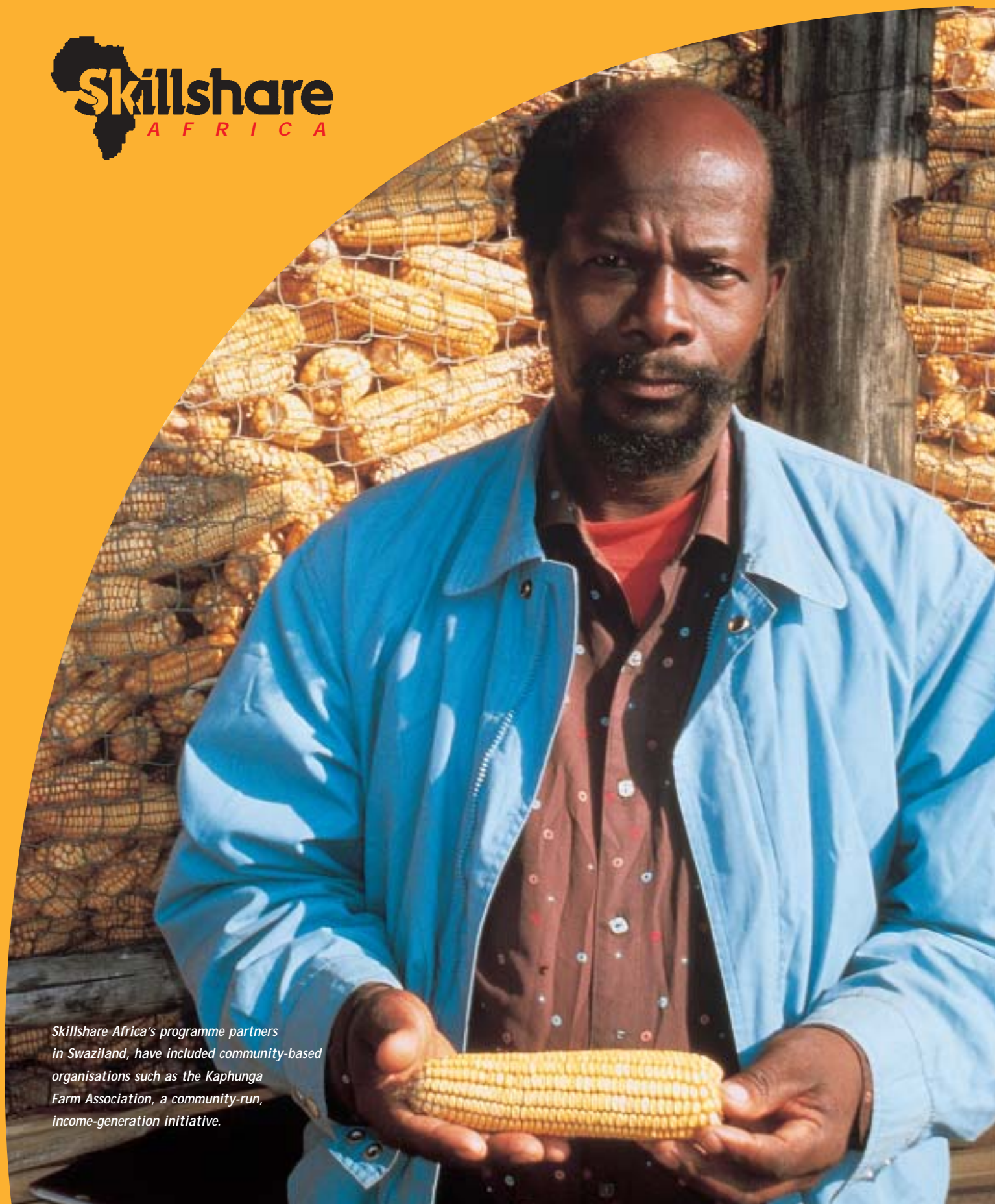


Skillshare Africa's programme in southern Africa

# Swaziland Country Plan 1999-2004



*Skillshare Africa's programme partners in Swaziland, have included community-based organisations such as the Kaphunga Farm Association, a community-run, income-generation initiative.*

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

**Values**

We have identified overall values which will guide our work. Skillshare Africa:

- recognises the right of people and communities to determine and develop their own future.
- is committed to organisational and individual development.
- believes working in partnership is central to effective economic and social development.

