CHANGE.

We all have a leadership role. Everyone's opinion is valuable and we bring all voices to the table. We give young people the opportunity to succeed or learn from failure, hence generating leaders through experience. We are proud of our work and tell our story with conviction.

Our Impact in 2020.

When young people have a voice as active citizens, a sustainable livelihood, can realize their sexual and reproductive rights, and are supported to realize their leadership potential, amazing things happen.

In the last year, we managed to reach a total of **13,792** young people who participated directly in our in-person programmes. After the start of the Covid-19 pandemic and the restructure of our work to work remotely and use digital and media platforms, we engaged, in collaboration with partners, with:



300,000 young people through social media.



Organized work through 100 WhatsApp groups.



Partnered with 10 radio stations.



Supported 3,000 young people through the 5600 hotline.

Our Reach: Where We Are.

We operate in 24 districts across the Central, Copperbelt, Eastern, Lusaka, Northern and Southern Provinces of Zambia.

We have over 30 staff working across our offices in Lusaka and Kabwe, and others placed with partners in the other satelite offices.





Supporting girls to complete their education.

Clad in her light blue school uniform, Ruth stands at the front door of a girl's safe-house in her village, Maamba.

"I'm breastfeeding; the milk has stained my uniform."," she says as she stands, quickly holding her books up to cover her chest.

Ruth, 15, got pregnant in 2019 just after graduating into 10th grade, the third year of secondary school.

Ruth, who lives with her mother and two siblings, is in her third year of secondary school. Her mother, a small scale farmer, depends on growing and selling vegetables to provide for the family and send Ruth and her siblings to school.

She has lived all her life in Maamba, a peri-urban community in Sinazongwe

District, Southern Province in Zambia. In her community, the vast majority of girls are enrolled in primary school, but once they reach puberty something distressing happens – most of them drop out of school and get married.

When her mother discovered she was pregnant, she was left with no option but to encourage Ruth to drop out of school so that she could get married. In return, her mother would receive 16 cows as dowry.

"All my dreams of becoming a pilot were shuttered. The thought of being married at my age left me broken", she says.

Many of the girls in her community tell a similar story: living in vulnerable households, becoming pregnant, and the immediate end to their regular schooling.

Growing up she saw women and girls in her community held back by child marriage and early pregnancy.

The Headteacher at her school, says the lure of a better life after marriage was too strong to resist for the young girls.

"Every month, I would receive a report of a girl dropping out and by the end of the term, the numbers were significant," he says.

Ruth's circumstances would have forced her into early marriage and shuttered all her dreams of becoming a pilot.

"All my dreams of becoming a pilot were shuttered. The thought of being married at my age left me broken", she says.

Luckily, before she fell pregnant, Ruth had been a member of the Girls Career Club at her school. The career clubs are part of an initiative on the Zambian Girls 2030 project which aims to give teenage girls training in life skills and financial literacy, and a broader vision for their careers. The project is funded by UNICEF and jointly implemented by Restless Development Zambia and the Ministry of General Education.

"Being part of the Zambian Girls 2030

programme helped me return to school after I gave birth. I remembered the things I had learned and I couldn't give up on my education".

As part of the internships programme, In 2018. Ruth was attached as an intern to the National Roads Fund Agency (NRFA), an organisation that mobilises, administers and manages all financial resources in the road sector.

"My internship was life-changing. I met with different women who have achieved a lot and that was encouraging for me to become like them one day.

For Ruth, the opportunity to continue her education has made a huge impact, and prevents what potentially could have been a complete end to her schooling." I am very happy that this programme was brought here to help girls like me to continue with school even after falling pregnant."

Continuing with her education is helping Ruth get closer to the dream of becoming a pilot.

For girls like Ruth, the future already looks brighter.



Ruth studies while with her child on the back at home

"My internship was life-changing. I met with different women who have achieved a lot and that was encouraging for me to become like them one day."

- Ruth, 15



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Before joining Restless Development's Tusunge Lubono Project, Evelyn struggled to make money.

