

Annual Review 2003-2004





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.



OSK/Elane Stevenson

CEO's Review

A complete review of our current corporate strategy and country plans, which cover the full range of our work in all our countries of activity, has been carried out. This work has

involved thorough evaluation across all our countries of operation with key stakeholders and will be published in the near future.

We received a particularly positive assessment from all our stakeholders in relation to the achievement of our purpose and values and the findings show that we have made significant progress towards achieving our strategic objectives. While considering the changing nature of the needs of our partners and the changing global environment, the information that has been generated will help us as we start the process of developing our new corporate strategy for the period 2005-2010.

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 a significant number of activities relating to the consolidation, evaluation and reassessment of our work and objectives as defined in the current corporate strategy have also taken place.

CEO's Review

We continue to work closely with Responding to Conflict (RTC), using our organisational development and capacity building skills to support their professional expertise and knowledge in peace building and conflict areas. We have deepened our involvement in supporting the Coalition for Peace in Africa (COPA) (an African network) and ACTION (a global network), taking forward our commitments in the corporate strategy to support and build the capacity of continental and global networks.

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. We are supporting COPA and ACTION through the placement of our first regional development workers based in Nairobi and Johannesburg respectively, who are assisting the peace and development networks to strengthen their institutional capacity and develop their activities across a number of countries.



Our commitment to enhance the capacity of our partners remains at the core of our work. Skillshare International has been running the Leadership Development Programme (LDP) in southern Africa since 1999. Since then, more than 80 leaders from civil society organisations and government departments from six countries in southern Africa have attended the programme.

During the last year, the first phase of a Leadership Development Consolidation Programme took place in Namibia and Botswana, involving more than 55 participants. This programme comprised key aspects of the three LDP workshops including personal strategic leadership skills and attributes, improvement of the quality of services and products through continual process improvement and leading organisational transformation to meet the needs of the customers and the challenges of the external environment.

In the UK, we have continued to share our experiences of supporting NGOs in Africa and India. We have been able to build partnerships with UK based organisations to increase the impact of our work. Our work with the Leicester Medical School on the Special Study Module

(SSM) for medical students on health and development has been consolidated and we are now looking to expand this beyond the Leicester Medical School and develop further resources that will enhance the delivery and sustainability of the work.

To ensure that our work continues, we are seeking new sources of funding in order to secure a regular flow of funded projects which will meet the costs we now incur. In this context, new ways of working are vital and we have been able to develop new partnerships as well as new models of partnership. In January 2004, we secured a strategic partnership with the Tribal Group Foundation, which will release significant resources and a source of technical expertise in knowledge-based areas.

As part of our fundraising strategy and to build a broader support base for international development, 2003 saw the beginning of ground breaking work with supporters. The highlight has been our innovative work in creating an international base of supporters in Lesotho. This group was launched in December 2003. The response has been very encouraging and we hope that this will be a success story by the end of the pilot period.

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We have supported the development of Skillshare International Ireland which will bring our work closer to the Ireland government and the Irish people. Skillshare International Ireland was incorporated in February 2003 and commenced trading on 1 April 2003. The company was also granted charitable status in December 2003. The decision to develop an organisation in Ireland provides the opportunity to make a distinct contribution to development work in Ireland and build on the close working relationship that existed with the Irish government's development programmes for over 20 years.

The key achievement in the development of our human resources has been attaining accreditation from Investors in People. The assessment process focused on our UK operations. However, we have implemented each of the changes made across the whole organisation and will be embarking on a process to broaden accreditation to other parts of the organisation, initially through Investors in People South Africa.

To consolidate and strengthen our capacity in the UK and our country offices, we have conducted and completed a review of governance. 2004 will see the recruitment of additional trustees and the building of links between the Board and Programme Advisory Committees in all our countries of operation.

Our current Programme Partnership Agreement (PPA) grant from DFID ends in March 2005, and the negotiations over the new PPA will take place towards the end of 2004. We will be looking to sustain and build on our relationship with DFID.

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.

Dr Cliff Allum,
Chief Executive Officer

Empowerment of Disadvantaged Groups

In Africa and Asia, as in many parts of the world, disadvantaged groups often experience discrimination. This has led Skillshare International to prioritise work with disadvantaged groups, including indigenous people, women and children, people with disabilities and people living with HIV/AIDS. Our wide ranging involvement focuses on providing skills training and improving access to basic services such as health and credit facilities, as well as promoting the welfare and rights of disadvantaged groups in general.

In Lesotho, disadvantaged groups form a large part of the population. The situation is more acute in rural areas where limited access to education and health facilities and a lack of equal opportunities discriminate against already disadvantaged sections of society.

Skillshare International has been working with the Lesotho Society of Mentally Handicapped Persons (LSMHP) through skills development in the form of a development worker and leadership training for the coordinator. The impact of LSMHP through its advocacy role has been quite significant as manifested by the inclusion of disability issues in technical and vocational education; the integration of children with mild / moderate disabilities in mainstream schools and a change of attitudes towards children with disabilities. The Ministry of Sports has also agreed to provide regular funding to support sporting activities by the disabled.

'Me Matumisang comes from the village of Liukoaneng, near the Khatse Dam, a remote area in the mountains of Lesotho. LSMHP established a branch in the area and she attended several workshops which enabled her to understand her son's condition, to support him and to take better care of him.

"I used to hide Paseka at home as I was afraid of what people would say. Because of the training with LSMHP I don't hide my son anymore. I send him to the local shop and the owner is now used to him and the people do not stare at him as they used to do. I was so happy when the shop owner told me that Paseka is able to point at what he needs at the shop. He likes going to the shop because when he gets there the owner allows him to come round and pick for himself and this makes Paseka very happy. The presence of LSMHP has brought life to my son."

"The training empowered us to accept our children as normal. It enabled us to be the voice of our children where they're not heard so we can ensure that they get the same services as other children such as health, educational and recreational sports, and that our children are accepted.

Also before the training Paseka couldn't hold things himself and now he can. I was taught to hold his hand and press it and by doing this for two weeks and using clay he can now hold things on his own and eat peaches and things. I'd always hoped he'd be able to go to school and because of the training with LSMHP he's come along much quicker. Paseka will attend pre-school to prepare him for primary. I would like Paseka to go as far as he can. I feel it will give Paseka an opportunity to acquire a good job if he has qualifications even if he has a disability.

One of the things I've learnt from the workshop is that Paseka will do things slowly and I've learnt to be patient with him and not to expect him to do things quickly. Even though Paseka couldn't speak we would always talk to him and slowly slowly he's learning how to speak. It's very exciting."

The joy of 'Me Matumisang is shared by many parents with disabled children in Lesotho. When LSMHP was established in 1992 in Maseru by parents of children with mental disabilities, there were only 25 members and now there are more than 1000. With the help of awareness-raising campaigns organised by LSMHP, the parents feel free to bring their children to the public and even send them to school. 'Me Matumisang is one of the parents who feels the impact of the support which Skillshare International provides to LSMHP.

The work of LSMHP in rural areas enables parents to take good care of their children with disabilities and improves their ability to speak out and demand better services for their children.



OSKI/Emma Judge

In the past, the Basarwa San were proud hunters and gatherers with fully self-sufficient livelihoods. For generations, the Basarwa depended on the provisions of nature, moving from area to area, their needs, to a large extent, sustained. They were highly educated in skills that enabled them to survive in harmony with nature, in an environment that could at times be very harsh. Over the years, this base for the Basarwa has declined as other developments have taken place around and within the areas that they used to hunt and gather, including commercial farms, game reserves, arable farming land and roads.

