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**NGO DEVELOPMENT TRAINING IN SOUTHERN AFRICA:
Promoting South-South linkages through information sharing**

Volume I: Botswana, Lesotho, Namibia, Swaziland & Zimbabwe

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NGO Development Training in Southern Africa: Promoting South-South linkages through information sharing

INTRODUCTION AND ANALYSIS

Background

The goal of this publication is to facilitate human resource development and thereby to strengthen civil society in southern Africa. A related objective is to promote South-South links among nongovernmental organisations (NGOs) in the region by sharing information about their training and networking capabilities, interests, and activities. This first volume focuses on the skills-sharing and coordination potential of national and international NGOs in Botswana, Lesotho, Namibia, Swaziland, and Zimbabwe. A second volume, which focuses on similar NGOs in Angola, Malawi, Mozambique, Tanzania, and Zambia, is planned for early 1996.

The Southern African Information Exchange (SAIE) is a project of the New York-based International Institute of Education, the largest private educational and cultural exchange organisation in the United States. Created in 1986 as the South African Information Exchange, it has previously researched, published, and disseminated 28 publications related to the development of human resources and the enhancement of civil society in South Africa (see partial list on back cover). Its new name reflects the expansion of its information services to the Southern Africa Development Community (SADC) countries.

This publication has been made possible through the vision of the Charles Stewart Mott Foundation. The objectives of its office in South Africa intersected with those of this project, through the Foundation's commitment "to strengthen networking, information sharing, and advocacy efforts in the nonprofit sector within South Africa and throughout the region of southern Africa." We are very grateful to the Foundation for its support and sponsorship. We also want to thank USAID's Regional Center for Southern Africa for its assistance to the directory, which it views in part as a resource "to aid the Center in its efforts to encourage NGOs to share experiences and utilize expertise available within the region."

NGOs in the SADC region

The SAIE has been collecting information for its database on NGOs in the SADC region for more than eight years. For this survey, its focus was on national indigenous NGOs and international NGOs in southern Africa that provide training to the staff of other organisations and groups as part of their overall programme activity. Through this collection and dissemination of training and networking information, the SAIE hopes to assist NGOs in the region to build on each others' strengths and experience and to encourage donors to support regional cooperation and exchange.

When we began the project, we were aware of the NGO directories that exist for each of the five target countries, and of the work of the Programme for Development Research (PRODDER) in South Africa, which publishes an annual directory of development agencies in the region. These country-specific directories and the PRODDER Annual Report offer a wealth of general information on aims, objectives, activities, and membership details of NGOs.

This current project seeks to select and organise information about national development NGOs in the region in a different, more targeted, way. By presenting specific information about training and networking initiatives, this publication allows the reader to hone in quickly on areas of mutual interest and need, on potential partners and requisite training materials. The cross-referenced indexes provide rich detail in such areas as specific development sectors, available training resources, and the kinds of groups seeking training.

Methodology

This six-month project involved two trips to the region. The purpose of the first trip was to meet with representatives of national and international NGOs to consult on the draft questionnaire and to seek additions to the SAIE's database print-outs. For the former, over 100 people in the five target countries contributed to the refinement and streamlining of the questionnaire, for the latter, the same individuals made suggestions for expanding the lists and provided directories relevant to each of the countries. We also met with officials of intergovernmental and bilateral aid agencies to brief them on the way the project was evolving and to seek their advice.

Following that first trip, the SAIE sent 450 letters and questionnaires in February 1995 by express-remail to selected NGOs in the five countries: Botswana (75), Lesotho (65), Namibia (65), Swaziland (65), and Zimbabwe (180). A second trip was conducted in April 1995 with two main purposes: to interview the leadership of the NGO coordinating bodies in each country and to follow up in person with as many as possible of the survey recipients who had not as yet responded. We learned on this trip that 10-15 organisations on our list in each country were in fact not appropriate for the survey (e.g., they were government agencies or contractors to foreign government agencies, they did not conduct training, or they were duplicates entered incorrectly in our database). These clarifications made the total targeted population closer to 400 NGOs.

The final response totalled 191 NGOs, of which 131 were indigenous and 60 international. The breakdown is as follows: Botswana (34, of which 24 are indigenous and 10 international); Lesotho (27, of which 18 are indigenous and 9 international); Namibia (29, of which 18 are indigenous and 11 international); Swaziland (25, of which 23 are indigenous and 2 international); and Zimbabwe (76, of which 48 are indigenous and 28 international).

Interviews for country introductions

In order to provide a national NGO development context for each country, based on local perceptions, we interviewed representatives of the leadership of the five NGO coordinating bodies, using the same set of questions for each, and have summarized their responses at the beginning of each country chapter. The three questions discussed for the country introductions, and an aggregated summary of the responses, appear below.

What are the three most important strengths of the NGO community in your country?

NGO representatives in the five countries mentioned the following strengths: independence from government; the complementary role of NGOs in relation to government; advocacy in key development areas; determination and will to survive; dependability and maturity; diversity of the NGO community as representative of civil

society; interest in networking; flexibility to act without bureaucratic constraints; focus on women's contributions; the ability to find local fundraising alternatives; and responsiveness to grassroots needs

What are the three most critical problems facing NGOs in your country?

The critical problems facing NGOs included lack of adequate funding; a weak financial base, lack of an enabling environment, dependence on foreign aid; decline of official aid, need for training and capacity-building; need for institutional capacity development, need for more coordination and coalition-building, relationship with government, lack of official policy for dealing with NGOs, lobbying constraints; relationship with donors, dependence on donor's pace, and difficulty in self-definition

What are the three most compelling recommendations you could give to funders for facilitating networking in the region?

Recommendations to funders included the need for regional integration, a mechanism for tapping into regional networks, research on methodology of networking, dialogue with donors, a need for networking around sector-specific initiatives, local advocacy efforts, cooperation in developing countries, coordination of NGO Councils, regional training; capacity-building in networking, support for the administrative costs of umbrella bodies; and support for on-going activities rather than special projects.

Information from questionnaires for indexes

The purpose of the questionnaire (reproduced at the back of the book) was both to elicit objective information about the training and networking capabilities of the participating NGOs and also to summarize that information in cross-referenced indexes so that it would be immediately useful to the reader. An alphabetical list of the 191 respondents starts on page 91. The following is a synthesis of the information derived from the responses to the questionnaires, with more detail provided in the appropriate index

Development sector(s) in which training takes place (see index, page 95)

One of the most important ways in which NGOs can network is in development sectors of mutual concern. Respondents named 101 development sectors in which they train. The most frequently mentioned were income-generation/cooperatives (96); community development (85); agriculture/food & nutrition (73); vocational skills/employment creation (73), gender issues (72); small business development (72); environmental education (69); and HIV/AIDS (61).

Types of groups trained in the region (see index, page 110)

A common target audience for training also facilitates networking initiatives. There were 39 types of groups specified. The most frequently mentioned were women (119), followed by farmers (73), youth (71), and businesses (55). Respondents working in rural areas number 133; in urban areas, 86.

Languages in which the training is conducted (see index, page 119)

Respondents reported training conducted in 15 languages, some also listed "local" or "vernacular". The alpha breakdown is Afrikaans (4); English (151); French (2); Kwangali (1), Nama (4), Naro (1); Ndebele (23), Oshiwambo (3), Otjiherero (3), Portuguese (9), Sesotho (21); Setswana (1)8; Shona (33), Siswati (16), and Southern Sotho (1)

Training materials produced by NGO participants (see index, page 123)

One way to prevent duplication of effort is to have access to the training materials produced by other NGOs. The bibliographic index of those training materials encompasses 33 development sectors. The most frequently cited sectors in this index are business training, legal issues and human rights, HIV/AIDS, and participatory development

Training materials used by NGO respondents, but produced by others (see index, page 127)

Another way to provide access to training resources was to find out what materials NGOs use that are produced by other organisations. In all, 73 respondents reported using such materials, giving titles or publishers and sometimes describing their content. The most frequently cited titles (*e.g., Improve Your Business, Training for Transformation*) and publishers (*e.g., Television Trust for the Environment, Private Agencies Collaborating Together*) have an asterisk at the first citation

Examples of groups trained in the region (see index, page 131)

Because there was no mechanism in this survey effort to evaluate the quality of the training described, we asked respondents to provide examples of two groups they had trained in the region. Over 200 such groups and their contact information are listed, so that readers can consult them about their training experiences and receive direct and informal quality-assessment information. Often, respondents refer to each other in this index, illustrating the amount of cross-training and sharing of expertise that arises in the region

South African NGOs with which the NGO participants have links (see index, page 143)

To encourage more NGOs in the region to explore the potential for linkages in areas like exchange of staff or of other resources, respondents were asked to give examples of two South African NGOs with which they have links. The index provides contact information for over 200 South African NGOs.

Domestic & international networks to which NGO participants belong (see index, page 150)

To give readers access to new resources, respondents were asked to provide contact information for domestic and international networks to which they belong. Over 225 networks are listed.

Electronic networks to which NGO participants belong (see index, page 164)

Respondents gave contact information for 13 electronic networks. We did not ask respondents to assess their electronic networking experiences, nor did we conduct a systematic series of interviews about electronic networking in the region. Our main impression from undirected conversations, however, was that, while e-mail is viewed as an efficient, concise, and inexpensive way to communicate, its effectiveness is sometimes made difficult by imperfect communications infrastructures. Another impression was that training is needed to show potential users how easy the electronic technology is and how electronic "conferencing" would enhance their communications over mutual development concerns.

Aggregated information in addition to indexes

The following sections comprise summaries of other information that was captured in the questionnaires, but that does not appear in the indexes.

Type of organisation

We asked indigenous organisations about the geographic scope of their activities, because we wanted to get at least an impression of the extent of inter-country activity. All indigenous respondents are national in their scope. Fifteen reported that they work throughout the continent of Africa and 39 reported that they work throughout the southern African region.

We also asked indigenous organisations about their organisational type. Most (27) described themselves as being both membership & service organisations; others said service (36) or membership (19). Still others (14) variously described their types as network (two), part of worldwide church movement (two), research, research & development, national chapter, umbrella, appropriate technology, training, corporate foundation, subscription, community owned & controlled, and intercountry.

Countries in the southern Africa region in which the international NGO respondents work

We also wanted to find out how extensively international NGO respondents work in the region. The number of international NGOs who reported working in each country was: Angola (22), Botswana (16), Lesotho (19); Malawi (22); Mozambique (37); Namibia (19); South Africa (40), Swaziland (20); Tanzania (15); Zambia (22); and Zimbabwe (26).

Location of headquarters of international NGOs

International NGO respondents have their headquarters in the United States (16); the United Kingdom (12); Switzerland (8); Germany (7); Canada (4); Sweden (2); Italy (2); Zimbabwe (2). One respondent each reported headquarters in Austria; Belgium; Botswana, Denmark; France; Ireland; the Netherlands; and Norway.

The number of NGOs that train trainers

Because of the implications of training trainers for the multiplier effect on human resource development in the region, we were interested in how many of the indigenous NGOs also train trainers. Respondents reported Botswana (11), Lesotho (18); Namibia (12), Swaziland (14), and Zimbabwe (37). Among the international NGOs, about one half train trainers and about one quarter fund others to train trainers.

Mechanisms for reviewing content of training programmes

The mechanism most commonly used to evaluate training programmes is by the participants themselves. Botswana (13), Lesotho (16), Namibia (15), Swaziland (14), and Zimbabwe (49). The next most common mechanism is consultation with training experts. Botswana (8), Lesotho (11), Namibia (5), Swaziland (4), and Zimbabwe (22).

Other mechanisms mentioned fairly frequently were follow up, staff review and discussion of issues, monitoring project implementation, questionnaires, donors, review meetings with trainers, and feedback from users (such as demand for courses).

Costs associated with training

Most NGO respondents either do not charge for their training (63) or reported an occasional or partial charge (64), while 19 NGOs do charge fully for their training.

Location for training

The majority of respondents conduct their training in the field (135). The next most frequent location is at their own organisation (91), followed by the trainees' organisation (79). Only 7 reported training by correspondence. Other locations tended to be training or conference centres, hired venues, and schools, community centres and clinics.

Sources of revenue

To get an idea of how dependent NGOs are on foreign donors and a look at some of the ways NGOs are seeking self-sustainability, we asked respondents (indigenous organisations only) to estimate what percentage of their annual budget comes from which source. The sources we suggested were foreign donors, membership fees, local donors, and earned income. We received 23 responses to this question from Botswana, 16 from Lesotho, 11 from Namibia, 20 from Swaziland, and 43 from Zimbabwe.

The median reported percent of income from foreign donors is Lesotho (85%); Namibia (80%); Zimbabwe (80%); Swaziland (73%); and Botswana (65%).

Because of the relative dependence upon foreign donors, those reporting income from other suggested sources were quite limited. The median reported percent of income

from membership fees is: Namibia (9%, with the notable exception of one NGO that receives 100%); Zimbabwe (7%), Botswana, Lesotho, and Swaziland (4%).

The median reported percent of income from local donors is Swaziland (13%); Botswana (10%, with the notable exception of one NGO that is 100% self-financing); Lesotho and Namibia (6%), and Zimbabwe (4%)

The median reported percent of income from earned income: Botswana (20%, with the notable exception of one NGO that receives 100%), Zimbabwe (11%), Swaziland (10%, with the notable exception of one that receives 100%), Namibia (7%), and Lesotho (5%)

Ways organisations network

In order to promote increased networking, we wanted to investigate some of the ways NGOs currently network. The 138 indigenous organisations that responded to this question reported that the most common way they network is by telephone (70); travel (57); correspondence (56), workshops (52), fax (46), newsletter (43), partnerships (42), and coalitions (19). Finally, 17 organisations (12%) reported that they communicate through e-mail. Other ways of networking mentioned were through training, extension services, seminars, linking with similar groups, providing support, and visiting communities.

