

RESTLESS
DEVELOPMENT
POWERED BY YOUNG PEOPLE



WE ARE RESTLESS

Annual Report 2022



Sia. A Youth Collective member who supported an education reform project in Sierra Leone.

OUR VALUES

At the heart of everything we do is Youth Power.

We believe young people's collective power can lead us all through the world's greatest challenges.

That's why we train, mentor, support and connect thousands of young people all over the planet to work together to solve some of the biggest challenges of today.

FOREWORD

A message from Co-CEOs Alex Kent & Kate Muhwezi

Welcome to this year's annual report – celebrating a year of impact and transformation here at Restless Development.

In this publication, you will read about the many ways in which we have impacted the lives of over half a million young people across the world. Our work is having an effect both in the community and on the world stage, with our girls education work informing the UN Transforming Education agenda and our climate change research being heard at COP26.

Having a long history of volunteering and working at Restless Development, we are so proud to be part of this impact and are excited to lead the organisation through a transformative period. In the past year, we have moved out of survival mode after the pandemic and begun the important work of shifting power. That means moving money, resources and decision-making to young leaders and local communities. Our Power Shifting Checklist and appointment of a Power Shifting Director are both helping us make this happen.

Our new strategy, co-created with a global team of young leaders, has also seen us continue to grow the Youth Collective, increase transparency and improve collaboration. Nearly all our communications, finance, partnerships, learning and operations staff are now outside of the UK.

As we continue on this journey, we are clear on one thing – never has the world needed the collective power of young leaders more. We will do everything to enable them to thrive.





Sometimes the future seems uncertain
Daunting, scary

Sometimes the future is exciting
Fun, filled with adventure

Most times, it's all of the above

Our future IS restless,
It has the face of youth
Our future is all the things,
Queer, feminist, decolonial, deconstructed...
Our future is so complex.

Our future is also now.
It's happening while we work,
Our future is being shaped by our hands,
And by those who we serve

Our future
Is not just ours
We share those slowly paved roads
With so many more smiling faces

Our future
Is, more than anything
Filled with hope.



FOREWORD

A message from Jimena Cascante Matamoros



Being a part of Restless Development is an adventure. It's constantly changing, shaping itself as we go, while we find the hints that lead us through the treasure hunt, only the treasure is a better world, and to get there, we need to make new plans and new friends along the way.

Every year the adventure evolves, like life itself, while we learn new things about ourselves, while we embrace new identities, while we find our place in this world.

The year brings the challenge of growing and engaging the Youth Collective, which has a force of itself. We'll also continue participating in global events and partnering with allies to make the voices of so many young people be heard on how to shape their futures.

Our adventure is also about how we work together as an agency, how we find our way (and maybe lose it a little, as well), in order to be stronger, more resilient, and overall, just keep being restless.

JIMENA CASCANTE MATAMOROS

Jimena is the Senior Youth Collective Coordinator. Based in Costa Rica, Jimena works with youth collective members across Latin America, supporting young women to access and advocate for their Sexual and Reproductive Health Rights.



OUR HIGHLIGHTS

- **Restless Hubs:**
9 countries
- **Partner Work:**
37 countries
- **Youth Collective:**
186 countries

Spotlight on Gender and Sexual Rights: The **“We Lead”** programme. See page 24.

Spotlight on Education & Livelihoods: The **“By Us, For Us”** report. See page 21.

Spotlight on Climate Justice: **“The Zimbabwean Climate Debate”**. See page 17.

Spotlight on Voice & Democracy: **“The Development Alternative”**. See page 29.

Spotlight on Youth-Led Research: The State of Youth Civil Society, **“Youth Civil Society Under Threat”**. See page 32.

OUR STRATEGY

Restless Development is a non profit global agency that supports the collective power of young leaders to create a better world.

Our latest Global Strategy is our roadmap to 2030 and guides our work not only across our Hubs in India, Nepal, Sierra Leone, Tanzania, Uganda, Zambia and Zimbabwe – but the thousands of youth organisations we work with all over the world.

This is what it is all about.

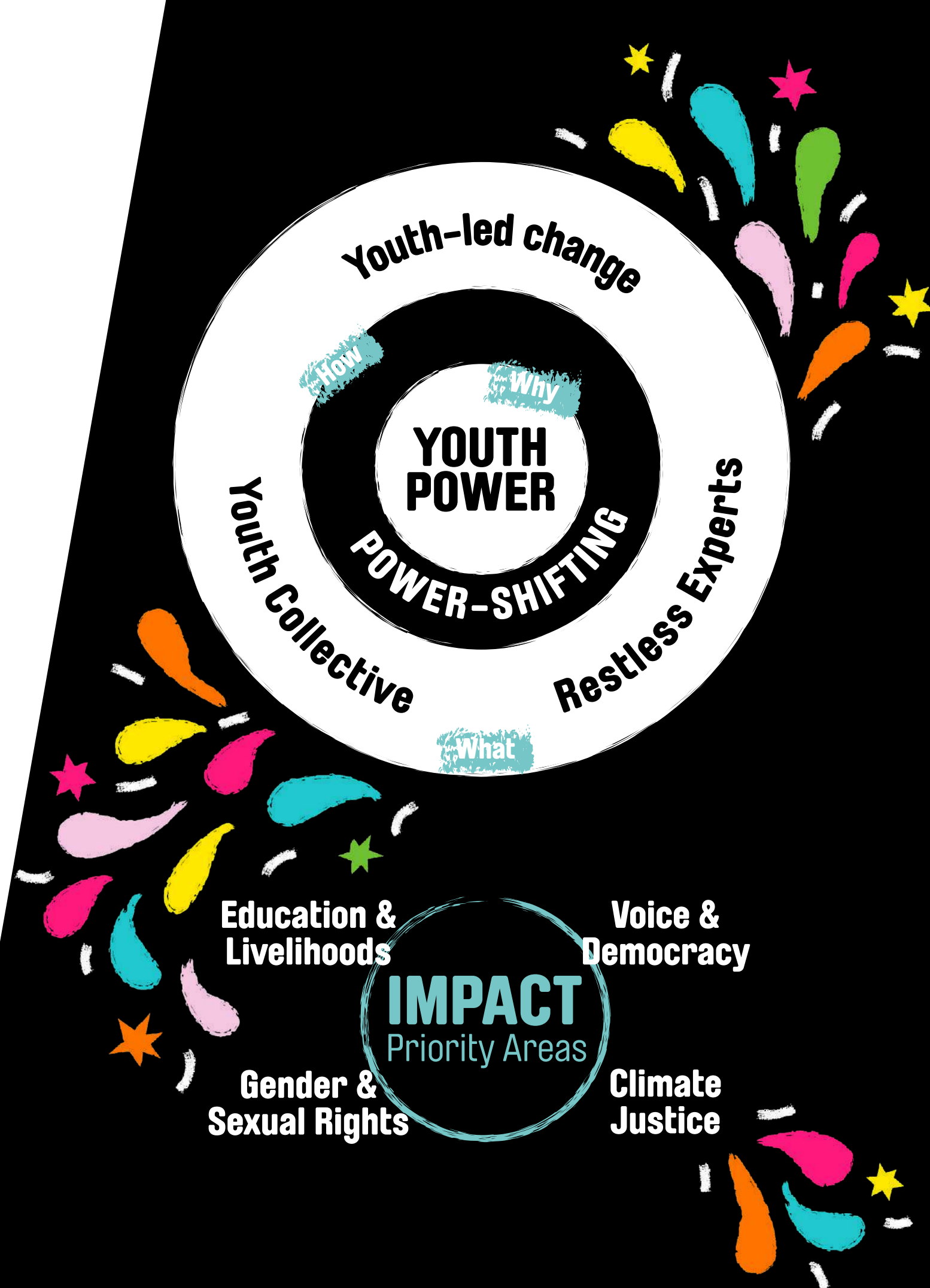
Why do we exist? To strengthen Youth Power: the collective power of young leaders to create a better world.