As a result, some Basarwa migrated in small groups to the outskirts of established villages, like Kang in the Kalahari District, in search of alternative means of livelihoods. However, they found their skills, experience and knowledge were not transferable in their new environment. They could not cultivate or grow food, or compete within the already limited employment market.

The only employment opportunity was herding cattle at cattle posts but the Basarwa were exploited by the cattle owners who took advantage of the fact that traditionally they have not operated within a cash economy and only paid them with food. As the cattle posts were far from villages, the Basarwa children had no easy access to schooling and the cycle of poverty continued.

To try and move out of this cycle, the Basarwa living in and around Kang have mobilised themselves to establish a community trust called Tqii Xu Yani Community Development Trust (TXY). TXY aims at enabling its members to pull their efforts together to deal with these economic and social challenges.

TXY has benefited from the technical expertise of capacity building provided by Skillshare International and the partnership has given TXY the impetus to develop a holistic, social and economic empowerment programme.

Otihaetse Marulwane is the Community Mobiliser at TXY. He travels round the area making house to house visits to mobilise the Basarwa to participate in their own development: "My parents followed natural resources around so we used to settle where there was a good natural resource base. But the Basarwa lack the basic things like food, clothing and shelter. TXY's aim is to empower the Basarwa through providing information on how they can access government support. By providing the information we enable the community to access information and resources. The most significant change is that the Basarwa are better informed about how they can access

welfare services. We have convinced the parents to let the children go to school and the council pays the fees. The Basarwa have been left behind in terms of good education and nowadays a good education is the future of tomorrow. If children go to school they will be able to get good jobs and provide good livelihoods for their families."

In the past, the few Basarwa children who registered for school had dropped out before they finished primary school. In a community of 800 people, only three have completed O'levels. The establishment of the pre-school gave TXY the opportunity to teach the Basarwa the value of school and enabled the parents to raise issues that had so far prevented them from sending their children to school. This dialogue between TXY staff and parents has continued for over three years. Now there is better understanding of the challenges that face the children and families with regard to schooling. TXY is building more networks with relevant authorities in order to address this issue. The pre-school still faces many challenges and children still drop in and out of school but this year 68 children have registered.

Empowerment of Disadvantaged Groups

Disability and poverty in southern Africa are inextricably linked: "Poor people face a greater risk of impairment or disability...The birth of a disabled child or the occurrence of disability in a family often places heavy demands on family morale, thrusting it deeper into poverty...This means not

only that there is a higher proportion of disabled people amongst the very poor, but also there is an increase in families at the poverty level as a result of disability" (South African Government Integrated National Disability Strategy, 1997).

People living with disabilities in southern Africa experience many barriers to education and employment including discriminatory attitudes based on fear and lack of awareness. According to the 1996 census, KwaZulu-Natal has the highest total number of people with physical disabilities in South Africa – around 130,000 or 23% of the national total. 39% of this group have no schooling at all, and 69% have not reached secondary school. In July 2003, to help address this, the ENABLE project was launched in KwaZulu-Natal to provide adult basic education, training and development opportunities for people with physical disabilities and their carers.

The project is the first South African project funded through Skillshare International. Although South Africa is a middle income country, there are huge discrepancies in the distribution of wealth. ENABLE is being led by Skillshare's South African partner Natal Adult Basic Education Support

Agency (NASA), which works with six other organisations for disabled people and parents in KwaZulu-Natal: Amaoti Disabled People's Association, Siyazama Sewing Froup, Jabulani Craft Centre, the Zimele Centre, Nduduzwne Centre and KwaMakaye Disabled People's Organisation.

The ENABLE project is run on a participatory basis reflecting the international slogan of the disability movement: "Nothing about us without us". The structure of the programme is set up in a way that disabled people are involved at all levels of decision-making and implementation. Appropriate education and training could lead to income generation opportunities for disabled people and the surrounding community has also benefited. For example, the Jabulani Craft Centre is seen as a resource that may be used by others in the community including the local farm workers. This integration of disabled and able-bodied learners helps to break down discriminatory

attitudes, promotes equality and awareness of the abilities of disabled people.

Joseph Mthembu is studying English in Second Language Level 1 at the Jabulani Craft Centre: "What made me decide to attend adult classes is that I didn't get enough opportunity for learning when I was young. I was always looking down upon myself that I'm not educated but whatever is done by a human being I can do it also. When adult education was introduced at Jabulani where I stay, I felt that I should not lose this opportunity so that I can gain knowledge of what I did not know. Even though I learned to speak English as a domestic worker I couldn't translate most of the sentences into IsiZulu. Now that I am attending these classes I can read an English book and can tell an IsiZulu speaking person what the book is about. I will never stop learning."

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Skillshare International and the Tribal Group Foundation linked together in January 2004 to form an exciting new strategic partnership. The Tribal Group supports the public sector in the UK by providing professional support services.

The Tribal Group is fully committed to its social and community responsibilities and established the Tribal Group Foundation, a charitable arm of the company, to specialise in health and education across the globe. Martin Cumella, chairman of the Tribal Group Foundation said: "Our partnership with Skillshare gives us the opportunity

to support worthwhile projects in improving education and health services in some of the poorest parts of Africa and Asia." Skillshare and the Tribal Group are working together to promote long term development. The Foundation is also assisting with raising funds to support Skillshare's work with ENABLE in South Africa and Knowledge, Confidence and Healthier Lives in India.

Skillshare International works with disadvantaged groups, including the Basarwa San, to help them improve and gain greater control over their lives.

Health Programme

Skillshare International is tackling issues of poverty by helping to improve the health of communities across Africa and Asia. Many people living in rural areas and informal settlements have such limited access to health services that preventable diseases like measles, TB, cholera and malaria are still prevalent. While there have been great strides in the development of health policies, the implementation of primary health care is slow and inequalities still exist.

Skillshare International continues to assist organisations involved in health promotion, education and community health programmes, particularly those aimed at HIV/AIDS, TB, cholera, malaria and sexually transmitted diseases.

In the poorest states of India, including Jharkhand, Orissa, Madhya Pradesh and eastern Uttar Pradesh, the majority of people live in abysmal conditions of poverty, malnutrition, ill health and illiteracy. The lack of adequate health infrastructures in the villages and urban slums is forcing people to turn to private hospitals and health practitioners who place additional demands on their already inadequate income. Those who cannot afford this medical care either simply do not receive it, resulting in increasing morbidity and mortality, or very often become bonded debtors, given the absence of social protection measures.

Skillshare International has been supporting people living in rural areas through a European Commission funded programme, "Knowledge, Confidence and Healthier Lives", across the States of Jharkhand, Kerala, Orissa and Tamil Nadu. This programme aims to transfer basic health care skills to village volunteers through the placement of skilled medical and nursing professionals as health trainers.

Under this programme, Skillshare has been working in partnership with the Singhbhum Legal Aid and Development Society (SLADS) in Jharkhand since 1998. SLADS works with highly disadvantaged tribal communities in the remote and inaccessible hilly terrains of Jharkhand, in eastern India, offering them legal litigation services and community education, as well as the community health care services which are supported by Skillshare International.

SLADS works in 75 villages in Jharkhand to educate, organise and strengthen the rural poor, with a special emphasis on women. The organisation runs a high school and has recently started the Open Schooling System promoted by the government to enable children who have dropped out of school to take the school-leaving examination. It has also provided irrigation facilities to five villages and has been demanding that the Jadugoda uranium mines in the area be shut down. The radiation from these mines is believed to cause genetic defects such as a high incidence of cleft palate among children. Before SLADS began providing medical care with the help of village health workers trained by Skillshare International, the only recourse the tribals had during a medical emergency was the oja or the faith healer, or if they could pay the fee demanded, then the quack. Malaria was endemic and malnutrition a common phenomenon. Even curable diseases like diarrhoea and TB were taking their toll and the villagers did not know how to prevent them.

