





Collecting lake water in Simanjiro, Tanzania.

**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.**

**How?**

Through skilled development workers who share their knowledge, tangible skills and valuable experience.

By securing and channelling funds to help our partners grow and serve a wider community.

By delivering our leadership development programme that aims to enhance strategic leadership capacity within the management of our partner organisations.

**Our strategic plan 1999-2004 identified our main areas of international work and five guiding objectives:**

<b>Empowerment of disadvantaged groups</b>	To assist the reduction of poverty, improve living conditions and create long term sustainable livelihoods
<b>Health</b>	
<b>Education</b>	To develop broad based partnerships with organisations in Africa and Asia, working with them to identify their needs in relation to skills and organisational development
<b>Rural Development and Environment</b>	
<b>Constituency Building</b>	
	To identify varied and innovative ways in which the needs of partner organisations can be met within the context of the evolving needs of the region
	To widen understanding and awareness of the importance of international development
	To develop and diversify our resource base in terms of organisational, human and financial resources



## CEO's Review



This last year has been a very significant one for all involved with Skillshare International. We completed the review of our corporate strategy and embarked on the process of developing a new one for the next five years.



Being inclusive was vital both to the review of the strategy now completed and the development of our new one. One hundred and fifty people worldwide were invited to review us – development workers, international partners, our staff, and supporters all contributed. The results of this review have now been published in "Under Scrutiny: a strategic review"\* which has now been distributed.

Our brand new Corporate Strategy 2005–2010\* is also available. It crystallises our development priorities, acknowledges the changing global environment and the implications for our partners' needs, while addressing the internal changes we will need to make to improve our organisational practice.

Our extensive work on the Corporate Strategy ran parallel to agreeing a new six year Programme Partnership Agreement with DFID. We appreciate the partnership we have with DFID and welcome their continued support for our work.

This last year was the year when the global community decided to say "no" to complacency in the fight against poverty and in particular the plight of Africa as a continent that continues to lag behind, decade after decade. Several key events would be coming together in 2005. In anticipation, the UK Government established the Commission for Africa to review the issues and make recommendations for action. In advance of the UK Government becoming Chair of the G8 summit, as well as taking on the UK Presidency of the EU, UK civil society organisations determined to mobilise around the key issues – debt, aid and trade – and demand significant progress towards combating global poverty. The 20th anniversary of Live Aid and the United Nations review of progress towards the Millennium Development Goals added further

dimensions to a potentially significant year ahead.

Our own response to these challenges needs to be well-informed. Our involvement in the International Forum on Development Service, the global network for International Volunteer Co-operation Organisations (IVCOs), has provided opportunities to gain insights and share best practice with similar organisations throughout the world. The 2004 annual conference, hosted by FK Norway in Oslo, focused on the impact of our work, innovative practice, and collaboration between organisations. I fully expect that we will develop new and significant strategic partnerships during the year ahead as we try to play our part in reducing poverty and inequality.

This Annual Review is the final chapter of our last corporate strategy. The stories of change in these pages reflect the considerable energy from our development workers, health trainers, and staff that has gone into ensuring the maximum benefits of our programmes are realised. We appreciate the

contribution from our donors, supporters, trustees and advisory committee members over the past year.

I hope you will find this review encapsulates the variety of work we have initiated and completed in the last twelve months, all with your help.

Without your support our work really would not be possible.

**Dr Cliff Allum,**  
Chief Executive Officer

\* All our publications are available online at [www.skillshare.org/publications](http://www.skillshare.org/publications)

## International highlights 2004-5



Our Leadership courses were in high demand, with 207 participants in 2004-5.

### Leadership Development Programme (LDP)

In 2004-5 we ran the LDP consolidation and foundation workshops in six countries in Southern Africa. Two hundred and seven leaders of civil society organisations, local NGOs, government ministries and community based organisations participated. Just over a third were from the health sector (including HIV and AIDS) and 25% from organisations focusing on human rights (women, people with disabilities and children) and peace building. For the first time the Strategic Leadership and Personal Mastery workshop of the LDP included partners from Tanzania and staff from India.



