

RESTLESS
DEVELOPMENT
POWERED BY YOUNG PEOPLE

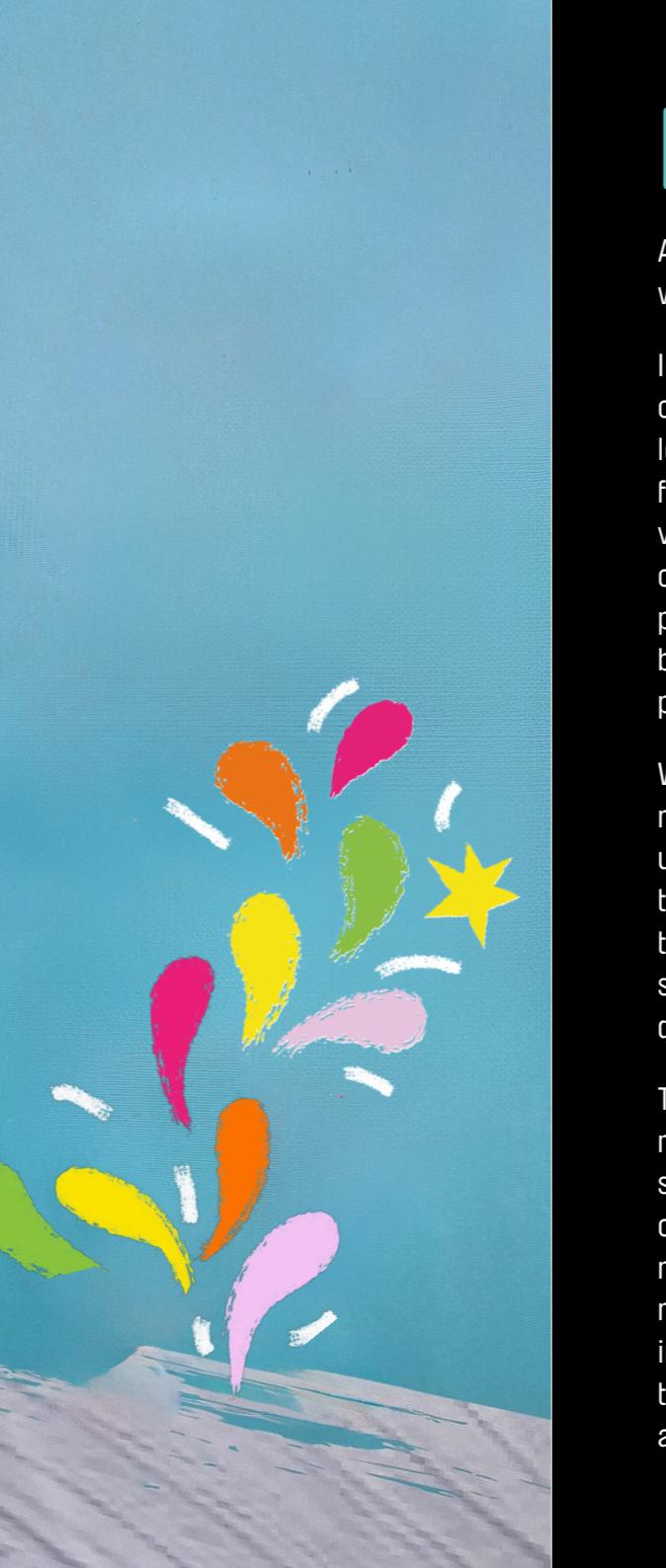
WE ARE RESTLESS

Annual Report 2024



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Foreword

Another year has seen another phenomenal wave of youth-led change.

In 2025, Restless Development will be celebrating 40 years, and the 10 million young leaders we've reached. Every one of those forty years has come with challenges and valuable lessons learnt. Every year has also come with a lot to celebrate. When young people have the chance and someone that believes in them (especially a fellow young person), fantastic things can happen.

We are so proud of our team, and the growing network of young leaders, together enabling us to reach close to 200,000 young people this year. We're even more delighted to share that when asked, 99% of our young leaders shared that they felt supported by us to develop as a leader.

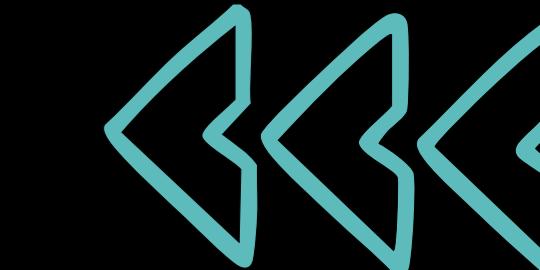
The world has no shortage of challenges but read on and you'll see the world also has no shortage of young changemakers. As a result, our young leaders are ensuring a growing number of young people have positive role models, can access contraception, are informed and participate in elections, are trained up in financial literacy, planting trees and tackling plastic pollution.

These interventions are not only having a meaningful impact, it's enabled our young leaders to grow, to connect with and inspire a growing number of young people to innovate, to create and lead change.

The ripple effect that happens when you invest in youth leadership is what we call Youth Power. It's infectious, optimistic and a force to be reckoned with. No surprise then that the Youth Power Summit was the highest venue in town at the UN's Summit of the Future, or that the Youth Mobilisation had a phenomenal impact on the Ministerial on Ending Violence Against Children.

None of this would be possible without the incredible people that make up Restless Development. Whether you're a supporter, a volunteer, a partner or friend - THANK YOU. With your help the magic of Youth Power continues to shape the world for the better.

- Alex Kent and Kate Mwizei



Dear Future Me,

As I write this in 2025, I am a Youth Power Champion with Restless Development, amplifying the voices of young changemakers like myself who are working tirelessly for a better world. I've met incredible youth leaders, worked together on different campaigns, spoken out on various important issues that impact our future, and taken part in efforts to ensure that our generation is not only seen but heard. And yet, the challenges remain.

Nepal's mountains are melting at an alarming pace. If we don't act now, the Himalayas will soon stop smiling. However, our voices are still sidelined in many decision-making spaces. Despite it all, I remain hopeful because I've seen what happens when young people come together—how powerful we are when we rise, speak, and act.

I hope that by 2035, you are living in a world where young people are not fighting to be included but are already leading. I hope the effects of climate change have been curbed, that global leaders listened to our urgent demands, and acted collectively to solve the climate crisis. I hope youth-led movements have become the norm, not the exception. I hope Nepal is still as beautiful as I remember it, with mountains standing tall and proud. And I hope that you, reading this now, have kept the fire alive—that restlessness for justice, that dream for equity, and that commitment to leave the world better than we found it.

If you've stumbled along the way, that's okay. Growth is never linear. But don't forget where you started, and never forget why you began. To every young person reading this: your voice matters. Your actions count. Keep going, even when the world tells you otherwise. Because our generation has always been more than a promise for the future—we are the power of the present. And together, we are unstoppable!

