



RESTLESS
DEVELOPMENT
POWERED BY YOUNG PEOPLE

WE ARE
RESTLESS

Annual Report 2024



About Restless Development

Restless Development is a non-profit global agency that supports the collective power of young leaders to create a better world. We are a locally registered and governed Non Governmental Organisation working in Zambia since 2003 towards youth-led development to ensure that their voices are heard in the decisions that affect their lives, bodies, health and wellbeing, livelihoods, and communities. Our work aligns to the country's Vision 2030 and the 8th National Development Plan, which also positions young people as vital to achieving the country's priority plans and Sustainable Development Goals. We are committed to creating an agency that paves the way on youth-led change and walks the talk on power shifting.

restlessdevelopment.org/zambia

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.

Our four values are at the heart of our work, policies, and in our relationships with each other, our partners and communities we work with.



Head

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 and to fail, generating leaders through experience. We are proud of our work and tell our story with conviction.



Voice

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.



Heart

We are 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.



Hands

We are connected to our partners, each other and those we work with. 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.

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“When young people have the skills, knowledge, and confidence to lead, they don't just transform their own lives, they uplift those around them.

Bridget Stephenson Mumba,
Chairperson, Restless Development
Zambia Board of Trustees



Chanda Nkhoma with the BatFox Award

The BatFox Award is a prestigious recognition within the Restless Development global family. It is awarded by peers who vote for the Hub Director they believe has demonstrated outstanding leadership and impact throughout the year. This award is a testament to Chanda Nkhoma's dedication, innovation, and commitment to driving positive change. Congratulations on this well-deserved honor!

Message from the Hub Director

Empowering Young Leaders For Lasting Impact

2024 has been a defining year for Restless Development Zambia. Across the country, young people have demonstrated resilience, innovation, and leadership in tackling some of the most pressing social and economic challenges of our time. Through our work in education, livelihoods, gender equality, and governance, we have not only provided young people with a platform to lead but have also equipped them with the knowledge, skills, and resources needed to drive transformational change in their communities.

This year, our youth-led research and advocacy efforts played a pivotal role in shaping key policy decisions, ensuring that young voices are not just heard but actively influence the direction of national and community-level development. Our programs have expanded their reach, impacting more than 45 communities where we have worked tirelessly to equip young people with critical skills in financial literacy, leadership, and career readiness. These interventions have empowered thousands of young people, fostering a generation that is informed, confident, and capable of leading Zambia's development agenda.

Beyond policy and skills development, we have seen firsthand how young people are taking action in their communities. From leading grassroots initiatives on climate justice and gender equality to innovating solutions that promote inclusive economic growth, young leaders have proven that they are not just the future but the present drivers of change. Their ability to mobilize, advocate, and implement sustainable solutions underscores the importance of youth leadership in nation-building.

As we look ahead, our commitment to amplifying youth voices and scaling our impact remains unwavering. We are focused on strengthening youth networks, fostering innovation, and deepening partnerships that will ensure long-term, sustainable change. We recognize that young people are not passive recipients of development but active architects of a better and more just society. By investing in their potential, we are investing in a stronger, more resilient Zambia.

Together, we will continue to build a future where youth leadership is not just encouraged but fully embraced as a catalyst for national progress. We are grateful to our partners, supporters, and the young people who make this journey possible. The road ahead is filled with opportunities, and we remain committed to ensuring that young people remain at the forefront of shaping the Zambia they want to see.

In unity, we move forward. In action, we create change. In leadership, we build a better tomorrow.



Bridget Stephenson Mumba

Message from the Board of Trustees

As the Board of Trustees, we are proud of the incredible strides Restless Development Zambia has made in 2024. This year, young people have led the way in shaping policies, driving grassroots solutions, and challenging societal norms. Our commitment remains firm—to amplify their voices, equip them with the skills to lead, and create opportunities for lasting impact.