How do we work? We take a power shifting approach. We aim to be feminist, inclusive, and anti-racist in all that we do. We are guided by our Power Shifting Checklist.

What do we do? Our approach is made up of tried and tested methodologies including youth-led research, youth power hacks, community-led mobilisation, youth-led accountability, advocacy and leadership programmes. All our work is context specific designed by and for young people.

What's our focus? Our work is defined by young people. We have four key impact areas, creating change at all levels – from local communities to national, regional and global spaces.

What does it all add up to? The Youth Collective – a global, inclusive network for all young leaders, youth organisations and networks to work in solidarity. They can learn from each other, access funding, opportunities, and strengthen the work that all young leaders do.





25 countries

68 programmes

2,900 stakeholders engaged

531,346 young people supported

Ilumbo and Christina. First-time young mothers making a batik cloth as part of our Youth We Can Project in Tanzania.

OUR IMPACT

Restless Development prides itself on making an impact.

We focus our efforts on four key areas that are both young people's priorities and essential to creating a better world for all:

- Climate Justice
- Education & Livelihoods
- Gender and Sexual Rights
- Voice & Democracy

Read on to find out how we've been making an impact in more detail.

OUR IMPACT

Climate Justice

When we asked young people we work with what mattered the most to them, they told us their number one issue is: Climate Change. That's why we have been rapidly scaling up our work on Climate Justice all over the world.

In Bangalore, India, we launched the Youth Climate Action Lab. Young Climate Advocates are holding decision makers to account, increasing youth participation and building a Knowledge Hub to empower young people in the climate change space. Their work is building towards a youth-led charter of demands to be published by March 2024.

In Nepal, the Nepali Yuwa for Climate Action and Green Growth is empowering 40 young people to contribute to the post-COVID recovery and their communities. Through a range of initiatives covering entrepreneurship, mentoring and digital advocacy, young people are leading the way with innovative ideas for change and are campaigning on a variety of policy changes to promote environmental protection.

In response to young people's demands, Restless Development is looking to accelerate its work on climate justice next year – amplifying youth voices and facilitating grassroots change.

In Uganda, the 'Living in the Climate Crisis: Young People in Uganda' report led to the launch of the #TakingClimateToSchool campaign. The Uganda hub, in collaboration with University of Cambridge and Makerere University, is seeking to increase awareness of climate change after the report recommended a boost to climate change education at the primary school level.

At COP26, the #MissingMajority campaign brought the voices of traditionally excluded young people directly to the leaders negotiating at the conference. Youth Power Climate Reps showcased the urgent need for youth involvement in climate decision-making spaces, with their efforts getting media hits on the likes of CNN and BBC.



+1,200
Youth organisations in the
Youth Collective focus on
Climate Change

76%
of the Uganda respondents had
their livelihoods disrupted due
to environmental change.

Climate Justice PROJECT LIST

- Youth Climate Action Lab (India)
- Nepali Yuwa for Climate Action and Green Growth (Nepal)
- Missing Majority at COP26 (Global)
- Living in the Climate Crisis (Uganda)
- Young Changemakers of Climate Change (Zimbabwe)
- Taking Climate Change to School (Uganda)

Devika. Our Youth Researcher running a climate change session with the community in India.

SPOTLIGHT:

The Zimbabwean Climate Debate

Climate Change is happening – but who is to blame? That's one of the central community conversations uncovered by young changemakers in Zimbabwe. The youth-led research project conducted across two districts in Zimbabwe, Harare and Chimanimani, revealed a mixed picture of understanding.

While 92% of participants believed that climate change is real, their understanding of its causes are varied and included many prevalent misconceptions. For instance, climate change was sometimes viewed as a divine punishment or a response to the neglect of indigenous spiritual traditions and customs. The findings highlight the need for more education on climate change and a deliberate effort from community leaders to dispel climate change myths and misconceptions.

Young people are keen to play their part in climate change public education and advocacy but the researchers identified a number of barriers to them doing so. Lacking access to resources and decision-making spaces, young researchers called for youth-inclusive spaces, such as youth centres, where young people can get the information and training they need and organise in leadership roles.

Young people also identified additional barriers to those with disabilities, so two young people with disabilities were recruited as researchers and support was provided to ensure they could participate fully in the project.

During the project, young leaders piloted advocacy initiatives that showcased the considerable potential for young people's climate leadership in their communities. They carried out community dialogues, debates and home visits – activities that were praised by the Departmental Evaluation for being sustainable, cost-effective and innovative.

In all, the Young Changemakers of Climate Change project demonstrates the potential of young people's expertise and innovative capacity. When coupled with meaningful support, young people can make a real difference to climate change conversations in their communities.

Now the call is on community leaders, educational institutions, and civil society actors to facilitate and empower young people's leadership in climate change advocacy.



Limi. Adolescent girl and volunteer picking cotton in her own cotton field as part of our Youth We Can Project in Tanzania.

OUR IMPACT

Education & Livelihoods

Young people receiving the education and skills they need to succeed in work is pivotal to our future. So our Education & Livelihoods work continues to be a key part of what we do, reaching thousands of young people every year.

In Sierra Leone, we delivered financial literacy training to well over a thousand women living in informal settlements. It made a strong impact with 74 saving groups subsequently created across dozens of settlements. Now women have improved access to loans, helping them to set up businesses and better withstand income shocks.

In Tanzania, as part of a COVID-19 response partnership, 458 female and 426 male non-graduates and 117 female and 118 male graduates were trained in employability and entrepreneurial skills. This resulted in new business generation – such as establishing poultry farms and a sweet potato plantation. The Youth Entrepreneurship Groups raised more than 5.4 Million TZS through savings and loan groups, wages, and selling products from their businesses.

In Zambia, thousands of young girls were supported through the Ubunonshi Youth Empowerment project to improve their education performance and earning potential. The programme made girls feel more confident about pursuing careers they were passionate about, with savings clubs further supporting entrepreneurial efforts like chicken rearing and book selling. The Career Clubs established in communities also helped double the number of girls remaining in education and improve academic performance.

Restless Development is looking to build on its success in this past year, particularly with young girls and women, as young people seek to bounce back from the effects of the pandemic. We have brought young leaders into the global efforts to transform education – first in the run up to RewirEd in Dubai and following that the UN Transforming Education Summit.