Skillshare International has been supporting SLADS' health care programme in 15 villages in the Ghatsila block

of East Singhbhum District. So far Skillshare's health trainers have trained 16 women and three men from the community as village health workers in basic diagnostic, preventive, palliative and curative techniques applicable to both endemic and epidemic diseases in the area. A small medical supplies fund made available by Skillshare makes it possible for the village health workers to buy medicines at wholesale prices and provide them to the community at a reduced cost.

The partnership now aims to get the community to take charge of the health care programme and run it as a cooperative. As a prelude to this, the current health trainer, Dr Sumit Asthana, and an external consultant have been equipping both the village health workers and the community with skills related to the management and business of a cooperative. The village health workers have started to manage a small community clinic, where a local doctor provides services, supported by Skillshare.

Susheela Murmu, 40, is a village health worker with SLADS and belongs to the Santhal tribe. Skillshare's health trainers taught her about health through role play, sketches and card games. She has become an expert at dispensing certain drugs including paracetamol and chloroquine. Once a month, she takes children from the village to the government health centre for immunisation. Susheela's efforts are strengthened by the fact that the health training has contributed to the intermingling of different castes and tribes.

Karunakar Mahato from SLADS explains: "A few years ago, it was impossible to get village health workers belonging to other castes, such as the Bhumij and the Mahato, to even sit with Santhal health workers like Susheela. If a Santhal touched their food by accident, they would not eat it; they would go home, have a bath and change their clothes. It took two years to break this practice. Now you see them sitting and eating together."

In India, Skillshare International's health trainers support and train local health workers, sharing their knowledge and skills about preventative health care and health promotion to benefit people in the community.



Health Programme

People with disability form one of Uganda's and Tanzania's most disadvantaged groups, facing social and economic exclusion due to their disabled status. Children and adults living with disabilities are among the most excluded members of both urban and rural society: the young miss out on education and training opportunities, and most adults cannot access employment or engage in income-generating activities.

It is estimated that about four per cent of the population in Uganda and Tanzania are disabled. Disability continues to increase amongst adults as a result of road traffic accidents, neurological disorders and HIV/AIDS-related factors.

Since the inception of the programme in Uganda and Tanzania, Skillshare International's work has focused on developing occupational therapy (OT) as a new profession. OT is low cost, knowledge-based and has an important role in rehabilitation. Skillshare is working to provide support and training to occupational therapists (OTs) across the country with the longer term aim of phasing-out expatriate support.

We have been supporting the Occupational Therapy District Support programme in Uganda to further the development of the profession of OT and to 'embed' OT services as a regular part of the provision of the health service throughout the whole of Uganda. This is being done through the provision of health trainers and the recruitment of a Ugandan OT support officer to the Disability Desk of the Ministry of Health.

In Tanzania, due to a lack of suitably qualified Tanzanian tutors, Skillshare has been working in partnership with Kilimanjaro Christian Medical College (KCMC) and has recruited health trainers as tutors as well as to support the trainees in their clinical work on qualifying. So far 16 OTs have been trained with one trained further to become a qualified OT tutor.

One of our health trainers, Cecile Cantraine, tutored students at the School of Occupational Therapy in Moshi and supported staff at the Lunguo rehabilitation village for psychiatric patients. The village, which is staffed by nurses, a psychiatrist and occupational therapist, provides a natural environment for long term patients. The daily routine of work, housekeeping and self care stimulates healthy living and promotes mental health by creating a sense of satisfaction and giving structure to the day.

Skillshare International's input has also been to nurture the development of Tanzania's professional body, the Tanzania Occupation Therapists Association (TOTA), through learning from the Ugandan programme. As a result Skillshare has been able to have a positive influence on national policies. TOTA has networked regionally and internationally and is now a member of the Occupational Therapists Africa Regional Group (OTARG) and the World Federation of Occupation Therapists (WFOT). By sharing best practice between the two countries, a well-embedded OT service will be established in the region.

Our work to support building the capacity of the rehabilitation professions links in with our overall aim to empower people with disabilities. Through the provision of OT, the disabled person can work towards independence and become increasingly able to contribute to the economy of their immediate family, community and country as a whole.

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Working with indigenous people, including the Basarwa San in Botswana and tribal communities in India, is part of our approach to empower disadvantaged groups. The Association for Health Welfare in the Nilgiris (ASHWINI) works with tribal communities around Gudalur Valley in the lower Nilgiris, in Tamil Nadu. The aim is to enhance health awareness among tribal communities and improve health indicator statistics through skilled health animators. Community participation ensures ownership and sustainability.

Skillshare's health trainers have trained about 200 village guides and health animators in over 230 villages in the Gudalur and Pandular districts of the Nilgiris in Tamil Nadu. Each of the health animators oversee between 10 and 20 villages. Through village health workers they monitor ante-natal patients, children's growth and follow up on their immunisation.

As a result of ASHWINI's work, infant mortality has dropped from 125 to 26 in every 1,000 under one year olds and 86% of the children are inoculated. The health animators also conduct a monthly training session for the village health guides operating in their area and take an interest in the development of their people through participation in tribal sangams and self-help groups.

Thirty-six year old Kali is a Bettakurumba tribal woman who lives in Chembakolli village in the Mudumalai forest in Tamil Nadu, South India. Two decades ago, this was an area where malnutrition regularly claimed lives. Though the Gudalur Adivasi Hospital was set up in the Nineties, the Bettakurumbas – warned by their tribal elders to stay away – were the last of the tribes to seek medical help. When doctors from the hospital came to the village asking for volunteer health guides, Kali was the first to volunteer.

Through Skillshare International's health trainers, Kali has learnt how a vaccination could protect a child from measles. She has learnt to dispense medicines for common illnesses such as diarrhoea, to check for malnutrition, and to ensure that all the children in her village are immunised and that all pregnant women go for ante-natal check-ups. Every three months, she attends refresher classes conducted by Skillshare's health trainers.

HIV/AIDS

Skillshare International believes that fighting the HIV/AIDS pandemic and providing appropriate care and support for people living with HIV/AIDS is essential for the promotion of economic and social development in Africa and Asia. We have continued to support efforts to control HIV/AIDS by addressing the factors that exacerbate the illness and to empower people living with HIV/AIDS to ask for the

kind of support they need. We have also been working in support of African and Asian civil society organisations and initiatives designed to combat HIV/AIDS directly and to address stigma and discrimination against HIV positive people.

In 2003 Skillshare International responded to a competitive tender for the Southern Africa Development Community's Health Services Coordinating Unit (SADC-HSCU) to establish the capacity building needs of organisations working with people living with HIV/AIDS (PLWHA).

The consultancy bid was developed and implemented using an innovative approach within Skillshare which brought together a cross-country multi-disciplinary team. It was a complex process, involving staff and outsourced consultants from Botswana, Lesotho, Namibia, South Africa, Swaziland and the UK, with a contract to deliver the report within three months.

A comprehensive overview of PLWHA organisations operating in each country was produced with specific information on organisational gaps from 150 organisations

and networks. The information has already been used by different stakeholders to identify clear strategies for capacity building to address the pandemic, and has led to further networking and exchange between these organisations.

The consultancy demonstrated our commitment to fighting the HIV/AIDS pandemic and our capacity to respond to competitive tenders on organisational diagnosis and capacity building issues.