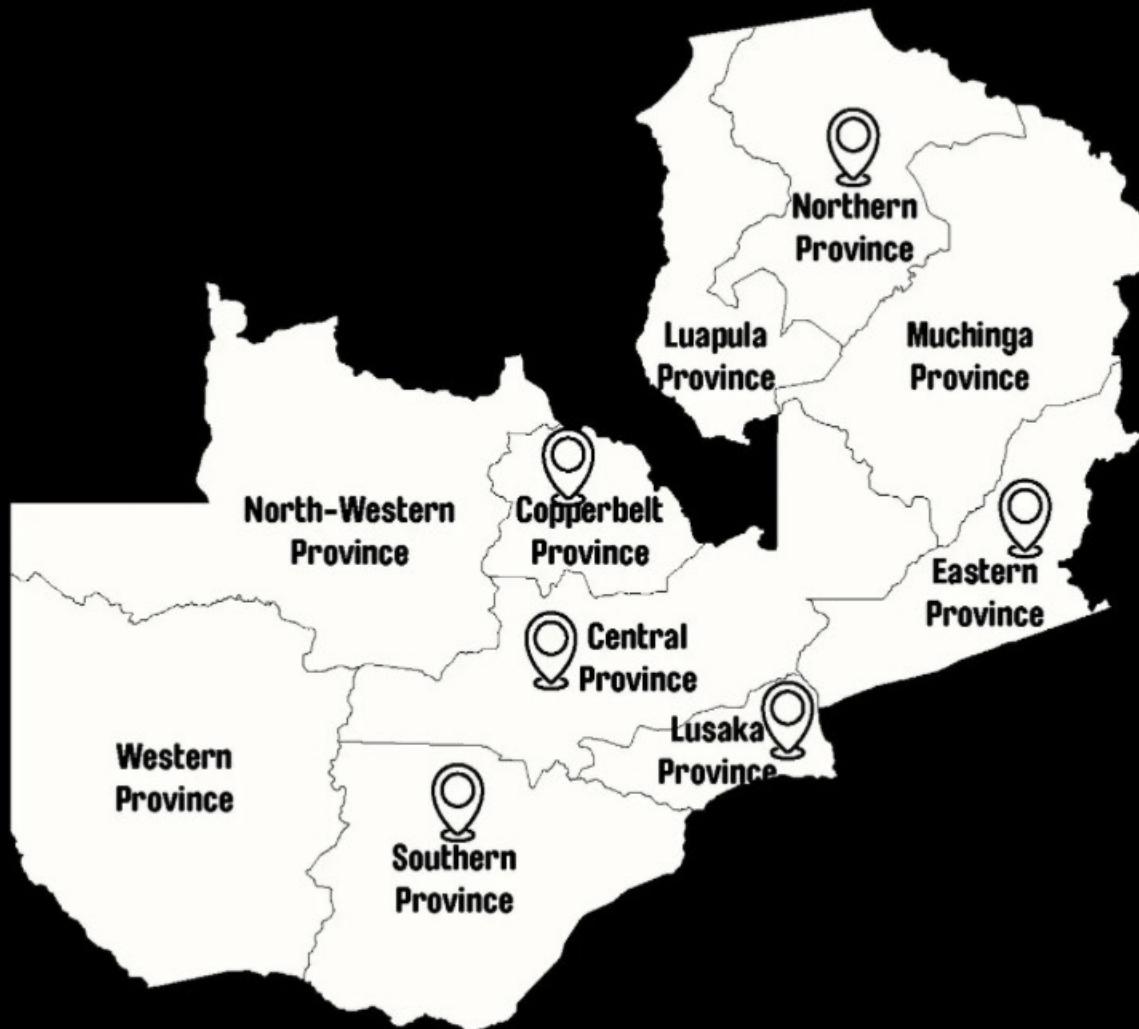
We deepened our focus on education, health, gender equality, and economic empowerment, ensuring that young people, including the most vulnerable, have access to the resources they need. Through youth-led research, policy dialogues, and advocacy, we strengthened partnerships and positioned young leaders at the forefront of national conversations.

As we reflect on our progress, we recognize that the journey continues. The challenges young people face are evolving, and so must we. Restless Development will remain agile, innovative, and committed to ensuring that young people are not just part of the conversation but leading it.

On behalf of the Board, thank you to our team, partners, and the young leaders who drive our mission.

Together, we will continue to champion youth leadership for a better Zambia.

Where we work



65

partners and
organisations*

13

programmes and
allied activities

525

young leaders trained

30,169

young people in
communities around
the country were
engaged and
supported by these
young leaders

*including government
officials, international non-
governmental organisations,

OUR IMPACT

Youth Power is the collective power of young leaders and it can take many forms. At its heart is a focus on changing behaviour, mobilising community action, strengthening accountability, and informing and influencing policy and practice. At Restless Development, we see the impact of Youth Power. This can be through action and research led by young people as well as through acts of connection, collaboration and advocacy.

What is Youth Power?

- **Led by young people.** Young people are organisers, the best people to support other young people and experts in their own communities and lives. Young leaders design and deliver programmes, conduct research and advocate for lasting change.
- **Wide-reaching.** Youth Power is as diverse as young people themselves. After all, being young is only one way young people may identify. As a result, young people understand the importance of inclusion and joining together across divides to demand change.
- **Goal-led.** Objectives can range from global, regional or national goals, like clean water/peace-building, or responsive public services. Or specific local goals, such as creating access to sexual and reproductive health services or local employment initiatives.
- **Improving systems.** Better connected than ever before, young people are joining together across borders to challenge power, demand change and envisage an alternative future to the one defined by existing structures and institutions. This is Youth Power in action. It's a collective of young people organising for change at all levels, developing their own leadership and inspiring other young leaders to shift power as they go.

- **Measurable.** It can be measured in numbers. For example, the number of girls going back to school; young people that have become financially independent as a result of starting a business after learning entrepreneurial skills; or young people with improved access to contraception. Our Youth Power can be measured in powerful stories from young people themselves. These stories are about what it means for young people to find the confidence to use their voice for bringing out the change that they believe in.
- **Inspiring collective action.** Young changemakers are inspired by other young people, connecting across geographic and political divides to respond to everything from COVID-19 to climate change and so much more. This connectivity provides the ongoing support and inspiration that's needed for this alternative way of leading change.

Our four priority impact areas

Young people and their organisations, both formal and informal, need support, skills and funds to be able to lead change. Our work focuses on four key areas that are both young people's priorities and essential to creating a better world for everyone. They are:

- 1 Education & Livelihoods
- 2 Voice & Democracy
- 3 Gender & Sexual Rights
- 4 Climate Justice

On the next few pages you will find out more about our achievements in these areas in 2024.

Education & Livelihoods

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

OUR PROGRAMMES

- **Tusunge Lubono**
- **Ulemelero**
- **TEVET for Young Female Learners**
- **Empowering Futures**
- **Nyenyezi Intanda Stars**



OUR IMPACT

Education & Livelihoods

Translated as "Let's Grow Our Wealth."