90%

of Zambian girls felt more confident to pursue careers they felt passionate about

2x

Doubled the number of Zambian children staying in school

Education & Livelihoods PROJECT LIST

- STEM for Girls (India)
- Zambia Girls 2030 (Zambia)
- Every Adolescent Girl Empowered and Resilient: Leave No Girl Behind (Sierra Leone)
- By Us For Us: Rewiring Education for a New Generation (Global)
- #MakeEducationWork campaign (Global)
- Unlock the Future and Next Generation Fellows (Global)
- Hamari Shiksha Hamara Adhikar – supporting girls back to school post lockdown (India)
- Catalysing Youth Leadership for Education Reform Project (Sierra Leone)
- COVID-19 response partnership (Tanzania)
- Ubunonshi Youth Empowerment project (Zambia)
- Improving Financial Inclusion for Women Living in Freetown's Informal Settlements (Sierra Leone)
- Kudziwa – Tikambe (Zambia)
- Vijana Tunaweza (Tanzania)
- PAHAL – The Initiative (India)
- Technology Enabled Girl Ambassadors (India and Tanzania)
- Peak Youth Thrive (Zimbabwe)
- The Hunger Project/ Community Led Development (Zambia)
- Girls leadership – New Mercury + GRREAT (Tanzania)
- E-Upshift (Sierra Leone)
- East Africa Youth Inclusion Project (Tanzania)
- Tusunge Lubono (Zambia)

Ilumbo. First-time young mother with the sewing machine she received after completing a six months tailoring course in Tanzania.

SPOTLIGHT

Making the global education system work

How does global education need to change to work for young people in an uncertain future? That was one of the big questions tackled by young researchers in the By Us, For Us report.

In the biggest youth-led study on global education since the pandemic, twelve young researchers from twelve different countries examined data from 70 different countries across the world.

Their research included a survey of over 3,000 young people, as well as interviews and focus groups to gain a deeper understanding of young people's perspectives.

Their central finding is that the global education system is failing to prepare young people for the world of work. Those surveyed felt that the education they receive is poorly aligned with the work opportunities available and that schools are stuck on outdated

teaching styles, like memorising textbooks, instead of equipping them with the skills they need to succeed. It was also revealed that financial security is not the only thing young people are looking for in work, with as many as 28% saying that their main goal is to learn and grow while one in four wanted the autonomy of running their own business.

When it comes to shaping education policy, young people feel at best ignored and patronised and at worst silenced and shut down. That finding moved young people to demand radical change through a new campaign called #MakeEducationWork.

After reaching millions of young people all over the world with their digital and grassroots campaigning, their campaigning culminated in taking their Curriculum For Change to world leaders at the ReWired global summit on education in Dubai.

With over a billion young people expected to seek work in the next decade, but just 40% expected to find it, this is an urgent problem that needs fixing. That's why Restless Development has built on the foundations laid by By Us, For Us by launching a new education reform project in Sierra Leone and continues to work with young people for a better system.



Aisha. A Youth Accountability Advocate from our Keep Your Promise project in Tanzania.

OUR IMPACT

Gender and Sexual Rights

Young people have the right to be safe, respected and have access to the healthcare they need. That's why our work on gender equality and sexual rights is fundamental. It has long been a big part of what we do and this year it has been even bigger.

In Sierra Leone, hundreds of young leaders have been taking action in their communities to help influence and change the behaviour of their peers. Their work has reached almost 200,000 young people and led to attitudinal improvements in familing planning and ending child marriage.

In Uganda, young campaigners have won the support of 25 district and sub-district officials to support victims of sexual and gender-based violence. Their capacity building and advocacy work means victims will have improved access to services and are more likely to secure justice when reporting to authorities.

In Zambia, the Settling the Score project saw thousands of changemakers raise awareness of healthy relationships through football, traditionally a male-only sport. The activities reached over 10,000

community members and resulted in a big take up of contraceptives and HIV testing at local clinics.

In Zimbabwe, the GenEndIt Youth Ambassadors are having influence on a global scale. They contributed to the international 'No Syringes' strategy that supports young people to stay safe from contracting HIV and other Sexually Transmitted Infections.

In Tanzania, hundreds of young girls became part of a powerful platform for change as over 20 youth groups were established, strengthened and registered as formal enterprises with local authorities. The project particularly focused on empowering young teenage girls that were out of school and also provided access to sexual health services, relating to HIV/AIDS.

As an organisation that prides itself on its feminist leadership, tackling gender inequality will always remain central to our work. In the coming year, we will continue to fight discrimination and ensure young people can claim full rights over their bodies.

286,777
people reached through our sexual rights work – almost trebling last year's number

80%
of young people improved menstrual hygiene knowledge on Thrive project in Zimbabwe

SPOTLIGHT:

Young Women Leading The Way

Who should lead the effort to secure sexual and reproductive health and rights across the world? The We Lead programme has the simple answer: the young women most affected.

The innovative programme is specifically aimed at strengthening the influence of the most marginalised young women and girls across Africa, the Middle East and Central America.

Often discriminated against for having certain characteristics or living with stigmatised conditions, like HIV, the We Lead programme seeks to shift power to these young people so they can effectively advocate for their rights.

The programme has been extremely effective at increasing youth leadership, with 80% demonstrating better knowledge of leadership skills and 70% showing improvements in communication skills.

Young women have also developed a Meaningful Youth Engagement scorecard to hold the consortium to account on how they are engaging with rights holders.

The programme is already having an impact in communities across the world. Young women in Honduras have been collecting evidence on violations related to sexual and reproductive health. While in Guatemala, they used the accountability model they learnt to develop their advocacy plans.

Meanwhile, on the global stage, we supported young women to attend and influence the International AIDS Conference in Canada for better access to HIV treatment – with further media, podcast and interviews as a result. We Lead is continuing to power the movement. It helped grow the Youth Collective to over 3,900 members and reached 171 organisations directly through its Leadership Labs initiative.

Gender and Sexual Rights PROJECT LIST

- Empowered Adolescents (Chimwemwe Teens Project) (Zambia)
- She Soars (Zambia, Uganda, and Kenya)
- Youth Stop AIDS (UK)
- GenEndIt Youth Steering Group (Global)
- GenEndIt Youth Ambassadors (Zimbabwe)
- Community Led Action (Sierra Leone)
- Pamoja Tuwawezeshe Wasichana – GRREAT (Tanzania)
- End Child Marriage (Sierra Leone)
- Strengthening Community–Led Redress Initiative for SGBV (Uganda)
- We Lead (Global)
- Generation Equality Forum (USA)
- Feminist Action Lab (USA)
- Tackle Africa (Zambia)
- Youth Engagement Network (USA)
- Our Rights, Our Lives, Our Futures (Zambia)
- Game of Choice, Not Chance (India)
- Spotlight Initiative (Zimbabwe)
- Youth for Health (Zambia)
- Youth ke Bol (India)
- Upshift (Sierra Leone)
- Delhi Learning Lab (India)
- Youth Research Academy (Zimbabwe)
- PAHAL – HCL Funded Initiative (India)
- Youth Stop AIDS (UK)

Joy. Giving a speech to the police, government and taxi drivers about ending sexual harassment and violence against women at a UN event.

OUR IMPACT

Voice & Democracy

Young people have a right to be heard and to influence the decisions that impact their lives. Our work in this area enables young people to advocate for their needs, join decision-making spaces and hold their leaders to account from the local to global stage.

In Tanzania, almost a hundred young researchers were trained up in data-driven accountability skills. The Kijana Wajibika (Youth be Responsible) project worked with civil society organisations to collect diversity and inclusion data, so they could hold their Government to account on its commitment to the Global Goals. The project was recognised for its high-participation rate and sustainability, with many organisations continuing the work years later.

In Nepal, the Youth Sounding Board established a space for young people to meaningfully participate in governance processes. The consultative space enabled board members to influence the European Union's development work in Nepal through participatory discussions in a way that was relevant to them.

