

WE ARE WHO WE SERVE

More than ever the world needs young people's leadership to solve its greatest challenges.

At the heart of everything we do is Youth Power: The collective power of young leaders to create a better world.

Thousands of young people are trained, mentored, nurtured, and connected each year to become young leaders. Some are social entrepreneurs who start businesses to support their families and create jobs, while others are youth advocates who campaign on issues such as gender equality, climate justice, HIV/AIDS, and many others.

Since 1985, we have been working in Zimbabwe. We partner with young people to ensure that their voices are heard in decisions that affect their lives, bodies, health and well-being, livelihoods, and communities.

Zimbabwe Hub currently operates in six provinces: Harare, Manicaland, the Midlands, Masvingo, and Matabeleland North. We have 13 staff members and 64 young leaders supporting community activities in 14 districts.

Restless Development Zimbabwe Hub has been supporting young people to lead, raise awareness, and get organized to end AIDS as a global pandemic by 2030. 15 Youth Ambassadors from 13 countries around the world were empowered to end inequalities that are impeding the end of AIDS by 2030.

IMPACT PRIORITIES

Education & Livelihoods

We want all young people to have the skills, knowledge, resilience and opportunities that enable them to thrive. We take a youth-led approach to ensuring that every young person has a quality education and access to training and opportunities that set them up for life. We want all young people, especially women and girls, to be able to stay in school, and be able to make a sustainable fulfilling living when they leave

Gender & Sexual Health

We know that our bodies, identities, gender and sexualities are subject to discrimination and violation. We empower young people to change attitudes and behaviours, as well as services and policies, to advance and uphold sexual and reproductive health and rights, and gender equality.

Youth Voice

We believe more just and participatory democracies are possible, where institutions are accessible and responsive to young people. We support young people to lead as active citizens and create change in their communities by influencing social and political structures, and those in power, with evidence-based solutions.

Climate Justice

We will do whatever it takes to create systemic change for climate justice. From youth-led research on climate trauma to being and supporting youth coalitions and partnerships to global advocacy.

Governance

Our Board

Board Chairperson: Dorcas Chitiyo

Board Vice Chairperson:

Board Secretary:

Vice Secretary:

Treasurer: Tafadzwa Chirigo Member: Andrew E. Chishakwe

Youth Board Member: Tanyaradzwa Makotore

Youth Board Member: Methembe

Our Staff

Hub Director: Farai Muronzi

Programme Quality Manager: Mellisa Perekwa

Senior Manager: Primrose Manyalo

Senior International Research Manager: Maria Malomalo

Finance Coordinator: Blessing Karimazondo

SRHR Programmes Coordinator: Maxwell Changombe

Research & MEL Manager: Steven Chinembiri

Research Officer: Tafadzwa Kazembe

Finance Officer: Sharon Manyani

Programme Associate: Sithobekile Mgutshini

Programme Associate: Kelly Muronzi

Programme Associate: Kudzai Mutemeri
Programme Associate: Edward Hungwe

Programme Associate: Munyaradzi Mhike

Programme Associate: Andromeda Naringo

HUB DIRECTORS NOTE

2022 was a year in which we learned a lot about young people and the agency at which youth should remain core to our activities. More than ever we need young people's leadership to solve challenges our communities face. Our work to support the journey of young people to become a leader in their own right and help them multiply that leadership in their communities is even more needed. We need young people that are able to work with their communities to identify community challenges and offer community-driven and owned solutions to those challenges.

Every year we train, mentor, nurture and connect thousands of young people to lead change. We saw people we trained to become social voung entrepreneurs. setting up businesses. vouth advocates, and campaigning on issues like gender equality, climate justice, HIV and many others. No matter the issue, young leaders are working in communities to achieve the same goal: improve their lives and the lives of people in their communities, deal with gender based violence misinformation, support young people to be responsible citizens and above all young people lead work in their communities.

In 2021 our young leaders played a huge role in reaching out to 2,923 young people with HIV and AIDS, Gender Based Violence messages. Overall we directly reached out to over 3,843 community members.