Tusunge Lubono empowers young Zambians, especially women, by providing financial literacy and linking them to youth-friendly, gender-equitable financial services. These efforts helped young people earn, manage, save, and invest in their futures.

Through the Tusunge Lubono project, Restless Development Zambia recruited 15 young people to lead Financial Literacy and Climate Action Clubs across 15 schools in Kabwe district. These youth played a key role in piloting initiatives by establishing Youth Savings Groups (YSGs) and Couples Savings Groups (CSGs) while integrating climate change education into financial literacy sessions. The clubs promoted financial knowledge and climate awareness, fostering personal well-being and environmental sustainability.

The **Nyenyeki Intanda Stars project**, funded by Kindernothilfe e.V. and BMZ, promotes safer communities in Central Province by reducing gender-based violence and empowering young people, especially girls and women.

The project has exceeded expectations, sparking discussions and encouraging women to break their silence. Many see it as a trusted support system, strengthening community resilience.

In 2024, we officially began work on the **TEVET for Young Female Learners project** funded by COMUNDO. The project aims to empower 2000 young female learners aged between 16 – 24 to enrol in technical and vocational education and training for increased employability and entrepreneurial skills development that ultimately improves their livelihoods.

The project is set to run until 2025 and targets young girls in Lusaka province. Understanding the importance of collaboration to achieve the goals of the TEVET for Young Female Learners

Sponsored by Jersey Overseas Aid, the **Ulemelero 'Live well' project** aims to accelerate financial inclusion through digital financial services, especially mobile money services. In 2024, the project supported rural individuals, especially women, with inclusive financial services and products, taking a gender-transformative approach to address harmful gender norm.

Targeting young women between the ages of 15 and 24 in rural areas across Luapula, Eastern, and Western provinces, we partnered with key stakeholders such as financial and network service providers to increase access to financial freedom tools.

The **Empowering Futures project** funded by UNICEF was launched in 2024. It is a 2 year project that aims to expand access to Career Education, Science, Technology, Engineering and Mathematics (STEM) and on the Job Learning for young people in Lusaka and Chongwe districts, bridging the gap in STEM education and career choice. Working closely with the Ministry of Education – Zambia, we designed project activities that position the project for wide reach.

The Empowering Futures Project commenced with two key inception meetings to introduce the initiative, align stakeholders, and establish collaborative frameworks for successful implementation.

1,374

Young People Reached with Financial Literacy Tools

218

Savings Groups Created

45

Communities Impacted

100

Youth Champions Engaged

309

Learners Reached

11

JET Clubs Established

60

Community Based Facilitators Reached



Spotlight: Financially Fit – A Journey of Transformation

Before joining a savings group on the Tusunge Lubono project, Rebecca faced numerous challenges in managing her personal and household finances. She also faced challenges with financial discipline, regularly making impulse purchases and straining her spouse; an issue that brought disagreements in her marriage.

Rebecca shared how she would go shopping without a budget and purchase unnecessary items. Her lack of financial literacy made it difficult for her to budget properly. Rebecca then started a business of making buns to increase her household's money. Unfortunately, due to her lack of financial literacy, this business failed.

Rebecca joined the Savings Group in Nakoli after learning about the Tusunge Lubono project through a facilitator. Inspired by the project's focus on empowering young people, couples, and communities, she first joined the couples' savings group and later became part of the women's savings group. As she gained financial knowledge through the sessions, Rebecca reflected on the transformative impact of the project, describing it as the solution to her financial struggles and even some marital disputes. By consistently participating, she learned to curb impulsive shopping, make smarter financial decisions, and adhere to her budget, ultimately bringing stability and peace to her household.

To accelerate the transition of Youth Savings Groups (YSGs) to formal financial services, we partnered with financial providers to digitalize saving group processes, fostering efficiency and stronger relationships that improved young people's lives. By embracing digital transformation as a driver of financial freedom, Restless Development Zambia prepared young people, especially young women, for emerging opportunities in the financial landscape. The project also introduced couples' savings groups to boost young women's involvement in financial decision-making within households and communities. These groups educated both men and women on key topics essential for gender equality, highlighting the benefits of shared financial decision-making.

From this topic, 'wasting money', I have learned that having many clothes is wasting money especially if you want to buy every latest apparel on the market

Rebecca, Savings Group member in Nakoli

Voice & Democracy

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. As you will see, this impact priority runs across all of our work.

OUR PROGRAMMES

- Kudziwa Ishiwi
- CIVSAM
- Aim Youth Power
- Youth Voices Lab



OUR IMPACT

Voice & Democracy

The Kudziwa Ishiwi ("My Voice") project, supported by SIDA and BBC Media Action, strengthened youth engagement in democratic processes across 10 communities in Kabwe and Chingola. In Kabwe, students and school administrations co-developed an engagement tool to improve communication and problem-solving, with school leaders committing to ongoing collaboration with student councils.

The project also introduced the Youth Advisory Board (YAB), enabling young people to address issues like lead pollution, inadequate security, and poor waste management. The project fostered youth leadership and accountability, ensuring continued civic participation beyond its completion.

The Aim Youth Power project (2021–2024), funded by GIZ, strengthened youth-led accountability by empowering youth organizations to hold duty-bearers accountable. It fostered data-driven advocacy, improved service delivery, and increased youth participation in decision-making across eight districts.