**Strategic objectives**

We have identified five key strategic objectives:

- to assist the reduction of poverty, improve living conditions and create long-term sustainable livelihoods through support for the development process both regionally and in each country where Skillshare Africa operates.
- to develop broad-based partnerships with organisations in southern Africa, working jointly with them to identify their needs in relation to skills and organisational development.
- 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, drawing on and learning from examples of good programme practice.
- to widen understanding and awareness of the importance of international development work through the building of a broader constituency.
- to develop and diversify our resource base, in terms of organisational, human and financial resources, leading to an enhancement of our activities.

Skillshare Africa has developed a new Corporate Strategy setting out our statement of purpose, values and strategic objectives for the five-year period 1999-2004.

At the same time, individual Country Plans are being developed for Skillshare Africa's programmes in each of the countries we work with in southern Africa.

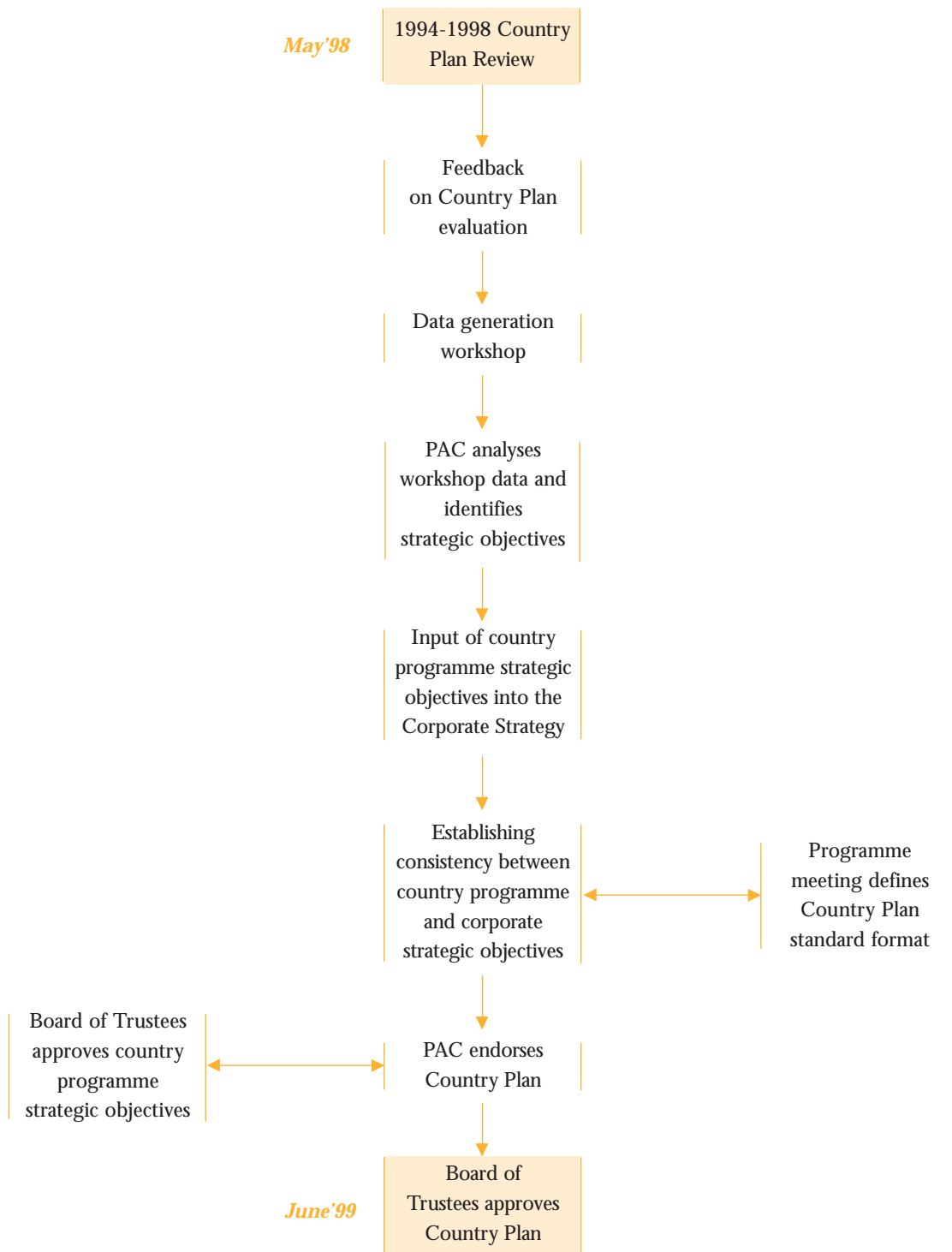
These plans interpret our broader corporate objectives as more specific programme strategic objectives that identify the contribution we will be making in those countries.