The 59 international organisations that responded to this question reported that the most common way they network is by telephone (28), fax (25); correspondence (23), workshops (23), travel (21); partnerships (21), newsletter (14), and coalitions (6). Finally, 12 organisations (20%) reported that they communicate through e-mail. Other ways of networking listed were face-to-face meetings and secondments.

Reasons for wanting to establish links with South African NGOs

Because one of the objectives of this publication is to foster South-South links, we wanted to find out what mutual benefit respondents saw in establishing linkages with South African NGOs. Indigenous organisations mentioned in order of priority: sharing experience (79), access to new information/materials (74), new ideas for funding (73), new skills (66), new partners for projects (56), and new organisational approaches (25). (Three organisations were not interested in South African links.)

Other reasons given for wanting to link with South African NGOs were: support for indigenous peoples' issues, prospective participants for courses, training in family therapy; dissemination of research results, networking, interchanges or exchange visits; management, finance & administrative training; regional cooperation & networking; training facilities, church-related information, and a future chance of linkages with SANGONeT (the computer-based Southern African NGO Network).

International organisations gave the following priority to reasons for wanting to establish links with South African NGOs: sharing experience (23), access to new

information/materials (21), new partners for projects (15); new organisational approaches (15); new skills (14); and new ideas for funding (13).

Conclusion

While each entry and additional information for the indexes were faxed to the respondents for their changes and approval, we had great difficulty in getting through by fax to some of the respondents. Thus, we regret any uncorrected errors in the text. We also regret the number of acronyms that remain unexplained. Many respondents did not provide the requisite additional information, possibly because they did not receive our request for further clarification.

Finally, we regret any omissions of organisations that should have been included. Some organisations with which we met on the first trip did not respond after repeated solicitations, possibly due in part to faulty communications systems in some of the target countries or the local expense of faxing. Because of the fluid nature of the data we were collecting, we imposed strict time constraints on the project that necessitated the use of faxing information back and forth. Some completed forms arrived by post long after the second deadline had expired, with the manuscript in its final stages. The data in those forms will be added to the SAIE electronic database, but could not be incorporated into this text.

We recognize the importance of keeping the information current in our database and of expanding its scope. We have reproduced the questionnaire in the back of this book. National and international NGOs working in the relevant countries that were omitted in this survey are urged to detach and complete the form and return it by fax to the Southern African Information Exchange. It will save time and expense if the information supplied is complete in all details (e.g., addresses and telephone and fax numbers).

We are also sending this book to NGOs in the countries targeted for the second volume (Angola, Malawi, Mozambique, Tanzania, and Zambia). National and international NGOs that are involved in training and networking in those countries are urged to complete the form and return it to the Southern African Information Exchange. This will greatly expedite the publication of the second directory. Again, it will save time and expense if the information supplied is complete in all details.

One of the main goals of the publication is for funders to find in it some creative ideas for ways they might support projects related to areas such as exchange, coordination, networking, and regional integration. We are aware of a number of networking initiatives in the region, through, for example, the SADC Secretariat, the Commonwealth Foundation, and the United Nations Development Programme (UNDP). We hope that this publication will contribute to the information base about regional integration initiatives.

Success in strengthening civil society in the southern African region as a whole will come with promoting partnerships and with linking resources. Organisations can only link with one another and build on each other's experience if they know how to make contact with one other and are fully aware of the resources available. We want to thank all the NGO representatives in the five countries who cooperated with us in this information-sharing initiative. Our great hope is that NGO readers particularly will find this publication useful and productive in seeking new funding, new partners, new information, and new approaches for human resource development.

BOTSWANA

Introduction to NGO community in Botswana

The following is a summary of an interview conducted on May 4, 1995, with Philip Makgalamele, Chairman of the Botswana Council of NGOS (BOCONGO) and a staff member of CORDE, and two members of the BOCONGO Executive Committee, Chris Adjah, Director, Mambo Arts Commune, and Gaogakwe Phorano, General Manager, Thusang Lefatsheng.

Strengths of NGOs. Complementary role in areas government does not address; advocacy in key development areas; independence from government

One strength of NGOs in Botswana is their complementary role in filling in the critical areas in development, like environment and small enterprise development, which are the kind of work that government does not go into.

A second strength is the advocacy role of NGOs, which has pushed government to acknowledge certain areas, such as minorities and women, in legislation and in the formulation of national policies in such areas as environment and agriculture.

And third, NGOs have managed up until now without much government interference and have remained independent in terms of their agendas. NGOs are embarked upon programmes that reflect their own organisation's thinking and scope of direction.

Problems facing NGOs: Weak financial base; need for training & capacity-building; need for more coordination & coalition-building

One problem is that most NGOs are dependent upon donors, mostly foreign, and have a weak financial base. This weakness affects them in many ways. They might fail in their objectives, for example, or they might be forced to take a certain posture

Financial problems impinge upon NGOs' independence. Botswana is experiencing the withdrawal of many donors. These donors want NGOs to move to financial self-sufficiency, but do not leave them the means to accomplish this goal.

The training and capacity-building of NGOs is another problem. Because they are still quite young (mostly five-to-ten years old), their systems, structures, and institutions are not well oiled. There is a critical need to send NGO staff to other organisations for

training to learn to work more professionally. Most NGOs lack capacity in areas where they want to intervene, such as the ability to address development issues and conduct policy analysis

A third need is for strengthening the networking, coordination, and coalition-building capacity of NGOs. BOCONGO, for example, is relatively new, having just been formed in August 1994. NGOs have not had time to develop skills in these areas.

Recommendations to funders: Integrating & tapping into regional networks; research on the methodology of networking; dialogue among funder & NGOs

As to funding, there are a number of networking initiatives within the region, but there is no mechanism for tapping into them. They are all in separate blocs and no way has been created to integrate them or to find out what they are doing. Funding is needed to identify and strengthen their integration. In addition, knowledge of their activities would discourage such a multiplicity of them.

A second recommendation to funders would be the provision of funding for research activity on the methodology of networking.

Third, funding is needed to create a platform for discussing NGO development issues. The relationship between donors and NGOs should be reflective of partnerships. It is not enough for an NGO to prepare a proposal, submit it, and have it rejected. Funding is needed to establish dialogue between the groups, like the HIVOS Advisory Committee that used to exist. This initiative pulled together people in the region to discuss HIVOS activities and sought input to determine what they should fund. Instead, donors come to NGOs with their own agenda and policies and force NGOs to fit in instead of asking NGOs what is needed. Funders tend to talk about "alleviating" poverty instead of looking at the deeper reasons for poverty. The solution to poverty is political. It will come through legislation for change.

DIRECTORY FOR BOTSWANA

Indigenous organisations

AIDS ACTION TRUST (ACT)

<i>Type of organisation</i>	National, service
<i>Development sectors</i>	Community development; HIV/AIDS; participatory training
<i>Trains trainers</i>	Yes
<i>Groups trained</i>	Rural- and urban-based NGOs (particularly those working with youth and women); local authorities, trade unions
<i>Examples</i>	Community-Based AIDS Education (University of Botswana); Botswana Federation of Trade Unions
<i>Training review</i>	Self-evaluation
<i>Training languages</i>	English
<i>Training location:</i>	At own organisation; at trainees' organisation, in the field
<i>Training cost</i>	No
<i>Training materials</i>	<i>Act on AIDS: A manual for trainers/educators using participatory training methods; AIDS & You A group discussion game</i>
<i>Networks</i>	Botswana Network of AIDS Service Organisations (BONASO); Southern Africa Network of AIDS Service Organisations (SANASO)
<i>Contact:</i>	Coordinator, AIDS Action Trust (ACT) Private Bag 00346, Gaborone (390 Independence Avenue) Tel. 267 314 635; fax. 314 634

BOTSWANA CHRISTIAN COUNCIL (BCC)

<i>Type of organisation</i>	National
<i>Development sectors</i>	Democracy/voter education, gender issues, HIV/AIDS, income generation/cooperatives; legal issues/human rights, small business development; vocational skills/employment creation
<i>Groups trained</i>	Businesses, small-scale entrepreneurs, women, youth
<i>Examples</i>	Ipopeng Sewing Bee Group, BCC Fishing Group
<i>Training review.</i>	Evaluation of the programme after two years
<i>Training languages:</i>	English, Setswana
<i>Training location:</i>	At own organisation, in the field
<i>Training cost</i>	Very small amount
<i>Networks:</i>	World Council of Churches (WCC), Fellowship of Christian Councils of Eastern & Southern Africa (FOCCESA), All African Council of Churches (AACC).
<i>Contact:</i>	Kgololo Moatshe, Director Service Management Botswana Christian Council (BCC) P.O. Box 355, Gaborone (Tshwarangano House, Extension 12) Tel. 267 351 981; fax. 357 981 J. Rasmussen, Manager, EMCOS bcc@wn.apc.org

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BOTSWANA CONFEDERATION OF COMMERCE, INDUSTRY & MANPOWER (BOCCIM)

Type of organisation Continent of Africa, southern Africa region, national, membership; service
Development sectors Management/finance/administration, participatory training, small business development, vocational skills/employment creation

Trains trainers. Yes
Groups trained Rural- and urban-based. Women
Training review. Evaluation by participants, consultation with training experts
Training languages: English
Training location: Hotels & training centres
Training cost: Partial

Contact. **E. Dewah, Deputy Director**
Botswana Confederation of Commerce, Industry & Manpower (BOCCIM)
P.O. Box 432, Gaborone (Debswana House)
Tel. 267 353 459; fax. 373 142

BOTSWANA COUNCIL FOR THE DISABLED

Type of organisation: National; membership
Development sectors Economics/structural adjustment; human resource development; income generation/cooperatives, proposal writing, management/finance/administration; small business development, vocational skills/employment creation

Groups trained Rural- and urban-based Disabled
Examples. Sekolo sa Anne-Stine, Vocational Rehabilitation Training Centre
Training review: Evaluation by participants, consultation with training experts
Training languages. English
Training location In the field; at trainees' organisation
Training cost Participants pay own transportation costs to and from workshops
Training materials: *Introduction to Project Management/Income Generation; Writing Project Proposals/Project Evaluations*
Networks: Southern Africa Federation of the Disabled.

Contact: **Coordinator/Executive Secretary, Botswana Council for the Disabled**
Private Bag 459, Gaborone (Community Health Services, Room 11, Church Road)
Tel. 267 374 351 x 219

BOTSWANA ORIENTATION CENTRE (BOC)

Type of organisation: National, service
Development sectors Alternative research; gender issues; institution building; language & culture; management/finance/administration; participatory training (Participatory Rural Appraisal and Objective Oriented Project Planning)

Groups trained: Rural-based Civil servants, development workers; local authorities; NGOs/local institutions
Examples. District Extension Team; United States Peace Corps
Training review: Evaluation by participants; consultation with training experts
Training languages: English; Setswana
Training location: At own organisation, in the field; at trainees' organisation
Training cost: Partial
Training materials: *Development through Partnership; Participatory Rural Appraisal (PRA) Handbook;*

Networks: **Community Mobilisation; Participatory Planning**
National Coordination & Steering Committee on Participatory Planning & Programming Techniques

Contact: **Manager, Participatory Planning Techniques Unit**
Botswana Orientation Centre (BOC)
P.O. Box 1482, Gaborone (Phudologo Crescent)
Tel. 267 351 711; fax. 351 711

BOTSWANA YOUTH CENTRE ASSOCIATION

Type of organisation Continent of Africa, southern Africa region; national, membership, service
Development sectors Agriculture/food & nutrition, basic education/literacy, child development, children's issues, community development, environmental education, health, HIV/AIDS, income generation/cooperatives, participatory training, small business development, sports (e.g., soccer, karate, drama), vocational skills/employment creation
Trains trainers Yes
Groups trained Rural-based Child-related, women, youth
Examples Reformatory Youth Centre
Training review Evaluation by participants
Training languages: English, local languages
Training location At own organisation, in the field
Training cost Partial

Contact: **Lady G.O. Masire, Chairperson**
Botswana Youth Centre Association
P.O. Box 402662, Gaborone
Tel. 267 322 110, 356 866

CHESHIRE FOUNDATION OF BOTSWANA MOGODITSHANE REHABILITATION CENTRE

Type of organisation National
Development sectors Disability
Groups trained Rural- and urban-based Disabled, schools; women
Examples Deborah Retief Hospital, Lobatse Teacher Training College
Training review Evaluation by participants
Training languages: English, Setswana
Training location: At own organisation; in the field
Training cost Partial
Training materials: Class handouts, lesson plans
Networks Cheshire International.