The project enhanced transparency in community development and Constituency Development Funds (CDF) management. Corruption sensitization meetings educated communities on identifying and reporting corruption, leading to stronger accountability measures and community-driven advocacy efforts.

The AU-EU Youth Voices Lab is a four-year program launched in March of 2024, aimed at youth engagement and intergenerational partnerships across Africa and Europe. It is funded by the European Commission in collaboration with the African Union. The program is led by a five-partner consortium: Oxfam Intermón (Lead) & Oxfam in Africa – Advocacy towards the EU & AU Search for Common Ground – Conflict prevention & peacebuilding Youthmakers Hub – European youth network & app development Makesense Africa – Policy change & youth mobilization Restless Development – Main implementer

“Being included as a youth representative on the Constituency Development Fund (CDF) committee is a profound responsibility, both for me personally and for the youth. It signifies that the voice of young people is being recognized at decision-making tables where critical resources and development plans are crafted.

- Anthony Ndhlovu

The CIVSAM project, funded by SIDA, aimed to equip children (10–19) with knowledge on child rights, policy engagement, and advocacy while shifting attitudes on Adolescent Sexual and Reproductive Health and Rights (ASRHR). In its final year (2024), the project strengthened youth participation in decision-making and child protection efforts.

Through the project, young people in Chikobo, Kapiri Central, and Kampekete engaged in scorecard processes, advocating for their inclusion in governance and CDF programs. This led to commitments from leaders to integrate SRHR messages into community meetings and expand youth involvement in decision-making. In Chikobo, youth successfully joined the Child Protection Committee, ensuring their voices shape efforts to end child marriages.

4,000+
Young People Sensitised & Reached Through Community Training

2,922
Young people Reached Through Establishment of School Councils

10+
Partners Working Directly with Communities Engaged

Spotlight: Youth-led Impact Through Collaboration

During dialogues facilitated by a partner on the project, The Healing Balm Foundation (THBF), a variety of issues affecting young people were discussed such as ending child marriages, disability inclusion, education, the creation of CDF monitoring tools, climate justice, and meaningful youth engagement in governance and decision-making processes. These meetings saw the participation of senior headmen, church leaders, District Commissioners (DCs), Ward Development Committees (WDCs), youth with disabilities, traditional land custodians, and representatives from the Ministries of General Education (MoGE), Community Development (MoCD), Health (MoH), and the Zambia Agency for Persons with Disabilities. During the dialogues, young people successfully influenced leadership decisions, resulting in community leaders pledging to use WDC chairs and Community Welfare Assistance Committees (CWACs) to ensure more people with disabilities are included in social cash transfer programs, improving their livelihoods and access to essential services.

Cooperatives focusing on people with disabilities, particularly young people and women, were established. In a remarkable development, Chief Mukuni Monokolya of Kazungula district, recognizing the impact of THBF's work, donated 40 hectares of land to the Healing Balm Foundation for the establishment of a skills centre. This centre will offer life skills training to young people, women, and persons with disabilities, contributing to poverty reduction and the prevention of early child marriages. Community dialogues held under the project have successfully enhanced youth engagement, fostered collaboration between community leaders and young people, and initiated tangible actions to address pressing social issues, thereby driving positive change within their communities.

Another partner of the project, Branded Adolescents Rights and Living Organisation (BARLO) convened a series of dialogue meetings with key community members where various challenges were discussed, including concerns about the effectiveness of school councils in two schools where pupil involvement was lacking. While these councils existed on paper, they were not engaging students in decision-making. BARLO intervened by strengthening the capacity of both existing and newly established school councils. The project empowered young people to use these councils as platforms to report corruption and advocate for their rights. Students received training on whistleblowing procedures, their rights under the Whistleblower Act, disability inclusion, and the importance of engaging with state actors, including school administrations.

In collaboration with Play It Forward, a youth organisation that promotes sports participation and uses it as a vehicle to teach advocacy, governance, and social accountability, a safeguarding and accountability training was conducted in Livingstone where young participants gained a comprehensive understanding of safeguarding. The training also created a platform for identifying mechanisms to hold leaders accountable, such as football coaches. Following the Safe-Sport training, noticeable positive changes were observed in the coaches and athletes who underwent the training; they became more mindful of their language, demonstrated active listening skills, actively fostered a safe and inclusive environment for everyone involved, and began reporting any observed or reported safeguarding problems.

Aim Youth Power Recognised at The 2024 EnACT Expo

We were proud to get recognised at the 2024 EnACT expo where several partners of EnACT and GIZ gathered to share insights and create solutions. The Expo was graced by the Minister of Justice HON. Princess Kasune who spoke on collaboration and inclusion in community outreach programmes, pledging to fight corruption at every step. She commended the organising teams for bringing together partners and decision-makers for the greater cause of community empowerment. Decision-makers such as Chief Cooma, a trained paralegal who presented the Strategic Plan for his kingdom to organising partners and Hon. Kasune, vowed to continue the fight against corruption, giving us hope for sustainable impact event after the project has ended.

“ Let's play a clean and fair game; otherwise we will report the unfair distribution to the Anti-corruption commission because our eyes have been opened through a community sensitization on corruption we had in August

Musokotwane community member

Gender & Sexual Rights

Bodies, identities, gender and sexualities are subject to discrimination and violation. We support young people to change attitudes and behaviours, as well as services and policies. We also support them to advance and uphold sexual and reproductive health and rights (SRHR), and gender equality.