Occupational Therapist Rachel Kissime treats an infant patient at Jinga Community Hospital, Uganda.

### East Africa

A regional workshop in Uganda involving Occupational Therapy Associations from Kenya, Tanzania and Uganda and twenty participants from these countries looked at the potential for regional programmes and regional collaboration to strengthen the occupational therapists and their work.



Participants at the HIV and AIDS Regional Workshop.



Three generations of Chairs celebrate the publication of "To Whom It May Concern".

### UK

In December 2004 we launched our book "To Whom It May Concern" in South Africa House, to celebrate the 10th anniversary of free elections in South Africa.

### Southern Africa

For three days in early February 2005, Skillshare International's regional office hosted a landmark HIV and AIDS workshop in Pretoria. Doctors, nurses, social workers and representatives from governments, NGOs and community-based organisations arrived from six countries. They used the forum to share experiences, inform each other of successful practices and disclose valuable lessons learnt from across the region. A report and collection of case studies called "Sharing In Action" is available from our Pretoria or UK office.



Village children in the Nilgiris, Tamil Nadu.

### Asia

"A foundation has been laid which should be built on for longer-term and wider impact on the health needs of tribal communities in India." **KCHL programme evaluation report.**

The Knowledge Confidence and Healthier Lives (KCHL) programme in India closed in March 2005.

Our seven NGO partners have made a huge and lasting impact on approximately 70,000 tribal people living in and around 400 rural villages, located in demanding terrain with very restricted access to government health services.

Thanks to the efforts of the village health workers in Jharkhand, East India, there are now no deaths from Malaria and 100% vaccination coverage against polio in most areas. In Tamil Nadu, where ASHWINI works, infant mortality is 60 in every 1,000 (down from 250) and deaths of mothers during birth have become extremely rare.

## Empowerment of disadvantaged groups

### Working with tribal communities

Our commitment to addressing the critical issue of exclusion, poverty and injustice, manifests itself in our programmes in community health, HIV and AIDS support, education, and natural resources management and through the economic and socio-political empowerment of some of the most excluded people.

"Tribals are at the bottom of social and political ladder in India. Development projects have not only bypassed them, but often harmed them by taking away their lands and other resources on which their livelihood was based."

**Dr Naresh C Saxena (Indian Administrative Service Retd.)**

In far-flung rural, mountainous and heavily forested areas we support our NGO partners who work with communities of tribals, Dalits, fisherfolk and traditional artisans. Ill health, poverty, limited access to education and health care facilities, and poor economic resources and opportunities, is the status quo.

Our support involves transfer of skills through placement of volunteer professionals (doctors, nurses, managers, ethno-botanists,

textile and product designers), resource mobilisation and building individual and institutional capacity. Our engagement in the partnership can also go beyond the methods outlined above, in an attempt to contribute to broader social change. Last year we supported our partners to network with Dr Saxena, a member of the National Advisory Council of the Indian Government, so they could feed into the review of the draft National Tribal Policy.

Suzi Beaumont – White and Gregory Solomon are health trainers placed by Skillshare International with local NGO partners – the Himalayan Study Circle and Kumoun Agricultural and Greenery Advancement Society in the state of Uttaranchal, Northern India. Having worked with aboriginal communities in Australia for over a decade, Suzi and Greg joined Skillshare in January 2005, to work among the remote mountain communities near the Himalayas. They work across Champawat and Pithoragarh districts and over 200 villages where they are training a team of 'master trainers' hand-picked by

Women, girl children, people living with HIV and AIDS, tribals, the differently abled, the young... many still remain invisible, under-represented and economically and socio-politically excluded.

the local people, in a community health programme supported by Skillshare International Ireland.

One of the two districts, Pithoragarh, lies at 12,000 feet above sea level and 14 hours by road from the Skillshare International India office in Delhi. These are Suzi and Greg's recollections:

"We walk through the villages observing details to gain a picture of the villagers' living conditions, health status, hygiene, water sources... Families from the very young to the very old were wrapped in a shroud of charcoaled smoke, eyes watering and their chests clogged ..."

