



Annual Review 2002-2003

Director's Review

During the past year, we saw a change in the global social, economic and political agenda. A consequence of the increase in tension around the world is that multilateral approaches responding to global crisis have been challenged and there has been a marked shift in the direction and nature of the international development agenda.

This was a year when, according to UN estimates, global annual military spending increased from US\$780 million in 1999 to almost a trillion dollars. Meanwhile, official development aid continues to trail behind at less than 1% of what was spent on the war on Iraq.

In Europe, the share of EU aid spent on low income countries still remains short of the long promised UN target of 0.7% of GNP to fight global poverty. Meanwhile, HIV/AIDS has continued to deplete the most productive portions of the workforce in many countries, while famine swept indiscriminately through southern Africa.

Every part of our work has been challenged by these external factors. Our determination to work towards the reduction of poverty in partnership with the people and communities of Africa and Asia does not falter but strengthens as we see the impact of our work on the ground.

Throughout this review, there are examples of how we are assisting the reduction of poverty, developing broad based partnerships, identifying innovative ways to meet the needs of our partners, building a broader constituency and developing and diversifying our resource base.

There has been a growing emphasis on developing joint strategies with our partner organisations which address how their vision can be achieved and how we at Skillshare can contribute to that.

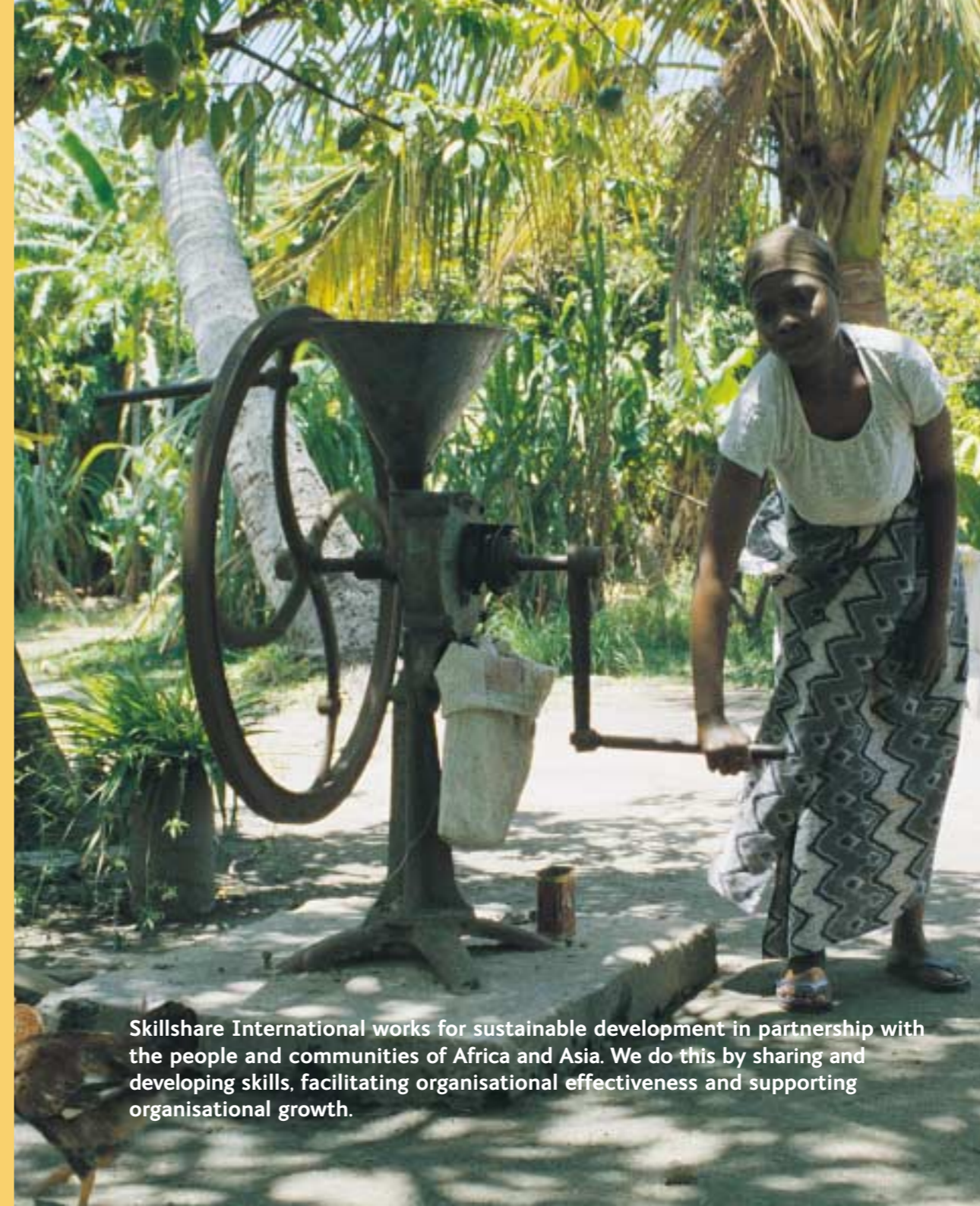
Our partnerships can include the provision of skills and organisational development through the development worker/health trainer programme, the enhancement of resources through project funding and leadership skills through the Leadership Development Programme. Our holistic approach continues to make a vital contribution to our work by increasing the capacity of our partners and enabling them to meet their development objectives more effectively.

We have been developing systems for monitoring our strategic objectives. These have provided a framework for the UK's Department for International

Development (DFID) to monitor and evaluate our Partnership Programme Agreement and will also help us measure the impact of our work more effectively in the future.

Programme reviews were carried out in Botswana, India, Lesotho, Mozambique, Namibia, Swaziland, Tanzania and Uganda to look at the impact of the programme at the level of the beneficiaries, in relation to the strategic objectives and long-term partnerships with programme partners. The learning from the reviews will be integrated into future planning and strategy work.

2002 saw the creation of the External Relations team, based in the UK, which has responsibility for leading on the implementation of the Constituency Building Plan. As a result, we have been able to lead the development education programme in the East Midlands area of the UK and the joint programme for health education and development with Leicester University, host IVSO and contribute towards the World Summit for Sustainable Development (WSSD). The success of these activities is the outcome of efforts across the organisation as a whole including many staff, partner organisations, development workers and health trainers.



Skillshare International works for sustainable development in partnership with the people and communities of Africa and Asia. We do this by sharing and developing skills, facilitating organisational effectiveness and supporting organisational growth.

Establishing a regional base in Nairobi has enabled us to give a greater coherence and presence to our programme and work in East Africa. We have been able to develop both new and new models of partnership in the region.

Having had a close working relationship with the Irish Government's development programmes for many years, we have taken the decision to develop an organisation in Ireland to support the work of Skillshare International as a whole. Skillshare International (Ireland) will make a distinct contribution to development work in Ireland, improving our links with APSO and Ireland Aid, and consolidating our relationship with our supporters there.

I would like to thank all the organisations and individuals who have provided financial resources for our work, especially DFID, without whom our activities would not be possible.

I would also like to acknowledge the great contribution made by everybody connected with Skillshare International, including staff, development workers, health trainers, programme partners, our Programme Advisory Committee members in southern Africa and the many who support us individually, either financially or through the provision of their time and skills.

A handwritten signature in black ink, appearing to read 'Cliff Allum', with a horizontal line underneath.