OUR PROGRAMMES

- Kudziwa Tikambe
- O3
- Youth Voices Connect



OUR IMPACT

Gender & Sexual Rights

The Kudziwa Tikambe project, funded by SIDA and implemented in partnership with BBC Media Action, used TV, radio, and online media to empower young people with knowledge about sexual health and reproductive rights. By fostering youth-led conversations, the project created a ripple effect of education and opportunity. Implementation concluded in 2024.

The project organized policy engagement events and dialogue meetings, enabling youth to interact with government officials, healthcare providers, and community leaders on SRHR issues. In 2024, sports-for-health events and roadshows in Mungwi, Ndola, Kitwe, and Lusaka provided SRHR services, including HIV testing, PrEP, and VMMC. Over 1,321 young people accessed these services, with 606 beneficiaries in Kasama alone.

The Youth Voices Connect project, funded by GIZ, strengthens the rights of adolescents by promoting HIV prevention, reducing early pregnancies, and addressing gender-based violence (GBV). It fosters youth-led social accountability to improve access to youth-friendly, gender-sensitive services while enhancing collaboration among service providers.

In 2024, the project held an inception meeting with key stakeholders, including Ministry of Health representatives, and mapped 50 organizations across seven districts to align efforts on adolescent issues. Engaging 100 young people across three provinces, the project also trained 18 youth health volunteer champions (ages 16–24) to lead peer-driven social accountability dialogues.

66 There is a need to continue raising awareness in our chiefdoms, I am rolling out an awareness program in mailo where I will go around and sensitise parents and the community on the importance of education, this will help curb child marriages and early unintended pregnancies as parents are the custodians of their children's well-being

Chief Mailo in Serenje District

The O3 project, supported by SIDA through UNESCO, empowered teachers to confidently deliver Comprehensive Sexuality Education (CSE), now Life Skills and Health Education (LSHE). Implemented from 2020–2024 in partnership with Malcolm Moffat College of Education, the project conducted school-based training, parent-child sessions, and community engagements.

It fostered open communication on sensitive topics, engaged traditional leaders in promoting SRHR, and campaigned against Early Unintended Pregnancies (EUP). The project trained 40 headteachers and 200 in-service teachers in Chisamba and Luano, equipping them with skills to effectively manage and deliver LSHE, ensuring a learner-centred approach.

84

Schools Reached with CSE programs

2,354

In-school Youth Reached

20,000

Condoms Distributed at Sport for Health Events

3,106

Community members reached with SRHR, GBV, Children's Code Act information

1,000

Teachers Trained on Life Skills and Health Education

3,261

Young people reached

Spotlight: Championing the Voice of Young People in SRHR Interventions

We held The Tikambe Youth Hackathon, bringing together over 90 young people, along with key stakeholders from various sectors, to tackle pressing challenges surrounding Adolescent Sexual and Reproductive Health (ASRH).

Stakeholders included members of Parliament from eight constituencies, civil society organisations such as Copper Rose Zambia and Planned Parenthood Association of Zambia (PPAZ), the Ministry of Health (MoH), the Ministry of Education (MoE), and the Department of Gender. The hackathon tabled a range of pressing issues, including sexual and gender-based violence (SGBV), mental health, HIV&AIDS, sexually transmitted infections (STIs), and challenges faced by adolescents with special needs.

Chairperson of the Parliamentary Caucus on Adolescent Health, Hon Dr. Joseph Munsanje, highlighted the essential role of innovation in driving social and economic growth saying;

“ Youth have a responsibility to shape their future, and innovation is key in solving challenges like early child marriage, teenage pregnancy, and unemployment.

Members of Parliament pledged to involve young people more actively in legislative and decision-making processes concerning sexual and reproductive health rights (SRHR). This commitment to youth engagement will ensure policies reflect the real needs and aspirations of Zambia's young people.

The hackathon also laid a foundation for sustainability of project interventions as the Ministry of Health and Ministry of Education made key commitments to sustain the Tikambe Project's impact. Both ministries agreed to train more teachers and healthcare practitioners in SRHR, ensuring that educators and health professionals are equipped to deliver youth-friendly services.

“ We will increase the number of trained professionals to create a sustained network of advocates and educators.

Provincial Adolescent Health Focal Point representative Agness Mbewe

The development of Standard Operating Procedures (SOPs) for SRHR in clinics and schools was another important resolution from the hackathon. These SOPs will ensure that educators and healthcare workers provide consistent and high-quality SRHR services to young people.

The hackathon's influence goes far beyond its duration, as the Ministry of Health and Ministry of Education have committed to integrating Tikambe interventions into their long-term plans. This means that policies promoting adolescent health and sexual reproductive health education will be consistently implemented, ensuring that SRHR becomes a fundamental component of the national health and education systems.

“ We are committed to creating more platforms for meaningful youth participation at local and national levels. Members of Parliament pledged to involve young people more actively in legislative and decision making processes concerning sexual and reproductive health rights (SRHR). This commitment to youth engagement will ensure policies reflect the real needs and aspirations of Zambia's young people.

Hon Princess Kasune, Minister of Justice

CROSS-CUTTING

Our strategic priorities are core to our work. However, we focus on all priorities identified by young people as they emerge. Our cross-cutting priorities of Climate Justice, Youth Leadership, Mental Health, and Digital Innovation enable this inherent flexibility.