"Stories abound of inequalities and hardships, of a faith in the Gods and ritual sacrifices, of deaths of both mother and child, of births taking place in dirty corners of the home or cowsheds, of the mother's first milk (colostrum) being thrown away due to generations-old beliefs and superstitions. To change

these practices, the initiative has to come from the people themselves..."

"We met strong women, vocal, empowered and motivated – they are the 'grassroots' change agents living below the poverty line and desiring and striving to be above it."

Successes do occur through NGO interventions. In villages and hamlets participatory processes and limited financial resources have led to clean safe drinking

water, houses with latrines, literacy programs, creation of healthy, happy communities, children schooled, smiling and playful..."

"At the end of each training workshop and village visit, we reflect and assess what can be done, to work on the successes, and enrich the hopes and dreams that people continue to have even in the midst of unimaginable hardships."

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A self help group of tribal women in Bhamta village, Pithoragarh, Uttaranchal.

<sup>1</sup> Dr Naresh C. Saxena is currently advising several international donors on food security, poverty alleviation, natural resource management, good governance, and peoples' participation. Dr. Saxena has worked for the Government of India as Secretary, Planning Commission (1999–2002) Secretary, Rural Development (1997–99), and Director, LBS National Academy of Administration, Mussoorie (1993–96). He is a member of the National Advisory Council set up by the Government of India.

## Health

Preventable ill health is still endemic in poverty-stricken regions. For over four decades Skillshare International has pursued a health programme that directly aims to raise the health status of rural and isolated communities. Last year our work in Simanjiro, northern Tanzania, significantly impacted on the health of local school children and their families.

### Working in schools

In May 2004, Dr. Kokku Suresh Babu, a paediatrician from India, arrived to start work as a community health trainer in Orkesumet town, northern Tanzania. Providing and facilitating Mother and Child services and building the capacity of local health workers and community members are the key objectives of this health programme. Dr Kokku's first considerable task was to initiate reliable medical data collection from the residents of Simanjiro (over 141,000) for the District Medical Office.

"Simanjiro is a very big district and most residents live in dire poverty in scattered settlements,

some more than 100 kilometres apart. Outreach programmes are very difficult to run, especially since many families are nomadic pastoralists constantly on the move to find water for their livestock," says Dr. Kokku.

The most vulnerable people are often the youngest. Children in Simanjiro are forced to trek up to 20 kilometres to school and back on a daily basis, five times a week. The journey will often be made on an empty stomach and through a wide plane of hot dusty wilderness. No school has running water and so dehydration, fatigue and hunger are common symptoms and obvious barriers to learning. Diseases are rife.

A pioneering initiative by the district and Skillshare International has led to thirty four teachers in twenty primary schools receiving First Aid training and kits. The comprehensive kits include such items as dressings, anti-fungal cream, betadine spray, malaria prophelaxis, paracetamol, sterile gloves and scissors.

Additionally more than 1,000 children have been screened and treated for malaria, water borne respiratory and other diseases.

The teachers are trained on the understanding that they will organise a health education programme for their school that covers nutrition, sanitation, personal hygiene and the setting up of a school health committee.

©SKI/Boniface Mwasaga



Due to this keen participation from teachers, pupils and supportive parents, better health education is available at school. This has contributed to a more positive image of formal education amongst the Masaai pastoralist population and parents encourage their children to embark on the long trek to school.

"Children are no longer customers of witch doctors, parents are becoming more enlightened on health issues and schools have turned into a refuge in times of sickness."

**Beatrice Julius, School health committee member for Landanai primary school.**

### Focusing on HIV and AIDS

Through the Specialist Service Overseas (SSO) programme, supported by Skillshare International Ireland, a needs assessment for an HIV and AIDS hospice based in the Berea District, north-west Lesotho was commissioned.

It revealed a large number of people who were sick and dying in their homes and not receiving medical attention or food supplements. On this evidence we applied for funding to pilot the Basali Moho Project, to support twenty single women who are very sick together with their sixty children and their family members. The World Bank agreed and the pilot began in December 2004. A support network of women, composed of family members, community health volunteers, and clinical staff has been formed and development worker, Annie Siyangya, a trained palliative care nurse, is working with them to provide technical expertise.