Dr Cliff Allum, Director

Empowerment of Disadvantaged Groups

Skillshare International has continued to prioritise work with disadvantaged groups, including women, young people, people with disabilities and people living with HIV/AIDS. Three quarters of our programme activities focus on empowering disadvantaged groups through our partner organisations.

We support activities which encourage and enable disadvantaged groups to learn new skills and to take initiatives which will help them improve and gain greater control over their lives. Our involvement focuses on providing skills training and improving access to basic services such as health and credit facilities, as well as promoting the overall welfare and rights of disadvantaged groups.

In Namibia, deafness and impaired speech accounts for almost 20% of all disabilities in the country (1991 Census figures for Namibia). It is estimated that up to 12,000 children aged 0–14 years are profoundly deaf while up to 60,000 children have some degree of hearing impairment. Presently, the vast majority of these children have little or no chance of reaching their potential as less than half of all physically disabled children over six years attend school.

The Association for Children with Language, Speech and Hearing Impairments of Namibia (CLaSH) offers a unique service by providing pre-school education for hearing impaired children where they learn effective communication skills, including sign language and spoken English, in preparation for their formal primary schooling. CLaSH also provides technical assistance, a comprehensive support network for parents and promotes equal access to education and training.

Skillshare International has been working in partnership with CLaSH for four years to improve its capacity to access funds aimed at increasing awareness of issues surrounding the cause of deafness and the communication potential of deaf children.

Last year more than 360 parents, care-givers, teachers, students, social workers, doctors, nurses, speech and occupational therapists attended 21 nationwide training courses facilitated by CLaSH and funded through Skillshare's project based activity in partnership with the Maurice Laing Foundation.

In July 2002 CLaSH facilitated a two day workshop on "Inclusive Education of Hard of Hearing Children" in Ongwediva for 20 primary school teachers with hearing impaired learners in their classes. One of the participants said:

"The workshop was interesting because we were taught how we can help hard of hearing children. We were also shown how to encourage them to feel like any other learner in the class."

"It taught us that hard of hearing learners should be in mainstream schools as they are normal like other children. We learnt ways of approaching deaf and hard of hearing learners and how to identify hearing problems."

Heide Beinhauer, the Director of CLaSH, explains: "By increasing the awareness and understanding of hearing impairments amongst teachers in mainstream schools we can increase the number of children who succeed within mainstream education."



Children are taught sign language and spoken English at CLaSH's pre-school to prepare them for mainstream education.

Empowerment of Disadvantaged Groups

During the apartheid years in South Africa, communities in rural areas were deprived of education and other empowerment tools. Rural areas remain very underdeveloped and communities have no access to information, economic resources or basic services such as water, sanitation or electricity.

Although the official national illiteracy rate for South Africa is one in every six adults, it is estimated that 40% of the population is functionally illiterate. In some rural areas illiteracy rates are as high as 70%, with unemployment rates at 65%.

With no resources, financial or otherwise to meet the basic requirements of people living in remote rural areas, the Itireleng Educational Project Trust was set up to work towards the empowerment of disadvantaged rural communities in the Northern Province (Limpopo) of South Africa through education and awareness raising.

Itireleng supports campaigns for water, education of adults and non-school attending youngsters, land issues, income generation, health promotion, particularly around HIV/AIDS, and youth work through community development committees.

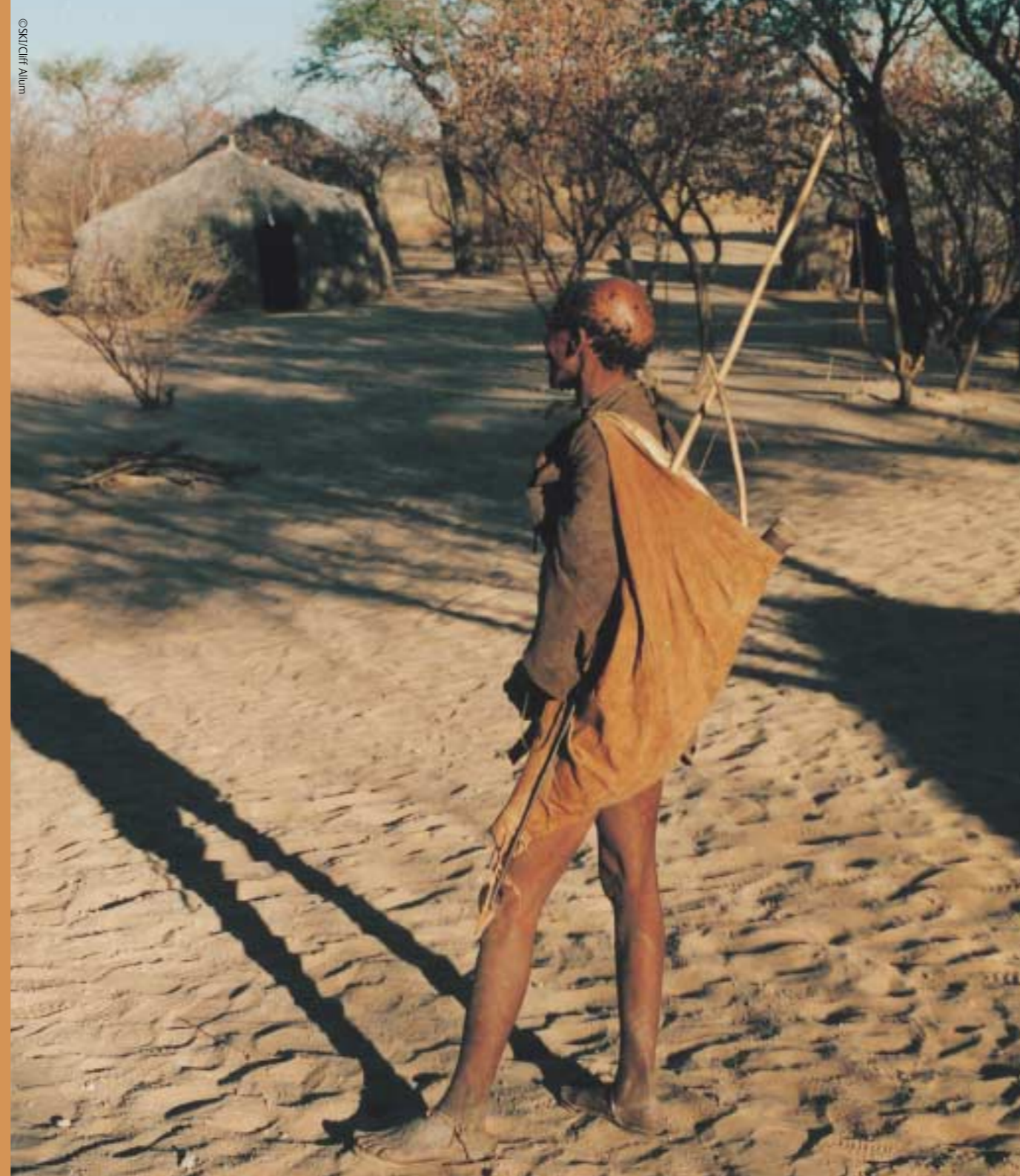
Skillshare International has been assisting Itireleng to strengthen its internal structures and systems through our Leadership Development Programme (LDP).

The LDP is an initiative designed to develop the strategic leadership skills of our partner organisations. It focuses on continual improvement of processes and systems of work as a way to achieve better quality of services.

The LDP enables partner organisations to make better use of scarce resources and drive forward their development agenda. It also facilitates cross organisational learning and encourages a more thought out and focused approach to development.

