



RESTLESS DEVELOPMENT

ZAMBIA STRATEGIC PLAN

2011-2015

**RESTLESS
DEVELOPMENT**
THE YOUTH-LED DEVELOPMENT AGENCY

WE ARE RESTLESS

**BECAUSE THE PROBLEMS
OF THE WORLD PERSIST AND
WE WANT TO RESOLVE THEM**

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The Pulse of Television

“RESTLESS DEVELOPMENT REACHES OUT TO YOUNG PEOPLE IN A UNIQUE WAY; FROM THE YOUTH TO THE YOUTH, SO THE MESSAGES AREN'T LOST IN A GENERATION GAP.”
Zyanga, 21, Restless Development Expert Volunteer and International Youth Council Member

OUR STORY

WHAT DO WE KNOW?

Young people are most affected by the persistent problems facing the world. And yet we are frequently overlooked as being the ones to help work these issues out.

WHAT DO WE BELIEVE?

Young people are the solution. We are the largest, most energetic group of people in the world. When we work together with a common purpose, anything is possible.

WHAT ARE WE HERE FOR?

To channel the indisputably positive power of young people to bring about real progress.

HOW DO WE DO IT?

We train, educate, support and inspire young people to lead development in their countries and communities. We help young people make responsible choices about their health and their livelihoods. We give them skills they need to contribute positively to society. We create the opportunity for young people to play active roles in policy and decision making.

WHO WE ARE

Our work is rooted in deep understanding of the issues that young people face in Zambia.

Our distinctive character mixes passion with logic, inspiration with professionalism.

Since 2004 we have helped hundreds of Zambians to become young leaders. Our full time Restless Development Expert Volunteers stand as living role models that young people create long lasting developmental change.

Our youth-led development is high impact. We effectively engage government and partner organisations at community, national and international levels.

We work across Zambia's nine Provinces, building the capacity of youth and development organisations to create a generation of inspirational youth leadership.

We have been cited as best practice by UNICEF, UNAIDS and the World Bank for our unique youth-led methodology.

“MY MUM ASKED ME TO EXPLAIN HIV TO HER, EXPLAIN WHAT IT IS EXACTLY. SHE HAD HEARD A LOT OF DIFFERENT THINGS IN THE COMMUNITY. I’M THE FIRST PERSON IN MY FAMILY TO GO TO SCHOOL, SO MY PARENTS ASK ME FOR ADVICE WHEN THEY ARE NOT SURE.”

Young pupil from Central Province, 2010

WHAT WE’VE DONE SO FAR

WE ARE PROUD OF OUR RECORD IN CHANGING THE LIVES OF YOUNG ZAMBIANS

REACHING OVER 240,000 YOUNG ZAMBIANS

In continuous programmes; both in and out of school since 2004

OVER 750 YOUNG LEADERS

Leading full time development programmes each year

NATIONAL YOUTH POLICY FORUM

Restless Development chaired and coordinated the input of all youth organisations in Zambia into the new National AIDS Strategy through the Youth Self Coordinating Group

NATIONAL TEACHER RESOURCE DOCUMENT

Developed on gender and HIV with the Ministry of Education and 80:20. 14,000 copies are now available to teachers and educators in teaching resource centres nationwide and e-learning resource websites