With restless spirit and belief,

Priyanka Shrestha
Youth Power Champion, Nepal



A Letter to My Future Self



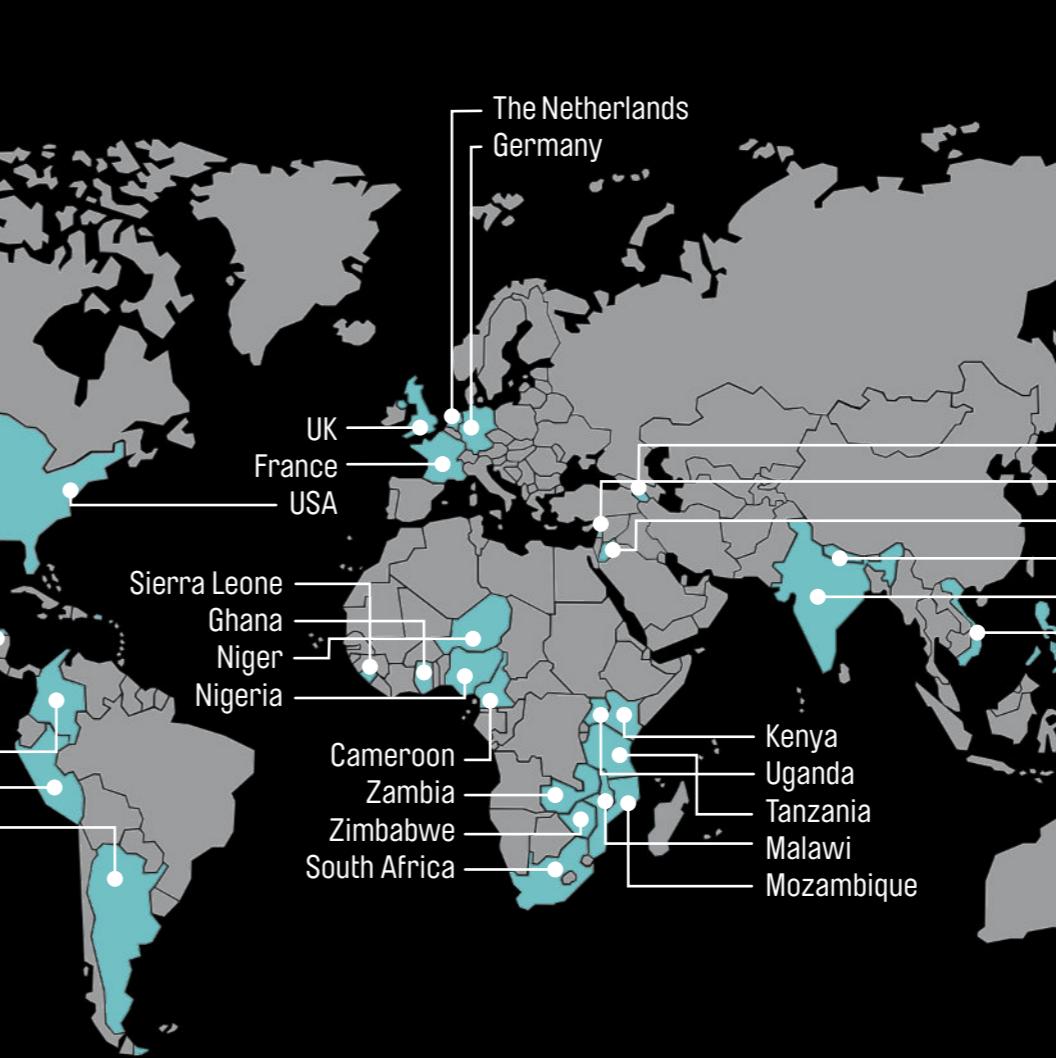
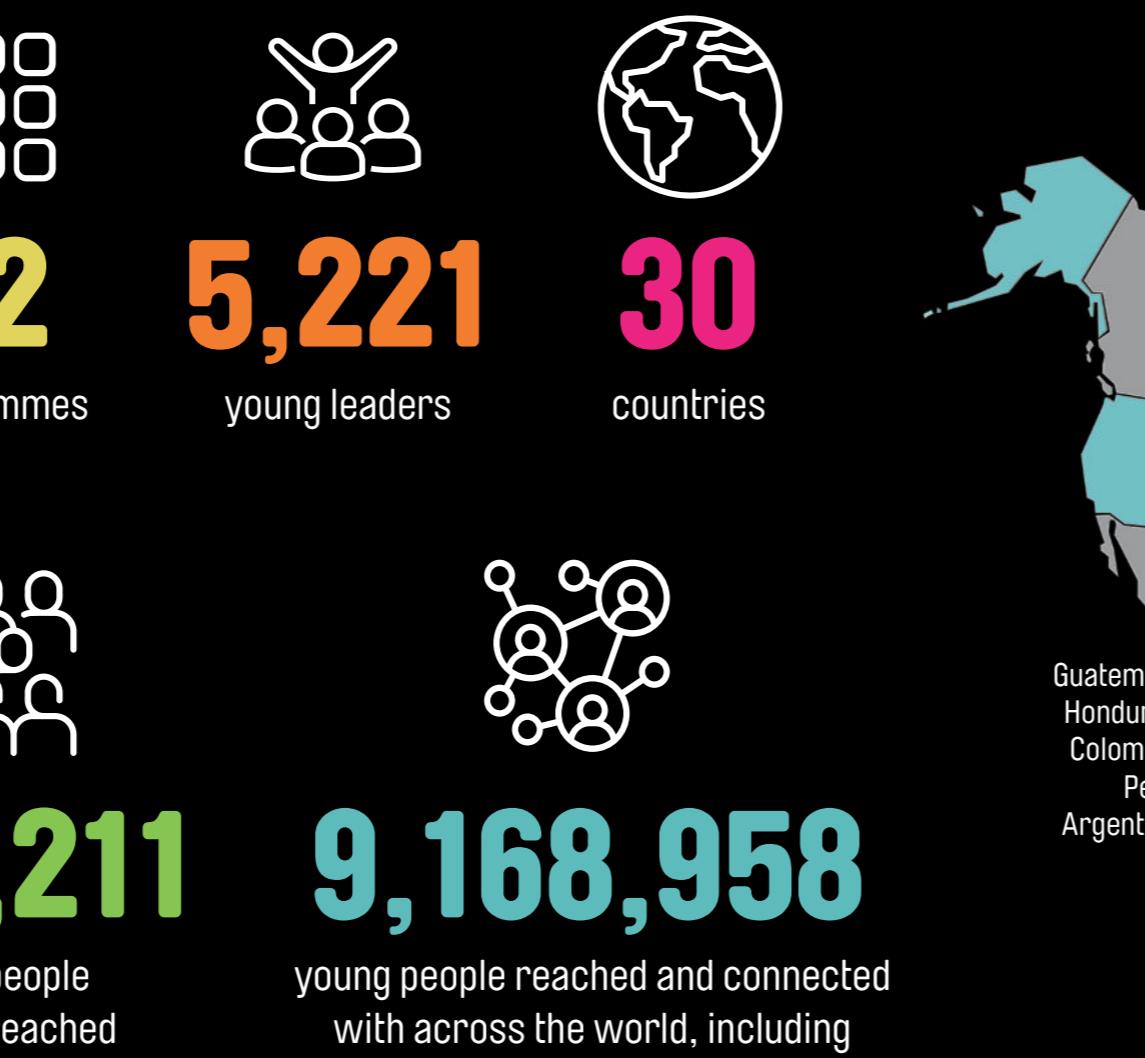
Our Values
We are Restless.
We stand for every individuals' right to thrive and will challenge any form of discrimination.
Our differences make us stronger.

Our Work

Restless Development supports young people to lead change. We provide opportunities for young people to build confidence, networks and skills so that their work has a lasting impact. Our work might differ depending on the context and challenge, but it is always led by young people in their communities and in line with our Power Shifting Principles.

Between October 2023 and September 2024 we:

- supported **30,572** young people to use their voice and evidence to influence decision makers;
- equipped **94,597** young people with knowledge and awareness about their bodies, sexual and reproductive health and sexual rights;
- trained **55,550** young people in skills to make a living as well as promote savings behaviour and confidence to make financial decisions;
- assisted **11,492** young people to mobilise action in their communities to respond to climate change and natural disasters; and
- engaged **2,782** stakeholders in our work including government officials, non-profit partners and community organisations.



Young leaders value the support provided by Restless Development. Our Annual Young Leaders Survey is an important part of our process to listen to young people, gather feedback, and continually improve our support.