The lives and livelihoods of over 40 million people living with HIV/AIDS in developing countries continue to be devastated. Over 26 million of these live in sub-Saharan Africa, of which 15 million are women, the backbone of societies (UNAIDS, "Report on the Global HIV/AIDS epidemic" 2003). During 2003 almost three million people in sub-Saharan Africa died of AIDS while AIDS deaths in the same region have left 11 million AIDS orphans under the age of 15 destined for a life of poverty (UNAIDS, sub-Saharan Africa fact sheet, November 2003).



In Swaziland it is thought that every person in the country has lost at least one brother or sister to HIV/AIDS. The health care system in the country cannot provide an efficient or effective medical cover in the urban areas let alone the outlying rural regions where the majority of the population live. This places an enormous emotional burden on all carers, especially those working in palliative care.

Swaziland Hospice at Home (SHAH) is the only organisation in the country providing such care to all four regions of the country. The four regional nurses all have case loads averaging 300. The vast majority of their patients are very sick with AIDS related illnesses. The nurses carry a selection of drugs to treat opportunistic infections and for pain and symptom control. The clinic based nurse sees between 25 and 30 patients a day.

Health education, HIV prevention and awareness instructions are given by the regional nurses and at the clinic. SHAH has also started training hospice carers who are able to assist the hospice nurses in their work and look after people in their communities.

Sibongile Makama is a hospice carer in Mdayane. She attended a home based care course run by SHAH. She visits sick people in her community and helps them by bringing food, soap and other things: "We learnt how to help the very sick by giving them tablets, giving them food like beef that is well cooked so that it is easy to chew, keeping them clean and giving them spiritual care. The training taught us how important love is for those who are sick."

Sibongile looks after her niece, Charmain, who is not yet three years old. Her mother died when she was just one month old: "I had her tested because of her sickness. The training made me brave enough to have her tested. Now she is positive all I can do is give her love."

Development worker Olwen Donald who is a retired palliative care nurse and has been working at SHAH explains: "The Hospice has seen many dramatic changes in the HIV/AIDS situation. What was an HIV pandemic has now become an AIDS pandemic and this leaves us struggling to cope with a situation which is constantly changing. A Voluntary Counselling and Testing facility started at the Hospice in mid 2003 and it is an encouraging sign that we have a steady flow of people who want to know their status."

HIV/AIDS is the largest single threat to human development in Africa. Skillshare International supports organisations working with people affected by HIV/AIDS through the delivery of counselling, home based care, awareness raising and advocacy programmes.

HIV/AIDS

Botswana has the highest percentage infection rate in the world with close to 36% of adults HIV positive. Skillshare International has been working with Bakgatla Bolokang Matshelo, an organisation which helps care for the sick and disadvantaged, including orphans, old people and people living with HIV/AIDS, through the placement of a development worker.

Mrs Linchwe the chairperson of Bakgatla in Mochudi explains: "In this village we are attacked by disease. There is a patient in every home in every family. The chief's wife saw people dying everyday and she asked people to come to the kgotla [where the chief gathers people to address them] for a meeting. As many women as leaves on the trees came but unfortunately as is always the same in our country very few men came. We asked what should we do and that is how Bakgatla Bolokang Matshelo started. The chief helps us a lot and encourages people to join us and accept what we're doing. The ward is seeing some behavioural change but it is slow. The people here have started to realise the importance of coming together as women and giving each other advice about how to look after our families, giving them love and doing community work. Their lives have improved and there has been a change in the community. The community enjoys the work of volunteers. We have been welcomed and people like us working among them."

In Mochudi there are 10 volunteers who provide home based care for about 100 patients. All the volunteers have attended courses run by the District Council to learn how to look after sick people and use gloves. The volunteers

usually visit patients twice each week unless they are very sick and then they will go more often. They clean the house, wash the patients and cook food for them if they are too weak to do it themselves.

Motivo Mosothwane has been a volunteer at Bakgatla since 1999: "I was motivated because I noticed that an epidemic has fallen upon our country and I sympathised with the people who weren't well and needed help. Our work is very important because doctors and hospital staff don't know about the patients at home until we inform them. The hospital will then send a nurse to the patient for an assessment. Now people recognise our uniform and come and ask for help. I like this work because if someone is sick at home I know how to care for them."

Seipati Ntswetswe and Dikere Rammala visit Moshibidu who has been bed ridden for three months. He stays with his sister, Mmakgaila Mpete: "Since my brother's been sick no-one has been attending the fields. The ladies bring food from the garden and they cook and clean for my brother. It's very distressing being here on my own but the ladies are very supportive. Their visits help me because they give me moral support and I know I'm not alone."

OSK/Eliane Stevenson



Skillshare International's experience of working with people and communities affected by HIV/AIDS has demonstrated that vulnerability to HIV/AIDS is exacerbated by poverty and social exclusion. For these reasons, the spread and impact of HIV/AIDS is an essential part of Skillshare's poverty focus in Africa and India.

In India, Skillshare International supports Samraksha which strives to prevent the spread of HIV/AIDS infection and to reduce its impact on those affected, as well as providing the much needed care and support to PLWHA in the urban centres of Bangalore and the rural areas of Raichur District, in the Karnataka State of southern India.

Samraksha was set up in 1993 and is the HIV/AIDS wing of Samuha, which is among one of the first NGOs in India that entered the arena of care and support of HIV positive people. Skillshare International has been working with Samraksha through the placement of health trainers, who transfer critical skills in palliative and terminal care to the Samraksha team. Once trained, the staff team builds awareness in the villages through street theatre and interactive sessions in the villages, not merely to prevent the incidence and spread of HIV/AIDS, but to stop discrimination against PLWHA.

Michael, one of the district support team at Samraksha explains: "By the time the team leaves after these sessions, most people in the village are aware of HIV prevention and care. They would have discussed how it spreads and why stigma and discrimination are counter productive."

Sulekha who is the coordinator of Samraksha's counselling, care and support team, and heads a team of 27 counsellors said: "Skillshare's flexible and responsive approach towards the selection of trainers has helped the NGO equip itself to face the growing epidemic. The nursing staff, counsellors, doctors and field educators trained with Skillshare International's support are today providing services to over 3,000 people living with HIV/AIDS at counselling centres, respite homes, outpatient clinics and at home."

"Nothing in the academic stream prepares you for HIV/AIDS counselling. Marie's [health trainer] training helped me communicate with the patients. I learnt how to divert attention from pain, understand its intensity and support people emotionally. My listening skills improved. I understood that family members do get frustrated. We work closely with the family, encouraging them to take a break whenever they need one, leaving the patient in our care. Marie taught us to sit down and communicate with the patient at an equal level. She taught us through theory, practical sessions and role play."

Education, Training and Employment

Skillshare International works with a variety of organisations and institutions in Africa which provide education and vocational training to people of all ages. Our aim is to enable people to develop the skills and knowledge they need to enhance their prospects for work. Our programme includes formal teaching posts where there are shortages of local staff as well as placements concerned with curriculum development and technical training.

In Lesotho, the impact of the 1998 political disturbances continues to be felt through slow economic growth due to the withdrawal of South African investors and rising unemployment. The increase in retrenched mineworkers has exacerbated the situation and unemployment is estimated to be about 50 per cent. This means that the benefits from training in the education, training and employment sector in Lesotho are vital for job creation in order to alleviate poverty.

In 2004, Skillshare International's six year partnership with the Lesotho government's Technical and Vocational Education Department (TVED) came to a conclusion. The purpose of the programme, which was funded by the Big Lottery Fund, was to build the capacity of TVED and the training colleges, and to support the government department through the Leadership Development Programme to create an environment, structures and relationships that would be conducive to the growth and strengthening of Lesotho's technical and vocational training sector as a whole.