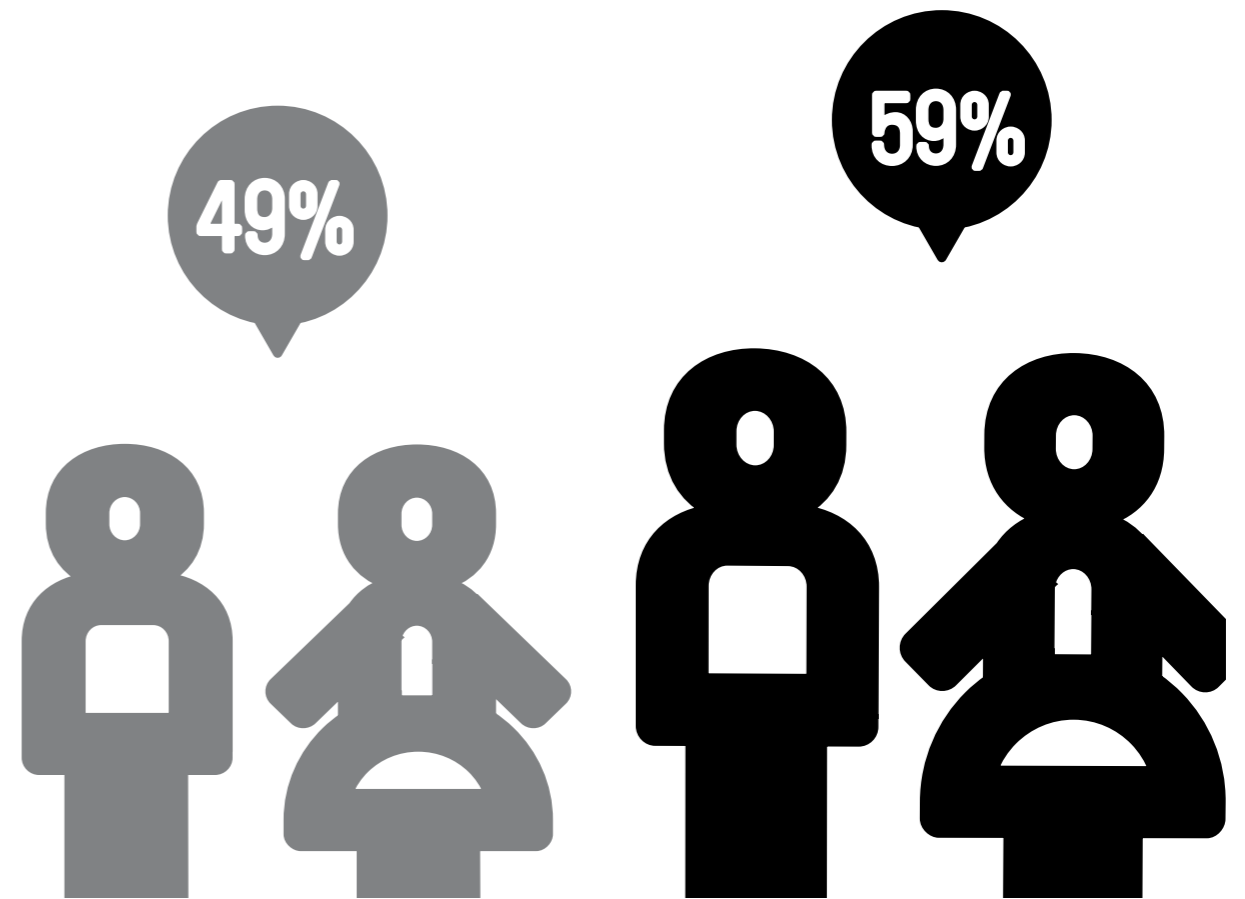
OVER 45,000 SEXUAL HEALTH AND LIFE SKILLS SESSIONS

Creating positive behaviour change amongst young people

COST EFFECTIVE YOUTH-LED MODEL

That is ready for scale-up and replicable by government and partners

KNOWLEDGE ABOUT HIV PREVENTION



■ Pupils not Involved in Restless Development Programmes
 ■ Restless Development Programme Participants

EXTERNAL EVALUATION FAMILY HEALTH INTERNATIONAL

Evidence from this external evaluation showed a positive increase in sexual and reproductive health behaviour amongst pupils involved in the programme as compared with those in other (control group) schools, including:

Restless Development students have greater knowledge of HIV and reproductive health issues

Among sexually active students, those who had benefitted from Restless Development are more likely to only have one partner and to abstain from sex

Restless Development costs are competitive for delivering behavioural change projects

YOUNG PEOPLE IN ZAMBIA

ZAMBIA IS GROWING BUT AT THE SAME TIME FACING SEVERE CHALLENGES

70% of Zambians are young people. Zambia has the fifth youngest population in the world.¹

JOBLESS

Youth make up over one third of the labour market but 67.5% of Zambians are unemployed with strong indicators of widespread low-productivity and poverty-driven employment.²

Over 80% of Zambians live on less than \$2 day. Subsistence agriculture and insecure, short term employment are the most young people can access aged 15 years and above.³

AT RISK

HIV prevalence is at 14%, making Zambia one of the worst affected countries in the world.⁴

Young people aged 15-24 are significantly and disproportionately affected by the HIV pandemic – with young women in particular up to three to four times more vulnerable to HIV infection.⁵

Due to early marriage and teenage pregnancy rates, poor educational attainment is more common amongst Zambian girls. In 2009 there were over 15,000 teenage pregnancies amongst Zambian females.⁶

The worsening economic situation has negatively affected the provision of health services, particularly in rural areas with devastating impact on child and maternal health.⁷

OVERLOOKED

Young people are rarely included in decision-making and governance processes despite their numbers.

YET TALENTED

The picture these statistics paint is dire and yet young Zambians are talented and will not give up hope.