Each plan also puts the particular development needs of that country in context, as well as giving background information to Skillshare Africa's involvement.

The development of the new Country Plans has been a process of review and consultation involving the participation of people connected to Skillshare Africa both internally and externally in each country. Participants have included Skillshare Africa's Country Office staff, Programme Advisory Committee (PAC) members drawn from the local community, programme partners and serving development workers.



# Swaziland Country Plan Development Process



## Country context

### *The dimension of human development*

Swaziland is the second smallest country in Africa, with a land mass of 17,000 km<sup>2</sup>. It is landlocked, surrounded by Mozambique in the east and South Africa in the west. It has a population of 937,747 (1996) with a birth rate of 3.5%.

The majority of Swaziland's population (73%) lives in rural homesteads under a traditional political structure in which the socio-economic infrastructure is based on the subsistence farming of crops and the rearing of livestock. Supplementary income for many homestead families is generated from migrant and seasonal labour, while at least one family member is often employed in the formal sector.

The other 27% of the population lives in the cities, towns and villages under a relatively modern and formal local authorities (there are 25 of these).

Due to the spread settlement of rural homesteads, it is difficult to provide essential services such as roads, schools, health clinics, water and electricity to the rural population.

The land tenure system is divided into *Swazi Nation Land* (under the jurisdiction of traditional leaders) totalling 10,298 square kilometres and *Freehold Land* amounting to 5,192 square kilometres (farms and urban plots). Swaziland has three distinct climatic regions. The east is the *lowveld* typified by a relatively dry and hot climate (10°C to 42°C in summer) and a low altitude ranging from 125 to 400 metres above sea level. The west is a *highveld* at an altitude ranging from 1,250 to 2,000 metres above sea level. In between these two is the *middleveld* at an altitude ranging from 375 metres to 1,200 metres.

Administrative authority rests with the King through a central government, headed by an appointed Prime Minister. Legislative authority also rests with the King through a non-partisan parliament comprising 65 MPs; 55 of whom are elected by popular majority; and 30 Senators, 20 of whom are appointed by the King.

According to UNDP Swaziland Human Development Report (1997) the adjusted Real Gross Domestic Product (PPPS) in 1994 was US \$2,821. During the past years the GDP average growth rate decreased from 10% (1989/90) to 3.6% (1997). The main contribution to the GDP comes from manufacturing (38%), whilst government services (16%), agriculture and forestry (12%) and trade and hotels (9.8%) are the other main contributors.

The receipts from the Southern African Customs Union (SACU) represent approximately 50% of the government revenue (The Economist Intelligence Unit 1998/99 Report).

The political changes which have occurred in the region in the last 5 years, in particular the elimination of apartheid and the creation of a democratic society in South Africa, the end of the war and the establishment of a multi-party parliamentary system in Mozambique, have attracted investment and businesses to those countries. Consequently investment in Swaziland has decreased which has caused a slowing down of its economic growth. The country is also facing increasing labour and social unrest.

Although from the income perspective Swaziland is considered a middle income country, on the human development side the UNDP Human Development Index for 1995 for Swaziland was 0.597, ranking her 115 out of 174 countries.

The main factors which influence the Human Development Index and which inform Skillshare Africa's strategic approach to the development of our programme in Swaziland during the next five years are:

- the proportion of the population living below poverty line (66%, *Swaziland Human Development Report*)
- poor access of the rural population to potable water (46%, *Swaziland HDR*)
- poor access to education and health
- the impact of HIV/AIDS
- the adult illiteracy rate (22%, *Swaziland HDR*)
- dropping out rates of primary education
- gender inequalities

### Background to Skillshare Africa in Swaziland

Skillshare Africa has been working in southern Africa in support of sustainable development since 1990, having grown from the overseas programme of International Voluntary Service (IVS), an organisation whose involvement in long-term development commenced in the 1960s.

Skillshare Africa currently works in six countries in southern Africa, namely Botswana, Lesotho, Mozambique, Namibia, South Africa and Swaziland.

In Swaziland, Skillshare Africa has worked in partnership with a range of community-based organisations (CBOs), 'not-for-profit' non-government organisations (NGOs), government departments and parastatal organisations, helping them to achieve their own objectives more effectively.

Since 1981, Skillshare Africa has placed 272 development workers with partner organisations in Swaziland, supporting different sectors of activity. In the last five years, the programme has become more focused, with 61 development workers having been placed with NGOs and government departments in the specific areas of education and vocational training, agriculture and environmental-conservation, and management and finance.