During the partnership, Skillshare placed 11 development workers throughout TVED. As a result, the capacity and confidence of TVED staff to carry out curricula development and review has been substantially increased. An improved examination system has been established with exams becoming standardised, organised and well delivered. TVED now has a pool of trained personnel in curriculum and examinations development within the training colleges that it can rely upon for further maintaining and developing these areas.

The presence of the development workers has significantly boosted the capacity of TVED to deliver its products and has greatly enhanced the image and credibility of TVED as a department entrusted with leading and facilitating technical and vocational education.



The intervention of the project has assisted in reshaping and clarifying TVD legislative and policy frameworks, and above all communication, cooperation and collaboration between TVD and the colleges has improved and a working relationship is now in place.

Khoai Matete, a consultant at the Centre for Management Development and Professional Studies in Maseru, said: "Unlike in the past when there was no transparency in the actions of TVD, it now works closely with various training colleges and industry in its efforts to facilitate the strengthening and expansion of technical and vocational education and training in the country. Workshops between TVD and stakeholders are now a common practice to share information and discuss issues."

Development worker, John Phiri, worked at the Technical Institute of Leloaleng (TIL) for three years as a business training instructor. In April 2003 he introduced a two week training course for entrepreneurs in the informal sector. The programme has brought together people from different backgrounds, including farmers, cafe and shebeen owners, builders, carpenters and former students of TIL, for training in business and entrepreneurship.

Ntate Sesoane, the Principal of the Technical Institute of Leloaleng, said: "The impact of the programme is already apparent as some of the trainees have started their own businesses and the community has been drawn closer to the school, seeking advice on different business ventures. The programme enables the institute to respond to the

needs of the community in a meaningful way and the general feeling is that the knowledge and skills acquired are empowering even in other areas of life."

Peter Hlatsi has run the Mokanametsong Tavern since 1986 and attended the workshop for entrepreneurs in April 2003: "Just after I attended the entrepreneurship workshop at Leloaleng it came to me that I had to improve the standard of my business. I learnt that where the rest of the world sees problems, the entrepreneur sees opportunities and that is what motivated me highly. What I learnt from the course is that an entrepreneur makes improvements to his business to attract his customers. I've made some improvements recently so now there is better shelving, tiled floors and a TV. Before there was no electricity. To be afraid of something you don't know is just making barriers. At night people were reluctant to come because there was no light but now they come and they even want me to work beyond legal hours!"

Lebohand Khabo is a graduate from the Technical Institute of Leloaleng in Lesotho. She attended the training course for entrepreneurs which has helped improve her business and her lifestyle.

Education, Training and Employment

The Taung Skills Training Centre (TSTC) in Lipiring in Lesotho is a good model of a rural community based vocational school that can provide the kind of skills that are urgently required for employment in rural areas. The aim of the centre is to give people a real chance to work towards an improved standard of living for themselves and their families through skills training and support for income generating enterprises.

Me 'Manovember, the principal at TSTC, explains the centre's contribution to the development of the Taung community: "Our centre contributes a lot in the fight against poverty. It admits students from the level of primary school graduate and provides courses in agriculture, solar technology, building construction, metal work and carpentry. After two years of training, our students can start their own enterprises. We also provide training for the Taung community – 200 people have learned sewing and tailoring. We have trained our people in trench watering, food production and fruit production. There are many out of school youths who need skills to start their own businesses and this school helps them."

"Skillshare has helped us with Peter [the development worker] because we are producing better quality products. Peter is a source of support to me. I like him because he does not do for us – we all do together. He asks for our opinions and does not provide us with answers every time there is a problem. Rural areas are the worst hit with unemployment and poverty because of retrenchments from the South African mines and HIV/AIDS. Our school is already seeing positive results from the training we provide to our students: they helped somebody who lost his house by rebuilding it; they built a coffin for a baby of a destitute family. We are addressing the needs of the community in very practical ways and we are also equipping the community with skills to do it themselves."

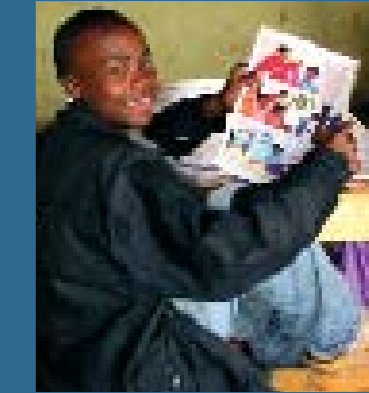
Abuti Mamoji Makhetha is 17 years old and is a first year student at TSTC: "I'm learning how to weld, make tables, agricultural techniques and building construction. I wanted to learn how to use my hands and it has been my dream to learn different skills. I felt it was important to learn different skills because through them I'll be able to get myself a better future. Through the skills I've learnt here I would like to have a small business and be self-employed. My family has encouraged me to get these skills because we know it's important for our future."

As part of a pilot to develop our supporter base internationally, a supporters' association was launched in December in Lesotho. Our supporters in Lesotho have held an open day, a family day and a dinner dance to help raise funds towards the building of a girls and women's dormitory at TSTC, to ensure that girls have equal access to education and vocational skills training.



In Swaziland, the education system has been severely affected by the HIV/AIDS pandemic which is a huge threat to development. Many teachers and learners are either infected or affected by HIV/AIDS and Skillshare International has responded to the increase in the need for skills development in urban and rural areas where the number of orphans is constantly increasing.

Although the Sebenta National Institute in Swaziland was originally set up to provide an adult literacy service recently it has started to provide children with primary education. Three Sebenta schools are situated in the Shewula area in the eastern low veld of Swaziland. Currently almost 300 orphaned and/or disadvantaged children attend the Sebenta classes which is their only opportunity to access education as they cannot afford to attend the formal sector.



Sidumo Magagula is 14 years old and lives in Nduma in Shewula. He has been attending classes at Sebenta since 2001: "Before I came I couldn't speak English. I come to learn writing and reading."

The focus on developing the community skills base has meant that the number of people from remote areas who are being trained as teachers has increased thereby providing the much needed capacity in those areas.

Phindile Mabila is 25 and is a teacher with Sebenta: "I've been a teacher at Sebenta since 2001. The children are orphans. Some parents died of TB, some of swollen livers or lungs. It's very difficult to know why they've died. The children can't use the formal school system so Sebenta enables them to learn. Sebenta is a good syllabus to give a person a broad education. When the programme started there were children who had not attended school since they were six so it was difficult for them. In another two years they will sit an exam which will allow them to go to secondary school. If these children didn't come here they wouldn't learn anything. They would be illiterate. Recently children from Nduma went to primary school and were put up into the second class because their learning had been so good."

Rural Development

In many parts of Africa and Asia, rural communities remain at a disadvantage because of limited access to education, food security, land, water and sanitation, infrastructure development and income generation. Skillshare International continues to support rural development through our partner organisations, as well as small community based organisations and local authorities.

We assist with income generation, employment and self-employment initiatives, particularly those aimed at improving food security and the use of local materials, for example, local art, handicrafts and food. We help develop the skills needed to improve the provision of community services, such as water and sanitation, health, housing, education and training.

The northern province of Nampula is one of the poorest places in Mozambique. Most people make their living through subsistence agriculture or fishing but face an enormous challenge to earn enough to feed their families and afford essential health care and education.

Skillshare International has worked with the Institute for the Development of Small-Scale Fisheries (IDPPE) in Nampula and other provinces in northern Mozambique for several years to strengthen the capacity of IDPPE in the areas of fishing technologies, finance and rural development.

IDPPE works in conjunction with other government institutions and NGOs to carry out a wide-ranging programme. Using a community development approach, IDPPE aims to increase the incomes of fishing communities by improving fishing and processing techniques and addressing other problems of poverty such as lack of infrastructure, social services and training. It works on the principle that community participation is vital for sustainable development. The community decides whether they need a school or a health centre and provides a quarter of the cost of buildings by supplying labour and materials. Schools, health centres and water pumps have been built in several villages along the coast using this approach.