## Education

**A rigorous education is one of the strongest defences against a life defined by poverty. We are committed to assisting people to develop the skills and knowledge they need to enhance their prospects for work and long-term employment.**

### Capacity building

In Mozambique our current guiding objective is to help build capacity through supporting teacher training programmes, at university level, namely in partnership with the Catholic University faculties: Law in Nampula and Agriculture in Cuamba, northern Mozambique.

Development Worker Stephen Opira works at the Catholic University as the library master and the Head of the Department of Languages and Skills Training. His varied role includes teaching English as a Foreign Language (EFL) and Problem Based Learning (PBL) skills, training fellow teachers and offering advice to the pedagogical director on academic issues arising from his department.

His students are now motivated to speak English and use the library voluntarily and much more than before. He also notes that: "As they have picked up more effective studying skills, learnt to work together, to debate problems and to discuss group projects, their academic performance has noticeably improved."

What was his biggest achievement over the past year? "I led my group to debate the problem of "Food Security", using PBL skills, consequently, they inspired their agronomy teacher to start their group project at the

experimental farm where they produced many foodstuffs which they then collectively sold to the community."

Professor Mazivila, former Faculty Director, praised this new style of learning by asserting: "The students are not only prepared for a life of intellectual commitment but also for a war against the tenacious plague of poverty."

### Disability and Education

Our strategic partnership with the Tribal Group Foundation – the charitable arm of Tribal Group Plc – has matured in 2004–5 and led to the funding of two significant projects in India (Knowledge, Confidence and Healthier Lives) and South Africa (Enable).

Earlier this year Geoff Bateson, on behalf of the Tribal Group Foundation, visited projects under the Enable umbrella of organisations in KwaZulu–Natal, South Africa.

Our collaboration aims to reach 145 learners (aged 16–60) who are adults with disabilities or their carers, most of whom experience poverty, unemployment, low self-esteem and a sense of helplessness. We will work through a variety of locally-organised self-help groups and small voluntary organisations to provide appropriate education and training which may lead to income

©SKU/Janet Bliss



Waiting to begin an exam at a secondary school, Ribawe district, Mozambique.

generation opportunities and promote greater participation in their communities.

People with disabilities will also be recruited and trained to be adult education trainers, providing role models and contributing to the understanding of the needs of those with disabilities in a learning environment.

In his visit report, Mr Bateson says: "There is a feeling of robustness about Enable... One strength is its focus on one sector of activity and its holding of considerable expertise in this area – to the extent that it has the ability to act in pushing forward national policy strands where there may be good legislation and policy intentions but gaps in governmental capacity to deliver at the speed and volume needed."

## Rural Development and Environment

**“The environment and its natural resources should be used to eradicate poverty amongst our local communities and not to enrich private economic interests.”**

**Thuli Makame, Director of Yonge Nawe.**

### **How we can work in partnership**

One of our objectives in this sector is to assist community based organisations in the development and delivery of rural development initiatives through the provision of skills and resources.

Yonge Nawe, our partner NGO, works with multiple groups, national and international partners and networks in Swaziland to campaign on environmental and sustainable development issues. This year development worker Nicholas Brook, Communications and Research Coordinator at Yonge Nawe, has set up brand new information systems for communicating with partners and stakeholders.

Thuli Makame, Director of Yonge Nawe, describes how our partnership has taken shape.

### **Is it disruptive for the local staff to have a foreign development worker stepping in?**

“No, quite the contrary, having an additional person from a different work culture has produced positive cross pollination with other colleagues who have learnt and embraced the different work ethic.”

### **Why did you seek help from Skillshare International to have this particular role filled?**

“This position is critical for our work as it is the mirror for the external world of Yonge Nawe, the Swaziland environment and development context, and this calls for highly developed communication skills.”

### **Is the work of a development worker sustainable? Or do their skills walk out of the door with them?**

“Sustainable? Certainly...Nick has assisted in setting up systems and guidelines for feeding information to local partners and I am certain these systems will be maintained.”