Contact: **Barry Eustice, Executive Secretary**
Cheshire Foundation Mogoditshane Rehabilitation Centre
P.O. Box 1232, Mogoditshane
Tel. & fax. 267 312 152

[Botswana]

COOPERATION FOR RESEARCH, DEVELOPMENT & EDUCATION (CORDE)

<i>Type of organisation</i>	National, membership
<i>Development sectors</i>	Community development; institution building, participatory training
<i>Trains trainers</i>	Yes
<i>Groups trained</i>	Rural- and urban-based
<i>Examples</i>	Reetsanang, Tirisanyo Catholic Commission
<i>Training review.</i>	Evaluation by participants, consultation with supervisors of course participants
<i>Training languages.</i>	English, Setswana
<i>Training location</i>	Convenient location
<i>Training cost</i>	Partial
<i>Networks</i>	Forum on Sustainable Agriculture (FONSAG), Small Enterprise Promotion Trust (SEPROT), Improve Your Business (IYB)
<i>South African links.</i>	Development Resources Centre (DRC), Community-Based Development Programme (CBDP)
<i>Contact:</i>	S.G. Sekate, Executive Director Cooperation for Research, Development & Education (CORDE) P.O. 1895, Gaborone (Plot 18697, Gaborone West, Phase II) Tel. 267 323 865; fax. 323 971

DITSHWANELO--BOTSWANA CENTRE FOR HUMAN RIGHTS

<i>Type of organisation</i>	National, service
<i>Development sectors</i>	Alternative research; children's issues, dispute resolution; gender issues; HIV/AIDS, legal issues/human rights
<i>Trains trainers</i>	Yes
<i>Groups trained.</i>	Works with specific community groups, not as yet involved in training staff of other organisations, with the exception of convening human rights educational workshops to which staff of other NGOs are invited
<i>Training review:</i>	Evaluation by participants; consultation with training experts
<i>Training languages</i>	English; Setswana
<i>Training location.</i>	In the field
<i>Training cost</i>	No
<i>Training materials</i>	Currently in the process of producing educational materials and training manuals
<i>Networks</i>	Women's NGO Coalition for Beijing; Women's Network, Botswana Council of NGOs (BOCONGO), DITSHWANELO's board is a composite of national NGOs & it also has informal links with many regional networks
<i>South African links:</i>	Street Law, Community Law Centre.
<i>Contact:</i>	Thuso Bogatsu, Kevin Kelly, Lotte Grauballe Information & Education Department DITSHWANELO--Botswana Centre for Human Rights Private Bag 00416, Gaborone Tel. 267 306 998; fax. 307 778

GARENG-GA-DITHABA THEATRE GROUP

<i>Type of organisation.</i>	National
<i>Development sectors</i>	Theatre skills
<i>Groups trained.</i>	Youth
<i>Training languages:</i>	English; Setswana

Training location: In the field
Training cost: Partial
Networks: Botswana Network of AIDS Service organisations (BONASO)
South African links: Mmabana Cultural Centre

Contact: **Mathhews D. Wilson, Drama Coordinator**
Gareng-Ga-Dithaba Theatre Group
P.O. Box 202167, Bontleng, Gaborone
Tel. 267 307 607

KALAHARI CONSERVATION SOCIETY (KCS)

Type of organisation: National; membership; service
Development sectors: Community development, environmental education
Trains trainers: Yes
Groups trained: Rural- and urban-based Civil servants, teachers; youth
Examples: Trains individual teachers from schools
Training review: Evaluation by participants
Training languages: English, Setswana
Training location: In the field
Training cost: No
Networks: Forum for Sustainable Agriculture (FONSAG); Botswana Technology Centre; National Conservation Strategy.

Contact: **Phumulani Glalah, Education Officer**
Kalahari Conservation Society
P.O. Box 859, Gaborone (Plot 112, Independence Avenue)
Tel. 267 374 557; fax. 314 259

KURU DEVELOPMENT TRUST

Type of organisation: Southern Africa region
Development sectors: Agriculture (e.g., cactus gardens for cochineal dye production, ostrich farming); basic education/literacy, children's issues; community development, HIV/AIDS; participatory training; preschool teacher training; San culture & traditions; San language (Naro)
Groups trained: Rural-based adults. Child-related, women
Examples: Groups trained are San people from the government settlements in Ghanzi and Kgalagadi districts, some in cooperation with Tirisanyo Catholic Commission and Ghanzi District Council
Training review: Evaluation by donors, yearly in-house participatory evaluation, mostly with an outside facilitator
Training languages: English, Setswana, Naro
Training location: At own organisation, in the field
Training cost: Partial
Training materials: *Bokamoso Draft Preschool Training Manual; Beginning Spoken English; Naro in a Quarter of an Hour* (These materials were developed at Kuru Development Trust; they use many others)
Networks: Kalahari Support Group, First People of the Kalahari, Botswana Council of NGOs (BOCONGO)
South African links: Early Learning Resource Unit (ELRU), Wilgespruit Fellowship Centre; !Xu and Khwe Trust

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Contact: **Willemien le Roux, Training Coordinator**
Kuru Development Trust
P.O. Box 219, Ghanzi (D'Kar)
Tel. 267 596 102; fax. 596 285

LESEDING DAYCARE CENTRE ASSOCIATION

Type of organisation: Continent of Africa; southern Africa region; service
Development sectors: Agriculture/food & nutrition; basic education/literacy, children's issues; community development, democracy/voter education; dispute resolution, employment creation; environmental education, family therapy/counselling, gender issues, HIV/AIDS; homecraft, income generation/cooperatives, legal issues/human rights, management/finance/administration, participatory training, small business development
Trains trainers: Yes
Groups trained: Rural- and urban-based Businesses; child-related, disabled, farmers; women, youth
Training review: Evaluation by participants, consultation with training experts
Training languages: English, Setswana
Training location: At own organisation; in the field
Training cost: No
Networks: African Centre for Democracy & Human Rights Studies, Emang Basadi; Gaborone Day Care Centre, Goree Institute

Contact: **Kgomotso Mogami, City Councillor**
Leseding Daycare Centre Association
P.O. Box 661, Gaborone (Plot 217, Independence Avenue)
Tel. 267 352 627; fax. 313 077

MAMBO ARTS COMMUNE

Type of organisation: Continent of Africa; southern Africa (South Africa, Zimbabwe); national; membership; service, network
Development sectors: Alternative research, community development; grassroots communication; HIV/AIDS; music
Trains trainers: Yes
Groups trained: Rural- and urban-based: Women, youth
Examples: Omang Youth Centre, Botswana Christian Council (BCC)
Training review: Evaluation by participants, consultation with training experts
Training languages: English
Training location: In the field
Training cost: Partial
Training materials: Not yet published but used for own workshops
Networks: Botswana Council of NGOs (BOCONGO), Botswana National Cultural Council
South African links: Community Based Development Programme (CBDP); Rural Development Collective.

Contact: **Kogololo Makgekgenene, Project Officer**
Mambo Arts Commune
P.O. Box 1140, Mogoditshane
Tel. & fax. 267 307 607

METLHAETSILE WOMEN'S INFORMATION CENTRE (MWIC)

<i>Type of organisation</i>	National; service
<i>Development sectors</i>	Gender issues; health, HIV/AIDS; legal issues/human rights
<i>Groups trained</i>	Rural- and urban-based. Local authorities
<i>Examples</i>	Tsema le Thata, Women Against Rape
<i>Training review.</i>	Evaluation by participants
<i>Training languages:</i>	English, Setswana
<i>Training location:</i>	In the field; at trainees' organisation
<i>Training cost</i>	No
<i>Networks.</i>	Women's NGO Coalition, International Women's Rights Action Watch (IWRAW), North South Council

Contact: **Unity Dow, Director**
Metlhaetsile Women's Information Centre (MWIC)
Private Bag 42, Mochudi (next to the Post Office)
Tel. & fax. 267 377 347

MMEGI PUBLISHING TRUST (MPT)

<i>Type of organisation</i>	National, membership, service
<i>Development sectors</i>	Basic education/literacy, communications/information
<i>Groups trained.</i>	Rural- and urban-based youth Information is mainly disseminated through a weekly newspaper, books, workshops
<i>Examples</i>	MPT has organised training for local journalists & writers' workshops for local writers
<i>Training review</i>	Evaluation by participants, consultation with training experts
<i>Training languages.</i>	English, Setswana
<i>Training location:</i>	Selected venues for workshops
<i>Training cost:</i>	No
<i>Training materials:</i>	<i>Media & Democracy Conference Report</i>
<i>Networks</i>	APNET, Programme for Development Research (PRODDER)
<i>South African links</i>	Development resources Centre (DRC), PASA

Contact: **Motlhaloemang Ntebela, Executive Secretary**
Mmegi Publishing Trust (MPT)
Private Bag BR 298, Gaborone (8901 Segogwane Way, Maruapula)
Tel. 267 352 464; fax. 305 503

MOKOLODI NATURE RESERVE

<i>Type of organisation</i>	National
<i>Development sectors</i>	Community development; environmental education; HIV/AIDS
<i>Trains trainers</i>	Yes
<i>Groups trained</i>	Rural- and urban-based. Civil servants; women
<i>Examples</i>	United States Peace Corps; Molepole College of Education
<i>Training review:</i>	Evaluation by participants
<i>Training languages:</i>	English, Setswana
<i>Training location:</i>	At own organisation, in the field
<i>Training cost</i>	Yes
<i>Training materials:</i>	Print materials for school children & teacher trainers, community development plans; AIDS/HIV connection booklet; Londalozi Bush School videos; World Wildlife Foundation; United Nations Development Programme (UNDP)

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South African links: Worldwide Fund for Nature

Contact: **John Hutcheson, Director of Education**
Mokolodi Nature Reserve
P.O. Box 170, Gaborone
Tel. 267 353 959; fax. 313 973

RURAL INDUSTRIES PROMOTION COMPANY

Type of organisation Southern African region; national
Development sectors Agriculture/food & nutrition, appropriate technology, income generation/cooperatives, small business development, vocational skills/employment creation
Groups trained Rural- and urban-based Businesses, women
Training languages English, Setswana
Training location: At own organisation, in the field
Training cost Partial

Contact: **David Inger, Managing Director**
Rural Industries Promotion Company
P.O. Box 2088, Gaborone
Tel. 267 314 431; fax. 300 316

SEROWE BRIGADES DEVELOPMENT TRUST (SBDT)

Type of organisation. National: training with production/service
Development sectors Agriculture/food & nutrition, computer literacy; livestock management; vocational skills/employment creation
Groups trained. Rural-based Youth
Examples Male & female youth aged 15-20 in carpentry, bricklaying, welding & fabrication. auto mechanics, machining & fitting, printing, forestry, ranging & dairy management
Training review Consultation with training experts; trade tests conducted by the Department of Vocational Education & Training of the Ministry of Education
Training languages English
Training location. At own organisation
Training cost. No, subsidies provided by the government
Training materials: Training catalogues
Networks. Forum on Sustainable Agriculture (FONSAG), Permaculture Trust; Youth Net International.

Contact: **Laji P. Jacob, Coordinator**
Serowe Brigades Development Trust (SBDT)
P.O. Box 121, Serowe (Main Road)
Tel. 267 430 415; fax. 431 474

SOUTHERN RURAL DEVELOPMENT ASSOCIATION

Type of organisation: National; service
Development sectors Income generation/cooperatives; institution building; management/finance/administration
Groups trained. Rural-based Businesses, women
Examples: Kopano Sewing Centre; Muthaditshaba

Training review: Evaluation by participants; monitoring progress of organisation
Training languages: English, Setswana
Training location: At own organisation, at trainees' organisation, arranged venues
Training cost Partial
Networks Botswana Confederation of Commerce, Industry & Manpower (BOCCIM); Small Enterprise Promotion Trust (SEPROT)

Contact: **K.G. Thonielang, Business Manager**
Southern Rural Development Association
P.O. Box 343, Kanye
Tel. 267 340 321; fax. 340 313

THUSANO LEFATSHENG

Type of organisation National
Development sectors Alternative research, community development; environmental education
Trains trainers Yes
Groups trained Rural-based Women, farmers
Examples Trains members of its organisation in the four districts of Western Botswana
Training review Evaluation by participants
Training languages English, Setswana
Training location: In the field
Training cost People make in-kind contributions
Training materials: *Peoples Agenda for Effective Natural Resource Utilisation & Management, PRA: A Peoples Vision*
Networks Forum on Sustainable Agriculture (FONSAG); Botswana Council of NGOs (BOCONGO)

Contact: **Gaogakwe Phorano, Director**
Thusano Lefatsheng
Private Bag 00251, Gaborone
Tel. 267 372 273; fax. 305 494

VELD PRODUCTS RESEARCH

Type of organisation: Southern Africa region
Development sectors. Agriculture/food & nutrition, environmental education, income generation/cooperatives, participatory training; democracy/voter education; institution building, management/finance/administration; small business development; natural resource commercial utilisation & management
Trains trainers Yes
Groups trained: Rural-based Farmers
Examples. About to start training three rural communities
Training languages English, Setswana
Training location At own organisation, in the field
Training cost Partial
South African links Wilgesprunt Fellowship Centre

Contact: **Frank W. Taylor, Managing Director**
Veld Products Research
P.O. Box 2020, Gaborone (Plot 12, Gabane)
Tel & fax. 267 347 047

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WOMEN & LAW IN SOUTHERN AFRICA (BOTSWANA) TRUST (WILSAB)

<i>Type of organisation</i>	Southern Africa region; national chapter, service
<i>Development sectors</i>	Gender issues; legal issues/human rights, participatory training
<i>Trains trainers</i>	Yes
<i>Groups trained</i>	Rural-based Paralegals, women
<i>Examples</i>	DITSHWANELO--Botswana Human Rights Centre, Women's Finance House Botswana
<i>Training review</i>	Evaluation by participants
<i>Training languages</i>	English, Setswana
<i>Training location</i>	At trainees' organisation; in the field
<i>Training cost</i>	Partial
<i>Training materials</i>	<i>Maintenance Laws in Botswana</i>
<i>Networks</i>	Women's NGO Coalition, Women's Rights Network
<i>South African links</i>	Community Law Centre

Contact: **Pamela Mhlanga, Interim Coordinator--Action Wing
Women & Law in Southern Africa (Botswana) Trust (WILSAB)
Private Bag 0022, Gaborone (Plot 2577, Ext. 9, Pela Crescent)
Tel. 267 352 795/356 364; fax. 352 795/357 573**

WOMEN'S FINANCE HOUSE BOTSWANA

<i>Type of organisation</i>	National (affiliated to Women's World Banking in New York), affiliates in Malawi, South Africa, Zambia, Zimbabwe
<i>Development sectors</i>	Financial intermediary for micro-small businesses; gender issues, income generation/cooperatives, legal issues/human rights, small business management
<i>Groups trained</i>	Rural- and urban-based Businesses, women
<i>Training review</i>	Evaluation by participants, evaluation by consortium of NGOs & government agency promoting micro-small businesses
<i>Training languages:</i>	Setswana
<i>Training location</i>	At own organisation, in the field
<i>Training cost</i>	Partial
<i>Networks</i>	Adult Education Department, Botswana Christian Council; Department of Commerce & Industry; United States Peace Corps, Women's World Banking
<i>South African links</i>	Women's Development Banking.