We would not have achieved this if it wasn't for the support we got from Provincial Development Coordinators, District Development Coordinators, Ministry of Youth officials, Ministry of Gender and donor partners. We worked hand in hand with Ward Development Committees, like-minded organisations and donor partners and the board at Restless Development. We would like to thank you all for the effort that you took in shaping our journey throughout the year. Thank you to everyone who has helped make the incredible stories and impact contained in this annual report possible



Farai Muronzi, Hub Director

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.

YOUNG LEADERS NOTE

Thank you for the opportunity to share my reflections on this year's annual report. I am proud to be part of the Citizen Engagement for Accountability Activity CEAA) program as a Youth Community Leader. The CEAA program helped me to work with young people in my community as they are confronted with various difficulties, including child marriages that ultimately lead to school dropouts, pressures from stereotypical patriarchal systems ingrained in the community (behave like a man, a man doesn't cry), and a lack of inclusion in development processes for young people. Meaningful youth engagement is still tokenistic, affecting young people's emancipation as their voices are muzzled on the most important issues. As a young person, I felt the pressure of not being present in decision-making spaces and the ongoing trend of young people being excluded from decision-making.

Restless Development selected me to be part of the Youth Community Leaders (YCLs) in Masvingo Province, I worked with youth champions in leading community sessions, and community dialogues on issues affecting young people and organizing youth-led activities such as clean-up campaigns and local road maintenance. From this, I acquired leadership, facilitation, and mobilization skills, how to communicate effectively and meaningfully engage key community stakeholders.

The information I acquired during Foundation Training together with practical action on the ground helped me to have excellent leadership skills that will help me to mold my career. Working with Restless Development boosted my self-confidence, self-esteem and even life satisfaction and I am honoured to be part and parcel of the CEEA program.

I want to acknowledge and thank Restless Development for allowing me to be part of the exciting CEAA program and for the opportunity to work with Youth Champions in my community.



Goodness Nkomo-Youth Community Leader- Mwenezi



I STAND WITH GIRLS AND WOMEN. PERIODS ARE NOT BY CHOICE AND THUS THEIR PRODUCTS AND SERVICES SHOULD BE FOR FREE. WE NEED CARE AND SUPPORT SO THAT WE FREELY AND WITH DIGNITY....

#RedWithPride

Pellagia Banda

#PeriodJustice

~PeriodEducation



Red With Pride

f vision or eye
of the shadows
fairly low, on

the law is ed



My period isn't dirty

Neither is it shameful

I did not choose it

But it makes me who I am.

It's not always easy
The excruciating pain often makes me
question why mother nature chose me
I'm sometimes irritable
I get feelings of sadness and fatigue
But I always show up

My period is a sign of health
My period is a sign of glory
I am bleeding
I am healthy
I am proud

Nyasha Dangarembizi

It is important to engage boys and men in our efforts to break the social and cultural taboos associated with menstruation. We always talk about menstruation behind closed doors in low voices yet girls and women do not menstruate in isolation. I believe that if young boys are taught that menstruation is not a joke or a taboo, this could make a difference in the way teenage boys look at girls.

#PeriodJustice ~PeriodEducation



Red with Pride-Nokutenda's Story

Despite being fundamental to the health and well-being of women, menstrual health is often overlooked as a health priority and access to menstrual health education, products, and support is limited. This is the case for the Zimbabwean society as menstrual health is hardly spoken about but only in corridors. Many young women are unprepared for menarche and face challenges in accessing menstrual health products and support in managing menstruation in a healthy and dignified way. Menarche and menstrual hygiene are topics that are not discussed openly leading to a lack of accurate information and education among young girls such as Nokutenda

Nokutenda is a 13-year-old girl who lives in Ushewokunze, a Harare peri-urban area. She is currently in the seventh grade at one of the local schools. She is one of the young girls who had a lack of comprehension of healthy menstrual hygiene practices and the risks that poor menstrual hygiene poses to women and their reproductive health. She knew little about sanitary products because her grandmother had taught her to use cloth, which she had been using since menarche. Cloth use is still prevalent in communities.