Matome Malatji, the Director of Itireleng, said: "There are many benefits from being a participant on the LDP. I have learnt that as a manager I need to have a participatory approach and involve my colleagues in the whole process. If they are actively engaged in the work they know what is happening and this means that they can take on more responsibility. After attending the LDP I ran a workshop on leadership development for my colleagues. One of them now manages a satellite office. The LDP taught me to trust my colleagues and to encourage them to develop by taking small risks from which we can all learn."

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Despite good economic performance since independence in Botswana, 33% of the population still live below the poverty line (UNDP Human Development Report 2002). Among them are the remote area dwellers of the Basarwa community who live in the western part of the country in the districts of Ghanzi and Kgalagadi.

Traditionally, the Basarwa have been the most disadvantaged people in Botswana. They are characterised by marginalisation, illiteracy and poverty. Today, they are neither the self-sufficient nomadic hunter-gatherers that their ancestors were, nor are they integrated into the mainstream social, economic and political development of Botswana society.

Through the community based organisation, Tquii Xu Yani, in Kang, the Basarwa are beginning to address the broader development issues facing them including poverty alleviation, education for their children, skills training and income generating activities.

In 2001, Tquii Xu Yani, in collaboration with the Kang Brigade Development Trust, approached Skillshare International, to support its community based development project which focuses on the social and economic empowerment of the Basarwa.

Skillshare International is working with the Basarwa San using participatory approaches, which gives them a voice to map out their own strategy for development.

The project employs five staff members, four of whom are from the local community. Skillshare's development worker with the Kang Brigade, Lucy Thairu, facilitates work between the Brigade and Tquii Xu Yani.

During the last year, Lucy participated in the renovation of the pre-school. The pre-school is now equipped with bedding, kitchen utensils, educational materials and toys. Between July 2002 and March 2003, 73 students registered at the pre-school, including 20 Basarwa children.

Emang Basadi is a women's human rights organisation based in Gaborone who Skillshare has worked with to strengthen its leadership and governance structures. Its capacity has been developed through the LDP and project funding. As a direct result, Emang Basadi has been able to share its skills and experience with 90 Tquii Xu Yani members by facilitating training on the issues of problem analysis, building and challenging power, networking and strategic planning in advocacy.

Since the workshops, Tquii Xu Yani members have met with a Member of Parliament to discuss access to water by the Basarwa, education facilities for Basarwa children and

access to social services offered by the government in respect of orphaned Basarwa children.

Skillshare has also facilitated exchange visits to other partner organisations for Tquii Xu Yani members, including a visit to the Kuru Development Trust, to learn about forming and registering a trust, and the production of arts and crafts.

Rural Development

The population of Namibia is 1.8 million with the majority of people (70%) living in rural areas as subsistence farmers. Skillshare has been working with the Namibia Rural

In many parts of the world rural communities suffer from high unemployment, severe malnutrition, a lack of access to clean water, limited education and medical facilities, high incidence of HIV/AIDS and few opportunities for income generation. Most people living in rural areas rely on subsistence agriculture, cultivating maize, sorghum, groundnuts and beans, and raising cattle or goats. Skillshare International continues to support rural development through our partner organisations, including small community based organisations and local authorities.

Development Project (NRDP) to improve its performance and services through the placement of development workers, the Leadership Development Programme and financial resource development.

NRDP assists with the setting up of small-scale business enterprises in rural areas, such as poultry keeping, brick making and vegetable growing, and helps the community find solutions to their problems. It provides business training, vocational skills training, technical and financial advice and mentoring for small-scale business entrepreneurs.

Nelson Kanovengi, the Programme Coordinator at NRDP, said: "Having Skillshare as a partner is very important to NRDP because Skillshare's development workers build our capacity enabling us to do our work more effectively. Everyone at NRDP has learnt how to do things from Skillshare's development workers. Staff members are confident now. Even after the development workers leave there won't be a gap because Skillshare has done a lot of capacity building and now we can do things ourselves."

"We have also benefited from the LDP. It's changed how we approach things. We now have an inclusive approach to development. We include everybody. Before we only used to speak to certain people and marginalised people would be left out but we've learnt that what everybody does is valuable."

The Okakuapa-Rora Gardening Group grows fruit and vegetables which are sold in the local community and in the nearby town of Okakarara. Mbahimua Katjiteo, one of the members of the gardening group, said:

"NRDP taught us gardening skills and how to care for vegetable gardens and how to make and use homemade pesticides from chilli, garlic, soap and water. This is empowering because now we know what to plant and how to grow it. We're also improving nutrition in the community because we've been taught the value of growing different crops."

Otjinene Women's Kapana Project is a catering service which sells food including bread, meat stew, porridge, cakes and tea. NRDP has been working with the women for four years. It has helped raise funds for them and trained them in book keeping skills which enables them to manage their finances effectively.

Engenesia Nguvenjengua explains: "Before we started working with NRDP the business had a poor income. NRDP introduced us to book keeping and book management. Now we have new record books which helps because we can control our income and expenditure and see how we've been operating."

Nelson Kanovengi and Zeenaro Tjatindi from NRDP are working with Engenesia Nguvenjengua to develop her book keeping skills.

©Skillenna Lodge



Rural Development

Skillshare International and the Swaziland National Trust Commission (SNTC) have been working in partnership for many years. At the Civil Society Forum in Johannesburg (the main parallel event to WSSD) Skillshare International's Director, Dr Cliff Allum, and Dr Morris Mtsambiwa, Director of Parks at SNTC, worked together to raise the issue of sustainable development and the future of international volunteering. Representatives from our partner organisations and organisations across the world working in international volunteering attended the event to network and share their experiences.

Our development workers have been working with SNTC to assist local communities to improve their quality of life through income generation, education and other social projects.

The Mlawula Community Outreach Programme focuses on providing vocational training for income generating businesses linked to the sustainable use of natural resources. For example, a school in Mhlumeni has developed an orchard which provides 200 students, a large majority of whom suffer from malnutrition, with access to fresh vitamin rich fruits. As well as improving school nutrition, income is being generated through the sale of excess harvest allowing the students to buy books and other materials.

Development worker Philip Nicklin said: "Under the supervision of my colleague – Aaron Vilane – and myself, the programme has increased its activities by at least 90% during the course of the last year. The community is becoming increasingly self-sufficient in terms of fruit and vegetable production and, as a result, are enjoying the benefits of improved nutrition."



Kgetsi ya Tsie (KyT) is a community of women from 20 villages in the Tswapong area of Botswana, who produce a range of jams, jellies, soap and oil from the fruits of local trees, to sell and distribute throughout Botswana.

Skillshare has been working with KyT since 1999. Our development worker John Pearce has been providing business training, including marketing and quality control, to staff and members. As a result, KyT has been able to expand its business and export its products into the international market.

In 2002 KyT developed a new product called morula oil which is pressed from the seeds of the same fruit that produces beer and amarula. Morula oil is receiving international acclaim as a new cosmetic ingredient which moisturises and rehydrates the skin. The morula oil being produced by KyT can be found in cosmetics in the UK, including those by internationally acclaimed eco-cosmetic manufacturer, the Body Shop.

The women of KyT have become part of the Southern African Morula Producers Network, a regional network of community based organisations from South Africa, Zimbabwe and Namibia that collect the seeds to make different products such as soaps, oils, lotions and amarula and distribute them throughout the world.

Masego Mmipi, Production Manager at KyT, explains: "Before we used to sit on the side of the road waiting for the middlemen to come from South Africa to pay us a lousy price for the morula fruit."