Contact: **Harish Chotani, General Manager
Women's Finance House Botswana
Private Bag 124, Gaborone (Plot 1004, Extension 2, African Mall)
Tel. 267 371 411; fax. 304 176**

International organisations

BOTSWANA FAMILY WELFARE ASSOCIATION (BOFWA)

<i>Headquarters:</i>	United Kingdom
<i>Other countries:</i>	Collaborates with Family Planning Associations in Angola, Lesotho, Malawi, Mozambique, Namibia, South Africa, Swaziland, Tanzania, Zambia, Zimbabwe
<i>Development sectors</i>	Children's issues, community development, environmental education, family life education, family planning/population education, family therapy/counselling; health, HIV/AIDS, participatory training
<i>Trains trainers</i>	Yes
<i>Groups trained</i>	Rural- and urban-based Local authorities, teachers, women; youth
<i>Training review</i>	Through reports after training
<i>Training languages</i>	English, Setswana
<i>Training location:</i>	At own organisation, in the field
<i>Training cost</i>	No
<i>Networks</i>	Botswana Confederation of Commerce, Industry & Manpower (BOCCIM), Botswana Network of AIDS Service Organisations (BONASO); International Planned Parenthood Federation (IPPF)
<i>South African links</i>	Planned Parenthood Association of South Africa (PPASA)
<i>Contact.</i>	Cally O. Ramalefo, Executive Director Botswana Family Welfare Association (BOFWA) Private Bag 00100, Gaborone (Extension 9, Plot # 2739) Tel. 267 300 489; fax. 301 222

CONSERVATION INTERNATIONAL

<i>Headquarters:</i>	United States
<i>Development sectors</i>	Community development; conservation; environmental education
<i>Trains trainers</i>	Yes
<i>Groups trained:</i>	Rural-based: Women, youth
<i>Examples</i>	Trains individuals
<i>Training location:</i>	In the field
<i>Networks:</i>	Conservation International (U.S)
<i>South African links.</i>	Worldwide Fund for Nature.
<i>Contact.</i>	Dr. Karen Ross, Coordinator Okavango Program Conservation International P.O. Box 448, Maun Tel. & fax. 267 660 017; ci-botswana@conservation.org

FOUNDATION FOR EDUCATION WITH PRODUCTION (FEP INTERNATIONAL)

<i>Headquarters:</i>	Botswana
<i>Other countries:</i>	Lesotho, South Africa, Zimbabwe
<i>Development sectors</i>	Basic education/literacy, secondary education; small business development; vocational skills/employment creation
<i>Trains trainers</i>	Yes
<i>Groups trained</i>	Rural- and urban-based Teachers

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<i>Examples:</i>	Hewat College of Education; Giyani College of Education
<i>Training review:</i>	Consultation with training experts
<i>Training languages:</i>	English
<i>Training location:</i>	Correspondence (planned)
<i>Training cost:</i>	Partial
<i>Training materials:</i>	<i>Working for the Future; In Our Own Image, Working with English; Fundamentals of Production</i>
<i>South African links:</i>	Foundation for Education with Production (FEP) South Africa
<i>Contact:</i>	Patrick van Rensburg, Director and Executive Trustee Foundation for Education with Production (FEP International) P.O. Box 20906, Gaborone (8901 Segogwane Way) Tel. 267 314 311; fax. 314 311

FRIEDRICH EBERT FOUNDATION

<i>Headquarters:</i>	Germany
<i>Other countries:</i>	Namibia, Malawi, Mozambique, South Africa, Tanzania, Zambia, Zimbabwe
<i>Development sectors:</i>	Dispute resolution, environmental education, income generation/cooperatives; institution building, legal issues/human rights, local government finance, management/finance/administration, small business development
<i>Trains trainers:</i>	Yes
<i>Groups trained:</i>	Rural- and urban-based Businesses, local authorities, women
<i>Examples:</i>	Small Enterprise Promotion Trust (SEPROT), Botswana Association of Local Authorities (all local government authorities)
<i>Training review:</i>	Consultants
<i>Training languages:</i>	English, local languages
<i>Training location:</i>	At own organisation, in the field
<i>Training cost:</i>	Partial
<i>Training materials:</i>	<i>Report of the Study of Trade Unions & the Botswana Federation Unions; Report on Macro & Micro Economic Performance of Botswana Economics; Study on Possibilities for Enhancing & Promoting District Level Business Promotion; Some Strengths & Weaknesses of Botswana Development Process; Aspects of Local Government Finance in Botswana, Local Government Financing in Southern Africa, Small Business Promotion & Local Government in Southern Africa, Regional Seminar on Small & Micro Enterprise</i>
<i>South African links:</i>	Friedrich Ebert Foundation
<i>Contact:</i>	Kurt Haesemeyer, Resident Director Friedrich Ebert Foundation P.O. Box 18, Gaborone Tel. 267 352 441; fax. 357 212; kurt@fes_bot.pix.za

LUTHERAN WORLD FEDERATION DEPARTMENT OF WORLD SERVICE BOTSWANA

<i>Headquarters:</i>	Switzerland
<i>Other countries:</i>	Angola, Lesotho, Namibia, Malawi, Mozambique, South Africa, Swaziland, Tanzania, Zambia, Zimbabwe
<i>Development sectors:</i>	Agriculture/food & nutrition, community development; environmental education; health; HIV/AIDS, income generation/cooperatives, livestock syndicates, participatory training, vocational skills/employment creation
<i>Trains trainers:</i>	Yes

Groups trained: Rural-based Civil servants; farmers; local authorities, women
Examples Kgalagadi District Council
Training review: Evaluation by the organisations
Training languages: English, Setswana
Training location: At own organisation, in the field, at trainees' organisation
Training cost No
Networks: Botswana Christian Council, Botswana Council for Refugees, Tirisanyo Catholic Commission, Ministry of Local Government, Lands & Housing; Ministry of Agriculture
South African links Evangelical Lutheran Church in South Africa (ELCSA)

Contact: **Dr. E.A.K. Meena, Resident Representative
Lutheran World Federation World Service
P.O. Box 1645, Gaborone (Plot 5628, Lejara Rd, Broadhurst Industrial Estate)
Tel. 267 312 371; fax. 351 273**

MENNONITE MINISTRIES

Headquarters: United States
Other countries: Lesotho, Mozambique, South Africa, Swaziland, Zambia, Zimbabwe
Development sectors Children's issues, health; HIV/AIDS; income generation/cooperatives, management/finance/administration, vocational skills/employment creation
Trains trainers Yes
Groups trained Rural- and urban-based Child-related, women; youth
Training review: Evaluation by participants
Training languages: English; Setswana
Training location: In the field, at trainees' organisation
Training cost No.

Contact: **Erwin Rempel, Representative
Mennonite Ministries
P.O. Box 33, Gaborone
Tel. & fax. 267 351 090**

NETHERLANDS DEVELOPMENT ORGANISATION/SNV BOTSWANA

Headquarters: Netherlands
Other countries: Mozambique, Zambia, Zimbabwe
Development sectors Community development; computer literacy; gender issues; participatory training
Groups trained: Trains staff/employees to train at other institutes
Networks Women's NGO Coalition for Beijing; Botswana Council of NGOs (BOCONGO); Forum on Sustainable Agriculture (FONSAG)

Contact: **Paul van Hoof/Pim de Heizer
Netherlands Development Organisation (SNV) Botswana
P.O. Box 611, Gaborone (Kgatinano Close 3362)
Tel. 267 352 413; fax. 314 123**

[Botswana]

SKILLSHARE AFRICA

Headquarters: United Kingdom
Other countries: Lesotho, Mozambique, Swaziland
Development sectors: Community development; environmental education, gender issues, participatory training, vocational skills/employment creation
Trains trainers: Yes, it sends volunteers to work with requesting organisations
Groups trained: Rural- and urban-based: Businesses, civil servants; disabled, women
Examples: Kgatleng Development Board; Kauye Brigades
Training languages: English
Training location: In the field
Training cost: Partial.

Contact: **Tiny Healy, Country Director**
Skillshare Africa
P.O. Box 471, Gaborone (Plot 257 Molefi Close)
Tel. 267 352 284; fax. 357 784

WORLD CONSERVATION UNION (IUCN) BOTSWANA

Headquarters: Switzerland (regional office for southern Africa based in Harare)
Other countries: Angola, Lesotho, Malawi, Mozambique, Namibia, South Africa, Swaziland, Tanzania, Zambia, Zimbabwe
Development sectors: Environment education and management
Trains trainers: Yes
Groups trained: Rural-based: Environmental managers in communities; local authorities
Training review: Internal & external
Training languages: English
Training location: At own organisation (in Harare)
Training cost: Yes.

Contact: **Ruud Jansen, Country representative**
World Conservation Union (IUCN) Botswana
Private Bag 00300, Gaborone (Khwai Road)
Tel. & fax. 267 371 589

WORLDVIEW BOTSWANA DILOMAKWATI

Headquarters: Botswana; affiliated with Worldview in Sri Lanka
Development sectors: Communications/information; community development, gender issues; income generation/cooperatives, institution building; participatory training
Groups trained: Rural-based: Businesses, women, youth
Examples: Botswana Council of Women, Dilomakwati Media Arts Centre (video production training at introductory, intermediate & advanced-to-professional level of competence)
Training review: Evaluation by participants
Training languages: English, Setswana
Training location: At own organisation, at trainees' organisation, in the field; correspondence
Training cost: No
Networks: Worldview International Foundation.

Contact: **Pony Hopkins, Director**
Worldview Botswana Dilomakwati
Private Bag 00366, Gaborone (Plot 697, Extension 2)
Tel. & fax. 267 357 767

LESOTHO

Introduction to NGO community in Lesotho

The following is a summary of an interview conducted on May 10, 1995, with Caleb Nchafatso Sello, the Executive Director of the Lesotho Council of Nongovernmental Organisations (LCN).

Strengths of NGOs: Will to survive; diversity of the community as representative of civil society; dependability & maturity

The first strength of NGOs in Lesotho is their sheer will and determination to survive. Because NGOs believe in themselves and in their purpose, they do not despair nor give up through thick and thin

Another strength of NGOs is the richness and diversity of the community of NGOs as representative of civil society. There is a sense of unity, of solidarity, and of purpose that, like gold, does not tarnish. While autonomous and independent as entities, they know that they are part of a family, a household, a community, and a nation.

A third strength of NGOs is their dependability. Governments change, as do their policies, and have their ups and downs, while NGOs mature with age. NGOs lead government's thinking and direction because NGOs represent the people and are a reflection of society.

Problems facing NGOs: Lack of enabling environment; difficulty of self-definition; decline of official aid

The first critical issue facing NGOs in Lesotho is the lack of an enabling environment in which they can grow. This causes a sense of insecurity in their relationship with government.

A second problem facing NGOs is the difficulty of communicating effectively what NGOs are, especially since their name describes what they are *not*. The actions of NGOs are understood, but the *concept* of NGOs is difficult to understand. As a result, government views them as somewhat intangible and does not really trust NGOs, though the people do. NGOs have to try to reconcile these two perspectives by engaging in self-reflection to define and translate into words what they are.

A third critical issue facing NGOs is the sense that they are creatures of donors and that, now that official aid is declining, NGOs will be phased out. Historically, donors have been disenchanted with governments on issues like accountability and delivery, and have resorted to funding NGOs. For their part, NGOs do not like to be perceived as a replacement for government. They cannot do what government should do and believe that being seen as an alternative is dangerous. The more resources that are channelled to NGOs in this fashion, the more opportunists will proliferate and fail, because they are not part of the community.

Recommendations to funders: Need for networking around sector-specific initiatives; need for regional integration; renewed donor support through 'peace dividend'

As to funders, support for sector-specific initiatives would be welcome. It is desirable to move from a 'project' approach to a 'programme' approach in which many NGOs begin to develop networks around specific development issues.

Another area worthy of support is creating networks at regional and sub-regional levels that would lead to regional integration and community-building. In the SADC region, NGOs want that sense of community and want to integrate programmes around sectors (e.g., environment) at the regional level. The region has been torn with civil strife and wars. NGOs want to emphasize reconstruction and rehabilitation, by sharing experiences and successes. They want to capitalize on the emerging successes and extend a helping hand to countries like South Africa and Angola, and would welcome support to come together and assist in these initiatives.

Finally, in the recent constitutional crisis in Lesotho, NGOs intervened, saved lives, minimized bloodshed, and tried to build a peaceful reconciliation. Now that the government is reinstated, external donors who suspended support during that period are returning. NGOs would like to claim their fair share of the 'peace dividend' resulting from their efforts.

DIRECTORY FOR LESOTHO

Indigenous organisations

BASOTHO ENTERPRISES DEVELOPMENT CORPORATION (BEDCO)

<i>Type of organisation</i>	National
<i>Development sectors</i>	Management/finance/administration; small business development; technical skills
<i>Trains trainers.</i>	Yes
<i>Groups trained</i>	Businesses
<i>Examples</i>	LISP, Itjareng Vocational Training Centre
<i>Training review.</i>	Evaluation by participants
<i>Training languages.</i>	Sesotho
<i>Training location:</i>	At own organisation, in the field
<i>Training cost:</i>	Partial
<i>Training materials.</i>	ILO and other manuals
<i>Networks:</i>	TINET, Improve Your Business (IYB), BAPS; Institute for Extra-Mural Studies (IEMS), United States Peace Corps; CARE Lesotho
<i>South African links:</i>	Small Business Development Corporation (SBDC); Small Business Advisory Bureau.