The water pumps have made a big difference, as Antonio Manual, a 36-year old fisherman in Mputine, explains: "The most important benefit that the project has brought is the water pumps because there is no life without water. Before, the women had to walk three or four hours a day to collect water. Now it's easier for them as we have water here in the village and it's cleaner."

For others, education is the key to a better future. Eliza Niante is a member of the water committee in Pilivili and has been trained to maintain the pump. For her, education is fundamental: "The most important thing which would improve my life would be a school here in Pilivili because if my children's lives are improved, so is mine."

IDPPE also gives training and advice to groups set up to develop income generating activities or to encourage savings. Muanaribo Jorge, secretary of 'New Beginning,' a savings and credit group with 16 women members in Angoche, describes their plans: "As a group we have some ideas for improving our lives. We want to buy a machine to make bricks to sell and we would also like to be able to buy a video, TV and generator to set up a video club for the community. People pay 1000 meticaïs (about two pence) to watch a video, which will help us earn money. These are the hopes and plans of the group because we could not do these things on our own."

By involving local people in planning and managing development activities and encouraging the initiatives of groups such as 'New Beginning', IDPPE hopes to bring lasting benefits to the fishing communities along the coast of Mozambique. Skillshare is using its experience and knowledge in education, training and employment to work with IDPPE to help them realize their objectives in these areas.



OSKI/Emma Judge

In Swaziland, Skillshare International has been contributing to rural development through project funding, leadership development and skills development. The Swaziland National Trust Commission (SNTC) is responsible for the conservation of the kingdom's natural ecosystems and cultural heritage. This is achieved through the sustainable use of resources, environmental education, community outreach and ecology research.

The Community Outreach Programme (COP) is implemented through the two national parks, Mlawula and Malolotja. Water source protection is the priority at Malolotja, while the Mlawula project focuses mainly on developing fruit tree orchards and backyard gardens. The COP aims to advise, promote and facilitate community-managed activities which improve the quality of life and reduce environmental impact.

This project has been implemented in three communities under COP, one of which is KaShewula Homestead Gardens at Mlawula, where Skillshare International's development worker Philip Nicklin works.

Members of the homestead associations where SNTC has been working to develop food security like Jolina Ifumbatsa have ownership of the project and are active in designing and mapping out their own gardens. They are encouraged to involve their family members so that they are collectively responsible for the plot. The income generated by selling produce from the communal garden creates a fund used for sustaining both the communal and homestead backyard gardens.

Jolina Ifumbatsa explains: "Before Philip came, my garden wasn't enclosed so the goats and chickens would eat the seeds that I'd just planted. Every time I'd water the plants, the animals would come and eat. I've also learnt to grow different crops and have learnt that intercropping is better. By cooking different foods, we can improve our health. In my family we work together. If the fence breaks we will cut some poles and make sure that the garden keeps functioning. Some of my friends have seen the help of growing vegetables and now they are using branches to make fences and they are growing more crops too."

Siboniso Jele has worked for SNTC as the Community Outreach Ranger and Environmental Officer since April 2003: "Having Philip as a counterpart is very good because he has many ideas about working with communities and he understands what they want. I've learnt how to approach the communities and target the groups more effectively. For example, before we targeted elders to try and stop the poaching but now we are looking for youngsters. We find the ones who are active in the forest and work with them. I've also learnt computer skills and how to write project proposals and reports. International volunteers have wide experience and they are not selfish with the knowledge they have and share it with you."

Skillshare International works with rural communities to develop vegetable gardens to improve the nutrition of people living in rural areas.

Rural Development

Despite the overall level of development in Botswana, there are still significant gender inequalities in employment, education, health care and political activity which contribute to greater levels of poverty among women than among men. Kgetsy ya Tsie (KyT) assists rural women to empower themselves, both socially and economically, by more effectively organising their entrepreneurial activities, based on sustainable management of local natural resources.

There are six women in the Manaledi's pottery group in the Tswapong Hills who produce pots from clay they have dug from the hills for income generating purposes and to learn a skill as well as bring back culture. Dithoriso Makgoro is a member of the pottery group and joined KyT in 1997: "There was a famine here 28 years ago and my mother in law taught me how to make pots so that I could trade them for millet and maize. But KyT has helped me enormously. Everything I have is a direct result of joining KyT. It has

The aims of KyT are to improve the livelihoods of rural women by supporting their business growth and development, facilitating training needs and networking, allowing women to work together to create new micro enterprise opportunities.

There are now more than 750 women in 23 villages in the Tswapong Hills working together as individual microentrepreneurs, pooling their energies and abilities to more effectively control production, processing and marketing of traditional natural resource products. Over the past five years, with the assistance of Skillshare International, they have done much to change the face of Tswapong's economy and their place within it.

brought tremendous improvement to my life. I've been able to put my children through school more easily and have been able to pay the school fees. I used to sell my pots to the teachers to pay for school trips for the children.

More than anything else KyT has opened my brains and I have learnt that the sky's the limit. Now I can plan and I know where to go to ask for support even in government offices. KyT has taught me about the markets. I've also got a job at the school as a kitchen hand. People trust

me and appreciate me. I'm now earning a salary from the government even though I don't have education. I never thought anybody would appreciate me enough to employ me. Since I got married we have been making money from cattle but I have been the primary earner for day to day requirements and I'm very proud of myself because I don't depend on anyone else."

Skillshare International supports rural development by empowering people through training and small enterprise development.



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The population of Namibia is 1.8 million with the majority of people living in rural areas (about 70%) as subsistence farmers. Skillshare has been working with the Namibia Rural Development Project (NRDP) which aims to strengthen the impact of rural development in eastern Namibia by empowering people, families and communities through training, capacity building and small and micro enterprise (SME) development.

As a result of Skillshare's interventions, including the placement of international development workers, the Leadership Development Programme (LDP) and financial resource development, NRDP has been able to assist in the setting up of 174 new SME's such as bakeries, take aways, sewing businesses and shops, as well as the further development of 240 SME's through business training. The SME's that NRDP has been working with have seen profits rise from 16% in 2001 to 53% in 2003.

NRDP is just one of the organisations in Namibia and across the region that Skillshare has been working with to equip individuals and organisations with leadership and management skills as well as organisational theory and practice to enable them to lead their own development.

Nelago Kondombelo is the coordinator of the school board training programme in Oshakati in the north of Namibia which aims to get parents more involved in the education of children. She was a participant on the LDP: "I attended local workshops on leadership before but the LDP was different because I could reflect on who I am and acknowledge my strengths and weaknesses. It opened up my mind because my personal life needs to be good if my work is to be good. I could compare what we're doing and how we're operating. I tried to implement some things that were a problem for me. If I wanted something to be done I would do it myself but the LDP made

me realise that I could delegate so that other people could participate in the work. I opened up a lot because I realised the more information that people have, the better you work as a team.

In the past I used to just do things but now I'm very conscious of the impact and want to make sure that the people who should benefit are benefiting.

After the LDP I could pinpoint areas that needed change. I shared workshop information with my colleagues and now I've seen changes in report writing and openness. I've learnt that as a leader if I open up other people will as well. The LDP really deals with issues that affects us on a day to day basis. It exposes you to the reality and in order for the organisation to be successful I have to acknowledge and appreciate my colleagues and listen to what other people have to say."