Since the programme began seven years ago, KyT's 700 members have collectively seen their incomes rise by 500%. Skillshare's partnership with KyT has made a significant impact on the development and growth of this initiative. The quality of life of KyT's members has improved and at the same time they are contributing to the economic development of the country.

Skillshare International is working with rural communities to develop vegetable gardens and beekeeping projects for income generation purposes and to improve the nutrition of people living in rural areas.

Education, Training and Employment

Education is a fundamental human right and a primary mechanism for economically and socially marginalised adults and children to lift themselves out of poverty yet millions of people around the world remain deprived of educational opportunities. In sub-Saharan Africa 40% of adults are illiterate and 40% of children are not enrolled in school (UNDP Human Development Report 2002).

HIV/AIDS has had a major impact on education in Africa and Asia, with many teachers and learners being either infected or affected. This has led to the need for continual training and support for teachers at all levels. The effects of this are compounded by the decrease in life expectancy and the loss of experienced teachers within the education system.

Skillshare International works with a variety of organisations and institutions which provide life long learning opportunities in the form of educational, technical and vocational training to people of all ages. Our programmes aim to empower people by increasing their knowledge, developing their life skills and improving their prospects.

The adult illiteracy rate in Swaziland is about 22% (UNDP Human Development Report 2001). With the HIV/AIDS pandemic and the unfavourable economic climate, this is set to increase as more people become unable to access education services due to poverty and ill health.

The Sebenta National Institute in Swaziland has provided an adult literacy service since 1961. Skillshare has been supporting Sebenta to review and develop the curriculum for Non-Formal Upper Primary Education (NUPE), vocational training and life skills education by providing skills and developing financial resources. Skillshare has also worked with Sebenta to identify and address its requirements for setting up sustainable systems of work and governance structures through the LDP.

Over the last 10 years there has been an influx of children attending Sebenta classes because they cannot afford to attend the formal school system. The majority of these children have been orphaned by HIV/AIDS or are marginalised and disadvantaged and have no-one to pay their fees. Some of the children have responsibilities, such as working for relatives who have given them a home or looking after their siblings, which means they cannot attend full time education.

Sebenta recognised the need to provide these children with primary education, leading to a qualification equivalent to the formal certificate. The NUPE curriculum was originally intended for adults who had completed the basic literacy course but the programme now caters for the many orphans and disadvantaged children who are joining Sebenta classes.

Skillshare's development workers have been working with Sebenta to develop the NUPE curriculum and raise money to fund its development. George Thabede, the Curriculum Developer at Sebenta, explains: "I've learnt a lot through working with Skillshare's development workers. They have helped us to develop the curriculum and write the course outline plans. Now we know how to write the units of work for the learners and the facilitators. We didn't know how to go about it before."

Olgah Vilikati is a hawker and works as a literacy facilitator in the Northern Hhohho region. She was trained at Sebenta: "I encourage illiterate people to attend the literacy classes. I did the NUPE course to give learners the opportunity to finish their primary education. The course has helped me to encourage the learners to use what they have learnt from their own experiences and apply it practically. It has also helped me to use visual aids and other resources. I think that facilitators must teach the learners about HIV/AIDS so that they can make choices in their lives."

There are currently over 4000 learners registered in Sebenta classes, over half of whom are children. The plan is that by 2008 Sebenta will be able to offer NUPE and basic literacy to more than 9000 children nationwide.



Lesotho is a country with few natural resources, depending mostly on livestock, textiles, construction, food and drink production, and remittances paid by South African mining companies. There is little industrial development and few employment opportunities in the formal sectors of the economy.

The government's Technical and Vocational Division (TVD) has been working in partnership with Skillshare International to improve people's self-employment prospects and to help build the skilled workforce needed for economic growth.

TVD coordinates the provision of technical and vocational education across the country and has an important role to play in developing the skills needed to counteract poverty.

Skillshare International is supporting the TVD initiative through the placement of international development workers, financial resource development and leadership training. We are assisting with skills development and building capacity at three levels: within TVD itself, at the Lesotho College of Education (LCE), formerly the National Teacher Training Centre, and at technical and vocational training institutions across the country.

One focus has been on improving curricula and the teaching of vocational and business skills. Nkopane Ramaphiri, the Director of TVD explains: "Working in partnership with Skillshare has enabled us to address the long standing needs of TVD such as revising outdated curricula and developing links between TVD and the industries."

More than 1000 students a year benefit from the improvements in the delivery of vocational and technical training. For example, the curricula development work taking place at LCE has already improved the consistency of standards within technical subjects in secondary and high schools.

'Me Kolotsame, Deputy Director of Academic Affairs at Lerotholi Polytechnic said: "Our graduates are now better equipped to deal with the needs of the economy because the standard of teacher training has improved. The input of development workers has also led to a major change in attitudes, not only amongst students, but amongst teachers as well: people now believe that they can create their own employment."

Education, Training and Employment

The YWCA primary school in Oshakati in the north of Namibia was established in 1998 in response to a growing demand for continuing education with English as the main medium.

In 2001, the YWCA requested the skills of a school development officer and in January 2002, Abigail Smith was placed at the school. She has been training the teachers and developing the educational capacity and service delivery of the school.

At present the school has 71 pre-primary and 228 primary learners. There are two teachers in the pre-primary school and eight teachers in the primary school. The teachers are not qualified but are studying an open learning training course and working with Abigail on ongoing skills training within the school.

One of the biggest challenges in Namibia since independence in 1990 was the decision to introduce English as the medium of instruction, where previously Afrikaans or local languages had been used. This was especially problematic in the north, where the majority of Ovambo speaking learners, and indeed the population, were concentrated.

Samuel Shigwedha has been a Grade 2 teacher at the school for two years: "Before Abigail came the standard of English was poor. The children weren't confident at speaking English but now they are. Abigail came with different skills and taught them to us. There's a good long-term impact because we'll keep using Abigail's methods and techniques even after she's gone. The children are getting a better education because we've been trained in different subject areas using different techniques."

"The school has a library now. The children can borrow books and their reading has improved. We have separate morning and afternoon sessions so there are only 28 children in my class instead of 60. I can reach each and every child during the lesson. The reduced class size has helped to improve learning and teaching."

"Abigail is training all of us. We've learnt how to prepare lessons, how to handle difficult children and difficult behaviour and how to keep records of class assessments. The school has changed, the children are developing and there is a big difference. Parents are happy because they can see the work of their child and now they're interested in our school."

Petrus Namwenyo is a Grade 1 teacher at the YWCA primary school: "Our teaching is improving because we've had training on lesson planning and how to use teaching aids and materials. The school has improved because we're learning all the time from the workshops we do with Abigail. Now we can make things ourselves because we've got the knowledge and skills."

Abigail explains: "Educationally there has been great progress this year. The number of children passing maths in Grade 2 has increased by over 30%. Teachers used to just talk to the class but now they get the children to listen and make them active."

Development worker Abigail Smith works with Petrus Namwenyo, Celia Amupolo and Samuel Shigwedha from the YWCA primary school in Oshakati to develop their teaching skills.



Health Programme

People living in areas of economic disadvantage often suffer from preventable ill health. Through our Action Health Programme, we are tackling issues of poverty by helping to improve community health in parts of Africa and India. Skillshare's health trainers support and train health workers and local people, sharing knowledge and skills about preventive health care and health promotion to benefit people in the community.