Contact: **M. Masitha, Business Counsellor**
Basotho Enterprises Development Corporation (BEDCO)
P.O. Box 1216, Maseru (Sebaboleng)
Tel. 266 312 094; fax. 310 455

BOITEKO WOMEN ASSOCIATION

<i>Type of organisation:</i>	Southern Africa region, national; membership
<i>Development sectors:</i>	Agriculture/food production, alternative research; basic education/literacy, children's issues, communications/information; community development; dispute resolution; economics/structural adjustment, environmental education; family planning/population education; family therapy/counselling; gender issues, health; HIV/AIDS, income generation/cooperatives, institution building, legal issues/human rights, management/finance/administration; participatory training, small business development, vocational skills/employment creation
<i>Trains trainers:</i>	Yes
<i>Groups trained.</i>	Businesses; child-related, disabled, farmers; local authorities, trade unions; women; youth
<i>Examples:</i>	Lithabaneng, Makaung Boiteko
<i>Training review:</i>	Evaluation by participants; consultation with training experts
<i>Training languages:</i>	English, Sesotho
<i>Training location:</i>	At own organisation; at trainees' organisation; in the field; correspondence
<i>Training cost.</i>	No
<i>Training materials:</i>	Boiteko Annual Conference Report
<i>Networks:</i>	Associated Country Women of the World.

Contact: **F.M. Motectee, Director**
Boiteko Women Association
Sefikeng Mission, P.O. Sefikeng 224 (Sefikeng 224, Teyatyaneng)

CHRISTIAN COUNCIL OF LESOTHO (CCL)

<i>Type of organisation:</i>	Southern African region; national, membership; service
<i>Development sectors:</i>	Agriculture/food & nutrition, alternative research, basic education/literacy, children's issues, communications/information, community development; democracy/voter education; dispute resolution, economics/structural adjustment, environmental education, family planning/population education, family therapy/counselling, gender issues, health, HIV/AIDS, income generation/cooperatives, institution building, legal issues/human rights, liberation theology, management/finance/administration, participatory training; small business development, vocational skills/employment creation
<i>Trains trainers:</i>	Yes
<i>Groups trained:</i>	Rural-based: Businesses, child-related, disabled, farmers, local authorities; women; youth
<i>Training review:</i>	Evaluation by participants
<i>Training languages:</i>	English; Sesotho
<i>Training location:</i>	In the field, at trainees' organisation, correspondence
<i>Training cost:</i>	No
<i>Training materials:</i>	<i>AIDS, Alcohol & Drug Abuse; Community Mobilisation</i>
<i>Networks:</i>	Africa Network for Church Participation in Development (ANCPD), Ecumenical Documentation & Information Centre for Eastern & Southern Africa (EDECESA); Fellowship of Christian Councils of Southern & Eastern Africa (FOCCESA), Lesotho Council of NGOs (LCN), World Council of Churches (WCC), MWENGO, IRED, All Africa Conference of Churches (AACC), United Nations Children's Fund (UNICEF), Life & Peace Institute, Frontier Internship in Mission, Human Rights Information & Documentation Systems International (HURIDOCS)
<i>Contact:</i>	Seeisa Mokitimi, Development Officer Christian Council of Lesotho (CCL) P.o. Box 547, Maseru 100, (160 Maseru Centre/Constitution & Old School Road) Tel. 266 313 639; fax. 310 310

COMMUNITY LEGAL RESOURCES & ADVICE CENTRE (CLRAC)

<i>Type of organisation:</i>	National, service
<i>Development sectors:</i>	Children's issues, democracy/voter education; dispute resolution; income generation/cooperatives, legal issues/human rights
<i>Trains trainers:</i>	Yes
<i>Groups trained:</i>	Rural- and urban-based. Civil servants; local authorities; trade unions; women
<i>Training languages:</i>	Sesotho
<i>Training location:</i>	In the field
<i>Training cost:</i>	Partial
<i>Training materials:</i>	<i>Voters' Rights, Police & Human Rights; Consumer Law; Family Law</i>
<i>Networks:</i>	Lesotho Council of NGOs
<i>South African links:</i>	Community Law Centre; Legal Resources Centre.
<i>Contact:</i>	Lekhetho Rakuoane, Acting Director Community Legal Resources & Advice Centre (CLRAC) P.O. Box 0383, Gaborone (Speedy Shopping Centre) Tel. & Fax. 266 310 361

INSTITUTE OF DEVELOPMENT MANAGEMENT (IDM)

<i>Type of organisation:</i>	Southern Africa region (Botswana, Swaziland); service
<i>Development sectors:</i>	Alternative research; communications/information, community development, computer literacy, dispute resolution, family planning/population education, gender issues; health, HIV/AIDS, income generation/cooperatives, institution building, legal issues/human rights, management/finance administration, participatory training, productivity services, purchasing & survey management, small business development
<i>Groups trained:</i>	Rural- and urban-based: Businesses, civil servants, local authorities, trade unions; women
<i>Examples:</i>	Lesotho BA; Lesotho Highland Development Authority
<i>Training review:</i>	Review is responsibility of Academic Council, evaluation by participants; consultation with training experts
<i>Training languages:</i>	English
<i>Training location:</i>	At own organisation, in the field, at trainees' organisation
<i>Training cost:</i>	Yes
<i>Training materials:</i>	Basic teaching materials only
<i>Networks:</i>	AMTIESA
<i>Contact:</i>	K. Matete, Country Director Institute of Development Management (IDM) P.O. Box 1318, Maseru (along Moshoeshoe Road) Tel. 266 312 868; fax. 310 0848

LESOTHO COOPERATIVE CREDIT UNION LEAGUE (LCCUL)

<i>Type of organisation:</i>	National, membership, service
<i>Development sectors:</i>	Income generation/cooperatives, institution building; management/finance/administration; participatory training; small business development
<i>Trains trainers:</i>	Yes
<i>Groups trained:</i>	Rural- and urban-based Businesses, credit unions, farmers; savings & credit societies
<i>Examples:</i>	Khomo-Khoana Credit Union, Masiasiane Credit Union
<i>Training review:</i>	Evaluation by participants, follow up
<i>Training languages:</i>	English; Sesotho
<i>Training location:</i>	In the field, at trainees' organisation, local training centres
<i>Training cost:</i>	Partial
<i>Networks:</i>	Namibia Cooperative Credit Union League (NACCUL)
<i>South African links:</i>	Savings & Credit Cooperative League of South Africa (SACCOL).
<i>Contact:</i>	J.C. Ntsoale, President Lesotho Cooperative Credit Union League (LCCUL) P.O. Box 439, Maseru (Mashashoha Lethena, Box 97, Code 130) Tel. & fax. 266 312 760

LESOTHO COUNCIL OF NONGOVERNMENTAL ORGANISATIONS (LCN)

<i>Type of organisation:</i>	Continent of Africa, southern Africa region, national; membership; service; umbrella
<i>Development sectors:</i>	Children's issues, communications/information, community development; computer literacy, democracy/voter education, dispute resolution, economics/structural adjustment, environmental education, family planning/population education; family therapy/counselling, gender issues, HIV/AIDS, income generation/cooperatives; institution building, journalism (basic news writing), leadership development (trusteeship), legal issues/human rights; management/finance/administration;

[Lesotho]

	participatory training; small business development
<i>Trains trainers:</i>	Yes
<i>Groups trained:</i>	Rural- and urban-based: Businesses; child-related. disabled, farmers; trade unions; women; youth
<i>Examples:</i>	Lesotho Association of Nonformal Education (LANFE); Lesotho National Council of Women (LNCW)
<i>Training review:</i>	Evaluation by participants, consultation with training experts
<i>Training languages:</i>	English, Sesotho
<i>Training location:</i>	At own organisation, at trainees' organisation, in the field
<i>Training cost</i>	Partial
<i>Networks</i>	Commonwealth Foundation, Forum for African Development Organisations (FAVDO); MWENGO, International Council of Voluntary Organisations (ICVA); Partnership Africa Canada; SADC NGO Networks, Television Trust for the Environment (TVE)
<i>South African links.</i>	South African Council of Churches (SACC), Centre for Conflict Resolution.
<i>Contact:</i>	Makano Morojele, Human Resources Development Officer Lesotho Council of NGOs Private Bag A445, Maseru 100 (544 Hoohlo Extension, along Kingsway) Tel. 266 317 205; fax. 310 412

LESOTHO ENVIRONMENTAL INFORMATION NETWORK (LEINET)

<i>Type of organisation</i>	Southern Africa region (Angola, Botswana, Malawi, Mozambique, Namibia, South Africa, Swaziland, Tanzania, Zambia, Zimbabwe), national
<i>Development sectors</i>	Communications/information, community development, environmental education; health, HIV/AIDS
<i>Groups trained</i>	Rural- and urban-based Farmers, women; youth
<i>Examples</i>	Department of Energy, Planning & Economic Affairs
<i>Training review:</i>	Evaluation by participants, consultation with training experts
<i>Training languages:</i>	English, Southern Sotho
<i>Training location:</i>	At own organisation, at trainees' organisation, in the field
<i>Training cost:</i>	No
<i>Networks.</i>	INFOTERRA & Southern African Subregional INFOTERRA Network (SASIN), both at United Nations Environment Programme (UNEP)
<i>South African links.</i>	Worldwide Fund (WWF) for Nature, Film Resource Unit
<i>Contact:</i>	Emma Nthunya, Chairperson Lesotho Environmental Information Network (LEINET) e/o Institute of Education, National University of Lesotho, P.O. Roma 180 Tel. & Fax. 266 340 000; uneples@ic.nul.ls

LESOTHO FEDERATION OF WOMEN LAWYERS (FIDA)

<i>Type of organisation.</i>	National; membership
<i>Development sectors:</i>	Communications/information, community development, democracy/voter education; family therapy/counselling; gender issues; legal issues/human rights
<i>Trains trainers:</i>	Yes
<i>Groups trained:</i>	Rural-based: Businesses; child-related; disabled; farmers; women
<i>Examples:</i>	Government, TY Hospital
<i>Training review:</i>	Monitoring and evaluation
<i>Training languages:</i>	English; Sesotho
<i>Training location:</i>	In the field, different districts
<i>Training cost</i>	No
<i>Training materials</i>	Training manuals; posters; law guide basic booklet

Networks: Community Legal Resource & Advice Centre; Construction & Allied Workers Union of Lesotho (CAWULE); Social Welfare, Likamanong
South African links: Legal Resources Centre; Black Sash.
Contact: **Marefiloe Cathrine Chaka, Executive Director
Lesotho Federation of Women Lawyers (FIDA)
P.O. Box 0534, Maseru 105 (Credit Union House, 1st floor, Kingsway Road)
Tel. & fax. 266 323 088**

LESOTHO LIBRARY ASSOCIATION

Type of organisation: National, membership, service
Development sectors: Agriculture/food & nutrition, alternative research, basic education/literacy; children's issues, communication/information, community development, computer literacy, democracy/voter education, dispute resolution, economics/structural adjustment, environmental education, family planning/population education, family therapy/counselling, gender issues, health, HIV/AIDS; income generation/cooperatives; legal issues/human rights, participatory training; small business development, vocational skills/employment creation
Trains trainers. Yes
Groups trained: Rural- and urban-based Civil servants, youth
Training review: Evaluation by participants, consultation with training experts
Training location. At own organisation, at trainees' organisation, in the field
Training cost Partial
Training materials: *Designing a Curriculum for School Librarianship*
Networks: International Federation of Library Association & Institutions (IFLA); Commonwealth Library Association (CLA), Standing Conference of Eastern, Central & Southern Librarians (SCECSAL), Lesotho Association of Nonformal Education (LANFE), Lesotho Council of NGOs (LCN)
Contact: **E.M. Nthunya, Chairman
Lesotho Library Association
Private Bag A 26, Maseru
Tel. & fax. 266 340 601
M.M. Moshochoc-Chadzingwa, Secretary, mmc@doc.isas.nul.ls**

LESOTHO MANUFACTURER'S ASSOCIATION

Type of organisation: National; membership
Development sectors: Management/finance/administration, small business development
Groups trained. Businesses
Training review: Evaluation by participants; consultation with training experts
Training languages: English; Sesotho
Training location: In the field
Training cost: Partial.
Contact: **Mrs. Vivian M. Mofokeng, President
Lesotho Manufacturers Association
P.O. Box 4173, Maseru (Sebaboleng, Lakeside Hotel Premises)
Tel. 266 317 106; fax. 310 410**

[Lesotho]

LESOTHO NATIONAL COUNCIL OF WOMEN (LNCW)

<i>Type of organisation</i>	National, membership; service
<i>Development sectors:</i>	Agriculture/food & nutrition; basic education/literacy; children's issues; communications/information, community development, health, income generation/cooperatives, legal issues/human rights, small business development; vocational skills/employment creation
<i>Trains trainers:</i>	Yes
<i>Groups trained:</i>	Rural- and urban-based Child-related; women, youth
<i>Examples:</i>	Lesotho Business & Professional Women's Club (LBPWC), Itsebeletseng ka Matsoho Women's Club
<i>Training review:</i>	Currently negotiating with the Ministry of Education to set up such mechanisms to upgrade the standard of its training programme
<i>Training languages:</i>	English, Sesotho
<i>Training location:</i>	At own organisation, at trainees' organisation, in the field, conference centres/hotels
<i>Training cost</i>	Yes, the LNCW's Vocational Training Centre charges students
<i>Networks:</i>	Lesotho Council of NGOs, International Council of Women (ICW)
<i>South African links:</i>	National Council of Women of South Africa (NCWSA); National NGO Secretariat.
<i>Contact:</i>	Margaret G. Mokhothu, National President Lesotho National Council of Women (LNCW) P.O. Box 959, Maseru 100 Tel. & fax. 266 310 185