Constituency Building

Over the past year we have continued to enjoy a close relationship with our supporters, many of whom have given their time, expertise and money to support our work. Our work with supporters has been given more focus and direction through the development of a supporter pack which provides ideas on fundraising, campaigning, giving, development awareness and local groups.

the programme as on-line mentors. The opportunity to discuss health care provision with professionals who have international experience has exposed the students to a wider global perspective of health care services, raising awareness of development issues. The evaluation shows that students' understanding of development and its implications for health issues in India and Africa has increased.

Dr Adrian Hastings, senior lecturer at Leicester Medical School and supporter said: "The SSM facilitates a platform for returned development workers, health trainers and supporters to share their knowledge and experience with medical students. Students enjoy and value the contribution from returned development workers and health trainers due to their first hand experience of working in developing countries. They also value the course's learning approaches such as participation, case studies, debating controversial issues and drawing comparisons between developing countries with the UK context on health."

Our support of key campaigns has continued through our supporters, many of whom have taken action to put pressure on the UK government to draw up a timetable to commit 0.7% of Gross National Income to the overseas aid budget. In addition, our involvement in the Stop AIDS Campaign has increased substantially and our supporters have also campaigned for debt relief and trade justice during the year.

This year supporters have raised over £23,000 to support our work including contributions to an appeal for the Enable Programme in South Africa, which strives to improve the literacy levels of disabled people in KwaZulu-Natal. Supporters took on lifestyle changes and challenges to raise funds and awareness for the programme.

Supporters with specialist skills and knowledge have also made in-kind contributions to Skillshare International. For example, four supporters acted as guest lecturers on the twelve week Special Study Module on Health and Development (SSM) for medical students during the autumn term at Leicester Medical School.

The module is led by Skillshare International's returned health trainers and senior academics and also involves Skillshare International's development workers and health trainers currently working in Africa and India who support

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Enabling Effective Support (EES) is a six-year initiative by the Department for International Development (DFID), which aims to make more effective DFID's support for development education in schools and to move development education forward in UK schools.

Over the last two years, Skillshare has been at the centre of the development of the EES process in the East Midlands region. In partnership with local education authorities and development education centres, Skillshare International coordinated the process of bringing together key players in development education within the region. Creating an environment for organisations to work together and successfully develop a joint strategy was a vital part of the work that saw the network come into existence.

The implementation phase of the strategy began in April 2003. Skillshare International has provided strategic leadership and management of the resources for schools within the Steering Committee and has also hosted the Network Coordinator.

Skillshare International's participation within the network has evolved into a dual role. At one level, it facilitates the organisational growth and capacity building of the network and its future sustainability. At another level it acts as a facilitator to support teacher in-service activities, contributing information and materials from the development awareness programme to network members and teachers interested in this area. Skillshare supported four locality groups in Nottingham, Leicestershire, Derby and Lincolnshire to develop their planning and training activities with schools.

Kathryn Bloodworth, Humanities Teacher at King Edward VII School in Melton Mowbray, Leicestershire explains: "The project on global perspectives has enhanced and enriched students' learning and their perception of the world. They have had the opportunity to study a unit exploring global inequality and investigate ways of addressing the issues through global interdependence and sustainable development. This included looking at examples of government and NGO approaches to development, and case studies which involved working in partnership with local communities."

This partnership gives Skillshare International valuable learning experience in developing more effective ways to engage with educational institutions to reach a wider target groups, developing resources based on projects with partner organisations and developing future strategies to mainstream this learning into core curriculum.

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 closely to budget, and maintained an adequate level of reserves.

Our income in 2003 – 2004 amounted to £2.78 million, rising from £2.61 million in 2002 – 2003. Our basic grant from DFID was £1.98 million in 2003 – 2004, therefore comprising 71.3% of our total income, compared with 73.9% in 2002 – 2003.

We currently operate in 13 currencies across the organisation. Most of these are relatively stable but we are vulnerable to rapid changes caused by issues such as global instability. The continued strength in the value of the rand against the pound during the year remained a problem, mitigated to some extent by a weakening dollar.

Overall, we have managed our financial resources effectively. We had budgeted for a deficit of £65,000 this year, in order to maintain key areas of our work which had been previously funded. However, the currency problem, together with one or two specific issues during the year, has left us with a slightly larger deficit. The reserve built up over the years through the application of our reserves policy has enabled us to meet these issues effectively, but is now at the lower end of the range we consider to be appropriate. Work is now

in hand, through the business plan for 2004 – 2005 and longer term financial planning, to rebuild the reserve.

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.

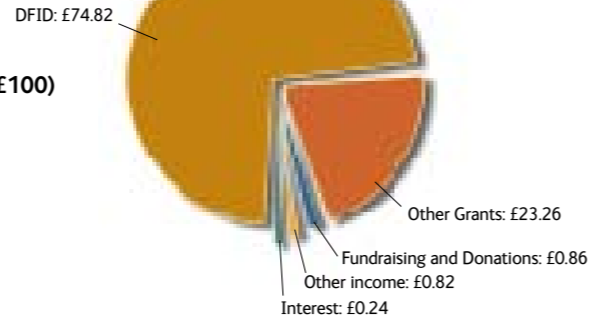
Ninety one and a half per cent of our expenditure is directly related to our charitable objectives and meets the costs of running our programmes in Africa and India.

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.

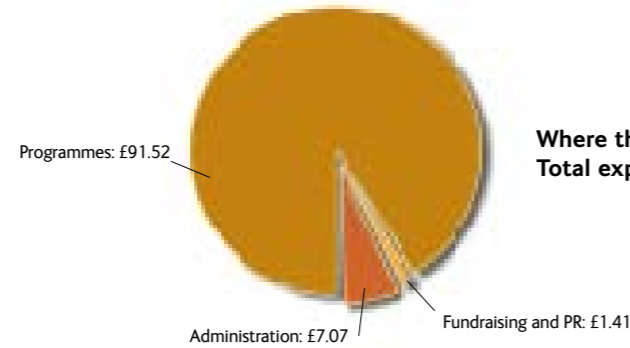
The partnership approach of Skillshare International, and the direct involvement of our development workers, frequently provides the means for our partner organisations to gain their own access to resources. We recognise this to be a powerful form of financial leverage.

Skillshare International receives some benefits in kind. 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.

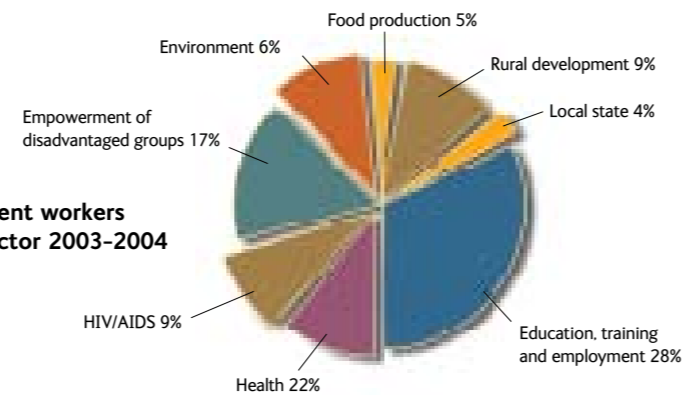
Where the money came from (per £100)
Total income: £2,778,853



Where the money went (per £100)
Total expenditure: £2,998,567



Distribution of development workers and health trainers by sector 2003-2004



These figures have been taken from the audited accounts of Skillshare International for 2003-2004. For more financial information contact our Leicester office.