She knew very little about how she could grow and sustain her small business.

Evelyn's business started small, first selling samosas at the roadside.

"At first there were few customers because I only sold samosas. I would buy a 10kg bag of flour, and I would get a profit of 20 Kwacha."

This began to change for Evelyn when she met Karen, a Restless Development volunteer who trained her in financial literacy and invited her to join the Savings Group in her community.

Karen's financial literacy training and the community savings groups are organized through Restless Development's "Tusunge Lubono" (Let's Grow our Wealth) project.

This project is funded by the Swedish International Development Cooperation Agency (SIDA) and is run in partnership with the Financial Sector Deepening Zambia (FSDZ). It aims to recruit young leaders in communities who train other young people so that they can support each other to make a decent living.

When Evelyn heard that the savings group did not only offer savings but also education to its members on financial skills like budgeting, loan management and investment, she didn't hesitate to join.

"I joined the Community Savings Group and Karen started coming to teach us about savings, businesses and investments. I learnt that even when

I just have 50 kwacha; I can invest a business and earn a profit, make a budget and support my family."

Before joining the savings group, Evelyn could only order three packs of flour. From the three packs, she couldn't make much profit and make a decent living.

But Evelyn had ambitions to grow her business and a loan from the group made it possible.

In her group, members meet once a week and together agree new loans for members. The loans pay for things such as school fees, food, or to invest in new businesses.

"I got a loan from the savings group and ordered a 10kg of flour and made more samosas. This boosted my business. Since the loan the number of customers increased. In a day I would get up to 15 to 20 customers."

As her business grew, Evelyn's monthly income increased. She started making a profit of 200 Kwacha per month, which she used to repair a freezit making machine that was unused at home.

From just selling samosas, her business has grown to selling home-made freezits. She now makes double profit from her business

Having access to loans and savings has helped Evelyn grow her business.

"With the money I have made I plan to reinvest and set up other businesses."

Her ambition is to own a bakery in the next five years.



Realising youth leadership.

"Young people must act as change agents and stand up for themselves."

- Janet Xhosa, Community Journalist

Janet is a passionate activist for women and girls' empowerment. She grew up in Kabwe, Zambia, and knows that young people are a powerful force for change.

In her community, the high rate of teenage pregnancies and STI's among young people is a serious problem. Growing up, it was a taboo to have open discussions about sex.

One day, Janet came across a volunteer advert from Restless Development Zambia. She applied and was selected to work as a volunteer on the Tikambe Youth Media Project.

When she started attending programmes and trainings about sexuality education, she began to feel more confident about speaking up.

After participating in trainings, Janet learned about the harmful effects of teenage pregnancies and STI's.

"Unsafe sex brings about unplanned pregnancies and marriages. So I wanted to contribute to change in my community by encouraging parents to have open talks about sex with their children."

Janet decided to share what she had learned with her peers and trained more than 20 young people in her community on preventing these harmful practices.

She was then trained as a community journalist on the Tikambe Youth Media project which ensures that young people are less vulnerable to sexual and reproductive health risks.

This is achieved through a combination of interpersonal communication and media interventions. The project is a joint Restless

Development and BBC Media Action intervention supported by the Swedish International Development Agency. Now Janet is a radio presenter on the Tikambe Natulande show – a weekly radio phone-in and debate show that gets young people openly talking about sex, STIs and how to prevent HIV and AIDS.

"The programme is helping our parents to talk about sex issues with us and the consequences of sex and pregnancy."

Janet also shares this knowledge with parents in her community and encourages them to have open conversations with young people about sex.

The training has allowed Janet to observe significant changes in herself. Working with her peers, she has become more confident and this has improved her public speaking skills.

Today, Janet is also able to confidently voice her concerns and condemn bad practices in her community that lead to teenage pregnancies, child marriages and STI's.

The work of Janet and other young changemakers has led to tremendous impact in the district. Jane sees this in her own community, as the increase in awareness about sexual rights has led to fewer incidents in teen pregnancies and child marriage.