This year, results from the survey indicate that:

99% of young leaders **feel proud** volunteer with Restless Development as they are listened to and their contributions are recognised and valued.

96% of young people appreciated the **quality of training**, ongoing support and communication, rating them either excellent or good for the past two years.

99% reported having been **supported to become leaders**, through ongoing mentorships, skill sharing, resourcing, knowledge to make informed decisions, and platforms for advocacy. Young people have found volunteering beneficial and instrumental to further their career journey and economic empowerment.

99% of the young leaders reported that **Restless Development encourages, welcomes and values diversity** in its workplaces and programmes.

Our Vision

Restless Development is a locally led, globally connected network united by a common vision and global strategy.

We are on a transformational journey – committed to shifting power and resources. Every Hub is led by a Director, who is a national citizen of that country, and governed by a national Board of Trustees. There's no HQ or international team in London – instead we have a globally distributed leadership team that is distributed and embedded in our Hubs and the work that we do.

Our globally connected network includes the Youth Collective, a global inclusive network of young people and youth-led organisations that are driving change, challenging systems, and shaping a better future.

We have global Co-CEOs who are committed to collective and feminist leadership approaches.

We are bound together by our mission for youth-led change, which is explained in our new **Theory of Change**.

Our Theory of Change

A visualisation of what we do, how we do it and the impact of our work.

The world we live in

Half the world's population is under 30. Yet, young people are consistently underfunded, continue to face the brunt of multiple overlapping crisis and are left out of decisions that shape their future.

We want to change this.

Young people are the present and future for strong and prosperous economies, fair and democratic societies and a thriving, livable planet. Young people are leading work every day to tackle the biggest challenges. Youth power is this collective force of youth-led change.

We support Youth Power.



Championing Youth Power

Half the world is under 30, with 1.9 billion youth. Young people are not just participants – they're a powerful force for change and experts in their own realities. Despite this, young people are consistently underfunded, continue to face the brunt of many interconnected global crises, and are often left out of the decisions that shape their future. Our mission is to change this.

This year we have championed Youth Power via:



THE YOUTH COLLECTIVE

Between October 2023 and September 2024, **370 new organisations** joined our youth collective platform, bringing the total to **4,720 members**. This global movement of young people and youth-led organisations is driving change, challenging systems, and shaping a better future, through innovation, advocacy, and collective action. The Youth Collective is providing a platform to redefine Youth Power everywhere. We have continued to convene the Youth Collective as a space to nurture, connect, celebrate and fund Youth Power.

Nurturing Youth Power

We nurtured 78 NGOs and community youth groups and 38 young people through online or in-person collaborative events, facilitated leadership workshops, webinars, networking sessions that sparked creativity, fostered connections, and amplified the voices of young people globally. We used peer-led approaches, offering the opportunity for young leaders to directly support other young leaders.

Celebrating Youth Power

We have embraced power-shifting in storytelling by placing young people in control of the #YouthPower narrative. With our support, a dynamic team of five Youth Power Champions from Africa, Asia, Middle East and North Africa, Latin America, and Europe are using their storytelling expertise to shape perspectives and influence decision-makers. With expertise in digital communication, photography, video, and social media storytelling, the Youth Power Champions have used their voices to champion and amplify the voices of other young changemakers and celebrated the power of youth-led action.



SAUMYA SINGH

Saumya Singh, a young leader and advocate from India, is fuelled by a passion to champion girls' education and smash gender barriers. Saumya is an educator and has been working with Restless Development to empower young girls with knowledge about sexual and reproductive health and rights. She also spires to ignite conversations about gender equality and challenge the status quo.

UPENDO MWAKYUSA

Upendo Mwakyusa, a Tanzanian environmental scientist and advocate, is an SDG champion who works with local communities to build resilience and sustainable development through environmental conservation. Upendo has written articles to highlight the need for science-based interventions and has worked with Restless Development Tanzania to motivate community members to take charge, and constructively play their part to conserve the environment. She is the founder of an environmental organisation known as Call for Environmental Conservation and was the recipient of the 'Best Lady in Environmental Conservation' award in Tanzania.



ENDING VIOLENCE AGAINST CHILDREN

In preparation for the first ever **Global Ministerial Meeting to End Violence Against Children**, hosted by the Government of Colombia in November 2024, we worked with ten Youth Mobilisers from Brazil, Cote d'Ivoire, India, Kenya, Malawi, Peru, the Philippines, Uganda, USA, and Zimbabwe, between the ages of 18 and 24 to ensure that their voices and views were central to pivotal discussions on ending violence against children.

At the same time, we ran the **SAFE Photography Project**, in partnership with the World Health Organization (WHO), supporting 12 young photographers to launch a high-profile immersive photo exhibition at the Ministerial event to tell the story of what feeling safe means to young people around the world.



From a photo essay by Lisara Thapa Magar entitled 'Within Narrow Walls'.



YOUTH LABS

Our work with the **AU-EU Youth Voices Lab** enables us to support a more youth-responsive and inclusive society across Africa and Europe. Through this programme we are working with young individuals aged 15 to 35, particularly those in hard-to-reach areas, to actively participate in policy-making and partnership building. We've used digital tools - such as the Youth Voices Lab App - to engage and co-create, and provided 15 micro-grants (from €5,000 - €10,000) to youth groups for research, advocacy and accountability. Alongside this, we have identified and built the capacity of 28 young researchers across Africa to conduct continental youth-led research.

In tandem, the **AU-EU Youth Action Lab** provides opportunities for young people in Africa and Europe to implement their ideas to respond to global challenges. Up to 110 grants ranging from €10,000 - 50,000 euros will be available to support innovative ideas by youth-led organisations or groups across 12 countries in Africa and Europe. Restless Development recruited a Youth Advisory Board to co-create the funding mechanism that will guide the granting process.



GLOBAL IMPACT

Climate Justice

Young people risk losing the most from climate change, yet they are systematically excluded from conversations to address it. We support young people to be leaders in transitioning to a just and sustainable world by strengthening youth civil society and an intergenerational response.

11,492

young people were supported this year to lead awareness on climate change in schools and communities, highlighting mitigation strategies such as solid waste management, tree plantation and proper garbage disposal to foster a sense of community-led and owned commitment of consciousness towards the environment.



Rohit Chhetri, a student at Mangal Prasad Model Secondary School, one of the Climate Smart Schools under the GreenShift project, is learning about climate change and the circular economy through project activities at his school and sharing the knowledge with his family.

INDIA AND NEPAL

8,341 young people participated in school campaigns across India and Nepal through Climate Smart School clubs under the GreenShift Nepal project, raising awareness about proper garbage disposal and fostering a culture of environmental consciousness.



INDIA

1,519 participated in awareness campaigns for solid waste management in India, demonstrating strong community support and interest in addressing climate change issues.

NEPAL

1,146 young people were engaged through the "TagMe Campaign", a digital initiative focused on raising awareness about landslides in Nepal. The campaign empowered participants to report incidents, while also advocating for policy reforms to enhance environmental protection efforts in the country.



INDIA

5 youth-led organisations in Bengaluru, India were funded and supported through a dedicated support offer to respond to the climate change related needs of their communities. These organisations used the funds to raise awareness on fighting plastic waste by targeting wedding halls and leading campaigns to reuse cutlery to avoid plastic waste; developing games to raise awareness on climate change with adolescents and young adults; supporting communities to develop water management strategies; providing training to communities on solid waste management, and rejuvenating a community well to provide clean drinking water to 400 households.

TANZANIA

311 young people from 12 civil society organisations were trained to raise their awareness in climate change and are now actively participating in the implementation of climate action activities. These include restoration of mangrove forests along the Lindi Municipal coastline, and tree plantation and waste management in Ubungo Municipality, Tanzania.