Every month she relies on reusable cloth which she washes and uses time and again although she had discomfort using it. Her school does not have proper bathrooms and adequate water and this has made it difficult for her to maintain healthy menstrual practices when she is at school. At some point, she felt embarrassed after spoiling her uniform. This made her prefer not to go to school during the time of her menses. In a month she used to miss six days of school translating to 54 missed days of school per schooling year all because of something that can be managed

Menstrual hygiene management sessions were held at Nokutenda's school by Restless Development community volunteers as part of the Peak Youth Thrive Project. Nokutenda took part in the sessions, which covered a variety of topics such as the menstrual hygien care and management, how to use absorbents such as sanitary pads, tampons, menstrual cups, and cotton cloth, and debunking menstrual myths and misconceptions. She was one of the active participants who could pose questions about menstrual hygiene management during all five sessions

Through the session, Nokutenda realized that the challenges she was facing were not only unique to her. The menstrual hygiene management sessions had an impact on her life. She made a huge step by convincing her grandmother to start buying her disposable sanitary pads. She is now using sanitary pads while cloth is an alternative during financial hardships. Nokutenda is also sharing the acquired knowledge with fellow young girls from her community. Nowadays she is only missing a maximum of 2 days due to menses and only if she is having heavy flows



Nokutenda , 14 years

The Youth Researchers Academy

Restless Development implemented the Youth Researchers Academy project in Harare South (Eye Court Ushewekunze) and and the farming communities of Bindura and Mazowe. The project aimed to ensure that adolescents and young people have increased capacity, skills, and platforms to meaningfully participate and lead in generating evidence that they use to advocate for improved access to SRHR services. The major activities that were undertaken included the recruitment of 15 diverse young researchers and the foundation training where the 15 young researchers were trained on various issues that include data collection techniques, teamwork, ethics, and safeguarding issues.

To ensure that the youth-led approach was utilized the young researchers came up with three research topics, each district coming up with one topic which captures the insights and lived experiences of their peers. Data collection was collected using different tools such as in-depth interviews, focus group discussions, and key informants' interviews. The young researchers also took part in the data validation exercise in all the districts so as to ensure that young people have the opportunity to hear and comment on emerging findings and critique whether it accurately reflects their perspectives. Dissemination of findings was done with decision-makers from the community, District, and National levels, this helped young people to advocate for change on challenges affecting adolescents and young people in line with SRHR in their respective Districts.



Citizen Engagement for Accountability Activity (CEAA)

Restless Development is implementing the Youth Community Leaders Programme in 6 Provinces of Zimbabwe, Harare Metropolitan, Mashonaland East, Manicaland, Masvingo, Midlands and Matabeleland North and across 12 districts. The project is delivered through a peer-to-peer approach and built upon a tested and successful approach. The project is intended to give young women and men the knowledge, skills, and platforms to claim their rights, improve their quality of life, and develop their communities.

The project has equipped 2,208 (732M & 1,476F) young people with knowledge of the constitution, basic rights, youth leadership, participation and engagement, gender and life skills, and sexual and reproductive health. In addition, the project is creating and strengthening existing platforms at community and district level structures where young people can participate and amplify their voices on any socio-economic and political development issues affecting them and their communities at large. These platforms include but are not limited to Health and Water Point Committee, VIDCO and WADCO, School Development Committee, and Youth Development Committee meetings



AFRICA YOUTH PARTNERSHIP

Ensuring an inclusive & Equitable recovery from Coivd-19

Restless Development with funding support from Ford Foundation through YOTA implemented the Africa Youth Partnership Project (AYP) which unleashed the agency of young people around Africa ensuring an equitable and inclusive recovery from Covid-19. The project was implemented from April 2022 to December 2022. Led by 30 Youth Task Team Members from 6 countries(Zimbabwe, Zambia, Sierra Leone, Kenya, Uganda and Tanzania). The project managed to deliver a genuine youth-led approach to youth-led research, accountability, advocacy and transparency which prioritised building the power of a new generation of young leaders ensuring inclusive and equitable societies. Young people implemented a true advocacy and accountability initiative backed by youth-led research. Restless Development has been successful in influencing national and regional policies, programs, and budgets in favor of a more equitable and inclusive recovery from the COVID-19 pandemic. Youth Task Team Members acquired capacity and were able to gather evidence, allowing for evidence-based advocacy and accountability processes. To ensure that we rebuild better and are better prepared for future pandemics, young people interviewed issued the following calls to action, which were intended for the governments in the programme operation countries:

Building partnerships

Restless Development, in collaborative efforts with youth-led organisations and young innovators, has produced collective reviews and evidence of the performance of national and regional COVID-19 recovery programs, as well as their own innovative solutions. Young people created and implemented accountability frameworks. They were able to put together alternatives and recommend them to African policymakers and decision-makers. The AYP project's networks and collaborations have helped young people become more connected, speak with one voice, and self-organise towards evidence-based advocacy for equitable pandemic response and recovery on the continent. The Africa Youth Partnership project was a great experience for Restless Development and the young people who participated in the programme. Looking ahead to replication and scaling up of the AYP project in other countries would go a long way in building next-generation accountability champions who harness the power of the Peak Youth to ensure an inclusive and equitable recovery from the Covid-19 pandemic.



AFRICA YOUTH PARTNERSHIP

Call to Actions

To ensure that we rebuild better and are better prepared for future pandemics, young people issued the following calls to action, which are intended for the governments in the program operation countries: Young people

- calls on all stakeholders including the government to prioritize youth leadership in the planning, implementing, and monitoring of projects that affect them, this includes supporting them with prerequisite skills and platforms to design road maps of what should be done to better support young people's needs.
- calls on stakeholders including the government to prioritize and mainstream gender, equality, and social inclusion principles in all public programs. This will be key in redressing previous inequalities and injustices that females and young people with disabilities continue to face
- calls on the government and stakeholders in the education sector to reconfigure the curriculum of primary, secondary and higher education so that entrepreneurial and life skills follow the current trends and context.
- called on governments spotlighted in this research to ensure that all information on youth empowerment processes is tailored to reach and benefit all young people regardless of geo-location
- Noted that power reconfiguration is key. They called on all governments spotlighted in this research to
 ensure that young people be part of decisions and that they are at the center of making decisions on
 issues that concern and affect them.
- Covid-19 has taught us a lot. It should therefore not be business as usual. We, therefore, call on Governments to be better prepared for future pandemics by ensuring that there is a foolproof fallback plan that allows learners to continue with their education regardless of the prevailing context.
- calls on governments to have zero tolerance for corruption for all public funds meant to benefit the public.
- noted that the internet was a source of verifiable credible information about Covid-19 but the young
 people in rural and marginalized areas were the last to get information because of a lack of access.
 We, therefore, call on governments to ensure universal access to the internet for all young people so
 that they have access to vital life-saving information



GenEndIt Youth Ambassadors Project

If we hope to end AIDS by 2030, young people will need to lead the way. UNAIDS has played a key role in coordinating #GenEndIt, a coalition of youth-serving organisations funded in 2016 to support the leadership of young people from around the world in the HIV response.

The Global AIDS Strategy prioritizes partnerships as a central strategy for getting the HIV response on track to end AIDS as a public health threat, and the #GenEndIt initiative illustrates the critical importance of partnership for delivering on the Strategy's promises for young people. #GenEndIt is an especially strong example of a mechanism for ensuring sustainable investments in programmes to meet the needs of young people.

#GenEndIt, with support from the Oak Foundation and Restless Development, has recruited and trained 15 young leaders, known as "Ambassadors," from around the world to become advocates and campaigners for HIV responses that build on the engagement, leadership and solidarity of young people. It also uses youth-focused communications and community mobilization to increase young people's HIV knowledge and awareness. The coalition advocates for changes in cultural and religious practices that reduce young people's access to sexual and reproductive health and rights (SRHR) and comprehensive sexuality education. The coalition also works to combat stigma and discrimination, especially against young people living with HIV and young key populations.