In Uganda, young people were equipped with the skills required to monitor

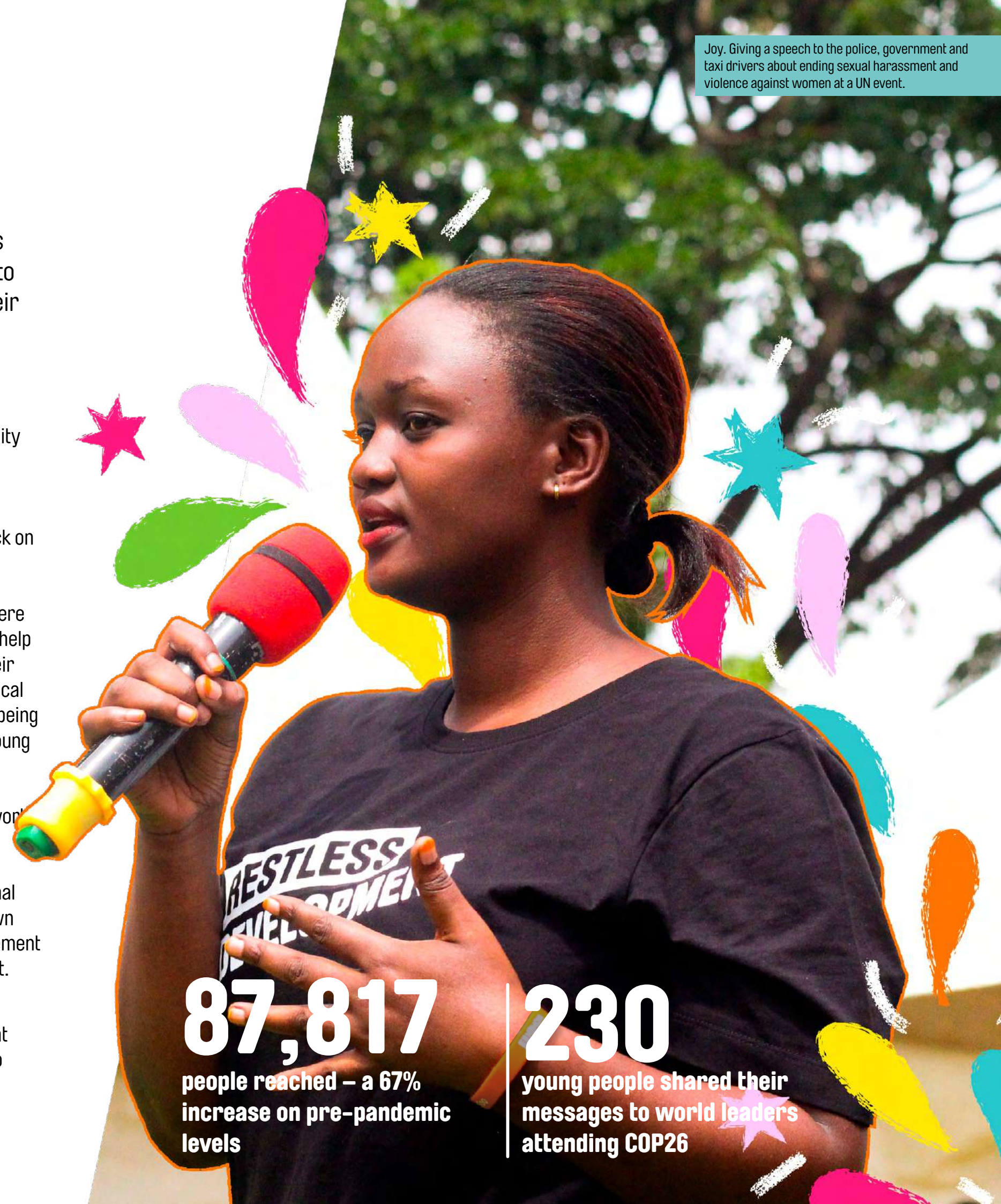
government budgets.

The anti-corruption project gathered evidence from thousands of community members to assess whether the public spending matched politicians commitments. The young advocates managed to get a hygiene project back on track after it ran behind schedule.

In Zambia, over 200 young people were trained in engagement techniques to help them in decision-making spaces. Their work gathered insights on how the local constituency development fund was being used and led to the participation of young people in several council meetings.

Globally, the Democracy Moves network brings together young democracy campaigners from around the world. With young people distrustful of formal politics, this initiative is breaking down barriers and improving youth engagement with elected officials and government.

Our work has contributed to a growing sense that young people's priorities need to be listened to, from local leaders in the community to major decision-makers at international conferences like COP26 and AIDS2022. Young people will continue to raise their voices.



87,817
people reached – a 67%
increase on pre-pandemic
levels

230
young people shared their
messages to world leaders
attending COP26

Voice & Democracy PROJECT LIST

- Countering Corruption through Youth Led Budget Advocacy (Uganda)
- Kudziwa – Ishiwi (Zambia)
- Kijana Wajibika (Tanzania)
- Youth Influence in Governance (Uganda)
- Collaboration with Democracy Moves (Global)
- Youth Influence in Governance (Uganda)
- Youth Power 2: Learning and Evaluation (USA)
- Youth Sounding Board (Tanzania)
- Youth Take the Lead (Nepal, Tanzania and Zambia)
- Strengthening CSOs for the promotion of a safe and secure environment for children and young people (Zambia)
- Meaningful Youth Engagement Lab (USA)
- Citizen Engagement for Accountability Action (Zimbabwe)
- Aim Youth Power (Zambia)
- U-Report (Sierra Leone)
- Africa Youth Partnership (Tanzania, Zambia, and Sierra Leone)
- Yuwaah Changemakers – Youth COVID Warriors (India)
- Youth Compact Champions (Global)
- Civil Society Unleashed, The Development Alternative (Global)

Eric. A Youth Sounding Board Member sharing his findings on Meaningful Youth Engagement to Government leaders in Tanzania

SPOTLIGHT:

Cooking up new ways to do development

How can we do development differently and improve outcomes for local communities? By putting young people in the driving seat.

The Development Alternative was a groundbreaking consortium that shifted power to young people by equipping them with the skills to monitor and assess the delivery of projects in their communities.

One of the key legacies of the Development Alternative has been the emphasis on learning. This saw the creation of various resources to help ensure the impact of the work could continue long after the communities were engaged with. This included animated videos, briefing reports, case studies and other practical guidance documents.

One of the most striking learning legacy outcomes was the Cookbook for Youth-Led Accountability. The innovative document is based around six core ingredients for quality, youth-led accountability work:

1. Youth Leadership
2. Transparency and access to information
3. Mechanisms to listen and gather feedback
4. Building trust and collaboration with development actors
5. Supporting development actors to respond to feedback
6. Youth leadership Community awareness and engagement

Each ingredient has a dedicated chapter, with the Cookbook finishing with the Model for Change recipe and some cooking tips. It has become an essential best practice guide for any youth-led organisation planning to hold development actors to account in their community.

OUR IMPACT

Youth-Led Research

Young people are experts. That's the fundamental claim of our approach to youth-led research, where we partner with young people to capture key insights on what matters the most to them. It's their knowledge, they produce it – they own it.