“The GreenShift project brought a much-needed transformation. With its support, we established an Eco Club that became the driving force for change. Through the club, we raised awareness across the school about the harmful effects of plastic waste. We successfully introduced a ban on junk food and implemented a penalty system to discourage students from bringing it to school. Additionally, we promoted the use of cotton fibre bags as an eco-friendly alternative to reduce waste generation.”

Subash Karki, a teacher at Prabhat Secondary School, Nepal

OUR WORK IN CLIMATE JUSTICE

- Climate Change and Health R&D (Zimbabwe)
- C2C CREATE Initiative (Tanzania)
- Global Girls Creating Change (Nepal + Uganda)
- Green Jobs (Zimbabwe)
- GreenShift Nepal Circularity of Plastic Waste for Net-Zero Carbon Nepal (Nepal)
- Hungry for Action Campaign (Uganda + Tanzania)
- In Search of Greener Jobs: Voices of (Uganda) Young People and Their Aspirations, Barriers and Negotiations with Work (Uganda)
- Nepal's Youth for Climate Action and Green Growth (Nepal)
- Responding to Climate Change – an Intergenerational Approach (Nepal)
- Youth Climate Action Lab (India)
- Youth Climate Communications Platform (India)
- Youth Research Academy (Uganda)

GLOBAL IMPACT

Voice and 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, with evidence-based solutions.

30,572

young people worked with us this year, collaborating with national governments to promote active citizenship and responsible voting behaviour, and using our youth-led accountability approach to hold decision makers and stakeholders accountable to their manifesto commitments to public service.



Johnkeen Ochieng, a Youth Mobiliser from Kenya, calls governments to act in order to protect children from all forms of violence. This was during the 1st Ministerial conference on Ending Violence Against Children in Bogota.

ZAMBIA AND SIERRA LEONE

22,753 young people have engaged duty bearers in community dialogues to address pressing issues related to corruption and miscommunication in the distribution of school bursaries, limited participation and access to flexible funds for young people and procurement of equipment funded by the Constituency Development Fund (CDF) in Zambia and Sierra Leone. As a result, young people were invited by the District Commissioner's office to be part of the district level discussions related to the allocation of the Community Development Fund (CDF), following a letter they had written advocating for the inclusion of youth in these decision-making spaces.

ZIMBABWE AND TANZANIA

552 young champions in Zimbabwe and Tanzania were equipped with leadership skills, significantly boosting their confidence to take on leadership roles and influence duty bearers. This capacity-building has empowered them to actively engage with duty bearers and community leadership; advocating for young participation and representation in community developmental structures.



ZAMBIA

A total of **855** young people participated in community awareness campaigns organized under the Kudziwa Ishiwi project across 20 wards in Zambia. The campaigns aimed to raise awareness about key government social and economic initiatives, such as the Constituency Development Fund (CDF), designed to improve local social services and empower youth. As a result of these efforts, over 400 first-time voters were successfully mobilised and registered with the Electoral Commission's District Voter Education Committee. Additionally, local leaders provided valuable information and guidance on accessing CDF forms and other empowerment opportunities. Notably, one youth advisory board member was invited to join the Constituency Development Fund Committee in Chingola District, further strengthening youth representation in decision-making processes.

TANZANIA

81% of young people are confident to mobilise others to advocate for their rights with decision makers according to the impact assessment conducted across 9 regions of Tanzania under Kijana Wajibika project.

“I was not doing certain things due to lack of knowledge and the fear of being arrested by the government, mostly when it comes to defending the democratic space in our country. But now after going through training under Democratic Moves, I know my rights and I am able to stand my ground to advocate for the inclusion of young people's priorities. **”**

a respondent from a formally registered local civil society organisation led young people in Zambia

OUR WORK IN VOICE & DEMOCRACY

- Aii Youth Power (Zambia)
- AU-EU Youth Action Lab Lot 1 (Sierra Leone, Tanzania, Uganda, Zambia, Zimbabwe)
- AU-EU Youth Action Lab Lot 2 (Uganda)
- Citizen Engagement for Accountability Action (Zimbabwe)
- Ending Violence Against Children (UK)
- Kijana Wajibika - SGD16 (Tanzania)
- Kudziwa- Ishiwi (Zambia)
- Learning Grant (PdI)
- Safe Photography Project (UK)
- Strengthening CSOs for the Promotion of a Safe and Secure Environment for Children and Young People (Zambia)
- U-Report (Sierra Leone)
- Young Change Agents Fund (UK)
- Youth Standing Board (Consultancy) (Tanzania)

GLOBAL IMPACT

Education and Livelihoods

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

55,550

young people, parents, and community elders were supported this year to tap into their right for education. This included sessions and community dialogues on the importance of education, motivation to stay in school, and the benefits of completing education. To support livelihoods, young people were provided with financial literacy and numeracy skills to promote responsible savings behaviour, technical skills on entrepreneurship to support the establishment of youth-led businesses, and were connected to formal banking systems to improve financial security.



Witness, a young girl from Msanga Ward in Chamwino District, Tanzania, is a 17-year-old young mother and a participant in our *Vijana Tunaweza* Programme in Tanzania. She is currently domesticating pigs for business and is on a transformative journey toward self-reliance through the training she received as part of the programme.

SIERRA LEONE

30% of the Village Saving and Loans Association (VSLA) in Sierra Leone are now actively engaging with the formal banking system due to enhanced financial literacy and linkages, with 70% maintaining an active bank account and 29% having an active mobile money account. A 34% increase was observed in the shift of financial habits/attitudes among the VSLA group members in Sierra Leone as a result of enhanced financial literacy and greater access to financial services.

SIERRA LEONE

12,289 young people living in informal settlements in Sierra Leone were trained in financial management skills; 79% reported enhanced capabilities in budgeting, savings, financial literacy, and overall money management.

TANZANIA

2,559 have established their own businesses to become self-reliant and support their families, such as Witness in Tanzania. The hub has focused on sustainability of existing livelihoods programmes; through linking local government authorities with youth groups to support the setup and continuation of youth-led businesses.

ZAMBIA, SIERRA LEONE AND TANZANIA

777 adolescent girls have been able to go back to school in Zambia, Tanzania and Sierra Leone as a result of economic empowerment initiatives and, challenging gender and social norms including early child marriage in their communities.

ZAMBIA, SIERRA LEONE AND TANZANIA

769 saving groups have been established across Zambia, Sierra Leone, and Tanzania through programs such as Tusonge Lubono, SHE SOARS, Women Living in Informal Settlements, and SET. These initiatives have empowered women and youth with notable achievements including couples' savings groups in Zambia, Youth Savings and Loans Associations under SHE SOARS in Zambia, and village savings groups in Sierra Leone.

GLOBAL

393 young people from the Youth Collective network were convened to share recommendations on enterprise and entrepreneurship.

INDIA AND SIERRA LEONE

42,759 in-school adolescent girls in India and Sierra Leone were engaged through sessions on the Right to Education and Science, Technology, Engineering and Mathematics (STEM) to motivate them to stay in school and pursue their education.



ZAMBIA, SIERRA LEONE AND TANZANIA

263 jobs have been created for young people, enabling them to become economically independent. Some of the jobs included pig and poultry breeders in the agricultural sector and mobile money agents that are providing access to digital financial services.