OUR PROGRAMMES

- SHE SOARS
- Youth For Health



OUR IMPACT

Cross-cutting priorities

The SHE SOARS project, funded by Global Affairs Canada

is a 7-year, multisectoral program in four districts of Eastern Province, focusing on gender transformation and sustainable change. It prioritizes out-of-school adolescent girls' rights, delivering ASRHR, life skills, and financial literacy programming while engaging boys in gender-inclusive activities.

Through Role Model Boys (RMB) and Role Model Girls (RMG) groups, the project challenges harmful gender norms, promotes SRHR education, and provides vocational training. In Mambwe, five boys re-enrolled in school after RMB sessions, while 685 boys in Kasenengwa and 523 in Chadiza were reached.

The project also empowers girls to return to school, as seen in Mercy's story—she resumed her education after joining RMG sessions. Safe spaces for boys facilitated discussions on condom use, HIV prevention, GBV, and teenage pregnancy, fostering informed decision-making and gender inclusivity.

The Youth for Health project, funded by the EU and implemented with Marie Stopes

expands ASRHR access for marginalized adolescent girls, including those with disabilities, in Zambia, Ethiopia, Ghana, Kenya, Sierra Leone, and Tanzania.

Through youth-led social accountability, the project assessed healthcare services, addressing gaps with local leaders. In Central Province, community campaigns boosted demand for reproductive health services, leading Kabwe's Kapiri Urban and Matilyo facilities to launch adolescent outreach programs.

In 2024, radio programs amplified GBV challenges faced by people with disabilities. Collaborating with the Ministry of Health in Kambwila and Solwezi, youth used the Community Scorecard to assess services in four facilities, engaging 80 adolescents and 20 local leaders to drive improvements.

Through youth-led research, we empower young people to generate insights on issues affecting them, making research accessible and impactful for decision-makers.

In 2024, we produced three research papers:

1. Ulemelero Project – Youth-Led Research on Young Women's Financial Inclusion: Conducted in Eastern, Luapula, and Western Provinces, this study explored barriers to financial access for young women, engaging 1,841 participants through surveys and discussions. Findings revealed that many young women lack awareness of available

financial services, face digital literacy gaps, and struggle with restrictive gender norms that limit financial decision-making and independence.

2. Youth for Health Project – Youth-Led Research on Re-Entry Policy:

This qualitative study examined re-entered girls' experiences, challenges, and school support mechanisms. Insights were gathered from students, parents, teachers, and DEBs representatives to strengthen the policy's effectiveness. Findings showed that many re-entered girls face stigma, limited psychosocial support, and financial difficulties, making it harder for them to complete their education despite the policy's intent.

3. CIVSAM – A Study of Young Women's and Youth's Access to CDF in Kabwe and Chingola Districts:

The Constituency Development Fund (CDF) perception survey sought to investigate the barriers and issues surrounding the poor access of women and youth to CDF in Kabwe and Chingola Districts. The Research employed a mixed method approach utilising quantitative data collected through a survey which was complemented by in-depth insights that were gathered through focus group discussions with young women and the youth in the two targeted districts that have accessed or attempted to access CDF.

4,424

People Reached with SRHR Awareness and Sensitisation

1,989

Young People Reached with Social Norm Change Activities & SRHR Messaging

144

Stakeholders Engaged

200

Young People Better Informed on SRHR

70

Community Youth Mobilisers Adolescent Task Force Champions

Spotlight: Rebecca's Journey to Unlocking Confidence

In Rebecca's society, young people especially young girls are not allowed to speak or voice out their concerns when they are around elderly people. These negative and harmful norms constrain them from mixing in a friendly environment where voices of young girls are heard and respected.

Rebecca Kyayuwa, a 24 year old young connector placed in Katondo Village of Kasenengwa District on the SHE SOARS Project shared her journey of transformation from a shy individual to a confident young connector.

“Growing up in a family where traditional roles and gender norms prevailed, I found myself battling with shyness and a lack of courage to express my views and concerns. Before my involvement with the SHE SOARS Project, discussions on sexual reproductive rights and services were a taboo.

Before joining the project as a young connector, Rebecca lacked traits such as being assertive as a young person. Being part of the project as a young connector has helped her change how she approaches life situations. Rebecca also cited that her involvement with the project and commitment offered her an opportunity to be trained as Social Analysis and Action (SAA) facilitator on the same project and this made it possible for young girls like her to engage in conversations with their parents on topics that are traditionally seen as a taboo when young people discuss them, Shared Rebecca.

“I was selected as a young connector and underwent training that revolutionised me and through the weekly sessions with the boys and girls, I developed assertiveness skills and became a role model for others



Spotlight: CIVSAM – A Study of Young Women's and Youth's Access to CDF in Kabwe and Chingola Districts

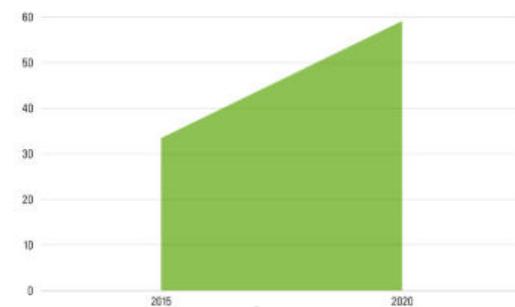
The administration of the Constituency Development Fund has been said to have a lot of challenges that have resulted in low consumption of the fund among the women and youth. These young women and youth often face a myriad number of challenges including understanding of CDF guidelines, systemic as well as societal challenges. The Constituency Development Fund (CDF) perception survey sought to investigate the barriers and issues surrounding the poor access of women and youth to CDF in Kabwe and Chingola Districts.