In Africa, the spread of HIV/AIDS and the cancers associated to it, has led to cancer being one of the main causes of death in those countries without disasters of war or famine. In Uganda where there are only four doctors per 100,000 people, occupational therapy (OT) has a crucial role to play for people who are suffering from the pain and symptoms of cancer and/or HIV/AIDS.

The urgency for palliative care services, not only in hospitals but in village communities where almost 60% of the population may never see a health professional, is increasing.

Having been trained by Skillshare's health trainers, Sarah Matovu qualified as an occupational therapist (OT) in 2001. Since then she has been involved in providing an OT service at Hospice Africa Uganda. Hospice supports cancer patients and those with HIV/AIDS in severe pain or requiring end of life care or critical care. It provides a palliative care service to patients and families within 20 kilometres of Kampala.

Working with the Ministry of Health, Hospice Uganda promotes palliative care by carrying out education programmes in palliative medicine to health professionals at undergraduate and postgraduate levels throughout the country so that this form of care will eventually be available to all patients in need.

Sarah is the first, and only, OT at Hospice and has therefore had to introduce a therapy medium into a mainly medical team. She has been supported by Carolyn Atkinson, a District Support Occupational Therapist from Skillshare International, in partnership with the Ministry of Health:

"It is a credit to Sarah that OT is now integrated into Hospice's assessment tools and working practices. She has introduced a range of services for the patients both in their home setting and in a day care setting. The experience and knowledge Sarah has gained both clinically and in management and administration means that she has been able to provide training in palliative care."

One of Sarah's patients at Hospice has cancer of the prostate and suffers from partial paralysis of the lower limbs and incontinence. He was unable to turn or sit himself up in bed and needed to be carried to a chair if he wished to sit out of bed. He was dependent on his family for all activities except feeding.

Sarah has been working with the patient, his family and the Hospice team for three months: "Now he can use a wheelchair to move around the house and a rope ladder to pull himself into a sitting position in bed or to turn in bed. He uses a small stool as a back rest to enable him to sit up in bed and he needs less assistance from his family to transfer from his bed to the wheelchair. He can also wash his face and brush his teeth without assistance."



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In India, government health services are heavily centralised and people living in rural areas have little or no access to health support. 'Knowledge, Confidence and Healthier Lives' is a programme aimed at building the capacity of six community health NGOs who work with tribal groups, some of the most marginalised people in India.

By increasing the knowledge, skills and abilities of village health volunteers, village communities have established their own locally developed health services providing them with a system of basic primary care. Improving health and health awareness empowers people and has a positive impact on the community.

Through Skillshare's health trainers, Manav Adhikar Seva Samitee (MASS) has been training village health workers in Orissa. Malaria is the highest cause of death in the region and every individual is likely to suffer from at least one case of malaria each year. The village health workers visit schools where the children are taught to perform dramas to teach them about the causes and treatment for malaria.

Village health workers, Kalyani and Mukhyadevi, explain: "We enjoy working with children because they are open to new ideas and respond quickly. The children at one school were so keen to deal with malaria that they went home and demanded that their parents get mosquito nets for them. The village is poor and they couldn't afford to buy nets so the women formed a group where each person contributed one rupee (two pence) per week. With the money raised each week they could afford to buy a mosquito net for one family and the group stayed together until each family had a net."

Children in rural India are taught about the causes and treatment of malaria.

Health Programme

South Orissa Volunteer Action (SOVA) works with marginalised and disadvantaged tribal communities in southern Orissa in India. The organisation's work focuses on empowering communities who have been displaced by national development programmes in the Koraput District, such as the construction of the Kolab Dam in 1984.

SOVA works with more than 45 villages on various development projects, including education, community health, natural resource management and raising awareness of HIV/AIDS. Since the construction of the Kolab Dam, most of the villages are inaccessible by road and people have to travel by boat to the city. Many men from the district have been forced to join the swelling numbers of migrant workers.

Migrant workers have the highest increasing rates of HIV/AIDS infection in India and HIV/AIDS is rapidly spreading to rural areas and tribal pockets like the Koraput District. SOVA has established an HIV/AIDS intervention programme in the district which includes running adult education drama groups in villages once or twice a week to raise awareness about HIV/AIDS among the village communities.

Bagmati Badnayak is from the tribal village of Panesput. Before the construction of the Kolab Dam, Bagmati owned ten acres of farming land which was sufficient to meet her family's needs: "We used to grow enough rice to sell at the market so we could buy other necessities. When the valley was flooded, we lost all our land but we've never received the replacement acreage that was promised under the Kolab Dam scheme. Now my husband has to work as a manual worker in the city and only comes home once a fortnight."

SOVA has been assisting families like Bagmati's to lobby the government for compensation. SOVA has succeeded in accessing some land for cultivation purposes so the communities can start to grow their own food again.

©Skillshare Valley



Bagmati Badnayak is one of 50,000 tribal people displaced by the construction of the Kolab Dam.

Our health trainers have been working with the Simanjiro District Council in the Manyara Region in Tanzania to increase its capacity to implement community health projects and improve the health needs of the semi-nomadic Maasai communities who live in the Simanjiro District. The district covers an area of 25,500 square kilometres. There are no tarmac roads and the nearest hospital is five and a half hours drive away. Less than 35% of the 150,000 population live within 10 kilometres of one of the 31 health care units. Most of these units have a severe shortage of essential equipment, supplies and no access to clean water.

Under the guidance of Skillshare's health trainers monthly health inspections have been set up and implemented at the health facilities to ensure the standard of service and delivery is within national guidelines. For the first time, doctors have received non-clinical training, including management skills, team building, finance and budgeting, and local councils are being supported to develop health plans. As a result of these initiatives the health clinics are operating more effectively.

Carolyn Batch, one of our health trainers working in Simanjiro, explains: "Skillshare introduced the idea of combining two specialised fields, such as health and education. This has had a positive impact. Now the School Health Programme incorporates different aspects of health promotion, including personal hygiene and environmental health. Health screening has been introduced into schools and all new pupils receive full medicals."

Comprehensive First Aid Kits, provided by Skillshare through a grant from the Community Fund, have been distributed to 10 schools. Clinical officers are teaching first aid to teachers so they can administer basic first aid, which is essential in a place where the health unit may be 30 kilometres away.

Skillshare's health trainers have been involved in providing training in data collection for the District Council Health Management Team and two key health workers from each health facility. More than 70 individuals have benefited from the training. The data will be used to assess the health needs of the local people and target gaps in existing service provision.

Environment

DFID's Policy Statement on the Environment acknowledges the fundamental relationship between the environment and development: "Better environmental management can have direct effects on poverty elimination. The majority of rural dwellers depend for their livelihoods on the natural resource base, for example on soils, forests or fisheries. Better and sustainable management of natural resources can lead to increased productivity, higher incomes and more secure livelihoods for poor people."

Like many countries in the world, Botswana has disturbing environmental problems. A study undertaken in the late 1980s under the National Conservation Strategy identified a range of environmental concerns. These included growing pressure on water resources, degradation of pasture land, depletion of woodland resources, over use and exploitation of veld products, pollution and depletion of wildlife.

Skillshare International started working with the government in Botswana on a programme of forestry management and forestry extension in 1993. In the initial stages of this joint strategy, the partner organisation lacked adequate human resources to carry out the work. Our development workers provided professional and technical advice to the Forestry Department and focused on building its capacity, particularly in community forestry.

Now, ten years later, our long standing and challenging forestry programme has finished because we have moved to a position where the government has the capacity and resources to manage the programme independently.