Janet aspires to see a community where both boys and girls are able to enjoy their sexual rights

"Young people must act as change agents and stand up for themselves."



Young people holding their leaders to account.

"I am glad I had a chance to ask a question which prompted the mayor to act on it.

- Sydney, Community Activist

For Sydney, a young person living in Katondo Community, Kabwe, Central Province, the Ishiwi (My Voice) project is giving him the voice to speak out on issues affecting young people in his community.

Before being trained by Restless Development, Sydney did not know how the water shortages and poor sanitation problems could be addressed in his community.

One day, Sydney was in the barbershop and heard about a volunteer recruitment advert by Restless Development. A few days later. he applied for the volunteer position and was selected to work as an Advocate for Action Volunteer on the Ishiwi (My Voice) Project.

As part of the project, young volunteers are able to build up their inter-personal skills and knowledge about key governance issues such as voting and rights – through training provided by Restless Development. Through school visits and community events, trainees are able to share their knowledge with other young people.

After being trained, Sydney successfully mobilized over 300 young people from his community. Using the peer to peer education approach, he trained other young on how to confidently hold leaders to account.

Sydney was then selected to be mentored on the "Am the Mayor" - an initiative on the Ishiwi project that identifies and mentors a pool of young people and improves their participation in decision-making in their communities and how they can inter-act with the leaders in their society.

The Am The Mayor initiative is part of the the Ishiwi "My Voice" Project - a youth-led accountability initiative which combines the expertise of Restless Development Zambia and BBC Media Action and supported by the Swedish International Development Agency with the aim to address youth priorities.

The project has inspired young people like to engage with those in power Sydney attended one of the dialogue meetings where he was able to meet the Mayor of the City.

"I have always looked forward to meeting my Mayor face to face and asking him issues regarding sanitation in our city. This programme gave me that opportunity and I am glad I had a chance to ask a question what could be done to improve the water shortages and poor sanitation in our community."

Sydney's questions prompted the Mayor to take action. Immediately after the meeting, the Mayor directed the City planning officer to begin the process of improving the water reticulation and sanitation situation.

Just like Sydney, most young people lack access to youth-friendly information about politics, information about their rights and responsibilities, and opportunities to interact with those in power.

That's where Ishiwi (My Voice) comes in, using media to prove that young people can effectively participate and bring about change and development in their society, given the correct knowledge, skills and guidance. The project produces radio programmes where young people raise issues important to their communities, giving many an opportunity to communicate directly with the government for the first time.

A weekly radio talk-show is broadcast across Zambia, addressing accountability and enabling young people to engage in constructive dialogue with district and national power-holders. It is supported by a Facebook page that broadens the debate and gives those in remote areas a chance to access government officials.

The project has inspired young people like Sydney to engage with those in power.



Supporting Girls' Education.

"I make stools and mirrors for a living."

- Purity, Student at Kabwe Secondary School

The brown stool sat in the middle of the classroom.

There were many artifacts in the room but only the stool caught her attention; it intrigued her how the stool was carefully carved.

She stared curiously at all the tools the boys held in their hands with such curiosity as they worked on their next project.

The project involved the boys making a

coffee table. And in his hands, Jackson (one of the boys) held a saw with a very tight grip. The saw had 60 razor-sharp teeth, it pierced through the hardwood with such force that it could split his fingers in half if he was not careful.

Even with his rippled muscles and strong physique, she could see that he was struggling to get the job done. This whole scene left Purity Chama wondering if this was a job that girls could do too.

Purity, 17, is in her 11th Grade at Kabwe Secondary School. She lives in Luansansa Community, a peri-urban area in Kabwe District.

Growing up, she was exposed to harmful cultural practices, largely informed by unequal gender norms which expose girls and young women to negative health, education and economic outcomes.

In her community, most families send boys to school while keeping the girls at home helping with chores in the belief that chores are sufficient lessons for girls to learn how to keep a family. Even though more girls are enrolled in primary schools, their chances of dropping out continue to be greater than boys'. Girls are withdrawn from school by parents for reasons linked not only to costs but that girls cannot do the job that boys can do.