The research employed a mixed method approach utilising quantitative data collected through a survey which was complemented by in-depth insights that were gathered through focus group discussions with young women and the youth in the two targeted districts that have accessed or attempted to access CDF.

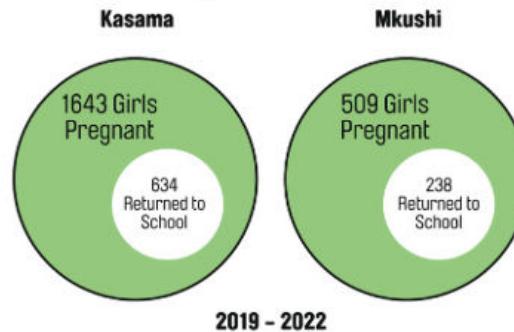


FINDINGS

Financial Inclusion Among Women in Zambia



Number of Pregnancies Recorded Against the Number of Learners Re-entering School



2019 - 2022

Gender Disparity in CDF Applications



33% of men are engaging with CDF applications



27% of women are engaging with CDF applications

More men than women are engaging with the CDF application process

Our people

Our work is carried out by a talented and dedicated team of professionals. They are led by our values and accountable to young people.

Embodying the best of Restless

Our youth leadership is reflected in our staff model—36 full-time staff with an average age of 30, and senior management averaging 35. We prioritize expertise, leadership, and staff satisfaction to ensure strategic focus and impact.

Leadership & Governance

Chanda Nkhoma leads our team, driving innovation, partnerships, and new income streams. Chanda earned the Batfox Award in 2024, recognizing her as the best Hub Director in the global Restless Development network.

Leadership Structure:

- Core Leadership Team: Hub Director, Head of Operations, Senior Programmes Manager—meets weekly for strategic planning.
- Broader Leadership Team: Core Leadership Team, Programme Managers, and a youth representative—meets monthly.

Governance

Our Board of Trustees oversees the organization on a voluntary basis. The 12-member board includes two trustees under 28, ensuring youth representation in governance.

Living Our Values

In June, we celebrated our 13th Values Day by announcing our 2024 Values Champion, Ngosa Kulula, Safeguarding Manager.

Values champions are individuals—young leaders, staff, or trustees—who embody our values, inspire us, shift power, and drive impact.

These champions serve as role models, demonstrating the importance of living our core principles in everyday actions and interactions. Their dedication fosters a culture of excellence, collaboration, and growth, creating a ripple effect that influences everyone within the organization and strengthens our mission.

How we looked in 2024

Total staff number:

49

69% of staff and volunteers under 35

60% of staff under 35
525 young leaders

50% of staff who are women

97% of the leadership team members were recruited from within the organisation



Staff Member of the Year 2024: Chintu

Chintu, our dedicated and passionate Monitoring and Evaluation Coordinator, has played a crucial role in measuring and enhancing the impact of Restless Development Zambia. Her expertise in data collection, analysis, and reporting has provided valuable insights for donors, stakeholders, and project teams. She has also trained staff and youth ambassadors on effective data collection, ensuring that feedback translates into meaningful program improvements.

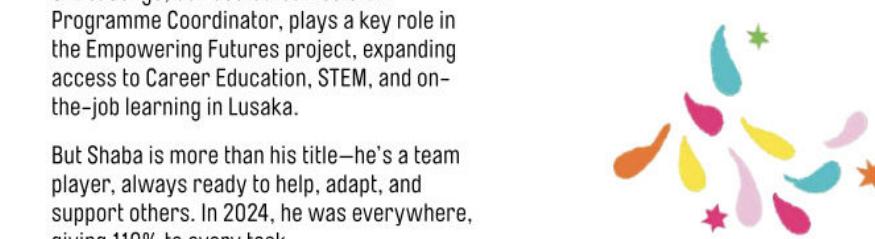
In 2024, Chintu went above and beyond her role, collaborating tirelessly with various teams to strengthen project outcomes. Her commitment to excellence and her ability to turn data into action have made a tangible difference, reinforcing the impact of our work in communities across Zambia.

Staff Appreciation

Shabasongo, our dedicated Assistant Programme Coordinator, plays a key role in the Empowering Futures project, expanding access to Career Education, STEM, and on-the-job learning in Lusaka.

But Shaba is more than his title—he's a team player, always ready to help, adapt, and support others. In 2024, he was everywhere, giving 110% to every task.

Thank you, Shaba, for your dedication!



Commitment to Youth Leadership and Dynamic Accountability

In August, Esther Mosho, a young staff member, was selected to join our Leadership Team.

As part of our commitment to youth leadership, we provide space for a young staff member to be a full member of the Leadership Team for one year, after which the position is open for others to apply. They contribute equally to strategic decision-making and the day-to-day running of the organization.

This initiative empowers young staff to have a direct influence on organizational direction, promotes inclusive leadership, and ensures that diverse perspectives are central to our strategic decisions. It also underscores our dedication to nurturing the next generation of leaders within Restless Development.