“Before joining the Kijana Wajibika project under Restless Development, I felt stuck at home with nothing to do. Now, through entrepreneurship, I've found purpose and independence. My stationery business allows me to meet my basic needs while avoiding risky behavior. I've learned to harness my potential and create opportunities for myself and others. It's not just about running a business; it's about fostering a spirit of resilience and empowerment among young women. 55”

Luja Said Nangulukata, Tanzania

OUR WORK IN EDUCATION & LIVELIHOODS

- Comprehensive Programme for Adolescents and Youth (Tanzania)
- EEE: Education/Livelihoods (Pod)
- Empowering Futures (Zambia)
- Improving Financial Inclusion for Women Living in Freeholders' Informal Settlements (Sierra Leone)
- Kijana Wajibika Kichumi (Tanzania)
- My Education, My Right (India)
- PAAHAL - The Initiative (India)
- Power Up (Sierra Leone)
- Skills for Employment in Tanzania (SET) (Tanzania)
- Strengthening Employability Skills (Empower) (India)
- TEEET for Girls (Zambia)
- Tusonge Lubono (Zambia)
- Ulemelero "Live Well" (Zambia)
- Vijana Tunaweza (Tanzania)

GLOBAL IMPACT

Gender and Sexual Rights

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

This year we worked with

94,597

young people, community leaders, and health service providers to support young people to access contraception, create awareness about gender norms and sexual and reproductive rights, and make informed choices through intergenerational dialogues and develop strategies to prevent child marriage.

UGANDA, ZAMBIA AND NEPAL

40,786 young people and community members participated in intergenerational dialogues to address the issue of child marriage.



INDIA, ZIMBABWE, TANZANIA, ZAMBIA, AND UGANDA

66,299 young people participated in health awareness events that increased both the demand for and access to sexual health information and services, including antenatal clinics, STI & HIV testing, and family planning advice.

ZAMBIA

4,692 adolescents received affordable sexual health products such as condoms, pregnancy test kits, and baby delivery kits provided by the trained Community Health Educators in Zambia.

WALKING THE TALK - WALKIE TALKIES

The UK Walkie Talkies are a group of ten young activists from across the UK who design, interrogate and lead Restless Development's advocacy strategy within the Walking the Talk programme. They use their lived experiences as well as their expertise in policy and advocacy to shape a youth-led, creative campaign that will ultimately ensure the UK takes a leading stance on more and better Official Development Assistance for gender equality and Women's Rights. Organisations within the Majority World. The UK Walkie Talkies are also sharing their passion for thought leadership around Feminist Foreign Policies and ensuring feminist principles are at the heart of development policies and practices.

UGANDA AND SIERRA LEONE

21,538 parents, local councillors and religious leaders were engaged in developing strategies to challenge social norms, such as early child marriage.

SIERRA LEONE

5,400 parents and carers participated in developing community by-laws on ending Violence Against Children and adopted non-violent discipline methods, promoting healthier family environments.

UGANDA AND ZAMBIA

40 Role Model Boys groups with enrollment of 960 boys were established, equipped with ASRH information and as a result, they have actively challenged gender and social norms.

WHAT GIRLS WANT CAMPAIGN

The What Girls Want campaign brought together more than 50 girls and young women from around the world, including the youngest Nobel Prize laureate Malala Yousafzai, in New York to take UN member states to task for failing to prioritise girls and young women in the planning and content of the Summit of the Future. Surrounded by life-size cutouts of world leaders dressed ironically as youthful "girl experts", the activists delivered a strong message: world leaders aren't the experts on what girls want and need for their futures – girls are.

TANZANIA, ZIMBABWE, ZAMBIA, UGANDA AND SIERRA LEONE

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SIERRA LEONE

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UGANDA AND ZAMBIA

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OUR WORK IN GENDER & SEXUAL RIGHTS

- Children's Future Project (Zambia)
- Creating and Expanding Opportunities for the Empowerment of Adolescent Girls and Boys Through Gender-Transformative Engagement (Sierra Leone)
- Delhi Learning Lab (India)
- Digital Health and Rights (Uganda)
- End Child Marriage (Sierra Leone)
- Enhancing ESA Commitments Attainment Through Data-Driven Youth-Led Advocacy (Zimbabwe)
- Game of Choice, Not Chance (India)
- GenEndIt Youth Steering Group (Pod)
- Kudziwa – Tikambe (Zambia)
- MTV Nishedh (India)
- Nyenyezi 'Intanda' Stars (Zambia)
- OI ALIGN (Zimbabwe)
- OI ALIGN (Uganda)
- PanjaTuwazeesh Waischara (Tanzania)
- Peak Youth - MPT (Zimbabwe)
- Positive Masculinities Research (Zimbabwe)
- SHA SHA (Sexual Health Services) project (Zimbabwe)
- She Soars (Uganda & Zambia)
- The THRIVE Project (Zimbabwe)
- UNESCO Our Rights, Our Lives, Our Futures "3" (Zambia)
- Vihaar Consultancy (India)
- Walking the Talk: Towards Gender Transformative ODA & FFP in Europe (UK)
- We Lead (Uganda)
- Youth for Health (Zambia)
- Youth K E B (India)
- Youth Stop Aids (UK)
- Youth Voices Connect (Zambia)

“I now encourage my daughters to openly discuss the challenges they face and share any information they have about sexual and reproductive health. I set aside time for these conversations—every Thursday at 5 p.m. They love the idea, and now they confidently speak up. I guide them and correct any misinformation, which I find very rewarding.”

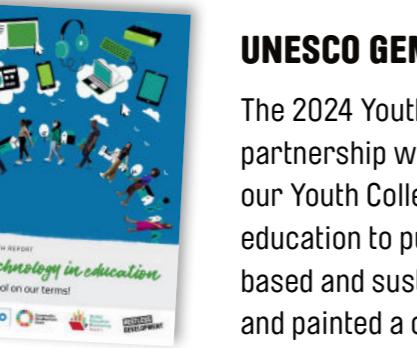
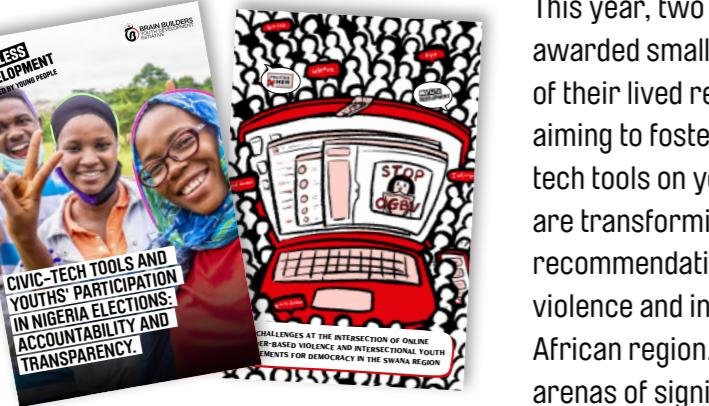
Community leader from Madi Okollo Town Council, Uganda

Research

Our 6-step youth-led research methodology prioritises young people's leadership in knowledge production, translation, and dissemination, enabling young people to shape entire research processes from beginning to end.

At its core, this approach shifts power to young people, enabling them to participate and lead in research that matters to them. The research findings are used for programme design, advocacy and campaign messaging.