Purity is now challenging the harmful cultural practices that limit girls to complete their education, thanks to the career clubs at her school; a component of the Ubononshi Youth Empowerment Project that exposes learners to understanding career options and how to pursue their career ambitions. The clubs further address the barriers that affect female's participation in some careers.

The career club Purity joined is a part of an initiative on the Ubononshi (Youth Empowerment) Project that helps to ensure that young girls gain the skills, and knowledge they need to succeed in life. This project is implemented by Restless Development in collaboration with Campaign for Female Education (CAMFED), and Zambia Open Community Schools with funding from Irish Aid.

Purity was exposed to a session in the club that focused on girls participating in career options that are male dominated. From the session, Jackson and other boys talked about how they were involved in woodwork

and how the products they produce are sold to earn them some money.

While at the careers club, Purity attended different sessions that the club has to offer. In one of these sessions that Purity attended, Mapalo, a Restless Development young volunteer gave a talk about the different ways in which the young girls can make money through participating in skill-building activities that the club has to offer. She also emphasized the importance of them participating in male-dominated career opportunities.

Mapalo further introduced Jackson, a leader on the boy's woodwork team who explained the importance of learning the woodwork skill. While giving his talk he also encouraged more girls to join their woodwork team and shared his story of how the skill he had learned, from being part of the careers clubs has enabled him to make a living. He went into detail explaining what they have managed to sell and how much money they have made from selling furniture.

Purity got inspired by both the talk that Jackson and Mapalo gave and saw this as an opportunity and a challenge to join the group. She joined the boys' team and has since then been able to make and sell different kinds of furniture.

"I'm a girl and I can make stools and mirrors. What boys can do, girls can also do."

Ever since Purity joined the careers club, she has learned many skills such as how to make stools and manage her finances. She uses the skills she has learned in the woodwork to teach her dad to make stools.

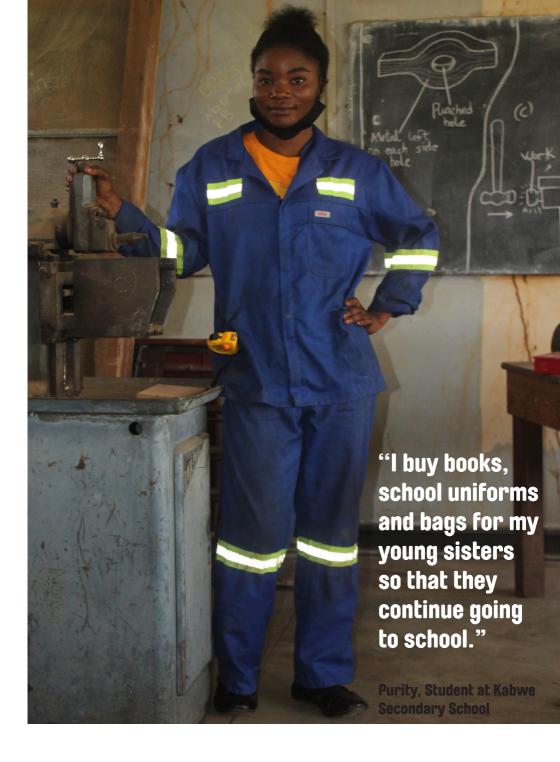
Being part of the woodwork team has enabled her to make stools and mirrors which she sells and earns an income. She uses part of the income to meet her needs in school and support her younger siblings in school.



Purity, uses a mallet hammer to shape the wood into furniture.



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Milika's Story.

"I'm so happy because I don't know if I would have been able to save or get this much money if not for this project."

These are the happy words of Milika Zulu. Life has not always been easy for Milika. "Before this savings group, you could never get a loan in the village. I have always wanted to start a business but never had the capital to invest."

This was the least of Milika's troubles. Already a few years ago, much to her dismay, she had to drop out of school because her parents didn't have the means to pay her school fees.