### **What are your hopes for the future- for Yonge Nawe and generally for the environmental sector in Swaziland?**

“Less environmental degradation... Pollution of rivers by industries should stop, settling of harmful industries within local communities should stop and local communities should be given control over their local resources. The environment is a common good and we would like to see more public participation in environmental decision making”.

### **How would you like our partnership to mature?**

“We’d like it to continue to be empowering and supportive without being patronizing. Skillshare International can provide the rare skills in social transformation and also assist in cultivating additional and relevant international partners. As for us – we are looking to move outside the traditional box of just delivering service projects to poor communities and start to interrogate and address underlying causes of poverty that are not within their control, like policy and its implementation.”

“We’d like to thank Skillshare International for her invaluable contributions to the initiatives for attaining sustainable development in Swaziland.”



©Nicholas Brooks Yonge Nawe



## Constituency building

We are creating a broader base of well-informed Skillshare International supporters, to advocate more effectively for international development and spread understanding of its importance.

We are most effective when we involve people in what we do, both those who support us, and those who benefit from our work.

### Campaigning for more and better aid, to make trade fair and drop the debt

Skillshare International supporters contributed to a big campaign success in 2004, when UK Chancellor of the Exchequer Gordon Brown met campaigners' demands for a timetable to achieve the 0.7% target for spending on aid as a proportion of Gross National Income. The momentum continued as the Make Poverty History coalition formed with Skillshare International an enthusiastic and active member, encouraging all our supporters to buy a white band and sign up to the campaign.

### Raising awareness of global health issues in the UK

Dr Katy Newell Jones belongs to the Best Practice in Global Health Education Network, initiated by Skillshare International in 2005. It advocates for more teaching of global health to medical students, identifies best practice in the sector and provides guidelines for already existing courses. She says: "It is an extremely valuable initiative drawing together health, medical and social care professionals to explore the concepts of global dimensions in education and training. There is a great deal which all professional groups can gain from such discussions both in terms of breaking down professional stereotypes and in moving forward the global education agenda."

The Special Study Module (SSM) on Health and Development we deliver with Leicester Medical School continues to attract students looking to deepen their understanding of health issues at a global level. Some of them later choose to do their elective overseas in a developing country. Medical student, Jenny Briggs, says: "My choice of project was directly influenced by the work we did during the SSM. It gave me the confidence to go and work in a resource-poor setting, helped me to understand that the priorities for people in developing countries are entirely different to my own and helped me to suggest treatments that were practical and culturally appropriate."

### Supporters in Southern Africa

The enterprising Supporters Association established by our country office in Lesotho, has very

successfully united us with local economists, demographers, lawyers community leaders, politicians, youth, filmmakers, government officials and other professionals. Justice Kalebe, Skillshare Lesotho staff member and editor of the Lesotho Supporters' newsletter, recalls the day he and the Supporters Task Team went to Semonkong to conduct an organisational assessment of Katleho 'Moho (a small agriculture association wanting to branch out into eco-tourism): "It's one of my best memories. I really felt the support was genuine. We met with local people and asked directly how we could donate our time, skills and resources to help them to get Maletsunyane Water Falls declared a national heritage site and tourist attraction."



©SKI/Justice Kalebe

**Dr. Ramatlapeng, Patron of the Skillshare International Lesotho Supporters Association, endorses and applauds their latest fundraiser.**

### To Whom It May Concern

"We rejoice in a decade of democracy in South Africa. This book provides us with important lessons from the past that we should use for the development of our nations. I urge you to read this book, learn from it and build on the foundation of courage, compassion and goodness so wonderfully exemplified in these stories."

**Extract from the foreword by Desmond Tutu, Archbishop Emeritus**

Our 62 page book contains unique testimonies of more than thirty people associated with us or our precursor, International Voluntary Service, in Southern Africa. Buy a copy at [http://www.skillshare.org/news\\_to\\_whom.htm](http://www.skillshare.org/news_to_whom.htm) or call +44 (0)116 254 1862



## Financial Review

95.5% of our expenditure is directly related to our charitable objectives, namely meeting the costs of running our programmes in Africa and India. This work is made possible by the continued support of our funders and donors.