Chintu Masanta

Our power shifting hub in action

How we do our work is as important as what we do. That's why we take a power shifting approach. This year, we have prioritised making sure we have the right tools and mechanisms to take this approach. This is an on-going journey towards being an organisation that is feminist, inclusive, gender transformative and anti-racist. We have created a power shifting Global Agency Plan that gives clear targets for our power shifting checklist and guides all that we do.

What is power shifting?

A power shifting approach starts by recognising historic power inequalities, and being intentional about re-addressing injustices in everything that we do.

Many young people face barriers which affect how they can participate in society. This is due to their age, gender, sexuality, disability, ethnicity, religion, sexual preference, geographic location or community. We are dismantling power structures that disadvantage marginalised communities and young people so we can achieve a just and sustainable world.

POWER SHIFTING CHECKLIST

1. PRIORITISE YOUTH LEADERSHIP

- Trust young people to lead from the outset.
- Support youth-led organising.

2. PRIORITISE SAFETY & HAPPINESS

- Protect the health and safety of young people.
- Support youth happiness and wellbeing.

3. TRAIN, SUPPORT & RESOURCE YOUNG LEADERS

- Plan Ahead. Provide and resource tailored inclusive training and support to all young leaders.
- Compensate fairly. Ensure no young person is doing unpaid work, or is out of pocket due to their commitment.
- Fund locally led youth groups and organisations.

4. BE OPEN, DYNAMIC AND ACCOUNTABLE

- Learn. Invest in monitoring and evaluation and build a culture of learning.
- Ensure Dynamic Accountability. Let young people participate fully, be transparent and provide a continuous feedback loop.

5. INTENTIONALLY SHIFT POWER

- Recognise Intersectionality. Acknowledge that everyone has a unique experience of discrimination – and be intentional about removing barriers for every young person.
- Let communities lead their own development.
- Let young people be holistic leaders, to inform, influence and deliver their own futures.

6. BE RESTLESS: FLEX, INNOVATE & CREATE

- Youth Power is not bound by existing systems or the status quo. Give young people the space to flex, innovate and create new ways to have impact.

How we are shifting power through our work and programmes

Our commitment is intentional, focusing on empowering young people and marginalized communities to take the lead in effecting change.

Our approach is rooted in feminist, inclusive, gender-transformative, and anti-racist principles. We actively engage with communities, forging partnerships to ensure that young people lead alongside their communities. Recognizing historical power imbalances, we are dedicated to decolonizing development.

We are attuned to the barriers faced by all young people in the communities where we operate. Our goal is to proactively shift power, enabling every young person to lead, create a just and sustainable world, and access their rights.

Power shifting at the project level entails redistributing and sharing decision-making authority, resources, and influence among all stakeholders involved. This approach aims to nurture inclusivity, equity, and local ownership, striving for balanced power dynamics where diverse voices contribute to shaping and implementing the project.

The following outlines how power shifting should manifest at the programme level:

1. Inclusive Decision-Making
2. Local Ownership
3. Transparent Communication
4. Resource Distribution
5. Capacity Building
6. Flexible Adaptation
7. Evaluation and Learning
8. Accountability Mechanisms
9. Cultural Sensitivity and Respect
10. Youth Mentorship
11. Intersectionality
12. Community Feedback Loops
13. Collaborative Partnerships
14. Community Empowerment Indicators
15. Long-Term Sustainability Planning

We believe power shifting leads to more sustainable, community-driven, and impactful projects by ensuring those directly affected share decision-making and influence.

By applying these implementation ideas, our approach becomes more holistic, adaptive, and impactful. We actively promote inclusivity, transparency, and sustainability, addressing immediate challenges while fostering lasting positive change in the communities we serve.

Looking forward

In 2025, staying true to our mandate, we will centre young people in all our programmes, ensuring that we are inclusive and diverse internally and externally. The year ahead is one of uncertainty – and opportunity.

- Our programmes will aim to include young people from design to implementation. This means making sure they have a voice in the matters that affect them the most. For us, that will include project design, implementation activities, visibility, and even impact monitoring.
- We will harness the power of young people to enable them to be the change they want to see across all our impact areas.
- By leveraging our networks of young people, we will increase our reach and aim to improve the livelihoods of young people across Zambia, inspiring a generation of leaders and young change-makers.
- We will also deepen our commitment to youth-led innovation, amplifying ideas that drive social impact. We will invest in capacity-building initiatives, ensuring that young people have the skills, resources, and platforms to shape their futures.
- Through strategic partnerships, we will expand opportunities in education, employment, and advocacy, strengthening youth voices in key policy discussions.
- Above all, we will continue to listen, learn, and adapt, because a future shaped by young people is a future built to last.

Thank you!

Thank you so much to all of our supporters. You are helping young leaders create a better world.



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- * Ministry of Gender and Child Development
- * Ministry of Youth and Sports
- * Norwegian Agency for Change Cooperation (NOREC)
- * UNICEF
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- * Kindernothilfe





About Restless Development

Restless Development is a non-profit global agency that supports the collective power of young leaders to create a better world. We are a locally registered and governed Non Governmental Organisation working in Zambia since 2003 towards youth-led development to ensure that their voices are heard in the decisions that affect their lives, bodies, health and wellbeing, livelihoods, and communities. Our work aligns to the country's Vision 2030 and the 8th National Development Plan, which also positions young people as vital to achieving the country's priority plans and Sustainable Development Goals. We are committed to creating an agency that paves the way on youth-led change and walks the talk on power shifting.

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