Her father and mother separated when she was 10. Her mother went to settle in a nearby village and got married to another man. As a small scale holder farmer, Milika's father could not keep up with the financial demands of the five-member family. "My father tried his best to manage our family's finances but things got worse," she lamented.

Things started to change for Milika when she met Simon, a Restless Development worker who encouraged her to join the Community-led Development programme (COLEDEP). One of the initiatives on the COLEDEP is the youth savings group that supports and mentors young people to set up businesses.

Everything changed when Milika joined the savings group.

Milika is part of the Tangwapo youth savings group in Vubwi District; part of Restless Development's Community Led Development programme. Through the COLEDEP, Restless Development Zambia is working with key community stakeholders and project partners to position young people in Vubwi District, Eastern Province to effectively participate in unlocking progress on several development problems using community-led development. Using an innovative approach, The Hunger Project, Heifer International and Restless Development are supporting communities

there to create an Epicenter – a community structure that can drive local development. And youth saving groups are part of this effort.

The savings group brings young women and men together in a cooperative, to save and provide small loans for the development of livelihoods in their community. Milika's group is now in its third saving cycle and the results couldn't be better for its 21 members. Over a 12 month period, not only did the group manage and run all its meetings but also managed to save over 10,000 Kwacha.

"Since I joined the group I gained the skills of running a business and started my own business," Milika said, exuding a sense of empowered pride. She also took advantage of the credit facility available to her through the group to start a small business of selling chickens.

"I order chickens from villages, package them and sell in the nearby town and this gives me enough to keep saving about 50 kwacha a week with the group, if business is good. At the beginning I could not save more than 50 kwacha but now, I have saved even more than 500 kwacha," she said, beaming with joy. The savings group is much more than just an economic enterprise for its members. "As a member of this group, I have learned; we talk about things like how young people can participate in decision making and be active citizens. We exchange ideas to develop our community."

Milika now hopes that after the saving cycle, her gains from the savings group will help her return to school for the upcoming school year.

"I'm so happy with my savings so far; I want to use my savings to boost my business and continue with my school. I hope and pray that this great initiative, savings groups, continues."

Kimmy's Story.

"What type of contraceptives can I use?"
"I am scared I haven't had my periods this month, what does this mean?"
"I am 16 years old, where can I access free information and health services on sexual reproductive health?"

These are the sort of questions usually asked by young people who call in at the Youth Hotline Contact Center where Kimmy works.

"Working at the Youth Hotline Center has been an interesting journey that has allowed me to interact and offer advice to a diversity of young people," she says

Kimmy, 27, works for the Youth Hotline Project – a joint initiative by Restless Development Zambia and Marie Stopes Zambia. Thanks to the financial support of the Swedish International Development Agency, it provides information and services on Sexual Reproductive Health and Rights (SRHR) and Comprehensive Sexuality Education (CSE) to young people in a youth-friendly environment through the MSZ Contact Center.

In 2019, Kimmy and other young people were trained by Restless Development Zambia and Marie Stopes Zambia to work as Call Centre agents on the Youth Hotline Project providing comprehensive information on healthy relationships and reproductive health to young people. Growing up in Chilenje – a peri-urban compound in Lusaka City was not easy for Kimmy. Almost every day, she came across young people abusing alcohol and engaging in unprotected sex. A majority of the young girls including her peers became pregnant and dropped out of school. The situation led to an increase in teen pregnancies and unsafe abortions.

All this was because of the lack of access to youth-friendly information on Sexual Reproductive Health Rights and Services. The situation prompted Kimmy to work for Restless Development as a Volunteer on the

Tikambe Youth Media Project for a year. Eventually she worked as a Call Center Agent on the Youth Hotline Project where she now offers advice and counseling to young people seeking information on issues such as healthy relationships, puberty, menstruation, reproductive health, family planning, pregnancy and sexually transmitted infections (STIs).