Skillshare's development workers have trained technical assistants on designing agro-forestry activities, identifying, implementing and monitoring community forestry projects, and tree planting, including the development of more indigenous species. They have also developed training programmes for agricultural workers on nursery management, with school children and rural communities among the beneficiaries.

Skillshare's intervention has helped sustain and increase forestry resources and has secured a source of fuel for rural communities by assisting government institutions and NGOs with forestry management and extension programmes.

Development worker, Chris Buss, worked at the Forestry Department in Maun with Regional Forestry Officer Kemioreile Kealeboga for three years. Their work covered the whole of the Delta region (approximately 100,000 square kilometres) and all the communities in Ngamiland (about 80,000 people):

"We set up 20 community projects in Ngamiland, including school programmes, encouraging the use of natural woodland and backyard nurseries in communities, and promoting the use of indigenous trees. Establishing community woodlots can help address the problems of fuel consumption and soil degradation and any surplus can be used for income generation."

Skillshare International has been working with the Forestry Department in Botswana for ten years to develop forestry resources and establish community nurseries.



Constituency Building

During the last 12 months there has been significant growth in Skillshare's work towards widening understanding and awareness of the importance of international development through our constituency building initiatives and activities. As well as maintaining the level of activity, we have been able to embark on new programme activities.

The World Summit for Sustainable Development (WSSD) in Johannesburg was an important global event which allowed us to engage existing partners and develop new partnerships with other organisations working in the area of development. Our partner organisations had the opportunity to address policy issues at the local and global levels, and we were able to build networks and bring together our partners from both sides of the globe.

One of our main initiatives was to establish a group of representatives drawn from staff and development workers in southern Africa, our partner organisations and members of our Programme Advisory Committees. The Group of Six promoted sustainable development in the countries where we work, participated in civil society forums to raise awareness of issues around WSSD and facilitated the involvement of our partners in WSSD events.

Whilst our partner organisations in southern Africa were coming together and coordinating their response to sustainable development at the national level, in the UK, Skillshare led the coordination of Globeshare – a joint initiative by organisations in Leicester made up of local authorities and organisations from the voluntary sector.

The main focus of Globeshare was to raise awareness of the issues surrounding trade, renewable energy and HIV/AIDS. It brought a global focus and an opportunity to many organisations in Leicester working for sustainable development who would otherwise not have been involved in WSSD activities.



©Skillshare/Edge-Baron

Supporters at the HIV/AIDS workshop 'Stigma and Discrimination' on World Aids Day.

Over the past year Skillshare has enjoyed a strong relationship with our increasingly engaged and growing supporter base. Local groups of supporters have been set up in Leicester, Manchester and London. This follows a comprehensive review of supporters, which has allowed us to clearly define and shape our ways of working with them, and provided us with a strategic approach for the recruitment of new supporters.

This year our supporters have raised more than £31,000 towards our work. They have also engaged in a variety of development awareness, campaigning and fundraising activities, including the Trade Justice Parade, the Stop AIDS Campaign and the DFID Development Policy Forums. They have helped us build a greater constituency of support for our work by assisting on stalls to recruit new supporters and by distributing postcards for the BBC Lifeline Appeal.

We continue to engage supporters in our own development awareness programme. The highlight of this year was a workshop, event on HIV/AIDS, Stigma and Discrimination, which was attended and facilitated by supporters. Jan Mayers, a health specialist who helped facilitate the workshop, explains: "Being a supporter has given me a focus for my interest in international development by keeping me in touch with current development issues, and by providing opportunities to interact with like minded people and attend events to increase my understanding of world issues."

Constituency Building

In June 2002, we were awarded a television appeal by the BBC Appeals Advisory Committee to be broadcast in February 2003. On Sunday 16 February and again on Wednesday 18 February, Richard E Grant appealed on behalf of Skillshare International for financial donations and human resources on the BBC's Lifeline programme.

The Lifeline Appeal focused on the work of development workers, Dr Patrick Okinedo and Dr Patricia Okinedo, who are doctors working in Maputo to develop the skills of health professionals in Mozambique.

The appeal was watched by two million people in the UK and raised over £11,000 in individual donations. The impact of the appeal has been felt across the organisation. Enquiries about development worker placements doubled, our website received three times more visitors than previously recorded and new supporters have been recruited. The number of enquiries and website visits is still significantly higher than prior to the appeal.

The conference brought together senior staff from agencies involved in providing international volunteers, people involved in this work in Africa and some partner organisations who work with IVSOs. This provided an excellent opportunity for us and one of our partner organisations to share our values, purpose and objectives.

Thobile Dlamini, Director of Swaziland Women Action Group Against Abuse (SWAGAA), shared her organisation's experience of working in partnership with Skillshare and demonstrated our holistic approach to development and capacity building.

Our work with SWAGAA has progressed from the placement of development workers initially to the development of a joint strategy and, more recently, to financial resource development and leadership skills through the LDP. Thobile said: "The partnership with Skillshare has had a positive effect on the capacity and visibility of SWAGAA."

Other models of international volunteering in Georgia and East Timor were presented by United Nations Volunteers and Australian Volunteers International respectively. The conference demonstrated the huge contribution IVSOs make towards the empowerment and enhancement of skills at community level and to global sustainable development.

Skillshare International hosted the 6th Annual Meeting of the Heads of International Volunteer Sending Organisations (IVSO), which was held in Africa for the first time. Representatives from 30 of the world's major international volunteer sending organisations met in Pretoria in November 2002 to discuss the future of international volunteering.

Skillshare is working with partners in the East Midlands in building understanding of development issues amongst young people through the programme "Global Perspectives in Schools". This initiative is supported by DFID as part of its strategy to increase public understanding of our global mutual dependence and increase public support for international development.

In the last year, the network which includes organisations such as local education authorities, development education centres, voluntary sector organisations and the private sector, finalised and submitted a strategy for implementing Global Perspectives in Schools in the East Midlands. This was approved by DFID and the work is due to commence in April 2003.

Skillshare has continued to coordinate this work as part of our overall objective to develop a programme of development awareness in partnership with other organisations. Our experience and resources in international development have helped to contribute more effectively to the shaping of a regional agenda on global perspectives.

In Mozambique there is an acute shortage of doctors and nurses have to carry out a wide range of skills. Dr Patrick Okinedo and Dr Patricia Okinedo share their skills in and around Maputo to improve access to health care.



© Skillshare Judge

New Developments

Over the past year, we have made significant progress towards achieving the commitments set out in our corporate strategy. Our programme activities have continued to grow and diversify and new initiatives have emerged. One new and developing strategy for Skillshare International is forging partnerships with UK based organisations to increase the impact of our work.

Disease elimination, the nature of developing world health systems, the work of international agencies and NGOs, and the role of education in empowering people to address their own health problems are all issues included in the SSM. These topics were brought to life with the assistance of returned and serving health trainers and development workers. Dr Neil James, a returned health trainer who worked in rural India, facilitated part of the course and Dr Patrick Okinedo, a doctor in Mozambique, contributed to the content of the course and acted as an online tutor to the students.

Student, Aiste Cerbinskaite, explains: "Before the course started I knew nothing about health issues in developing countries. The Health and Development Special Study Module has made me realise the problems people face. I've always wanted to work in Africa and the module has reinforced my desire to do so."

The course is also important because by making tomorrow's doctors aware of the importance of global sustainable development they can do much to promote changed attitudes in this country. Three of the students on the SSM are now engaged in specific postgraduate training in health and development.

The collaboration between Leicester University and Skillshare demonstrates our commitment to working in partnership and our ability to develop innovative approaches for development awareness activities.