LESOTHO OPPORTUNITIES INDUSTRIALISATION CENTRE (LOIC)

<i>Type of organisation:</i>	National, service
<i>Development sectors:</i>	Income generation/cooperatives, vocational skills/employment creation
<i>Groups trained</i>	Businesses, retrenched mine workers, school teachers; youth
<i>Examples</i>	Development for Peace Education (DPE)
<i>Training review.</i>	Evaluation by participants
<i>Training languages:</i>	English, Sesotho
<i>Training location:</i>	At own organisation; at trainees' organisation
<i>Training cost</i>	Partial
<i>Contact:</i>	M. Manyakalle, Feeder Instructor Lesotho Opportunities Industrialisation Centre (LOIC) P.O. Box 2542, Maseru Tel. 266 313 119; fax. 310 130

LESOTHO RED CROSS SOCIETY

<i>Type of organisation</i>	Southern Africa region (Angola, Botswana, Malawi, Mozambique, South Africa/Regional Office, Swaziland, Tanzania, Zambia, Zimbabwe)
<i>Development sectors</i>	Communication/information; community development; environmental education; first aid training, health, HIV/AIDS; income generation/cooperatives, legal issues/human rights, participatory training, vocational skills/employment creation
<i>Trains trainers:</i>	Yes
<i>Groups trained</i>	Rural- and urban-based Child-related, disabled, women, youth
<i>Training review:</i>	Evaluation by participants
<i>Training languages:</i>	English; Sesotho
<i>Training location:</i>	At own organisation; at trainees' organisation, in the field

Training cost: Partial
Networks: Lesotho Council of NGOs; World Health Organisation (WHO); Ministry of Health; Lesotho Workcamps Association; Forestry Division
South African links: Red Cross Society of South Africa

Contact: **Simon Phamote, Chief Programmes Coordinator**
Tokoloho Khutsoane, Information Officer
Lesotho Red Cross Society
P.O. Box 366, Maseru (23 Mabile Road)
Tel. 266 313 911; fax. 310 166

LESOTHO SAVE THE CHILDREN

Type of organisation: Service
Development sectors: Agriculture/food & nutrition, children's issues, community development; income generation/cooperatives, vocational skills/employment creation

Groups trained: Rural-based Disabled, farmers; youth
Examples: Trains individuals, not organisations
Training review: Evaluation by participants, consultation with training experts
Training languages: English
Training location: At own organisation
Training cost: Partial
South African links: South African Institute for Fundraising (SAIF).

Contact: **Tsilo S. Mahase, Director, Fundraising**
Lesotho Save the Children
P.O. Box 151, Lesotho (Raboshabane Road, Ind. Area)
Tel. & fax. 266 322 543

LESOTHO WOMEN'S INSTITUTE

Type of organisation: Southern Africa region; national, membership, service
Development sectors: Agriculture/food & nutrition, children's issues, community development, democracy/voter education, environmental education, family therapy/counselling, family planning/population education; gender issues, health; HIV/AIDS, income generation/cooperatives; legal issues/human rights, management/finance/administration; vocational skills/employment creation

Trains trainers: Yes
Groups trained: Rural- and urban-based: Child-related; disabled; women, youth
Examples: LTUC, Preschools & Daycare Centre
Training review: Evaluation by participants, consultation with training experts; follow-ups after workshops, implementation & evaluation

Training languages: English; Sesotho
Training location: At own organisation, at trainees' organisation, in the field
Training cost: Partial (voluntary facilitators)
Training materials: Handscripts for recipes, soap & candle making; tie-dying materials; knitting patterns, hand & machine

Networks: International Council of Women (ICW), ACWW, AALAE; FEMNET; IRED
South African links: MESHAWU

Contact: **Mathabiso Mosala, Honorary President**

[Lesotho]

**Lea Molapo, Member
Lesotho Women's Institute
P.O. Box 1340, Maseru
Tel. 266 25 482; fax. 312 768**

MAOAMAFUBELU WATERSHED DEVELOPMENT PROJECT

Type of organisation Membership (regional office at CRS/SARO in Harare)
Development sectors. Agriculture/food & nutrition, children's issues; communications/information, community development, democracy/voter education; economics/structural adjustment; environmental education, health; HIV/AIDS, income generation/cooperatives; institution building, legal issues/human rights, management/finance/administration; participatory training, small business development
Trains trainers. Yes
Groups trained Businesses, farmers, local authorities
Training review. Evaluation by participants, consultation with training experts
Training languages: Sesotho
Training location. At own organisation, at trainees' organisation
Networks: Lesotho Council of NGOs

Contact: **T.K. Molapo, Development Officer
Maoamafubelu Watershed Development Project
P.O. Box 200, Pitseng 320, Leribe**

MASERU TOWNSHIP COOPERATIVE CREDIT UNION LEAGUE

Type of organisation Membership, service
Development sectors Income generation/cooperatives, management/finance/administration; participatory training, small business development
Trains trainers. Yes
Groups trained Urban-based Businesses, farmers, women
Training review. Increase in membership
Training languages Sesotho
Training location. At own organisation, in the field
Networks. IRED, Lesotho Cooperative Credit Union League (LCCUL), World Council of Credit Unions

Contact: **Selloane Thorela, Committee Member
Maseru Township Cooperative Credit Union
P.O. Box 649, Maseru
Cathedral area near Lesotho Workcamps & the Blind Centre
Tel. 268 322 780**

International organisations

ADVENTIST DEVELOPMENT & RELIEF AGENCY (ADRA) LESOTHO

<i>Headquarters</i>	United States
<i>Other countries:</i>	Angola, Botswana, Mozambique, South Africa, Swaziland, Zambia, Zimbabwe
<i>Development sectors</i>	Agriculture/food & nutrition, basic education/literacy, children's issues, community development, family therapy/counselling, health, HIV/AIDS, income generation/cooperatives, small business development; vocational skills/employment creation
<i>Trains trainers:</i>	Yes
<i>Groups trained</i>	Rural-based Child-related, farmers, women, youth
<i>Examples.</i>	Informal groups
<i>Training languages:</i>	English, Sesotho
<i>Training location:</i>	At own organisation, at trainees' organisation, in the field
<i>Training cost</i>	Some are charged, while others are not
<i>Networks</i>	ADRA International, SADC Food Security, Lesotho Council of NGOs (LCN); Southern Africa Development Community (SADC)

Contact: **Sobhuza Sopeno, Director**
Adventist Development & Relief Agency (ADRA) Lesotho
P.O. Box 714, Maseru (154 Cathedral Area)
Tel. 266 312 664; fax. 310 014

AFRICA 2000 NETWORK

<i>Headquarters:</i>	United States
<i>Other countries:</i>	Zimbabwe
<i>Development sectors:</i>	Environmental education
<i>Groups trained</i>	Rural-based
<i>Training review:</i>	Evaluation by participants
<i>Training languages:</i>	English, Sesotho
<i>Training location:</i>	At trainees' organisation
<i>Training cost</i>	No

Contact: **Tlhabeli Peshoane, National Coordinator**
Africa 2000 Network
P.O. Box 301, Maseru 100 (303 Carlton Centre, Kingsway)
Tel. 266 310 042; fax. 310 042

AGENCY FOR PERSONAL SERVICE OVERSEAS (APSO)

<i>Headquarters:</i>	Ireland
<i>Other countries:</i>	Lesotho office covers Botswana, Lesotho, Namibia, Mozambique, South Africa & Swaziland, the Zimbabwe office covers Malawi, Zambia & Zimbabwe
<i>Development sectors</i>	Education; rural footbridges; village water supply, vocational training
<i>Trains trainers</i>	Provides training to skilled Irish development workers prior to their departure overseas, they in turn are involved in training in their assigned communities. Many of the APSO workers are with government schools and some work with UNICEF.
<i>Groups trained:</i>	Disabled, secondary schools, teacher training colleges

[Lesotho]

Networks: Active Systems into Internet.

Contact: **Tom Conway, Field Officer**
Agency for Personal Service Overseas (APSO)
Private Bag A67, Maseru (3rd floor, Cristie House, Orpen Road)
Tel. 266 316 752; fax. 310 524; apso@active.co.za

CARE INTERNATIONAL IN LESOTHO

Headquarters: United States
Other countries: Angola, Madagascar, Mozambique, South Africa, Zambia, Zimbabwe
Development sectors: Agriculture/food & nutrition, HIV/AIDS, income generation/cooperatives, management/finance/administration, participatory training, small business development, vocational skills/employment creation

Trains trainers: Yes
Groups trained: Rural- and urban-based Farmers, football players (AIDS programme), women
Examples: Senakangoeli Candle-Making Association, Lesotho Football Association
Training review: Evaluation by participants
Training languages: English; Sesotho
Training location: At own organisation, in the field
Training cost: No
Training materials: *AIDS Comic Book/Training of Trainers Manual, Roof Tile Production Manual*
South African links: Care International South Africa

Contact: **E. Krishnan, Country Director**
CARE International in Lesotho
Private Bag No. 682, Maseru (Off Constitution Road, Maseru Central)
Tel. 266 314 398; fax. 310 195

GERMAN DEVELOPMENT SERVICE (GDS)

Headquarters: Germany (GDS is an NGO fully financed by the German Government)
Other countries: Botswana, Mozambique, Namibia, Zimbabwe
Development sectors: Agriculture/food & nutrition, community development, democracy/voter education; erosion control, forestry, HIV/AIDS; small business development, vocational skills/employment creation

Trains trainers: Yes
Groups trained: Rural-based
Examples: Community Legal Resource & Advice Centre, Lesotho Council of NGOs
Training review: By GDS
Training languages: English
Training location: At trainees' organisation
Training cost: No
South African links: Khupuka Step

Contact: **Brigitte Reinhardt, Director**
German Development Service (GDS)
P.O. Box 1172, Maseru 192 (4 Bowker Road)
Tel. 266 313 457; fax. 310 275

GRASS ROOTS INITIATIVE SUPPORT PROJECT (GRISP)

<i>Headquarters:</i>	Switzerland (UNDP)
<i>Other countries:</i>	Angola, Botswana, Malawi, Mozambique, Namibia, South Africa, Swaziland, Tanzania, Zambia, Zimbabwe
<i>Development sectors</i>	Basic education/literacy, children's issues, community development, decentralisation of planning, gender issues, health, income generation/cooperatives; institution building; management/finance/administration, participatory training, poverty alleviation, small business development, vocational skills/employment creation
<i>Trains trainers</i>	Yes
<i>Groups trained:</i>	Rural-based Businesses, child-related, civil servants, farmers, local authorities; women, youth
<i>Examples</i>	Line Ministries, District Development Council
<i>Training review:</i>	Evaluation by participants; consultation with training experts, other agencies, evaluation done by consultants & government officers
<i>Training languages:</i>	English, Sesotho
<i>Training location:</i>	In the field
<i>Training cost.</i>	No
<i>Training materials:</i>	<i>A Field Worker's Manual, Case Studies in Participatory Development, Micro Project Proposal Formatting</i>
 <i>Contact:</i>	 Solomon Fiah, Chief Technical Adviser Grass Roots Initiative Support Project (GRISP) P.O. Box 301, Maseru (Room 10, Phase II Complex Building) Tel. 266 313 790; fax. 266 310 042

SAVE THE CHILDREN FUND (LESOTHO OFFICE)

<i>Headquarters:</i>	United Kingdom
<i>Other countries:</i>	Malawi, Mozambique, South Africa, Swaziland, Zimbabwe;
<i>Development sectors.</i>	Children's issues; HIV/AIDS; income generation/cooperatives; management/finance/administration, integrated education; legal issues/human rights; motorcycle riding & maintenance,
<i>Trains trainers.</i>	Yes
<i>Groups trained</i>	Rural- and urban-based Child-related, civil servants; disabled; women, youth
<i>Training languages:</i>	English; Sesotho
<i>Training location.</i>	In the field, at trainees' organisation, conference/workshop venues
<i>Training cost</i>	No
<i>Networks</i>	Compuserve
<i>South African links.</i>	Save the Children Fund (SCF) Johannesburg
 <i>Contact:</i>	 Bant Bryer, Field Director Save the Children Fund (Lesotho Office) P.O. Box 4065, Maseru 100 (BEDCO, Sebatoleng) Tel. 266 312 279; fax. 310 411; 100075.2645@compuserve.com

[Lesotho]

SKILLSHARE AFRICA

Headquarters: United Kingdom
Other countries: Botswana, Mozambique, Swaziland
Development sectors: Agriculture/food & nutrition; environmental education; gender issues, income generation/cooperatives; institution building, participatory training, small business development, vocational skills/employment creation
Trains trainers: Yes
Groups trained: Rural- and urban-based. Civil servants, women, youth
Examples: Lesotho National Council of Women (LNCW), Assumption High School
Training review: Consultation with training experts
Training languages: English, Sesotho
Training location: In the field, at trainees' organisation
Training cost: No
Networks: Lesotho Council of NGOs; Women in Law in Southern Africa (WILSA)
South African links: Programme for Development Research (PRODDER)

Contact: **Matiisetso Y. Libetso, Country Director**
Skillshare Africa
P.O. Box 269, Maseru 100 (No. 549, Hoohlo Extension)
Tel. 266 314 202; fax. 310 156

WORLD UNIVERSITY SERVICE (WUS) LESOTHO

Headquarters: Switzerland
Other countries: Botswana, South Africa, Swaziland, Tanzania, Zambia, Zimbabwe
Development sectors: Basic education/literacy, communications/information; gender issues; human rights; vocational skills/employment creation
Trains trainers: Yes
Groups trained: Urban-based Youth
Training review: Consultation with training experts
Training languages: English, Sesotho
Training location: At own organisation, in the field
Training cost: Partial
Networks: Lesotho Council of NGOs (LCN), World University Service (WUS) Geneva
South African links: World University Service (WUS) South Africa.