In India over a hundred young people were interviewed about their experiences of the COVID-19 pandemic. Using the ethical research platform, Fatima, respondents answered questions about how they were impacted by and responded to the crisis. The youth-led findings demonstrated that women and girls' access to education and jobs were disproportionately affected but that overall young people served as leaders in their communities during this time of need.

In Indonesia and Nepal, a hundred young people wrote diaries for four months as part of a pandemic-safe, qualitative research project, "Youth in a time of Crisis". The in-depth study provided an insight into the complex and nuanced experiences of vulnerable young people during the crisis, with the findings helping to inform policymakers about how better to support them based on their experiences.

In Uganda, young researchers looked at how civil society organisations adapted their sexual and reproductive health services during the pandemic. Examining the situation in countries across Central

America, Sub-Saharan Africa and the Middle East, researchers recommended to stakeholders ways to ensure quality information and services could remain accessible during the crisis.

In Zimbabwe, 20 young researchers were trained and supported to identify their community's understanding of climate change. The findings uncovered many myths and misconceptions to be addressed by the community. The evaluation demonstrated that the training and support was effective at translating into impactful, evidence-based advocacy work. (See more in Climate Justice Spotlight).

A 70-country study led by 12 young researchers interviewing over 3,200 people looked at the state of the global education system. By Us, For Us: Rewiring Education for a New Generation, revealed an outdated education system that was failing to prepare young people for the world of work. It provided a platform to launch a new campaign, Make Education Work, which reached over 12 million young people globally. (See more in Education & Livelihoods Spotlight).

When it comes to research about young people, nobody does it better than the young people themselves. That's why Restless Development will continue to train and support young people to produce quality, youth-led research that brings a new perspective to policymakers all over the world.



Ben and Damian, Restless staff running a session on Meaningful Youth Engagement in Dodoma, Tanzania

SPOTLIGHT:

Youth Civil Society Under Threat

How are youth organisations getting on around the world? It's a question that Restless Development asks itself every year, but the pandemic has meant this year's answer is particularly concerning.

The State of Youth Civil Society is a youth-led annual report that looks at how formal and informal youth organisations, groups and movements have experienced the past year and what they face in the near future.


This year's report, gathering insights from over 800 organisations spanning 87 countries, unavoidably focused on the impact of the pandemic. It found that while youth organisations have been a lifeline for many during the crisis, funding cuts and other restrictions have significantly held them back.

Almost all youth civil society organisations had to change their activities in some way

because of the pandemic, with as many as three in four facing funding cuts that hurt their ability to create change. It was reported that these additional pressures only intensified increasing stresses, with organisations already grappling with the climate and jobs crises.


But youth civil society remained resilient. Despite the challenges, as many as 47% of organisations said they believe that youth civil society is stronger than ever before. It takes pride in its ability to be more innovative and take more risks than more traditional, top-down organisations – leading to greater creativity and community-led organising.

With this fresh and optimistic perspective, brought by young people themselves, the report shows the way towards a more hopeful future. One where a thriving, vibrant youth civil society can adapt and respond to all the global challenges they face.



“Young people have proven to have the competence, capacity and character to lead change – we need all hands on deck to protect youth civil society.”

ABIDEEN OLASUPO



“No one else knows more about youth issues and how to solve them than young people themselves. We are the experts”

**MIALY, 24,
YOUTH RESEARCHER FROM MADAGASCAR**

YOUTH POWER PRINCIPLES

These youth power principles have been compiled and defined by young leaders across the world. Youth power is not rigid, it works across different issues and sectors. Youth power is about celebrating our complexity, diversity and uniqueness. For us Youth Power is the following:

WE ARE HOPEFUL AND VISIONARY

We are creating new pathways beyond the status quo. We innovate and turn our vision of a better world into reality.

WE ARE PROUDLY YOUNG

We are global and diverse, not defined by an age bracket. We have different lived experiences, knowledge and are experts in our own realities.

WE ARE ADAPTABLE AND RESILIENT

We are not restricted by process and short-termism. We are resilient to challenges and crises and adapt in ways to best achieve our goals.

WE ARE INCLUSIVE

We are all different and unique. We celebrate the power of our diversity. We also acknowledge intersectionality, our diverse experiences and privileges. We seek to create safe spaces for free participation.

WE ARE TRUTHFUL

We are authentic and honest with ourselves and each other. We are driven by passion and hold each other and decision makers to account.

WE ARE LEADERS

Our leadership is not hierarchical. We are paving the way and call on others to change and support our transformative and alternative forms of leadership.

WE ARE DIVERSE AND INTERCONNECTED

We don't work in sector silos. We recognise the connectedness of the issues we seek to address: including gender equality, climate change, health, livelihoods, education, disability rights and democracy.

WE ARE CHANGEMAKERS

We are effective in the long term and our actions impact the future. We mobilise and organise using transformative approaches that respect people and the planet.

WE ARE SKILLED MOBILISERS

We are connected. We use tech to provide solidarity and support, overcoming barriers of time and distance, creating local and global movements with shared purpose. We are best when we work together.

WE LISTEN

What is your youth power principle?

Power-shifting

Restless Development recognises that systemic inequalities and historic injustices shape the world we live in. That's why we designed our Power Shifting approach – to be purposeful in our efforts to enable young people to lead.

Many marginalised young people face barriers to participation due to age, gender, sexuality, disability, ethnicity, religion, sexual preference, geographic location or community. We work to ensure that those who face an injustice can fight against it and be heard.

In Sierra Leone, the Youth Fund shifted power to youth civil society by directly funding youth-led initiatives. One big success was the invention of solar-powered backpacks. Young people spotted the problem of children studying in the dark outside their homes after school, so they designed and distributed a new product to help – improving the education of low-income children with a practical innovation.

In Zambia, young people co-designed and developed the Chitetezo project to tackle Gender Based Violence (GBV) in a way that meets their needs. This power shift saw young people collect local data and develop an advocacy strategy that suited their own ideas. This led to them raising awareness among key community stakeholders about the issue through events, traditional media and social media campaigns.

To help guide us and the wider sector to take a Power Shifting approach we developed the Power Shifting Checklist. You can find it online [here!](#)

POWER SHIFTING

Money matters

Restless Development understands that funding is a justice issue. It cannot be viewed as separate from our vision & mission. That's why a key part of our power-shifting mission is to redistribute money and resources from donors in the Global North to young leaders in the Global South. We are committed to:

- At least 50% of what we raise going directly to youth-led organisations
- Co-creating all our future programmes with young people
- Not competing with local youth organisations for grants
- We have a set of criteria we are assessing our partnerships against and plan to track which qualify as power shifting in this way.

Akshatha. An architect and Youth Climate Champion preparing to run a session on tackling climate change in Bengaluru, India

Youth Collective

The Youth Collective is a global community for young people and youth-led organisations. It's our way of ensuring youth civil society can thrive. Our unique network is transforming the way young people make change happen – shifting power from traditional, top-down civil society organisations to resource-sharing, grassroots, youth-led organisations.

The Youth Collective provides connection, training and funding through innovative initiatives like the Leadership Labs and Donor Dialogues. It is also a directory and a network of youth civil society organisations, able to be discovered by others and connect with each other.

After several years of consistent growth, we are now on a mission to accelerate the Youth Collective's network – with a target of raising \$15 million over the next three years to reach 100,000 youth-led organisations.