Utilizing the skills she has learned through the trainings, Kimmy helps young girls access the right knowledge to make better and more informed decisions for their health and wellbeing. She provides guidance and educates her callers by creating a rapport with them. She gets them to open up and share their concerns related to sexual reproductive health.

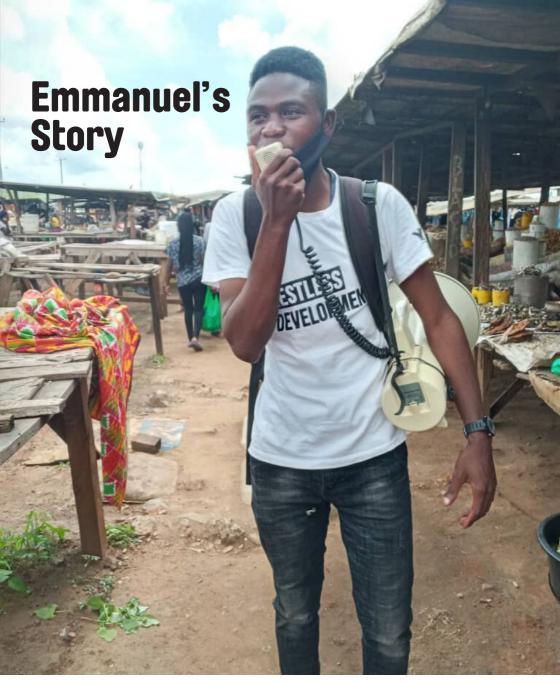
Before she started working at the Youth Hotline Contact Center, Kimmy was less confident in herself. Her training experience has made her more confident and well informed enabling her to pass on the right information to the young callers creating a ripple effect of peer-to-peer education.

"Young people can only make better decisions on their sexual reproductive health if they have the right information," she says

This has empowered young girls and enabled them to make informed Sexual Reproductive Health decisions and choices that help prevent teenage pregnancy, sexually transmitted infections, and prevent unsafe abortions. This has in turn reduced the number of teenage pregnancies and girls participating in unsafe abortions in her community.

"I have seen the number of teenage pregnancies reduce in my community, due to more of the young girls accessing the right sexual reproductive health right education through a mobile phone," Kimmy says.

"The greater impact is seeing how my job helps young girl's access safe youth-friendly



Young people's fight against Covid-19

When the first case of COVID-19 was discovered in his community. Emmanuel wondered what he would do to ensure that people in his community are informed of the potential risks and solutions

Rumours and false information about how to avoid catching the virus were spreading fast - most of the people in his community believed drinking alcohol or a locally brewed liquor known popularly known as kachasu would protect them.

When it became more apparent that several members of the population were ill-prepared, he knew he had to do something.

"I approached local authorities in my community and called for dialogue meetings with all community members for us to reach consensus on how to respond to the Covid-19 pandemic," he says

During the meeting, it was agreed that local authorities working with members in the community would embark on sensitisation campaigns to spread information on the preventative measures of Covid-19.

Working with the local authorities, Emmanuel embarked on a door-to-door sensitization to strengthen community preparedness and response to

the Covid-19 pandemic. Through the door-to-door initiative. Emmanuel has reached many vulnerable households debunking myths and spreading life-saving messages in Lusaka and surrounding communities

Emmanuel is a volunteer on the Youth Participation in the Covid-19 Governance Project (YPCG) - a youth led accountability and governance project which facilitates dialogue between Government, local authorities and young citizens, within the context of Covid-19 pandemic, so as to increase the transparency of duty-bearers' decisions; have the voices of young people heard by Government and local authorities; and see young citizens, local authorities and Government working together to fight Covid-19. The project is implemented by Restless Development Zambia with funding from GI7

The young volunteers have shared life-saving prevention measures, including up-to-date messaging on COVID-19, ranging from educating on precautionary steps to keep families safe from infection, providing information on medical assistance and managing stigma associated with the virus.

Through the door-to-door initiative, Emmanuel has reached many vulnerable households debunking myths and spreading life-saving messages in Lusaka and surrounding communities.

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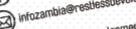
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