This year's research projects include:



STATE OF YOUTH CIVIL SOCIETY REPORT: RESOURCING YOUTH POWER TO THRIVE

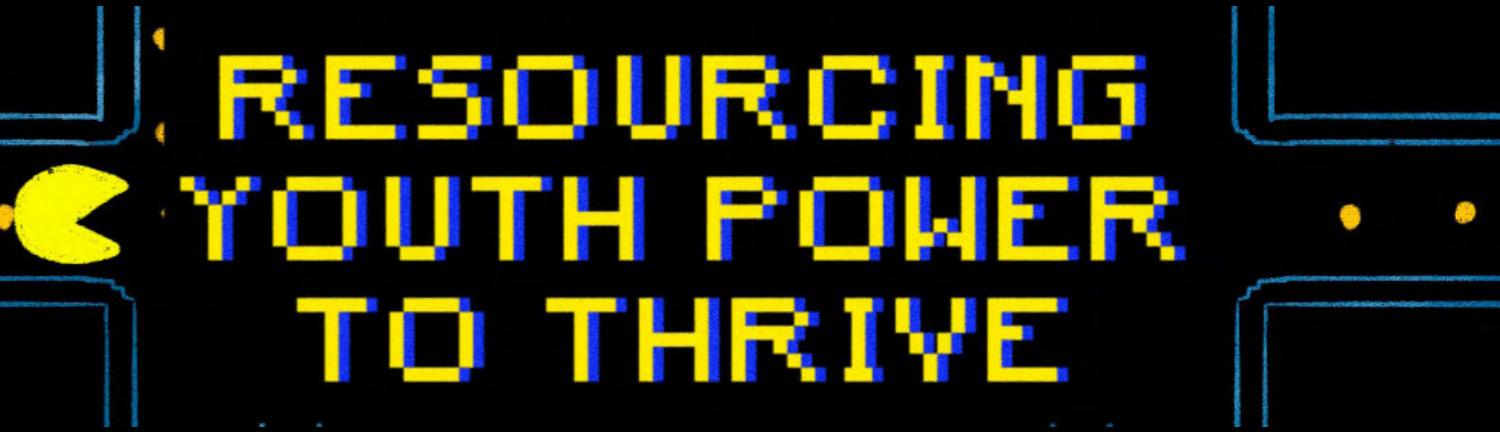
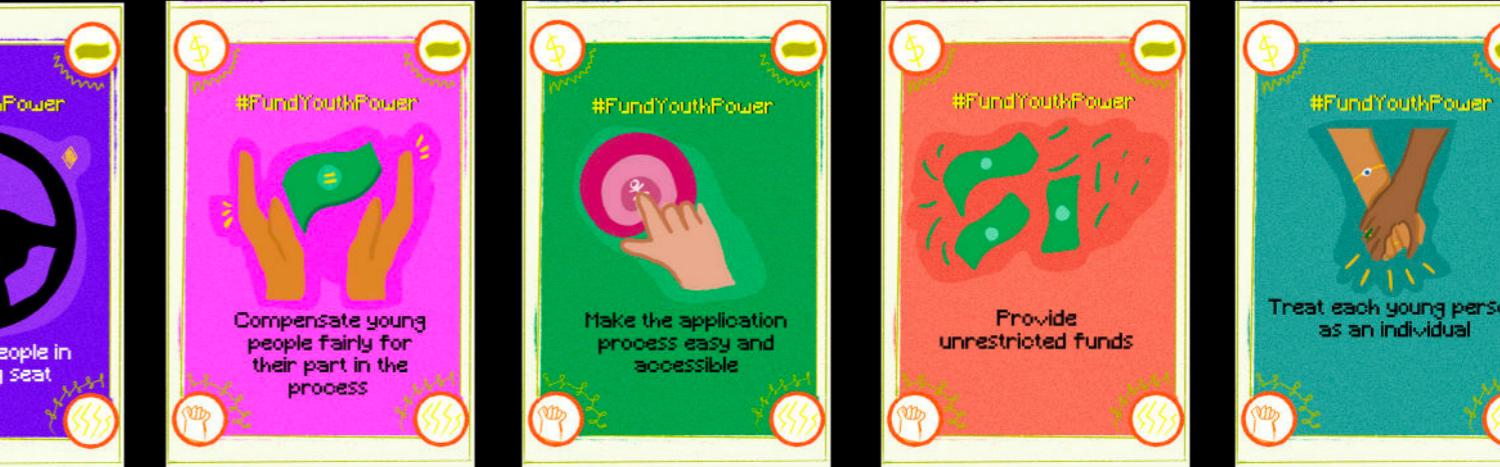
Every year, we publish the State of Youth Civil Society. This youth-led research gives us a global sense check on how youth civil society is doing. For this year's report - **Resourcing Youth Power to Thrive** - Restless Development worked with young researchers from across the globe to analyze different types of funding models and understand which approaches work best for young people. The research explored the implications of failing to resource youth power adequately, and created ten **#FundYouthPower principles** that help shift power to young people, ensure trust in young people, and establish a collaborative approach between young people and funders.

UNESCO GEM REPORT

The 2024 Youth Report **Technology in Education: A Tool on Our Terms** was developed in partnership with UNESCO after consulting with over 1500 young people across 8 regions from our Youth Collective Education Chapter. The report advocates for decisions about technology in education to put learners first - ensuring its use is effective, appropriate, equitable, evidence-based and sustainable. Through this collaborative effort, young people have outlined their vision and painted a clear picture of what "technology on our terms" should look like.

YOUTH-LED ACTION RESEARCH ON TRANSFORMING DEMOCRATIC PARTICIPATION

This year, two passionate researchers - Abideen Olasupo and Yasmina Benslimane - were awarded small grants to conduct action-research on issues close to their hearts and reflective of their lived realities. Their projects centered on democratic governance and civic engagement, aiming to foster youth-led insights and action. Abideen's research delved into the impact of civic-tech tools on youth participation in Nigerian elections. His report reveals how digital innovations are transforming political engagement and accountability, providing new insights and actionable recommendations. Yasmina's research examined the intersection of online gender-based violence and intersectional youth movements for democracy in the Southwest Asian and North African region. Their work highlights the dual role of digital spaces as platforms for advocacy and arenas of significant risk, offering vital perspectives and solutions.



Philanthropy

Every year we're blown away by our supporters who go above and beyond to raise money for Restless Development. This year thousands have given an incredible amount of **£1.7 million**. Thank you for everyone's support!

THE KNIGHT FRANK SCHOOLS TRIATHLON

Huge congratulations to the **9,141** young people who took part in the Knight Frank Schools Triathlon, the largest sports fundraising event for children in the UK.

This was our biggest and best year yet, with ten events taking place across the UK in Spring 2024. Children from over 200 schools came together in teams of four to swim, run and cycle, raising a grand total of **£1,198,287**.

A huge thank you to our headline sponsors Knight Frank, and sponsors Neilsons and Bentley.

Ninety-eight percent (98%) of parents are likely to recommend taking part in the school's triathlon.

None of this would be possible without the ongoing hard work and dedication of the Knight Frank Schools Triathlon Founders: Jim Sewell and Tessa Murray. We're forever grateful for their active support.



OTHER EVENTS

We are also grateful for:

- everyone who donated to the Youth Collective Appeal, which raised more than £20,000;
- participants of the PXC Fundraising Pub Quiz; and
- those who took part in our USA Board Chair, Barbara Spitzer's Feminist Futures event in New York.



The Knight Frank Schools Triathlon in action!



BEHIND THE SCENES AT THE KNIGHT FRANK SCHOOLS TRIATHLON!



1,046

volunteers



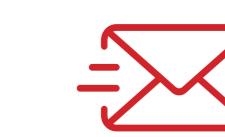
139

school assemblies delivered



3,177

hoodies sold



22

articles in the newspapers



117,030

email sent



Partnerships



People

A team of talented and dedicated professionals led by our values champion change and lead our work to empower young people across the world.



Our Zambia Hub Director, Chanda Chisenga with the 2024 Batfox Award.

Leading the way

We were delighted to come 4th out of 104 organisations in the 2024 Fair Share Monitor, an annual measure of the proportion of women on staff and in leadership across social impact organisations. This is a huge testament to our ongoing commitment to Power Shifting, Gender Equality and Feminist Leadership at Restless Development.

“Chanda has diversified funding and provided opportunities for youth leadership in Zambia.”

“Chanda is a feminist, and leads her team with grace and wisdom. She has managed crises calmly, working with the global agency to overcome the challenges she has faced. Chanda is thoughtful, professional and reliable... we all have a lot to learn from Chanda.”