Ultimately, the Youth Collective is a vehicle for the issues that matter to young people. From gender equality to climate justice – young people are empowered to learn from each other and take action. In doing so, it reframes the perception of young people and shifts power directly to them.



Over 4000+ members across 180 countries




1 in 2 organisations that apply for funding through the Youth Collective are successful



Donor Dialogues and Leadership Labs supporting youth organisations to connect with funding opportunities and share best practice with each other



Youth Collective chapters started: on Climate Justice, Transforming Education, We Lead on Sexual Rights and Democracy



2022 saw a 37.5% increase in members accessing capacity building resources

OUR GOAL: **100,000** Youth Collective members by 2030



OUR AGENCY Philanthropy and Partnerships

Restless Development is extremely grateful to all of our supporters for helping us to raise vital funds for our work with young people across the world. In true Restless fashion, young people swam, ran, cycled, climbed and gave generously to raise over £2.6 million in the last year.

Moving mountains

17 young professionals took on a challenge of a lifetime and hiked Mount Kilimanjaro in Tanzania for youth power in February 2022. Not only did everyone make it to the summit at 5,895m, but the group also raised an incredible £163,485!

We are blown away by their fundraising efforts as they shared JustGiving pages with friends and family, secured company match funding, sold hand-made bracelets, created a tennis tournament event, hosted a Camden Brewery evening with a special performance from Zak Abel and a big gala dinner which raised over £79k alone through silent and live auctions and raffle prizes!

A special thank you to Francesca Bowen for rallying this group together and smashing the fundraising targets.

Powering Up Girls Education

Restless Development ran our biggest-ever match fundraising appeal from March to June 2023. We raised an incredible £1,759,982.87, including £816,792.80 of match funding from the UK government.

The money raised will help more than 15,000 out-of-school girls in Sierra Leone and around the world to return to the classroom, get their education and build their careers.

A huge thank you to all our wonderful supporters who took part by donating, fundraising or sharing the Power Up appeal.

“I am so pleased that she was brave enough to put her hand up to take part, her challenges will continue with academics and sports but she has determination in spades and hopefully this will see her through.”

DEBBIE JONES, ISABELLA'S MOTHER

Rest Less, Tri More

Congratulations to the thousands of Triathletes who took part in the Schools Triathlon – the UK's largest sport fundraising event for 7–13 year olds.

The event took place across seven schools in the UK in April and May and was kindly supported by our event sponsors, Flight Centre, Knight Frank, Oppidan Education and Limitless. Thanks also goes to the hundreds of generous volunteers and school pupils who kindly gave up their Sundays to cheer on our triathletes, and to our Restless Development champions; School Triathlon co-founders Jim Sewell and Tessa Murray, and Committee members for your endless support.

Lots of inspiring stories came out of the events including Isabella, 7, who was told by doctors she would never ride a bike or master swimming. She defied expectations by completing the triathlon with her team, 'Guacamole Force'. Isabella inspired many with her determination and she raised £1,340 for charity.

Triathlons:

6,000 children (aged 7–13)
– Swam 480 km
– Cycled 6912 Km
– Ran 4756 Km
And Raised £730,000!



Isabella learnt how to cycle in just 3 months after being diagnosed with Dyspraxia, Hypermobility and Sensory Disorder.

People

Restless Development is constantly innovating to ensure we are getting the most out of and doing right by the people that work for us. This year has been another transformational year with a change in the way we do leadership and with new, bottom-up initiatives to ensure staff feel heard and develop well in their careers.

THE BATFOX AWARD

The Batfox award is our way of recognising and honouring the best Hub Director of the year. Nominated by peers, the award was created for all Directors to vote for the Hub Director they think embodies the best of Restless.



In December 2021, Haika Mawalla was awarded Batfox, based on her great achievements as Director of the Tanzania hub. From the way she was always on the road to showcase the work of the Hub, to her efforts to build the team, all the way to her tireless efforts to fundraise, we all witnessed her passion and commitment to young people in Tanzania.

TRANSFORMING LEADERSHIP

Four years ago, we built an inclusive leadership team – a diverse team with young leaders and representation from the majority world. But we found we were still working predominantly in the same way.

This year we took deeper action and used a feminist leadership approach to become more self-aware about how we work, and how to go about transforming the agency to enable real change. As a result, we now have a much larger, flatter leadership group. We are less dominated by white, Western voices, and the balance of race and ethnicity has tipped the right way.

Everyone has a clear role and something they're accountable for, young leaders have clear roles and remits – and they aren't there just because they are a young person. We embrace the different knowledge that we bring into the space while recognising we are all at different stages of our leadership journey.

RESTLESS YOUTH

Established by three young leaders, Restless Youth – an internal employee resource group – was designed to bring younger staff members together to connect, share and learn. Restless Youth provides space for young colleagues across the organisation to combine ideas, share best practice and experiences, and uphold the principles of two-way dynamic accountability between the Global Leadership Group and staff teams.

RESTLESS LEADERS

Restless Development's "Restless Leaders" initiative supports the leadership journeys of young people to accelerate their progress in their careers, ability to lead change and multiply leaders. The act of a young person becoming a leader is an act of redressing injustice, claiming power, and exercising agency; this is the core essence of Restless Development.

FINANCE AND OPERATIONS CO-LEADERSHIP

In May 2022 we recruited another co-lead for all our finance and operations – shared by Sunil Mahawar, based in India, and Genevieve Seddon, based in the UK, these co-lead Directors will cover finance and compliance. Sunil and Genevieve are supported by a truly global finance team spanning Nepal, India, Uganda and the UK.



Simon. One of our volunteers with Alumni and Youth Engagement Programme in Tanzania.

Policies

1. Keeping our people safe

Our safety & security and safeguarding system is designed to prevent harm by educating our people, ensuring that they can identify causes for concern, know how to report them, and enable us to investigate and take appropriate action.

This year, we updated our safeguarding policy, carrying out annual training for all staff to ensure safeguarding remains a collective responsibility. 12 staff were maintained as Lead Safeguarding Officers, and received updated training. We continue to learn and improve our safeguarding measures – adapting to the growing challenges of safeguarding young people in digital spaces.

Between October 2021 and September 2022, three non-critical incidents were reported to the Commission and Trustees, representing a decrease from last year in which five incidents were reported.

2. Wellbeing and Happiness

Staff and volunteer wellbeing is an ongoing priority and we update our wellbeing and happiness plan every quarter following feedback from staff surveys.

We also supported performance managers to discuss wellbeing and work-life balance with their

teams, and encouraged everyone to adopt a personal wellbeing goal. In addition we ensure regular wellbeing and mindfulness activities are incorporated into our quarterly staff workshops.

We have a track record of staff feeling valued and happy working at Restless Development. Our 2021/22 Agency survey told us that: 95% of our staff felt valued and that their contributions were listened to. 93% of staff felt empowered and supported to succeed in their role.

3. Dynamic Accountability

Restless Development has been described by Accountable Now as “A Flagship for Dynamic Accountability”, our commitment to transparency and feedback loops continues:


All policies are on the website – including minutes from all board meetings. Our Global Salary Scale, delivers pay parity across the agency taking an anti-racist approach with a set of global roles shared across the entire agency.

Quarterly reports are shared across all staff members, and outputs from global leadership meetings are available for staff to engage with. Dynamic accountability runs through our approach to programme delivery and working with the Youth Collective by conducting annual surveys with Youth Collective members, and ensuring internal and external project evaluations are used to shape ongoing work.