#GenEndIt advocacy campaigns are designed and implemented by and for young people. The coalition has already reached 4457 young people in Fiji with youth-focused radio programming, generated more than 15 000 HIV-related social media engagements in Nigeria and reached 118 young people through community dialogues in Cameroon. By centring young people as decision-makers and leaders and building their capacity to lead efforts to end AIDS, #GenEndIt offers a pathway for a sustainable HIV response. Through focused investment, #GenEndIt has expanded outreach for young people, especially for young key populations, by combining peer-led outreach with social media and other communications platforms.

Our work with young people under the #GenEndIt banner was captured in the UNAIDS 2022 Global AIDS Update. Find out more here:

https://www.unaids.org/en/resources/documents/2022/indanger-global-aids-update



Felixs's Story

Becoming a Young Leader

My name is Felix Chapter, and I am a 26-year-old man. I live in Hopley Farm and currently volunteering with Restless Development in 2022 as part of the Peak Youth THRIVE project.

My motivation for joining the project is my desire to help my community and my peers to have a better future. I also get to mix and interact with people from various backgrounds and learn about people in various situations. Previously, I took part in community activities such as dialogues and meetings. I am currently working on this project as a Young Leader. I was able to improve my facilitation, leadership, and organizational skills as a result of the training I received from Restless Development. I am now confident in carrying out activities in my community. With such abilities, I have led sessions with young people in and out of school in my community.

I have mobilized young people to participate in community dialogues and campaigns. I've led menstrual hygiene and life skills classes for young girls in my community. I've noticed that young girls are hesitant to openly discuss menstrual health issues, especially when a male figure is present. While conducting a menstrual health session at one of the schools, young girls asked us to close the door so that teachers and male students would not hear what we were discussing. All of this has made me realize the depth of this topic's sacredness/taboo in our culture. As a result, I decided to take the initiative and facilitate these conversations with the young girls who attend the sessions, as well as the young men and boys, in order to debunk myths about menstrual health.

Interacting and working with my community has improved my leadership and communication skills, and developed a sense of belonging within me. Through the training I received from Restless Development, I am confident to carry out activities in my community and will continue to carry out these activities beyond the project.



OUR LEARNINGS

Restless Development is a learning organisation that values feedback from young people, partners, and stakeholders. The agency also took the time to reflect on the projects and draw learnings, successes, and challenges, as well as a way to overcome the challenges. Among other things, the following are some of the lessons learned during the year.

- The drive to participate –Through the youth–led research, young people are willing to participate
 and engage in issues that affect them and their communities, as evidenced by their active
 participation in focus group discussions in all participating nations. As a result, in development
 programming, young people require opportunities and platforms to express themselves. This
 remark has prompted us to properly consider this when advocating for an equitable covid19
 recovery.
- Engagement of young people in strategic conversations Experience has taught us
 that if you build leadership, choice and agency among young people, they move from
 being passive recipients of services and information. They play a critical role in
 actively enhancing and improving service delivery and amplifying information through
 innovative and unique solutions that are most relevant to their specific and hyperlocal
 contexts.
- Addressing the digital divide-Digital spaces are quite great in reaching out to a large number of young people however they are a minority of vulnerable groups who cannot afford data or smart gadgets and most dwell in underserved areas such as rural communities.
- Support and Mentorship-Continued support and mentorship for young leaders are very key. GYA has been able to properly execute the power of voice as young leaders on different international and regional platforms such as the AIDS conference with motivational and inspiring content
- Young people as changemakers Young leaders, once adequately equipped with knowledge and skills, can be effective changemakers and participate in dialogue with their communities and peers on issues that affect them directly.
- Meaningful vs tokenism- We should always walk the talk and should never engage young people at a tokenistic level. Allowing young people to define the course of the project and its activities is crucial for project impact.





Powershifting

The Power Shifting Principles are part of our new revised strategy. A series of words that young people embody in campaigns, projects, programmes and the collective effort to bring about change. They are visible on our website. The principles embody hope, leadership, adaptability, inclusion and listening changemakers.