Contact: **Schoai Santho, Chairperson**
Grace Mvungi, Programme Coordinator
World University Service (WUS) Lesotho
c/o National University of Lesotho, Roma 180
Tel. 266 340 336; fax. 340 004

NAMIBIA

Introduction to the NGO community in Namibia

The following is a summary of an interview conducted on May 2, 1995, with Lindi Kazombaue, a member of the Executive Committee of the Namibia Nongovernmental Organisations Forum (NANGOF) and the Executive Director of the Namibia Development Trust (NDT).

Strengths of NGOs: Interest in networking; working relationship with government; commitment to social change & development

One of the strengths of NGOs is that they are already engaged in networking. The NGO community is young and small, which could be considered a weakness, but they have established a good base and have a great interest in networking. Older NGOs do not change so easily as younger ones.

Second, NGOs have been striving from the beginning to set up a working relationship with government. There is a recognition on the part of government of the role of NGOs as social development partners with government

And, finally, because Namibia is a young nation, just emerging as a democracy, there is a strong consciousness on the part of NGOs of political issues that affect the region. There is a common sense among NGOs of the ways Namibian issues fit into the region and the world. A strong political consciousness on the part of NGOs creates a strong commitment to social change and development.

Problems facing NGOs: Dependence on foreign aid; need for institutional capacity development; constraints on lobbying activity

The most serious problem facing NGOs is that they are almost 100 percent dependent upon foreign aid. There is very little local support for NGOs. This dependency makes NGOs very vulnerable.

Another problem is the institutional capacity of NGOs to be able to face the development challenges in Namibia. Much of the work of NGOs is aimed at narrowing or equalizing the imbalances created by apartheid and colonialism. This means that there are many constraints (psychological, economical, legal) on NGOs that make development work difficult. NGOs need analytical and organisational skills for building self-esteem and confidence to overcome the barriers of ethnicity that were over-emphasized by the previous government.

And, third, NGOs are very important for advocacy, but NGO capacity to lobby is limited because of their dependence on foreign aid. NGOs' plans of action are often linked to foreign aid goals, and there is not much time left over to monitor events

Recommendations to funders: Local advocacy efforts; regional networking; cooperation in developing countries

First, support is needed for both local networking and the advocacy role of NGOs within Namibia. Because there is one dominant political party in the country civil society needs to be more active, but opposition is weak in Namibia. NGOs need to try to make the legislative process more participatory, to obtain more funds from the national development budget that can affect peoples' lives. NGOs need to challenge government to allocate more resources to the rural areas. NGOs need to be the voice to keep government committed to their promises on issues like building a southern African community through SADC.

Second, support is needed for NGOs to look at regional problems (like unemployment) on a regional basis. There is a network to promote the flow of skills from North to South (like volunteer services), but NGOs feel that this same system should be set up for exchange of skills on a South-South basis, since there is a common understanding of the regional problems. UNDP, through its Domestic Development Services (DDS) programme, is sponsoring such an exchange of skilled people within the region.

Third, support is needed for NGOs to cooperate with other developing countries. In small enterprise development, for example, NGOs should be looking at models in India, not in the industrialised countries. The economy is totally different in the North. One of Africa's worst problems is being in the grip of the North. The South must develop alternative ways of sharing information. There are problems of information control and an imbalance in access to information. Funders in the North know what is going on, but NGOs in the South do not.

DIRECTORY FOR NAMIBIA

Indigenous organisations

ABACUS

<i>Type of organisation:</i>	Southern African region, service
<i>Development sectors:</i>	Agriculture/food & nutrition, basic education/literacy; children's issues; communications/information, democracy/voter education; environmental education; health; HIV/AIDS; legal issues/human rights
<i>Trains trainers:</i>	Through a 16-32 page educational newspaper supplement, it covers high school subjects in weekly articles as well as addressing the range of issues listed above
<i>Groups trained:</i>	Learners aged 13 and 16 years, as well as the general public
<i>Training review:</i>	Feedback from readers
<i>Training languages:</i>	English
<i>Training cost:</i>	Since 1991, 4.6 million copies have been distributed free to learners thanks to funding from international donors. Now, to become more self-sustainable, funding will be split three ways to include the public, which will pay for copies, businesses, which will sponsor pages, and international donors, who will contribute as in the past.
<i>Contact:</i>	Carmen Honey, Abacus P.O. Box 22791, Windhoek Tel. 264 61 295 596; fax. 236 467

AIDS CARE TRUST

<i>Type of organisation:</i>	National, service
<i>Development sectors:</i>	HIV/AIDS
<i>Trains trainers:</i>	Yes
<i>Groups trained:</i>	Urban-based. Civil servants
<i>Training review:</i>	Evaluation by participants
<i>Training languages:</i>	English
<i>Training location:</i>	At own organisation
<i>Training cost:</i>	No
<i>Networks:</i>	Namibia Network of AIDS Support Organisations (NANASO)
<i>South African links:</i>	Body Positive
<i>Contact:</i>	Dr. Lucy L. Banda, Trustee AIDS Care Trust P.O. Box 11767, Windhoek (#6 Drakensberg Street, Eros) Tel. 264 61 231 337; fax. 231 337

BRICKS COMMUNITY PROJECT

<i>Type of organisation:</i>	National; service
<i>Development sectors:</i>	Alternative research; communications/information; community development; HIV/AIDS, participatory training
<i>Trains trainers:</i>	Yes
<i>Groups trained:</i>	Rural-based. Child-related; women, youth
<i>Training review:</i>	Evaluation by participants
<i>Training languages:</i>	English; local languages

[Namibia]

Training review: Evaluation by participants
Training languages: English; local languages
Training location: At own organisation; in the field
Training cost: No
Networks: IRED, Namibia NGO Forum (NANGOF); MWENGO; SANDO; Forum of African Voluntary Development Organisations (FAVDO).

Contact: **Naftali Uirab, Executive Director**
Bricks Community Project
P.O. Box 20642, Windhoek (corner of Sabbat & Josef Streets, Katutura)
Tel. 264 61 262 726; fax. 263 510

CENTRE FOR RESOURCE & TRANSFORMATION (CERET)

Type of organisation: National, service
Development sectors: Agriculture/food & nutrition, community development; income generation/cooperatives; small business development
Groups trained: Rural-based. Child-related; farmers, women
Examples: King Kauluma Development Project, Green Dish Agricultural Project
Training review: Evaluation by participants
Training languages: English, local languages
Training location: In the field
Training cost: No

Contact: **M. Shingenge, Managing Director**
Centre for Resource & Transformation (CERET)
P.O. Box 24897, Windhoek (36 Promenade Weg)
Tel. 264 61 221 179; fax. 229 172

CHILD SURVIVAL PROTECTION & DEVELOPMENT FOUNDATION (CSPDF)

Type of organisation: National
Development sectors: Children's issues
Groups trained: Child-related, disabled children
Examples: Provides grants & support to other organisations to do the training
Training materials: Supports development of training materials for child minders.

Contact: **Nashilongo Shivute, Secretary**
Child Survival Protection & Development Foundation (CSPDF)
P.O. Box 31192, Pionierspark
Tel. 264 61 289 2114; fax. 223 545

LEGAL ASSISTANCE CENTRE

Type of organisation: National
Development sectors: Children's issues; democracy/voter education; dispute resolution; environmental education; gender issues; legal issues/human rights
Trains trainers: Yes
Groups trained: Rural-based: Civil servants, local authorities, trade unions; women
Examples: National Union of Namibian Workers (NUNW)
Training review: Evaluation by participants

Training languages: Local Namibian languages
Training location: In the field
Training cost: Yes
Training materials: *Know your Constitution; Women Rights; Children's Rights; Namibian Labour Manual*
South African links: Legal Resources Centre (LRC); Community Development Resource Association (CDRA).

Contact: **Andrew Corbett, Director**
Legal Assistance Centre
P.O. Box 604, Windhoek (No. 4 Korner Street)
Tel. 264 61 223 356; fax 234 953

NAMIBIA COOPERATIVE CREDIT UNION LEAGUE (NACCUL)

Type of organisation: National, membership, service
Development sectors: Income generation/cooperatives, institution building; management/finance/administration, participatory training
Trains trainers: Yes
Groups trained: Rural-based Women
Examples: Ehoto Credit Union, A1 Gams Credit Union
Training review: Evaluation by participants; consultation with training experts; external evaluation
Training languages: English, Afrikaans, Oshiwambo; Otjherero
Training location: At own organisation, in the field
Training cost: Partial
South African links: Savings & Credit Cooperative League of South Africa (SACCOL).

Contact: **Gift Kazombaue, General Manager**
Namibian Cooperative Credit Union League (NACCUL)
P.O. Box 7537, Namibia (Hans Uirab Street, Katutura)
Tel. 264 61 217 577; fax. 233 261

NAMIBIA DEVELOPMENT TRUST (NDT)

Type of organisation: Southern Africa region, national; service
Development sectors: Agriculture/food & nutrition, alternative research; children's issues; communications/information, community development, gender issues, health; income generation/cooperatives, institution building, management/finance/administration; participatory training; small business development, vocational skills/employment creation
Trains trainers: Yes
Groups trained: Rural- and urban-based Farmers; trade unions; women, youth
Examples: Namibia Literacy Programme; Council of Churches in Namibia
Training review: Evaluation by participants
Training languages: Afrikaans, Nama, Oshiwambo, Herero
Training location: At own organisation, at trainees' organisation, in the field
Training cost: Partial
Networks: Namibia NGO Forum (NANGOF)
South African links: Woz'obona Early Childhood Community Service; Community Development Resource Association (CDRA)

Contact: **Steven Hendrik Isaack, Training Coordinator**
Namibia Development Trust (NDT)

[Namibia]

**P.O. Box 8226, Bachbrecht 9000 (57 Pasteur Street, Windhoek West)
Tel. 264 61 238 002; fax. 233 261**

NAMIBIA INSTITUTE FOR COMMUNITY DEVELOPMENT

Type of organisation National, membership
Development sectors: Agriculture/food & nutrition; environmental education, community development
Trains trainers: Yes
Groups trained Rural- and urban-based: Farmers, women, youth
Examples: Ojivaneko Development Committee, Gram Development Committee
Training review: Evaluation by participants, consultation with training experts
Training languages: English, local languages
Training location In the field; at trainees' organisation
Training cost No
South African links: Centre for Conflict Resolution, Community-Based Development Programme (CBDP).

Contact: **Theo Ngaujake, Director
Namibia Institute for Community Development
P.O. Box 23353, Windhoek (Plot 2721, cnr Abraham Mashego & Kitaar Street)
Tel. & fax. 264 61 215 602**

NAMIBIA INSTITUTE FOR DEMOCRACY (NID)

Type of organisation. National, service
Development sectors Basic education/literacy; communications/information; community development; democracy/voter education; economics/structural adjustment; legal issues/human rights
Trains trainers: Yes
Groups trained Rural- and urban-based Civil servants; farmers, local authorities, women, youth
Training review: Evaluation by participants
Training languages. All Namibian languages
Training location: At own organisation, at trainees' organisation, in the field
Training cost No
Training materials: *The Namibian Constitution in Perspective; The Namibian Citizen: Rights & Duties; Government & Structures in Namibia, Democracy, Ethnicity & National Reconciliation.*

Contact: **Theunis Keulder, Executive Director
Namibia Institute for Democracy
P.O. Box 40161, Windhoek (68 Bismarck Street)
Tel. 264 61 229 117; fax. 229 119**

NAMIBIA NONGOVERNMENTAL ORGANISATION FORUM (NANGOF)

Type of organisation: National; membership
Development sectors: Alternative research; communications/information, democracy/voter education; income generation/cooperatives, institution building, participatory training
Trains trainers: Yes
Groups trained: NANGOF trains through the Namibia Development Trust (NDT)
Examples: Cooperative Support & Development Agency (COSEDA), Namibia Housing Action Group (NHAG)
Training review: Evaluation by participants

Training languages: English
Training location: At Namibia Development Trust
Training cost: Yes
Networks: Commonwealth Foundation; Forum for African Development Organisation (FAVDO); IRED; MWENGO, Southern African Development Community (SADC)
South African links: Community Development Research Association (CDRA); Triple Trust Organisation

Contact: **Naftali Uirab, Chairperson**
Namibian Nongovernmental Organisation Forum (NANGOF)
P.O. Box 8226, Windhoek (Hans Uirab Street, Katutura)
Tel. 264 61 262 726; fax. 217 409

NAMIBIA RURAL DEVELOPMENT PROJECT

Type of organisation: Continent of Africa, southern Africa region, national, service
Development sectors: Agriculture/food & nutrition, basic education/literacy, environmental education; gender issues, HIV/AIDS, income generation/cooperatives, small business development
Groups trained: Rural-based Women
Examples: Durzozin Project, Oyuene Poultry & Vegetable Project
Training languages: English, Otjiherero
Training location: In the field, at trainees' organisation
Training cost: Partial
Networks: Namibia NGO Forum (NANGOF)

Contact: **K. Tujendapi, Coordinator**
Namibia Rural Development Project
P.O. Box 24886, Windhoek (Katutura Community Centre, Office # 2)
Tel. 264 61 221 441; fax. 221 978