2002 saw the start of Skillshare International's most ambitious development education activity. We established a partnership with Leicester Warwick Medical School to run a twelve week course for third year medical students in health and development.

Most medical students in the UK learn very little about health issues overseas. Yet ill health and disease are now globalised, as the worldwide pandemic of HIV/AIDS and prevalence of malaria demonstrates.

The Health and Development Special Study Module (SSM) provides students with awareness and understanding of the major causes of ill health in developing countries. It raises awareness about health issues in poor communities in Africa and Asia, such as malaria control, and ways of engaging and empowering communities to identify and address their own health problems.

The Yemeni Development Foundation (YDF) is a UK based voluntary organisation in Birmingham that carries out community development work with different black and minority ethnic groups living in the UK. YDF has been developing an international programme in the Yemen, in health, education and training, capacity building of NGOs and women.

We have been working with YDF to develop its strategy to tackle some of the development needs in the Yemen. We supported a training workshop in the capital Sana'a to build the capacity of local YDF staff to facilitate events such as this in the future. The partnership between Skillshare and YDF is based on a joint belief in the importance of building institutions and strengthening communities' capacities to meet their own needs.

For Skillshare International, the partnership shows us how our experience in supporting NGOs in Africa and India can be shared with an organisation starting similar work in another country facing enormous poverty. It also demonstrates an exciting new way of extending the impact of our work.



©Skillshare/Haynes

The HIV/AIDS pandemic affects every part of our work either directly or indirectly. Its spread and impact has become an ever more essential part of Skillshare International's poverty focus in Africa.

The work carried out by community based organisations and non profit organisations in the region is vital to the fight against HIV/AIDS. However, there is no accurate data available on these organisations and little is known about their areas of focus or their ability to deliver services at community, national and regional level.

The Southern Africa Development Community – Health Sector Coordinating Unit (SADC–HSCU) identified this gap and in February 2003, the regional office in Pretoria won a bid to carry out an assessment of needs and capacity gaps for organisations of People Living With HIV/AIDS (PLWHA) in Botswana, Lesotho, Namibia and Swaziland.

Skillshare's task is to compile information on existing PLWHA organisations, associations and networks and their activities, identifying capacity building needs and gaps, and determining the present level of collaboration and support provided to PLWHA organisations. Our country offices in Botswana, Lesotho, Namibia and Swaziland are at the forefront of implementing this consultancy.

The findings of the consultancy will be used to enhance the capacity for local, national and regional networking and advocacy, and to develop and implement more effective support programmes for PLWHA organisations in the region. PLWHA organisations will be able to contribute to national and regional decision making and there will be greater awareness of Skillshare International's work in the fight against HIV/AIDS.

With more and more conflicts affecting the social and economic stability of many African countries, there is a need for the sharing of common experiences and for greater involvement of civil society groups in conflict prevention.

Skillshare International's approach to organisational development has led to our involvement in supporting networks involved in peace building and conflict issues. Our work with Responding to Conflict (RTC), the Coalition for Peace in Africa (COPA) (an African network) and ACTION (a global network) takes forward our commitments in the corporate strategy to support and build the capacity of continental and global networks.

RTC works in most of the areas of the world which are synonymous with conflict. Its mandate is education, training and capacity building. The success of RTC has seen the emergence of networks of people involved in handling issues of conflict throughout the world, specifically COPA and ACTION.

While these organisations can effectively resource themselves in the areas of conflict, education and training, Skillshare's strengths in organisational capacity building are compatible with the challenges they face as emerging networks.

The Republic of Yemen is one of the poorest countries in the Middle East and ranks closest to Bangladesh in terms of the Human Development Index (144). (UNDP Human Development Report 2002).

Financial Review

Over the last year Skillshare International has met the objectives set by our Board of Trustees. We have increased our total income, increased the proportion of income from sources other than from DFID, managed expenditure effectively and within budget, and maintained an adequate level of reserves.

Our income in 2002 – 2003 amounted to £2.61 million, rising from £2.52 million in 2001 – 2002. Our basic grant from DFID was £1.93 million in 2002 – 2003, therefore comprising 73.9% of our total income, compared with 74.5% in 2001 – 2002.

We maintain sufficient reserve as cash or short-term deposits to meet immediate needs, for example, to meet capital expenditure needs for the year ahead or to be able to respond to political or natural emergencies in the countries in which we work.

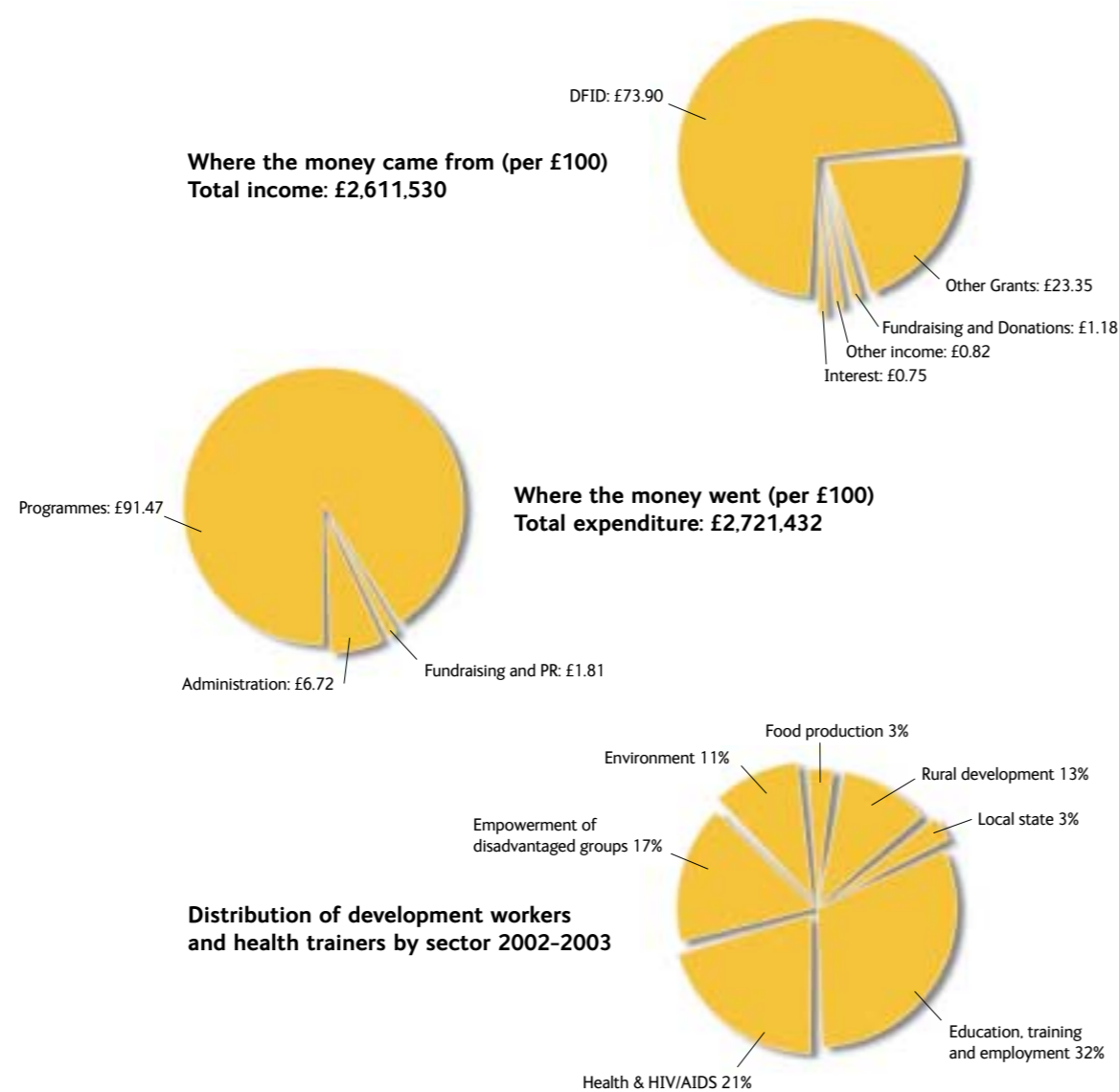
Ninety one and a half per cent of our expenditure is directly related to our charitable objectives and meets the costs of running our programmes in Africa and India.