Restless Development Zimbabwe Hub has been leading and living the power shifting by fostering young people's resilience and autonomy via a range of programs. The work of integrating the power shifting mechanism is ongoing across all the Hub initiatives. The foundation training provided at the project inception empowers young people to affect change in their communities when they interact with their peers. Young Community Leaders effectively promote behavioural changes among the young champions they worked with in the five provinces where the CEAA initiative is being implemented. Following a series of community-based training sessions, Youth Champions began to demonstrate good leadership abilities, taking up projects voluntarily to effect positive change for the benefit of the community. Local road reconstruction and maintenance, catering to the urgent needs of elderly couples, and organising clean-up programs at local retail centres and clinics are examples of these projects. Youth power is central to our work, with young people given equal opportunity to have their views heard.

To achieve these good developments, the Hub's many divisions have collaborated and supplemented one another. The Hub has been able to collaborate with government agencies and other development partners to transfer power to young people. Together with the Local Government, the Ministry of Women Affairs, and the Zimbabwe Republic Policy, the Ministry of Youth, Sport, Arts, and Recreation has been a crucial stakeholder.



FINANCES

STATEMENT OF FINANCIAL POSITION FOR TWO COMPARATIVE YEARS

	2022	2021
	US\$	US\$
ASSETS		
NON-CURRENT ASSETS	29 335	16 518
Property and Equipment	29 335	16 518
CURRENT ASSETS	219 800	249 711
Prepayments	-	3 286
Related Party Payables	119 567	184 544
Accounts Receivables	40 083	45 886
Cash and Cash Equivalents	60 150	15 996
TOTAL ASSETS	249 135	266 230
RESERVES AND LIABILITIES		
RESERVES AND EIABIEITIES		
RESERVE	105 607	92 791
Accumulated Surplus	50 829	50 829
Deferred Capital Grant	4 215	4 566
Revaluation Reserve	50 564	37 396
CURRENT LIABILITIES	143 528	173 439
Deferred Income	142 999	144 360
Accounts Payables	528	29 079
TOTAL RESERVES AND LIABILITIES	249 135	266 230

STATEMENT OF COMPREHENSIVE INCOME FOR TWO YEARS COMPARABLE YEARS

	2022	2021
	US\$	US\$
INCOME		
Restricted income	462 038	254 176
Unrestricted income	152 568	146 554
TOTAL INCOME	614 606	400 730
EXPENDITURE		
Central	40 286	18 731
Governance	17 445	19 020
Staff costs	283 499	310 816
Programme activities	210 373	-
Waterworks contribution	33 504	17 554
Foreign exchange loss	29 497	-
TOTAL EXPENDITURE	614 606	366 120
SURPLUS FOR THE YEAR		34 610
TOTAL COMPREHENSIVE INCOME		34 610

The financial information provided here is a summary extracted from our audited financial statements for the year ended 30 September 2022 as approved and ratified by the Trustees.

The information availed is an excerpt of the financial statements and may not contain sufficient details to allow full comprehending, understanding and comparing of Restless Development Zimbabwe's operating affairs.

PARTNERSHIPS

OUR STRATEGIC PARTNERS

- Ministry of Youth Sports Art and Recreation
- Ministry of Women Affairs Gender, Small and Medium Enterprises Development
- Ministry of Local Government and Public Works
- · Zimbabwe Youth Council (ZYC)
- · Zimbabwe Women's Bureau
- Shanduko Yeupenyu Child Care
- Youth Empowerment and Transformation Trust (YOTA)
- · Hope For Adolescent and Youth
- National AIDS Council (NAC)
- Zimbabwe Family Planning Council (ZNFPC)
- · Parliament of Zimbabwe
- · Ministry of Public Labour and Social Welfare
- · Zimbabwe Republic Police
- · Ministry of Health and Child Care
- Young Peoples Network on HIV
- Population Services Zimbabwe

OUR FUDNING PARTNERS











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