These are comments from colleagues of our Zambia Hub Director Chanda Chisenga. She won the 2024 Batfox Award. This is awarded by peers who vote for the person they think has been the best Hub Director of the year.

Living our values

At Restless Development how we do things is as important as what we do. Our culture is critical to our success, and our Values underpin our approaches to design, delivery, and implementation across all areas of our agency. Our values were first developed in 2011 as a way to describe what makes Restless Development so special. In 2024 we refreshed our Values to ensure they aligned to our Power Shifting approach and global strategy.

Every year on June 24, Restless Development celebrates Values Day – a dedicated occasion to collectively reaffirm our core values. This day serves as an opportunity to reflect on who we are as an organisation, celebrate our achievements, and recognise those who embody our values in exceptional ways. In 2024, we honored 13 Values Champions, including 1 Trustee and 3 Young Leaders who represent the best of our Head, Heart, Hands, and Voice values.

PRIORITISING SAFETY AND WELLBEING

Keeping our staff safe

Everyone at Restless Development is trained to recognise, report, and respond effectively to any concerns, creating a safer working environment for all. We remain resolute in fostering a culture where safeguarding is embedded in our policies, practices, and daily interactions. Our proactive approach ensures that we do no harm and uphold the highest standards of safety and accountability.

Staff satisfaction

Our annual Employee Satisfaction Survey reflected that 72% of respondents rate Restless Development as an excellent place to work. Our employees value the inclusive workplace culture, growth opportunities, and alignment with our core values.

POWERSHIFTING IN ACTION

- Published an article sharing our overall experience and learnings on Power Shifting for Global Fund for Community Foundations and the #ShiftThePower movement.
- Participated in the Commission on the Status of Women in New York to advance Restless Development's approach to Power Shifting in relation to Gender and Equality.
- Launched the Restless Development Lexicon to guide our Power Shifting language.
- Our Co-CEOs shared learnings from their co-leadership model and how this style of leadership is changing our perspective of power with Dev-Ex.

Our global demographic

STAFF

201

AGE

48.5%
BETWEEN 25-34

GENDER



WOMEN IN LEADERSHIP

44%

25% (BIWOC)

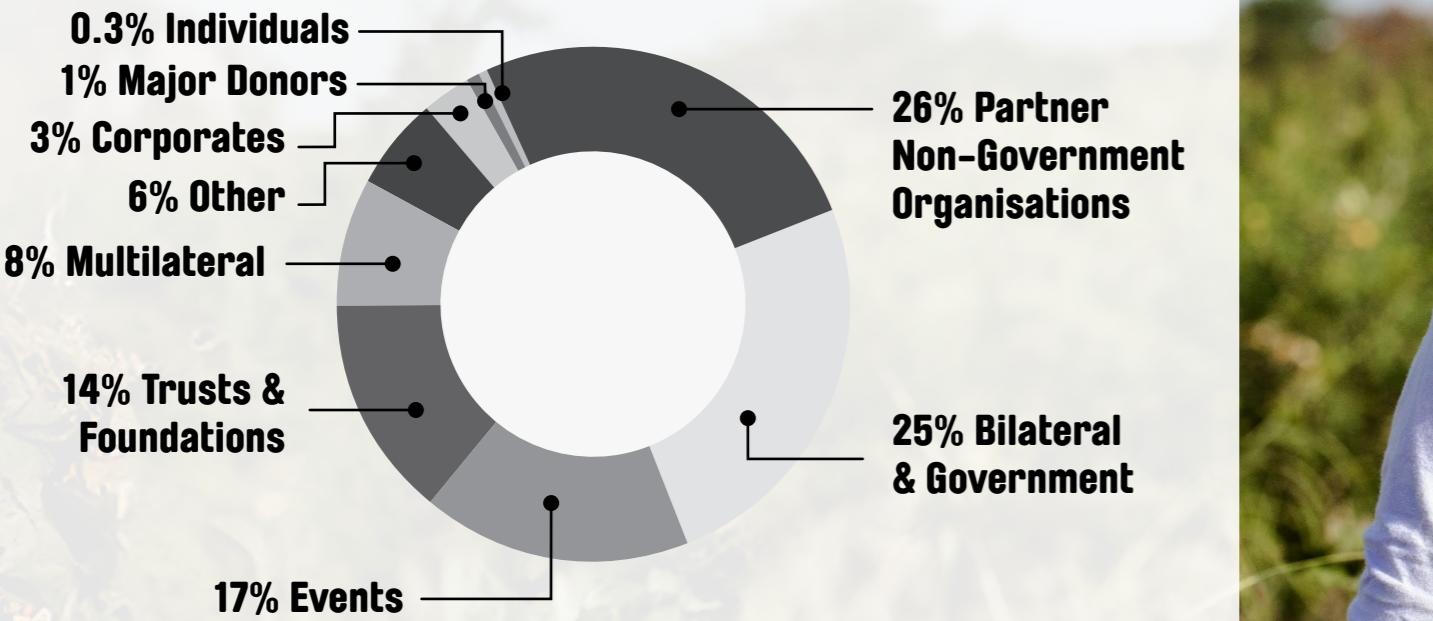
DIRECTORS WHO STARTED AS VOLUNTEERS

31%



Finances

TOTAL INCOME: £8,056,000

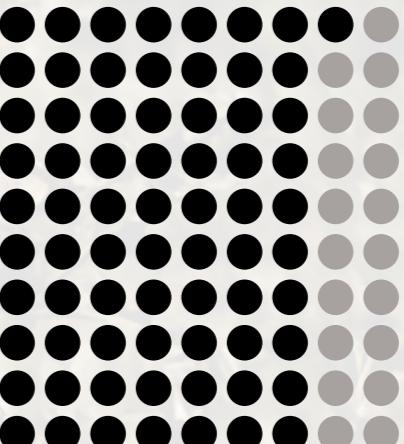
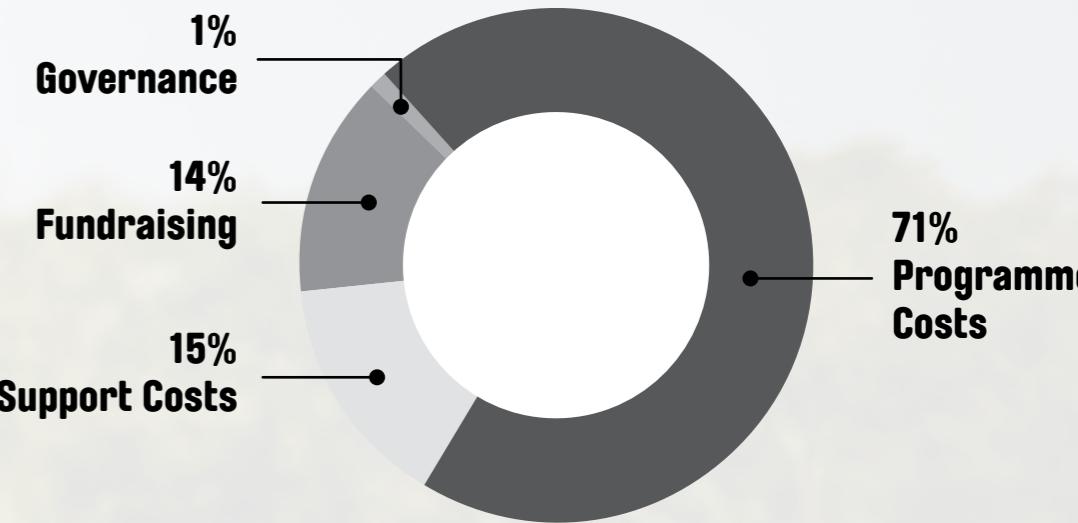


Restless Development's income has grown by 2%, which is driven by 3% growth in unrestricted fundraising income. The unrestricted fundraising increase is caused by a £380,000 increase in event related income. This was due to adding a further three schools to the triathlon event series and a 21% increase in participants. This growth in unrestricted fundraising income offsets a 3.5% decrease in programmatic income due to several large programmes concluding, particularly in the Sierra Leone Hub, such as the Jersey Overseas Aid funded Financial Inclusion for Women in Freetown project and the Tusonge Lubono II project, in Zambia hub.