At a broader level, Skillshare Africa has also been instrumental in supporting the establishment and growth and building the capacity of many local NGOs.

Over the past 14 years, Skillshare Africa has accessed project funding totalling more than 1.5 million pounds sterling on behalf of local partner organisations from donors such as the UK Government's Department for International Development (DFID), the European Union, Comic Relief and the Kellogg Foundation.

Partner organisations with which Skillshare Africa has worked in this way include:

- Emanti Esive
- Swaziland Association for Crime-Prevention and the Rehabilitation of Offenders (SACRO)
- Yonge Nawe
- Coordinating Assembly of NGOs (CANGO)
- Balolongi
- Kaphunga Farm Association
- Women's Resource Centre (WRC)
- IMBITA, Swaziland Hospice at Home (SHAH)
- Swaziland Action Group Against Abuse (SWAGAA) as well as smaller community-based groups.

### Skillshare Africa's country programme strategic objectives

Skillshare Africa's country programme in Swaziland has developed within the context of national development strategies such as the National Development Strategy (NDS), the Economic and Social Review Agenda (ESRA), and the current National Development Plan. The overriding aim of the programme is to complement the development efforts of national Swazi organisations and institutions working to improve the standard of living for the country's entire population.

Skillshare Africa sees itself as a development agency with the role of facilitating sustainable development. In Swaziland, the key to sustainable development is seen as the need to develop a solid skills base, particularly in the public sector, underpinned by an efficient organisational/institutional infrastructure which is able to deliver essential services. As a result, over the next five years, systematic assistance will be given to strengthen partner organisations involved in these areas and so enable them to achieve their own development goals.

In this process, Skillshare Africa's Country Office staff, the PAC (Programme Advisory Committee) and our development workers will work as a team to implement the country programme, delivering skills and organisational development to our programme partners.

In particular, during the next five years, our activity will be focused in strengthening programmes and organisational capacity in four key areas impacting on sustainable human development:

- Empowerment of disadvantaged groups, especially women
- HIV/AIDS
- Education, training and employment
- Rural development

#### *Empowerment of disadvantaged groups*

Swaziland is a paternalistic society with institutionalised polygamy. The UN gender empowerment measure for the country ranks down at number 61 when the lowest possible rank is 94. Women hold only 8.4% of seats in parliament. Only 14.5 % of the administrators and managers are females. More males have access to education than women do by about 4%. In education, for every 100,000 women, only about 311 are female students at tertiary level. The income share for men is 46% higher than it is for women. According to the UNDP Human Development Report, women are also considered minors under the customary and civil laws, and are therefore prevented from access to credit and capital.

Skillshare Africa has been supporting organisations which work with women and women's issues such as WRC, Imbita and SWAGAA, and we will maintain our commitment in this area of work.

During the next five years we will:

- *support the empowerment of women by assisting organisations involved in education and awareness-raising programmes on women's rights.*
- *assist organisations concerned with the prevention of violence and abuse against women, and in the provision of care and support for victims of violence and abuse.*
- *assist organisations involved in the development of income generation and self-employment programmes for women.*
- *strengthen democratic processes and good governance as a means for sustainable development by assisting with education and awareness-raising programmes on human rights.*

### HIV/AIDS

The population of the country is 937,747 (1996). The fertility rate of 4.8 (the average number of children that would be born live to a woman during her lifetime) translates to a population growth rate of 2.8% per annum. However, the infant mortality rate is 7.2 deaths per 100 live births, and 3.5 per 100 more die before age five. Life expectancy at birth is 58.3 years and 56 years for women and men, respectively.

In recent years the growth of HIV/AIDS infection has risen to a rate higher than 23% of the population. Access to accurate figures on this subject is difficult even when available. But there are strong indications that the disease is significantly undermining the human development process of the country.

The context in which HIV/AIDS is addressed shows that resources are stretched to the limit. The spread of the predominantly rural population makes it more difficult to provide services. For instance, there are 9,000 people for every doctor and 595 persons per qualified nurse. The prevalence of diseases such as tuberculosis is increasing rapidly: this increase is thought to be related to the increase of AIDS.

There are a number of organisations which have been established to address the problem of HIV/AIDS primarily through education and public awareness and palliative care. Skillshare Africa is already involved in providing support to some of these organisations and will expand and enhance such commitment.