Funders during 2003/2004:

Besom Foundation
The Clothworker's Foundation
Comic Relief
Community Fund
Christadelphian Meal-a-Day Fund
Department for International Development (DFID)
Development Cooperation Ireland
Elton John AIDS Foundation
European Commission
Guidance Control Systems Ltd
The Leggat Trust
The Maurice Laing Foundation
Nuffield Foundation
Royal College of General Practitioners
SADC Health Co-ordinating Unit
State of Guernsey Overseas Aid Committee
R Farquhar – Oliver Trust
Trusthouse

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
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
World View Botswana
Somarelang Tikologo
YWCA
Ranaka Horticultural Project
Botswana Network For People Living With HIV/AIDS (BONEPWA+)

India

Vidya Sagar
Tribal Health Initiative
Manav Adhikar Seva Samitee (MASS)
ASHWINI
SLADS
Seba Jagat
Samraksha
KAGAS
HSC
Kovel Foundation
South Orissa Voluntary Action (SOVA)

Kairali Mahila Samajam

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 Persons
Lesotho College of Education (formerly National Teacher Training Centre)
St. Elizabeth's Training Institute
Lerotholi Polytechnic
Lesotho Opportunities Industrialisation Centre
Ikemeng 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

Faculty of Law, Catholic University
Faculty of Agriculture, Catholic University
Department of English, Pedagogical University Beira
IDPPE
Mavalane General Hospital
Angoche Rural Hospital
Angoche City Council
Angoche Administration
Association of Technicians for Agriculture and Animal Husbandry (ATAP)
ASALAMA
Forum Terra
ACORD
African Rural Association
Mafavuka Association
Nkulunkulu Association

Livaningo Association
Provincial Directorate of Health

Namibia

Farmer's Against HIV/AIDS
Namibia Rural Development Project
Association for Children with Language, Speech and Hearing Impairments (CLaSH)
YWCA (Young Women's Christian Association)
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 Federation (dealing with rights of San communities in Namibia)
Ministry of Local Government and Housing

South Africa

Community Based Rehabilitation Education and Training Empowerment (CREATE)
Conquest for Life
Itirileng Community Development Project Trust
Natal Adult Basic Education Support Agency (NASA) – ENABLE Programme
Soetfontein Rural Development Association
Mission Society Care
Sizimisele Development Trust
Limpopo Province Department of Health and Welfare
Amaoti Disabled People's Organisation
Southern Africa Regional Programme
Community (SADC) – Health Sector
Action for Conflict Transformation Support Centre (ACTION)
International Federation of Red Cross

and Red Crescent Societies – Harare (IFRC)
Botswana-Baylour Children's Centre of Excellence (COE)

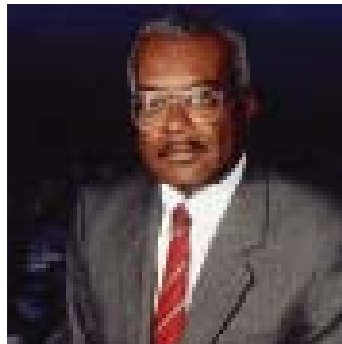
Swaziland

Swaziland National Trust Commission (Mlawula and Malolotja Nature Reserve)
Ministry of Natural Resources and Energy
Sebenta National Institute
Swaziland Women's Action Group Against Abuse (SWAGAA)
SACRO
Swaziland College of Technology
Swaziland Hospice at Home
Save the Children
Swaziland AIDS Support Organisation (SASO)
School Health and Population Education (SHAPE)
SINAN
Federation of Organizations of Disability in Swaziland (FODSWA)
Care Nakelela
IMBITA
The National Emergency Response Council on HIV/AIDS (NERCHA)
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
KCMC OT Training School
Simanjiro District Council
UNCODET
Uganda
Kampala OT Training School
Ministry of Health OT District Support Project



Richard E Grant
Actor

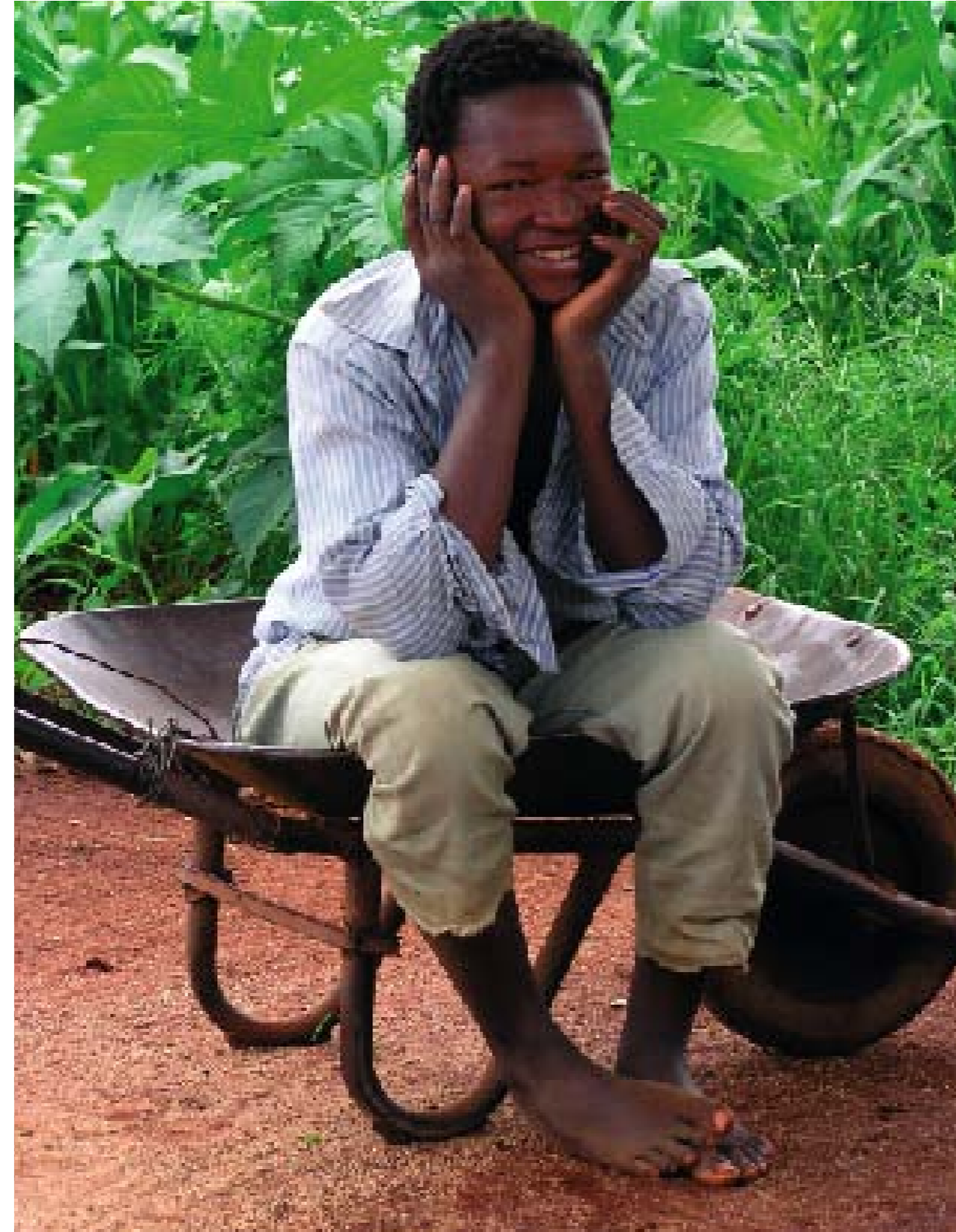
“There are two reasons why I support Skillshare International. Firstly, I was brought up in Swaziland and I know how people there are struggling to escape poverty. Secondly, by sharing skills and supporting local initiatives, Skillshare is helping people in Africa and Asia to address their greatest needs,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



Sir Trevor McDonald OBE
Broadcaster

“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.”

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