Our income in 2004–2005 amounted to £2.95 million, rising from £2.78 million in 2003–2004. Our grant from DFID was £2.13 million in 2004–2005, therefore comprising 72.1% of our total income, compared with 71.3% in 2003–2004, and 74.5% in 2002–2003. Other significant funders include the European Union, Big Lottery Fund, Comic Relief, the Elton John AIDS Foundation and the Tribal Group Foundation. Development Cooperation Ireland is a major funder through Skillshare International Ireland.

The partnership approach of Skillshare International, and the direct involvement of our development workers, frequently provides the means for our partner organisations in Africa, India and Europe to gain their own access to resources. We recognise this to be a powerful form of financial leverage, although it cannot be reflected in the accompanying accounts.

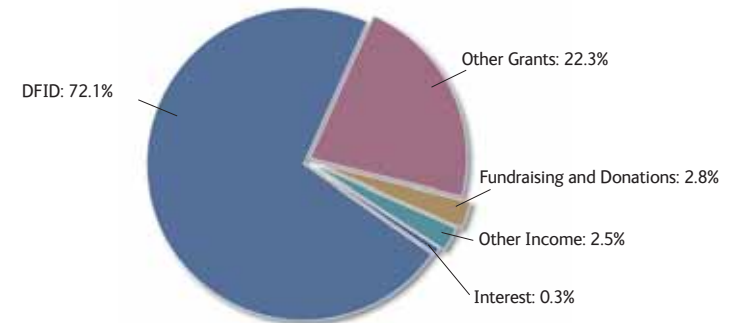
Skillshare International receives some benefits in kind. The governments of Botswana and Lesotho make premises available to us rent free, and our partner organisations in Africa and India provide housing and other support for our development workers.

The financial objectives set in June 1998 by the trustee board remain current. These were to continue the success in the following areas: increasing total income,

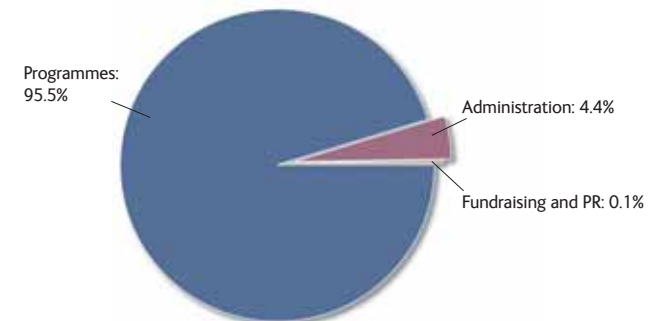
increasing the proportion of income from sources other than from DFID, managing expenditure effectively and within budget, and maintaining an adequate level of reserves. Three of these objectives have been met.

Overall, Skillshare International has managed financial resources effectively and broadly within budget. We had budgeted to break even before depreciation this year. However, the continuing strength of the South African rand, together with one or two specific issues during the year, have again left us with a small deficit. The reserve built up over the years through the application of our reserves policy still enables us to meet these issues effectively, but is now below the range we consider to be appropriate. Our five year business plan 2005–2010 incorporates specific provision to build the reserve. We maintain sufficient reserve as cash or short-term deposits to meet immediate needs.

### Where the money came from Total income: £2,953,926



### Where the money went Total expenditure: £2,973,578



These figures have been taken from the audited accounts of Skillshare International for 2004–2005. Please contact the Leicester office for more information.

## Partner Organisations (1 April 2004 - 31 March 2005)

### Funders during 2004-2005

American Ambassadors Fund  
Botswana  
Big Lottery Fund  
British Council Global School Partnership  
Christadelphian Meal-a-Day Fund  
Comic Relief  
Development Cooperation Ireland  
Development Education Association  
DFID  
Dorfred Trust/Foundation  
East Midlands Network for Global Perspectives in Schools  
Elton John Aids Foundation  
European Commission  
Leicester Medical School  
MedSIN  
McKnight Foundation  
National Teachers Union (NUT)  
Royal College of General Practitioners  
Rufford Maurice Lang  
Tribal Group Foundation  
Trust House  
WUSC  
World Bank