4. How we looked in 2022.

Our global staff demographics. (@September 2022)

Total staff strength: 262

 **80%** 80% staff and volunteers under 35

 **46%** of our staff were women

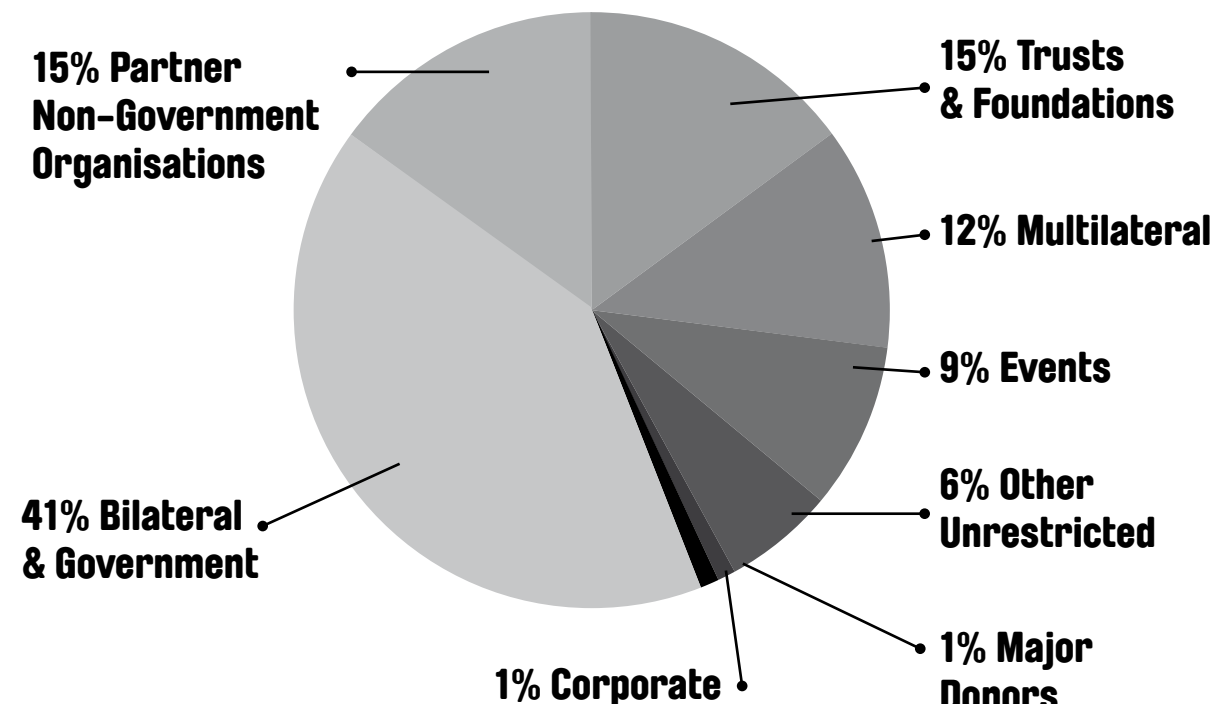
 **64%** of our leadership roles were held by women

 **70%** of our senior leadership were recruited internally

 **43%** of our Directors and Leaders started with Restless Development as volunteers

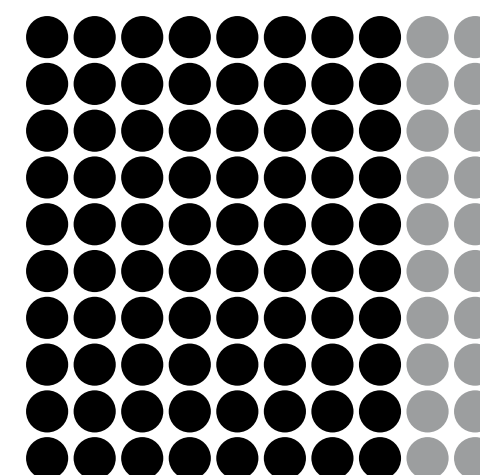
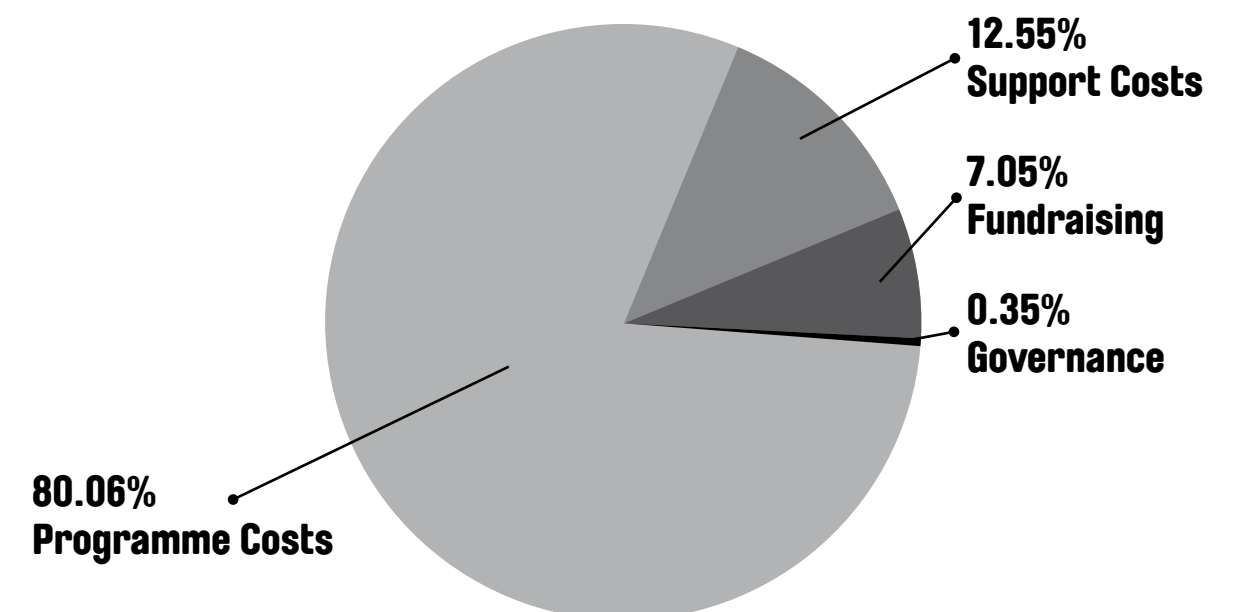
Financial accounts

TOTAL INCOME: £8,729,000



Income increased by 8.2% due to an increase in unrestricted fundraising. We successfully conducted a series of school triathlons and events as a result of raising £1,230,000 after COVID-19 restrictions were lifted in 2021. Power up appeal requires £80,000 funds to be set aside to support Sierra Leone HUB as part of FCDO match grant for next 3 years. Hence, £80,000 amount has been kept separately under designated reserve which resulted in impact free reserve £48,000.