Our income has grown by 2%, which is driven by 3% growth in unrestricted fundraising income.

TOTAL EXPENDITURE: £7,961,000



FOR EVERY £1 YOU GIVE,
71% IS SPENT DIRECTLY ON OUR
WORK WITH YOUNG PEOPLE.

STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted Funds	Restricted Funds	2024 Total	2023 Total
	£000's	£000's	£000's	£000's
Income from:				
Donations and legacies				
Grants income	357	5,963	6,320	6,538
Unrestricted fundraising	1,736	-	1,736	1,356
Total income	2,093	5,963	8,056	7,894
Expenditure:				
Raising funds				
	(1,090)	-	(1,090)	(759)
Charitable activities				
	(1,102)	(5,538)	(6,640)	(7,468)
Foreign exchange gains/(losses)	1	(232)	(231)	(249)
Total expenditure	(2,191)	(5,770)	(7,961)	(8,476)
Net movement in funds	(98)	193	95	(582)
Reconciliation of funds				
Total funds brought forward	749	1,335	2,084	2,666
Total funds carried forward	651	1,528	2,179	2,084

BALANCE SHEET

	2024	2023
	£000's	£000's
Fixed assets	165	236
Current assets		
Debtors	573	749
Bank and cash	1,948	1,773
	2,521	2,522
	2,686	2,758
Creditors: amounts falling due within one year	(507)	(567)
Creditors: amounts falling due in greater than one year	-	(107)
Net assets	2,179	2,084
Represented by:		
Funds		
Restricted	1,528	1,335
Unrestricted		
Fixed Asset Reserve	49	74
Designated Reserve	46	80
Free Reserves	556	595
	2,179	2,084

CASHFLOW

	2024	2023
	£000's	£000's
Cashflows from operating activities	399	(102)
Cashflows from investing activities		
Additions to property, plant and equipment	(7)	(81)
Net cash used in investing activities	(77)	(8)
Cashflow from financing activities		
Loan repayments	(147)	(4)
Net decrease in cash and cash equivalents	175	(223)
Cash and cash equivalents on 1 October	1,733	1,96
Cash and cash equivalents on 30 September	1,948	1,73

Governance Team

GLOBAL BOARD

Chair: Jenny Wilson
Deputy Chair: Mafipe Chunga
Amisa Rashid
Diwakar Uprety
Edleen John
Isabella Mosselmans
Lucinda Moore
Oyindamola Johnson - until August 2024
Paul Wafer

SIERRA LEONE BOARD

Chair: Sia Lajaku-Williams until October 2023

Tom Allen
Nicola Dean
Francesca Bowen
Eshban Kwesiga
Pooja Singh
Justin Derbyshire

INDIA BOARD

Chair: Dr Sandeep Sharma
Dr. Miriam Samuel
Dhivya David
Harsh Gupta

NEPAL BOARD

Chair: Sahadev Mahat
Lum Singh Gurung
Sudeep Gautam
Sharmila Thokra Tamang
Rajendra Pradhan
Damodar Aryal
Rajya Laxmi Nakarmi

UGANDA BOARD

Chair: Mohamed Alpha Jaloh from October 2023
Chair: Joseph Munyangabo
Concepta Mutaka
Josephine F Ngegba
Nyanda Abubakarr
Fanta Daboh
Hassan John Sapateh
Alpha Jaloh
Nyakeh J. Makiu
James Alpha
Abdul Bassie

TANZANIA BOARD

Chair: Deus Kibamba
Jessica Kimosso
Ronard Lubaga
John Bakilana
Rahma Seleman
Victoria Marijani
Marero Stephen
Fortunata Makene
Neema Mwangamba

USA BOARD

Chair: Kate Roberts until January 2024
Chair: Barbara Spitzer from February 2024
Aayush Goradia
Alex Kent
Amina Razvi
Colin Kim
Lanre Ogungbe
Scott Warren
Tiffany Agard

ZAMBIA BOARD

Chair: Bridget Mumba Stephenson
Happy Zulu
Chansa Innocent
Chongo Mwila
Tililenji Phiri
Faith S. Kaoma
Misozi Siwela- Chisenga
Tausi

ZIMBABWE BOARD

Chair: Achievement Dhlakama
Vice Chair: Pardington Nhundu
Vice Secretary: Dorcas Chitiyo
Secretary: Methembe Mlilo
Treasurer: Tafadzwa Chirigo
Andrew Chishakwe
Tanyaradzwa Makotore
Nhlanhla Moyo

GLOBAL LEADERSHIP GROUP

Alex Kent - Co-Chief Executive Officer
Alex Farrington - Senior Business Director
Caleb Masusu - Voice and Democracy Manager
Candie Cassabalian - Regional Director
Chanda Chisenga - Zambia Director
Charity Bafana - Head of People
Farai Muronzi - Zimbabwe Director
Gabriel Iguma - Uganda Director
Genevieve Seddon - Co-Finance Director
Kate Muhwezi - Co-Chief Executive Officer
Keith Short - Head of UK and EU Programmes
Lesley Garura - Sierra Leone Director
Linus Katonto - Tanzania Director
Mora McLagan - Senior Communications Manager until June 2024
Nalini Paul - Regional and Nepal Director
Natalie Agboeze - Strategic Partnerships Director
Naval Kishor Gupta - India Director
Nikita Khanna - Head of Impact and Learning
Primrose Manyalo - Senior Youth Collective Manager
Rosanne Palmer-White - Influencing Director

Sachin Saini - Senior Compliance Manager

Sonal Gupta - Senior Communications Manager from September 2024

Sunil Mahawar - Co-Finance Director

Yande Kalengo - Power Shifting Director





Cover image: A young leader with school children, as part of a project towards improving access to education and retention in educational institutions in Jharkhand, India.

About Restless Development

Restless Development is a global network. We support the collective power of young leaders to create a better world. We are independently registered and governed in nine countries (India, Nepal, Sierra Leone, Tanzania, Uganda, UK, USA, Zambia and Zimbabwe) bound together by our vision to supercharge youth-led change.

-  restlessdevelopment.org
-  [/restlessdev](https://www.facebook.com/restlessdev)
-  [@restlessdev](https://twitter.com/@restlessdev)
-  [@restlessdevelopment](https://www.instagram.com/@restlessdevelopment)
-  [Restless Development](https://www.linkedin.com/company/restless-development/)

Restless Development is registered in the UK as Charity No. 1127488 & Company No. 6741123

Restless Development is registered in the USA as a 501(c)(3) organisation: Employer Identification No. 04-3561445

Restless Development / Student Partnership Worldwide India Project Trust: Regd. Number 330 of 2000

Restless Development as NGO in Tanzania Regd. No. OONGO/R1/0046

Restless Development Nepal: Regd. No. 189945/74/075

Restless Development Sierra Leone: Registration No. INGO/24/20193

Restless Development Uganda Youth Collective, A Company Limited by Guarantee: Regd. No. 80020001773617

Restless Development Zambia: A NGO Regd. No. RNGO/101/0360/2014 Issue No. 2

Restless Development Zimbabwe: A Private Voluntary Organisation Regd. No. PVO 35/10