We have shown that engaging young people can transform the development of a country

With our guidance and support, more young people in Zambia can become the educators, facilitators and decision makers of today.

Not tomorrow.

Today.



OUR VISION

OUR VISION IS TO PROACTIVELY CREATE YOUNG LEADERS – TRANSFORMING NEGATIVE STEREOTYPES INTO POSITIVE ROLE MODELS

To transform a generation of young people to be active and productive citizens.

Provide case studies and evidence based research that can help national and provincial authorities to become better informed and coordinated.

To enable Zambia's young people to become a critical link between national level decision making and the realities faced by people throughout the country.

The result is an exciting, impact focused call to action.

¹World 2010 Population Data Sheet

²International Labour Organization/SAMAT, 2000

³International Labour Organization, Global Employment Rates for Youth, 2010

⁴UNAIDS Zambia, 2008

⁵UNAIDS Zambia, 2008

⁶UNAIDS Zambia, 2008 Ministry of Education Annual Statistics Bulletin, 2009

⁷International Labour Organization, 2003



WHAT WE ARE GOING TO DO

HOW WE WILL DO IT

OUR MISSION IS TO PLACE YOUNG PEOPLE AT THE FOREFRONT OF CHANGE AND DEVELOPMENT

TO MAKE OUR MISSION REALITY BY 2015, WE HAVE THREE BIG GOALS

- 01 YOUNG PEOPLE LEADING DEVELOPMENT**
We will provide 50 young people with internships and full time opportunities in Government Ministries, Civil Society Organisations and private sector companies.
- 02 YOUNG PEOPLE'S LIVELIHOODS**
There will be a 25% increase in numbers of young people gaining and acting on Youth Empowerment Funds to start their own enterprises.
- 03 YOUNG PEOPLE'S SEXUAL & REPRODUCTIVE HEALTH**
Young people in communities where Restless Development works report 25% increase in accessing health services for contraception, treatment, pregnancy testing and other advice.

Our Strategic Framework uses four simple approaches that define how we deliver our work.

Combined they represent a concerted effort over the medium-term to support young leaders with strong values into successful careers and positions of influence. Through these approaches we will provide a new Generation of Leaders the opportunity to improve the nation for young people.

DIRECT DELIVERY

Our programmes delivered directly to young people. These programmes are aligned to government plans and aimed to demonstrate replicability and scale

WORKING THROUGH PARTNERS

Building the capacity of partner organisations (donors, non-governmental organisations and government) to expand and improve their work to contribute to our goals

SHARING & LEARNING

Producing the evidence and models of practice needed to prove the effectiveness of, and support the take-up of, successful youth-led development approaches in Zambia

PUSHING FOR CHANGE

All efforts to change the policies, strategies and resource allocation of governments and major development institutions to contribute to our goals for young people

DIRECT DELIVERY

WE WILL

Work with schools, communities and Colleges of Education to deliver programmes on sexual health, life skills, civic education and livelihoods

Train young people on identified areas including leadership, citizenship and advocacy

Increase awareness of existing financial and training opportunities amongst young people

Train Young People in pre-professional skills

Conduct Sexual and Reproductive Health and Life Skills lessons in classes, youth centres and communities

WORKING THROUGH PARTNERS

WE WILL

Build capacity of Civil Society Organisations to deliver peer education in reproductive health

Map out existing livelihood Civil Society Organisation and government initiatives

Coordinate Civil Society Organisations and government on a common entrepreneurship strategy

Train coordinating staff of the Youth Economic Empowerment Fund in better management of resources

We will work with local anti voter apathy groups to engage young people in this process, spreading awareness of the need to make their voices heard in peaceful, meaningful ways

We will roll out financial literacy programmes with young people, including practical links to Zambia's private sector