Skillshare International's involvement with projects in Africa and India is often a means for those projects to secure additional financial resources for themselves, as well as strengthening their own capabilities to develop resources.

We receive some benefits in kind. For example, the governments of Botswana and Lesotho make premises available to us rent free, and our partner organisations in Africa and India provide housing and other support for our development workers and health trainers.

Our thanks go to all the governments, organisations and individuals who have supported us during the year. Copies of Skillshare International's full audited accounts, from which the information in this review is extracted, are available from our UK office at 126 New Walk, Leicester LE1 7JA.

These figures have been taken from the audited accounts of Skillshare International for 2002–2003. For more financial information contact our Leicester office.



Partner Organisations (1 April 2002 – 31 March 2003)

Our current funders include:

APSO, the Irish Government's Agency for Personal Service Overseas
Ardwick Trust
Besom Foundation
Burdens Charitable Foundation
The Clothworkers' Foundation
Comic Relief
Community Fund
Christadelphian Meal-a-Day Fund
Department for International Development (DFID)
Elton John AIDS Foundation
European Commission
The Hilden Charitable Fund
Leggat Trust
The Maurice Laing Foundation
Miriam Dean Fund
The Radley Charitable Trust
Royal College of General Practitioners
Stanley Thomas Johnson Foundation
State of Guernsey Overseas Aid Committee

Botswana

Kgetsi ya Tsie Women's Micro Enterprise Programme
Kuru Development Trust
Forestry Department
The North West District Council
Kgatleng Development Trust
Botswana Christian AIDS Intervention Programme
Light and Courage Centre
Botshelo Project
YMCA
TOCaDI
Emang Basadi
BOCONGO (NGO Umbrella Organisation)
Thuso Rehabilitation Centre
Permaculture Trust
DITSHWANELO – Centre for Human Rights
Kang Brigade
Tquii Xu Yani
Gantsi Craft
Letloa
Pudulogong Rehabilitation Development Trust (Puredet)
Bakgatla Bolokang Matshelo

India

Vidya Sagar
Tribal Health Initiatives
Manav Adhikar Seva Samitee (MASS)
ASHWINI
SLADS
Seba Jagat
Samraksha
South Orissa Volunteer Action (SOVA)

Kenya

Coalition for Peace in Africa (COPA)

Lesotho

Department of Rural Roads
Leloaleng Technical Institute
Appropriate Technology Section

Assumption High School
Lesotho Society of Mentally Handicapped People
Lesotho College of Education (formerly National Teacher Training Centre)
St. Elizabeth's Training Institute
Lerotholi Polytechnic
Lesotho Opportunities Industrialisation Centre
Ikemeleng Basali
Lesotho Council of Non-Governmental Organisations (LCN)
Taung Skills Training Centre
Rural Self Help Organisation (RSDA)
Thaba-Tseka Technical Institute
Department of Technical and Vocational Education

Mozambique

Nacala Secondary School
Angoche Secondary School
Ribaué Secondary School
Eduardo Mondlane University
Cuamba Catholic University
IDPPE
Hospital de Mavalane
Angoche Rural Hospital
ORAM (Rural Association for Mutual Support)
Angoche City Council
Water & Sanitation Training Centre
Association of Technicians for Agriculture and Animal Husbandry (ATAP)

Youth Association for Rural Development (AJDR)
KULIMA
Dinapot (Direccao Nacional de Ordenamento Territorial-Ex-Planing)

Namibia

Farmers Against HIV/AIDS
Namibia Rural Development Project
Association for Children with Language, Speech and Hearing Impairments (CLaSH)

YWCA
AIDS Care Trust
National Society for Human Rights
Urban Trust
NANASO (Namibian Association for AIDS Service Organisations)
NAPPA (Namibian Association for Planned Parenthood)
UNAM – Northern Campus (University of Namibia)
JCC (Joint Consultative Committee)
Nyae –Nyae Foundation
Ministry of Local Government and Housing

South Africa

Amaoti Disabled People's Organisation (ADPA)
Community Based Rehabilitation Education and Training Empowerment (CREATE)
Conquest for Life
Itireleng Education Project Trust
Health Systems Development Unit
Jozini Education Resource Centre (JESP)
Limpopo Province Department of Health & Welfare
Natal Adult Basic Education Support Agency (NASA)
Soetfontein Rural Development Association
ENABLE

Swaziland

Swaziland National Trust Commission (Mlawula and Malolotja Nature Reserve)
Ministry of Natural Resources and Energy
National Agricultural Marketing Board
Sebenta National Institute
CARITAS
Swaziland Women's Action Group
Against Abuse (SWAGGA)
SACRO
Swaziland College of Technology
World University Service (WUS)

Swaziland Hospice at Home
Save the Children
School Health and Population Education (SHAPE)
SINAN
Federation of Organisations of Disability in Swaziland (FODSWA)
Care Nakelela
IMBITA
Renewable Energy Association of Swaziland (REASWA)
Ministry of Health and Social Welfare (SNAP – Home Based Care Programme)
Cheshire Homes
Yonge Nawe
ACAT Lilima
Red Cross

Tanzania

Zanzibar Ministry of Health, Pemba
Simanjiro District Council
KCMC

Uganda

Kampala OT Training School
Ministry of Health
(OT District Support Project)

Yemen

Yemeni Development Foundation

Zambia

Workers Education Association of Zambia (WEAZ)

How you can help

Express your support for the people of Africa and Asia by joining our supporters association.

To join, or make a one-off donation, simply fill in your details below and return the slip to:

Skillshare International
FREEPOST MID 16922
Leicester
LE1 7ZU
United Kingdom

Or telephone 0116 254 1862
 or email: supporters@skillshare.org



"There are two reasons why I support Skillshare International. Firstly, I was brought up in Swaziland and I know how people there are struggling to escape poverty. Secondly, by sharing skills and supporting local initiatives, Skillshare is helping people in Africa and Asia to address their greatest needs, and this approach makes sense to me."

Richard E Grant
 Actor



"I know how people can be trapped by poverty and that given the right opportunities most people will work hard to free themselves from that poverty. The chance to learn a practical skill can make all the difference and that is why I decided to support the work of Skillshare International."

Sir Trevor McDonald OBE
 Broadcaster

Name:

Address:
 Postcode:

Telephone:

E-mail:

General Donation £ Please make all donations payable to 'Skillshare International'

Gift Aid Declaration

Please tick the box if you are a UK taxpayer. We can then claim back 28 pence for every pound you donate. I would like Skillshare International to claim back tax on all my donations from 6 April 2000 until further notice.

Signature _____

Date _____

I am a UK taxpayer

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