### Asia

Aruna  
ASHWINI  
Costal Education and Cultural Trust (CECT)  
Centre for Human Development (CfHD), Sri Lanka  
GRRC  
Himalayan Study Circle  
India society for life development  
Kairali Mahila Samajam  
Kovel Foundation  
Manav Adhikar Seva Samitee (MASS)  
Narikkuravar Educational and Welfare Society (NEWS)  
Samraksha  
Seba Jagat  
Seva Bharati  
Shadows  
Shelter  
SLADS  
South Orissa Voluntary Action (SOVA)  
Tribal Health Initiative  
Vidya Sagar

### Botswana

Bakgatla Bolokang Matshelo  
Baylor Children's Centre  
BOCONGO (NGO Umbrella Organisation)  
"Botswana Network of People Living with AIDS (BONEPWA)"  
Botshello Project  
Botswana Christian AIDS Intervention (BOCAIP)  
Chobe Development Trust  
Dula Sentle  
DITSHWANELO  
- Centre for Human Rights  
Emang Basadi  
Gantsi Craft

Kang Brigade  
Kgetsi ya Tsie Women's Mico Enterprise Programme  
Kuru Development Trust  
Letloa  
Light and Courage Centre  
Majakathata Community Development Trust (MCDT)  
Macheng Brigade  
Mauje Community Junior School  
Okavango Brigade  
Pudulogong Rehabilitation  
People & Nature Trust  
Permaculture Trust  
Renaka Horticultural Project  
Somarelang Tikologo  
Thuso Rehabilitation Centre  
TOCaDI  
TXY  
World View Botswana  
YWCA

### Kenya

Coalition for Peace in Africa (COPA)  
GHARP

### Lesotho

Appropriate Techology section (ATS)  
Department of rural roads  
Ha Mothalane community education and training centre  
Itareng vocational training centre  
Ithuseng vocational rehabilitation centre  
Leifkeng skills training centre  
Lesotho College of education  
Lesotho Council of Non-Governmental Organisations (LCN)  
Lesotho Society of Mentally Handicapped People  
Ministry of health and social welfare

Mokhotlong candle making project  
Morapeli girls centre for the disabled  
NGO coalition on the rights of the child (NGOC)  
Rural Self Help Organinsation (RSDA)  
St Angela's centre for the disabled  
St Paul's school for the deaf and dumb  
Taung Skills Training Centre  
Thaba - Tseka Technical Institute  
TVED

### Mozambique

Angoche City Council  
Angoche Rural Hospital  
Beira Pedagogical University  
Catholic University Cuamba  
Eduardo Mondlane University (UEM)  
IDPPE Angoche  
IDPPE Quilimane  
Mavalane General Hospital  
Nampula University

### Namibia

Association for Children with Language Speech and Hearing Impairments (CLaSH)  
Joint Consultative Committee  
NANASO  
NRDP  
Regional Council, Windhoek

### South Africa

Action for Conflict Transformation (ACTION)  
Community based Rehabilitation Education and Training Empowerment (CREATE)  
Conquest for life  
ENABLE  
International Community of Women living with HIV and AIDs (ICW)

Southern Africa Development Community (SADC)  
TOCADI

### Swaziland

ACAT Lilima  
Care Nekelela  
IMBITA, Swaziland Womenis Finance Trust  
Ministry of Agriculture  
Ministry of Health and Social Welfare  
Ministry of Natural Resources and Energy  
Red Cross  
Renewable Energy Association of Swaziland (REASWA)  
Save the Children  
School of Health and Population Education (SHAPE)  
Sebenta National Institute  
SNTC  
SWAPOL  
Swaziland AIDS Support Organisation (SASO)  
Swaziland College of Technology (SCOT)  
Swaziland Hospice at Home (SHAH)  
Swaziland Women's Action Group Against Abuse (SWAGAA)  
The National Emergency Response Council on HIV/AIDS (NERCHA)  
Yonge Nawe

### Tanzania

KCMC OT Training School  
Simanjoro District Council  
UNCODET

### Uganda

Ministry of Health OT District Support Project

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