PUSHING FOR CHANGE

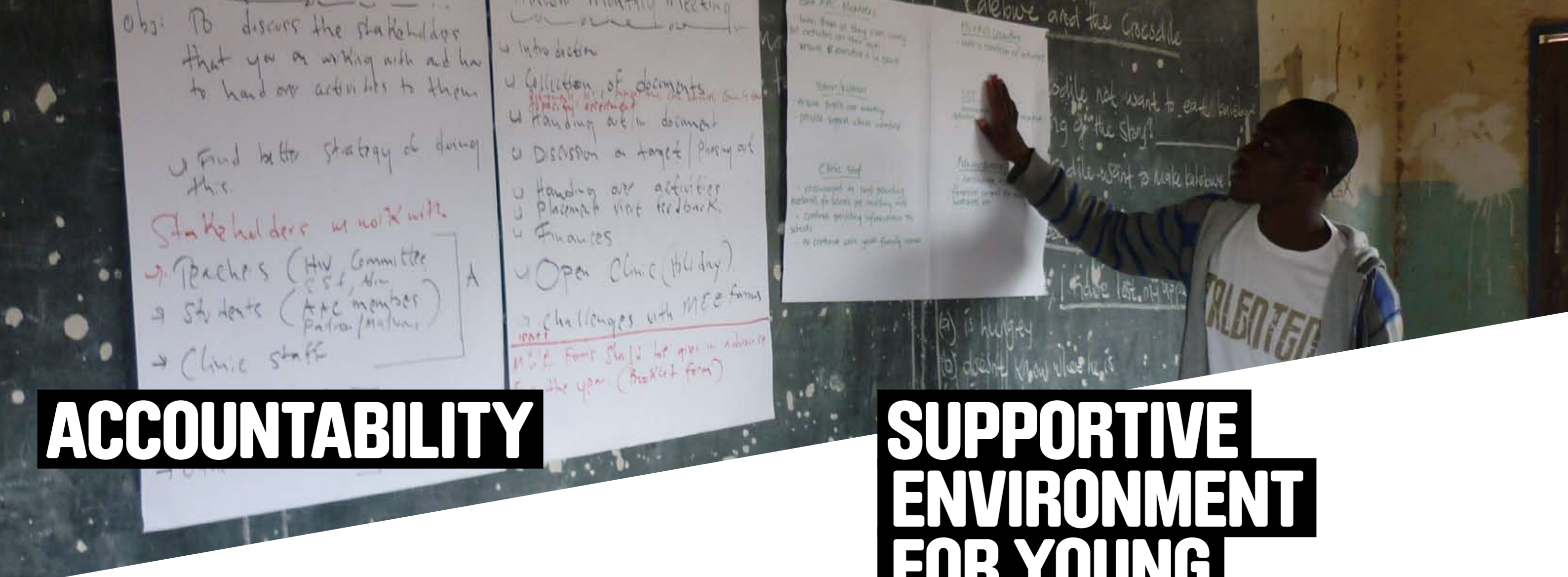
WE WILL

- Train young people to lead our evidence based advocacy work and campaigns
- Train Civil Society Organisations in youth-led governance and accountability
- Build capacity of local communities to engage in policy processes and engage with local leaders
- Monitor the effectiveness of government institutions in implementing its own policy to meet the needs of young people in Zambia

SHARING AND LEARNING

WE WILL

- Identify and disseminate best practice on youth engagement
- Perform a nationwide youth audit to assess the effectiveness of institutional support for youth
- Form a national Youth Working Group made up of core civil society, government and donor partners interested in youth and the role of youth in development
- Share evidence based results from local level for national level learning
- Build technical capacity in quality and impact standards to improve health, lifeskills and livelihoods education and skills



ACCOUNTABILITY

SUPPORTIVE ENVIRONMENT FOR YOUNG PEOPLE

Restless Development works in a transparent and responsible way.

WE ARE ACCOUNTABLE

Through quarterly financial forecasts and monthly management accounts we ensure financial management to be effective. Foreign exchange movements are tightly monitored. To mitigate external risks, assessments are conducted annually at national, provincial and district level ensuring welfare of volunteers and staff.

WE ARE RESPONSIVE

Our programme planning is consistently guided by management for results to ensure that all learnings improve delivery. This relies on a robust internal system of monitoring, evaluation and review with case studies, evaluation reports and annual reviews produced and circulated to all external partners.

WE ARE PRODUCTIVE

Across our Key Performance Areas (Programme Quality, Finance, Operations & HR, Marketing and Strategy & Direction) we ensure we reach our targets and maintain high standards.

WE ARE DIRECTED

Our National Board meets quarterly to review financial management records and progress reports (with Trustee members ranging from young people to older professional Zambians).

Restless Development is committed to long term partnerships to help us deliver our goals. We take a lead coordinating role at both national and community level between government and civil society.

We hold official agreements with the Government of Zambia, and civil society partners such as the Dutch Development Agency SNV, Oxfam and Campaign for Female Education.

Our work is aligned to the Sixth National Development Plan, the National Youth Plan of Action and National HIV Strategy as well as wider regional framework of the Commonwealth Plan of Action for Youth Empowerment.

We are supported by the New Zealand Agency for International Development, the UK Department for International Development, Irish AID, the Embassy of Finland, United Nations Children's Fund and Zambian Governance Foundation.

We are actively seeking new partnerships to help expand our impact with the core demographic - young people.

WHERE WE WORK



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