During the next five years we will:

- *assist in the institutional strengthening of organisations involved in primary health care and the fight against HIV/AIDS through skills development and resource support.*

### Education, training and employment

Within five years after Swaziland's independence, the Government established a *Training and Localisation Council*. The Council was composed of senior civil servants, politicians and leaders from industry and commerce. The role of this body was to promote the development of skills among Swazis so it would be possible to localise posts held by expatriates in every sector. This body also was entrusted with enforcing localisation in the public and private sectors, a form of affirmative action.

The education profile of Swaziland indicates an adult literacy rate of 73% for women and 76% for men. The combined enrolment ratio at primary, secondary and tertiary is 70% and 74% for women and men respectively (1994 census). 22.3% of the children in Swaziland do not reach the fifth grade in school. The education index is 0.74 which ranks Swaziland at 114 out of 175 countries in the Human Development Index.

The current unemployment rate is estimated to be about 40% (1996). While only 0.87% of public sector employees are expatriates, there are skills gaps at senior management level and specialised disciplines. Meanwhile, about 17,000 workers are employed as miners in South Africa.

This has been an area of activity of Skillshare Africa in Swaziland since we opened a programme, both through support to formal education (Swaziland College of Technology), on the job skills development (various NGOs and government departments) and informal training in rural areas (MTTI).

During the next five years we will:

- *assist in building the capacity of government departments and sections, NGOs and CBOs to deliver and sustain their services through the development of technical and management skills and the provision of resources.*
- *support curriculum development at technical and vocational training institutions through skills development and, where appropriate, the provision of resources.*
- *assist organisations concerned with providing business and entrepreneurial skills training to women and young people, through skills development and the provision of resources.*

### Rural development

The Human Development Index for rural areas is 0.525, much lower than the HDI for the urban areas (0.812). The main factor contributing to this is the income index (0.277) which is less than a third of the income index for the urban areas.

The majority of the rural population generates their income through subsistence agriculture. 44% of the rural population have low standard housing, 54% do not have access to potable water and 64% do not have access to sanitation. Only 14.5% have piped water and 2.3% have access to electricity. It is difficult for central government to deliver effective services to the scattered rural population. As the unemployment rate is highest in the rural areas, they become reservoirs for migrant labour.

Agricultural production is dependent on land tenure. There are two ways of owning land in Swaziland which ultimately impact the economic progress of the country. There is what is known as "Swazi Nation Land" (under the jurisdiction of traditional leaders, chiefs) totalling some 10,298 square kilometres and freehold land amounting to 5,192 square kilometres (commercial farms and urban plots). Only about 11% of the land is arable. Swazi Nation Land cannot be used as collateral whereas freehold land can. It is the freehold land that supports Swaziland's economy; namely the agro-based industry (sugar cane for brown sugar production and forestry for wood pulp and lumber production), and small manufacturing and retail enterprises.

Skillshare Africa has been committed for a long time to support the rural development in Swaziland, through organisations such as Emanti Esive, Yonge Nawe, WRC, Kaphunga Farmer's Association, as well as small community based organisations and local authorities.

During the next five years we will:

- *assist community-based organisations in the development and delivery of rural development initiatives through the provision of skills and resources as appropriate.*
- *facilitate the growth of self sustainable community-based organisations by helping build the capacity of newly-established rural development initiatives.*
- *help build the capacity of NGOs involved in rural development to become self-sustainable organisations and to assist community-based organisations more effectively.*
- *sustain rural communities through support for development programmes concerned with the creation of livelihoods and improving living conditions in rural areas.*
- *reduce migration from rural to urban areas by assisting in the development of self-employment and job creation opportunities in rural and peri-urban areas in partnership with NGOs and government organisations.*

### **Monitoring and evaluation**

The implementation of the Country Plan will, throughout the five-year period, be regularly monitored against the strategic objectives defined, as well as at the level of specific programme activities with partner organisations. This will be done using the appropriate systems already in place or creating the necessary systems for this purpose.

The Country Plan will also be evaluated at the mid-term point, after two and a half years, and at the end of the five-year period. These evaluations will look at the impact of the programme at the level of the beneficiaries, in relation to the strategic objectives and long-term partnerships with programme partners.

The strategic objectives will be reviewed on an annual basis and updated, if necessary, according to changes in the country's needs.

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Skillshare Africa

PO Box A129 · Mbabane · Swaziland

Tel: +268 404 3476 · Fax: +268 404 3128

e-mail: [skillshare-swa@geo2.poptel.org.uk](mailto:skillshare-swa@geo2.poptel.org.uk)

Website: [www.skillshare.org](http://www.skillshare.org)

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