TOTAL EXPENDITURE: £8,983,000



FOR EVERY **£1** YOU GIVE,
80P IS SPENT DIRECTLY ON OUR
WORK WITH YOUNG PEOPLE

Finances

Statement of financial activities

	Unrestricted Funds	Restricted Funds	2022 Total	2021 Total
	£000's	£000's	£000's	£000's
Income from:				
Donations and legacies				
Grants and donations	812	6,687	7,499	7,702
Unrestricted Fundraising	1,230	-	1,230	364
Total Income:	2,042	6,687	8,729	8,066
Expenditure on:				
Raising funds				
Charitable activities	(633)	-	(633)	(216)
	(1,353)	(6,998)	(8,350)	(7,614)
Total Expenditure:	(1,985)	(6,998)	(8,983)	(7,830)
Net income/(expenditure)	56	(312)	(255)	236
Foreign exchange gains/(losses)	(21)	(36)	(57)	(130)
Net movement in funds	36	(348)	(312)	106
Reconciliation of funds				
Total funds brought forward	793	2,185	2,978	2,872
Total funds carried forward	829	1,837	2,666	2,978

Balance sheet

	2022	2021
	£000's	£000's
FIXED ASSETS	298	131
CURRENT ASSETS		
Debtors	1,129	1,140
Bank and cash	1,996	2,615
	3,124	3,755
	3,422	3,886
CREDITORS: amounts falling due within one year	(609)	(721)
Amounts falling due in greater than one year	(147)	(187)
Net assets	2,666	2,978
REPRESENTED BY:		
Funds		
Restricted	1,837	2,185
Unrestricted		
Fixed Asset Reserve	78	74
Designated Reserve	80	-
Free Reserves	671	719
	2,666	2,978

Cash flow

	2022	2021
	£000's	£000's
Cash flows from operating activities	(399)	125
Cash flows from investing activities:		
Additions to property, plant and equipment	(220)	(53)
Proceeds from the disposal of fixed assets	(0)	-
Net cash used in investing activities	(220)	(53)
Cash flow from financing activities	-	-
Net decrease in cash and cash equivalents	(619)	72
Cash and cash equivalents on 1 October	2,615	2,543
Cash and cash equivalents on 30 September	1,996	2,615

Thank you.

Our supporters have backed us through a transformational year. Thank you once again for all you do.

Donor partners

ActionAid Denmark
Aga Khan Foundation
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Bill and Melinda Gates Foundation
Dasra
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UREPORT
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Strategic Partnerships

Accountable Now
Dalberg
FairShare of Women
Leaders
Global Partnership for Sustainable Development Data
HelpAge International
Hivos
School of International Futures
Sharing Strategies
The Gates Foundation’s Goalkeepers
UN Foundation

University of Cambridge
Institute for Sustainability Leadership and Department of Geography
Unlock the Future
Wellcome Trust
Wilton Park

Triathlon Host Schools:

Royal Russell School,
Cranleigh School,
Charterhouse School, Bradfield College, Marlborough College, Oundle School, Clifton College, Dulwich College.

Triathlon Participating Schools

Aldro
Amesbury
Badminton
Barfield
Beachborough
Beaudesert Park
Bridge Farm Primary
Brockhurst and Marlston
Caldicott School
Clifton College Prep
Clifton High
Chafyn Grove
Cheam
Cothill
Cranleigh Prep
Cophill
Cumnor House Boys
Cumnor House Girls
Daneshill

Dolphin School
Downs School
Dragon School
Dulwich Prep
Eagle House
Eaton House
Edgeborough
Elmhurst
Elstree
Fairlawn Primary
Falcon School for Girls
Farleigh
Feltonfleet
Finton House
Glaphorn Primary
Great Walstead
Hallgrove
Heath Mount
Kings School Cambridge
Lambrook
Laxton Junior
Latymer Prep
Lingfield College
Moulsford
Old Palace
Oundle C of E Primary
Pinewood
Port Regis
Preshute Primary
Ramsbury
Raleigh
Rokeby
Royal Russell Junior
Salisbury Cathedral
Spratton Hall
Sidcot
Swanbourne House
SS Peter and St Paul Primary
St Andrews
St Edmunds
St Francis
St Hughs
Tockington Manor
Thomas’s Battersea

Thomas’s Fulham
The Study
The Unicorn School
Thorngrove School
Tower House
Westbourne House
Westbury On Trym Academy
Willington
Winchester House
Witham Hall
Ursuline

Corporate partners and pro bono support:

Argus Media
Finastra
Flight Centre
Knight Frank
JP Morgan Chase
Marlborough Summer School
Limitless
Oppidan Education
Orrick
Virtual1

We are so grateful for the time and generosity of the following:

Individual supporters:

Our incredible individual supporters have donated a combined £178,394 in the UK and \$199,673 in the US to Restless Development this year.

Volunteers and partners:

Jim Sewell, Tessa Murray, Margo Piliero, Peter Rawlence supporting with the Schools Triathlon series as well as Francesca Bowen, Peter Rawlence, Georgia Neilson Kanner, Georgia Burne, Ben Umbers, Celeste Moberly, Harry

Stewart, Alexander Gibbs, Emma Bass, Abigail Bass, William Talkington, Simran Dhillon, George Sanders, Gregory Viex–O’Connor, Olivia Robinson, Anna Rawlence and Jamie Robertson–Macleod who hiked Mount Kilimanjaro in February 2022, and our challenge leaders for the Morocco Atlas Mountains and Three Peaks hikes in 2022: Tom Jones, Sofia Vieira, Quinta Thomson and Phoebe Goodale.

Strategy Reference Group who helped inform our new global strategy:

Bruna Elias (Lebanon), Sally Hamilton (United Kingdom), Patrick Karekezi (Rwanda/Uganda), Shagun Sharma (India), Daniel Calarco (Brazil), Tirtha Raj Koirala (Nepal), Vanyashree Chaudhary (India).

By Us, For Us Researchers and Content Creators:

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Oct 2021 – Sept 2022.

Governance

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Amisa Rashid
Diwakar Upreti
Edleen John
Hannah Bronwin
Isabella Mosselsmans
John Gorrie (until May 2022)
Lucinda Moore
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Paul Wafer
Tom Allen

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India – Dr. Miriam Samuel
Nepal – Anil Chitrakar
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Tanzania – Deus Kikamba
Uganda – Joseph Munyangabo
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Zambia – Bridget Mumba Stephenson
Zimbabwe – Innocent Kudzayi Simango

Restless Leadership Team

Alex Kent – Co-Chief Executive Officer
Caleb Masasu – Programme Coordinator
Farai Muronzi – Zimbabwe Director
Gemma Graham – Resource Mobilisation Director (until May 2022)
Genevieve Seddon – Co-Finance Director (from July 2022)
Inés Yábar – Senior Global Campaigns Coordinator
Kate Muhwezi – Co-Chief Executive Officer
Nalini Paul – Uganda and Global Director
Natalie Agboeze – Strategic Partnerships Director (from March 2022)
Nikita Khanna – International MEL Manager
Segun Olowookere – Finance Director (until June 2022)
Sunil Mahawar – Co-Finance Director (from July 2022)

Hub Directors

India: Naval Kishor Gupta
Nepal: Kaajal Pradhan
Sierra Leone: Lesley Garura
Tanzania: Haika Mawalla until May 2022
Linus Katonto from May 2022
UK & Influencing: Rosanne Palmer-White
Uganda: Nalini Paul until Sept 2022
Gabriel Iguma from Sept 2022
US: Jean Manney
Zambia: Chanda Chisenga
Zimbabwe: Farai Muronzi


RESTLESS DEVELOPMENT


POWERED BY YOUNG PEOPLE

Cover photograph: Parvati, a 28-year-old
Youth Climate Champion working with Restless
Development on the Youth Climate Action Lab Project.

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