PRIVATE SECTOR FOUNDATION

Type of organisation: National, membership, service
Development sectors: Micro-business development
Trains trainers: Yes
Groups trained: Rural- and urban-based Businesses; women (primarily individual entrepreneurs)
Examples: Directorate of Community Development, Women's Desk Council of Churches of Namibia (CCN)
Training review: Evaluation by participants, consultation with training experts
Training languages: English, Namibian languages
Training location: At own organisation; at trainees' organisation, in the field; at businesses
Training cost: Yes
Networks: Namibia NGO Forum (NANGOF)
South African links: Foundation for Expertise in Enterprise Development (FEED)

Contact: **Miriam Truebody, Programme Director**
Private Sector Foundation
P.O. Box 2217, Windhoek (4 Von Lindequist Street)
Tel. 264 61 237 370; fax. 228 261

[Namibia]

ROSSING FOUNDATION

<i>Type of organisation:</i>	National, corporate foundation
<i>Development sectors:</i>	Agriculture/food & nutrition; basic education/literacy, communications/information; community development; environmental education; gender issues; income generation/cooperatives, participatory training, small business development; vocational skills/employment creation
<i>Trains trainers</i>	Yes
<i>Groups trained.</i>	Rural- and urban-based. Child-related, civil servants, farmers, teachers, women, youth
<i>Examples:</i>	National Institute for Educational Development (NIED)
<i>Training languages:</i>	English
<i>Training location:</i>	At own organisation, at trainees' organisation, in the field
<i>Training cost.</i>	Sometimes
<i>Networks</i>	Namibia NGO Forum (NANGOF); Namibian Environmental Forum (NEEN).
 <i>Contact:</i>	 David A. Godfrey, Executive Director Rossing Foundation P.O. Box 20746, Windhoek (Rand Street, Khomasdal) Tel. 264 61 211 721; fax. 211 273 e-mail for Deputy Director, Len Le Roux, len@rfholen.rf.org.na

RURAL PEOPLE'S SOCIETY FOR SOCIAL EMPOWERMENT (RISE) NAMIBIA

<i>Type of organisation</i>	National; service
<i>Development sectors</i>	Community development; income generation/cooperatives, institution building; management/finance/administration
<i>Trains trainers</i>	Yes
<i>Groups trained</i>	Rural-based Farmers
<i>Examples</i>	Mbangura Woodcarvers; Southern Namibian Farmers Union (SNAFU)
<i>Training review:</i>	Evaluation by participants
<i>Training languages:</i>	English, Afrikaans; Nama
<i>Training location:</i>	At trainees' organisation, in the field
<i>Training cost</i>	Partial
<i>Networks</i>	Agency for Cooperation in Research & Development (ACORD); IRED; MWENGO
<i>South African links.</i>	Careers Resource & Information Centre (CRIC).
 <i>Contact:</i>	 Pintile Davids, Managing Director Rural People's Society for Social Empowerment (RISE) NAMIBIA P.O. Box 50155, Bachbrecht, Windhoek (23 Simpson Street) Tel. 264 61 236 029; fax. 232 597

U-DO TRUST

<i>Type of organisation:</i>	Southern Africa region; service
<i>Development sectors</i>	Health; HIV/AIDS, income generation/cooperatives; participatory training; vocational skills/employment creation
<i>Trains trainers</i>	Yes
<i>Groups trained</i>	Rural- and urban- based. Businesses; women
<i>Examples:</i>	Opuwo, Eyka Community Development
<i>Training review:</i>	Evaluation by participants
<i>Training languages:</i>	English; Afrikaans, Otjiherero; Wambo, Nama
<i>Training location:</i>	At own organisation; in the field

Training cost: Partial
Networks: Namibia NGO Forum (NANGOF).

Contact: **Ronel Knoetze, Executive Director**
U-DO Trust
P.O. Box 6230, Windhoek (Hostel Street, Katutura)
Tel. 264 61 216 562; fax. 216 562

URBAN TRUST OF NAMIBIA (UTN)

Type of organisation: Service
Development sectors: Communications/information, community development; economics/structural adjustment, institution building; management/finance/administration, small business development
Trains trainers: Yes
Groups trained: Urban-based Businesses, local authorities
Examples: UTN is still very young & most of the training issues are still to be engaged
Training review: Evaluation by participants; consultation with training experts
Training languages: English, local languages
Networks: Namibia NGO Forum (NANGOF), Urban Management Programme.
South African links: Southern African Network for Local Governance (SANLOGOV).

Contact: **Rosy Namoya-Jacobs, Executive Director**
Urban Trust of Namibia (UTN)
Private Bag 13291, Windhoek
Top of the Tower, Old Breweries Building, 40 Tal Street
Tel. 264 61 248 708; fax. 248 711

WORKGROUP FOR INDIGENOUS MINORITIES IN SOUTHERN AFRICA

Type of organisation: Southern Africa region (Angola, Botswana, Namibia, South Africa, Zambia, Zimbabwe)
Development sectors: Communications/information; environmental education; gender issues; institution building, legal issues/human rights; networking among the San communities in southern Africa
Groups trained: Rural-based Community-based organisations, women, youth
Training review: Evaluation by participants
Training languages: English
Training location: In the field; existing NGO or government facilities
Training cost: No
Networks: Kuru Development Trust, Kalahari Support Group
South African links: !Xu & Khwe Trust; Catholic Welfare & Development (CWD).

Contact: **Axel Thoma, Coordinator**
Workgroup for Indigenous Minorities in Southern Africa (WIMSA)
P.O. Box 80093, Windhoek (Delius Street 9)
Tel & Fax. 264 61 229 865

International organisations

AFRICA GROUPS OF SWEDEN

<i>Headquarters:</i>	Sweden
<i>Other countries:</i>	Angola, Mozambique, South Africa, Zimbabwe
<i>Development sectors:</i>	Agriculture/food & nutrition, basic education/literacy; community development; environmental education; health, vocational skills/employment creation
<i>Trains trainers</i>	Yes
<i>Groups trained:</i>	Rural- and urban-based Child-related, disabled, farmers, women
<i>Examples</i>	TRC Ongwediwa, TRC Rundu
<i>Training review:</i>	Evaluation by participants
<i>Training languages:</i>	English
<i>Training location:</i>	In the field, Ministry of Education & Culture (MEC), Teachers Resources Centres
<i>Training cost</i>	No
<i>South African links</i>	Border Rural Committee
 <i>Contact:</i>	 Maja Ohlson, Representative Africa Groups of Sweden P.O. Box 24774, Windhoek (8 Mont Blanc Street) Tel. 264 61 223 727; fax 237 512

CENTRE FOR RESEARCH, INFORMATION, ACTION FOR DEVELOPMENT IN AFRICA (CRIAA)

<i>Headquarters:</i>	France
<i>Other countries:</i>	Angola, Mozambique, Namibia, South Africa, Zimbabwe
<i>Development sectors:</i>	Agriculture/food & nutrition, income generation/cooperatives, municipal capacity building; small business development, vocational skills/employment creation
<i>Trains trainers</i>	Yes
<i>Groups trained:</i>	Rural- and urban-based Farmers, local authorities, women
<i>Examples</i>	Likwama Farmers' Cooperative Union (LFCU); Rundu Municipality
<i>Training review:</i>	Ad hoc mechanisms
<i>Training languages:</i>	English, Portuguese, Shishona
<i>Training location:</i>	In the field, at trainees' organisation, workshops
<i>Training cost</i>	No
<i>Training materials</i>	<i>Town Planning & Management Manual</i>
<i>Networks:</i>	OFAS (ONG France-Afrique du Sud) Plateforme; Home Economics Advisory Board (HEAB)
<i>South African links</i>	South African National Civics Organisation (SANCO), PlanAct.
 <i>Contact:</i>	 Michel Mallet, Representative for Zimbabwe & Namibia Centre for Research, Information, Action for Development in Africa (CRIAA) P.O. Box 23778, Windhoek (22 Johann Albrecht Street) Tel. 264 61 220 117; fax. 232 293

COOPERATIVE HOUSING FOUNDATION

<i>Headquarters:</i>	United States
<i>Other countries:</i>	Lesotho, South Africa, Zimbabwe
<i>Development sectors:</i>	Alternative research, cooperatives, economics/structural adjustment; employment creation, institution building, self-help housing; small business development;

Trains trainers: Yes
Groups trained: Rural- and urban-based Local authorities; women
Examples Urban Trust of Namibia; South African National Civics Organisation (SANCO)
Training review: Evaluation by participants, consultation with training experts
Training languages: English
Training location: At own organisation, at trainees' organisation, in the field
Training cost: Partial
Training materials *Community Land Trust Legal Manual*
South African links: Urban Sector Network, South African National Civics Organisation (SANCO); National Housing Forum

Contact: **James Hokans, Regional Representative**
Cooperative Housing Foundation
Private Bag 13291, Windhoek (40 Tal Street)
Tel. 264 61 248 710; fax. 248 711

FRIEDRICH EBERT FOUNDATION

Headquarters: Germany
Other countries: Angola, Botswana, Lesotho, Malawi, Mozambique, South Africa, Swaziland, Tanzania; Zambia, Zimbabwe
Development sectors Communications/information; democracy/voter education, dispute resolution, gender issues, industrial relations, income generation/cooperatives; institution building, legal issues/human rights, participatory training, small business development
Trains trainers Yes
Groups trained: Rural- and urban-based Businesses; local authorities, trade unions; youth; women
Examples: National Union of Namibian Workers (NUNW), Ministry of Regional & Local Government & Housing
Training review: Internal evaluation
Training languages: English; Afrikaans, Oshiwambo
Training location At own organisation, at trainees' organisation; in the field
Training cost Partial
Training materials: Videos, manuals
South African links: Friedrich Ebert Foundation.

Contact: **Arnold Wehmhorner, Resident Representative**
Friedrich Ebert Foundation
P.O. Box 23652, Windhoek (John Meinert Street/Verdi Street 13)
Tel. 264 61 237 438; fax. 237 441

HANNS SEIDEL FOUNDATION NAMIBIA

Headquarters: Germany
Other countries: Tanzania, South Africa
Development sectors Computer literacy; economics/structural adjustment; school management training; vocational skills/employment creation
Trains trainers Yes
Groups trained: Rural- and urban-based Businesses; local authorities
Examples Otjikundo School Village Foundation; Institute for Management & Leadership Training (IMLT)
Training review: Questionnaires
Training languages: English, local languages

[Namibia]

Training location: At own organisation, in the field
Training cost: Partial
Training materials: Grassroots Business; Management & Administration Skills for Schools & Hostels
South African links: Hanns Seidel Foundation South Africa

Contact: **W.D. Kleine, Representative**
Hanns Seidel Foundation
P.O. Box 22524, Windhoek (70 Bulow Street)
Tel. 264 61 237 373; fax. 237 375

IBIS (WUS DENMARK)

Headquarters: Denmark
Other countries: Mozambique, South Africa
Development sectors: Basic education/literacy, communications/information, community development; environmental education, management/finance/administration; participatory training
Trains trainers: Yes
Groups trained: Urban-based Farmers, local authorities
Examples: Media Training Project, Ministry of Education & Culture (MEC)
Training languages: English
Training location: At trainees' organisation, in the field
Training cost: Partial
Networks: NAMIDEF
South African links: International Fundraising Consortium (INTERFUND).

Contact: **IBIS (WUS Denmark)**
P.O. Box 24236, Windhoek (7 Best Street)
Tel. 264 61 237 565; fax. 237 614; cn@ibiswind.ibis.org.na

INTERNATIONAL COOPERATION FOR DEVELOPMENT (ICD)

Headquarters: United Kingdom
Other countries: Zimbabwe
Development sectors: Agriculture/food & nutrition, basic education/literacy, communications/information; community development, computer literacy, health; HIV/AIDS, income generation/cooperatives, institution building, management/finance/administration; small business development
Trains trainers: Yes
Groups trained: Rural- and urban-based Civil servants; farmers, women; youth
Examples: Recruits & places skilled development workers into posts with selected project partners, training work is a direct function of the work of its development workers
Training languages: English
Training location: At trainees' organisation
Training cost: No
Networks: International Cooperation for Development (ICD) United Kingdom.

Contact: **Country Representative, International Cooperation for Development (ICD)**
P.O. Box 23345, Windhoek (corner Mandume & Bulow Streets)
Tel. 264 61 277 790; fax. 232 317

KONRAD ADENAUER FOUNDATION

Headquarters: Germany
Other countries: South Africa, Zimbabwe
Development sectors Agriculture/food & nutrition; basic education/literacy, communications/information; community development, democracy/voter education, income generation/cooperatives; institution building, legal issues/human rights
Groups trained: Rural-based Civil servants; farmers, local authorities, women
Training review. Consultation with training experts
Training languages English, local languages
Training location: In the field, at trainees' organisation
South African links Konrad Adenauer Foundation

Contact: **Burkhard Dobiay, Representative**
Konrad Adenauer Foundation
P.O. Box 1145, Windhoek (154 Independence Avenue)
Tel. 264 61 225 568; fax. 225 678

OXFAM CANADA

Headquarters. Canada
Other countries: Mozambique, South Africa, Zimbabwe
Development sectors: Agriculture/food & nutrition; basic education/literacy; community development; computer literacy, environmental education; gender issues; HIV/AIDS, income generation/cooperatives; institution building; management/finance/administration, participatory training, small business development
Trains trainers Yes
Groups trained: Rural-based Civil servants, farmers, local authorities; women
Examples. Ministry of Agriculture, Kavango Farmers Union
Training review Evaluation by participants
Training languages. English, Kwangali
Training location: In the field, government training institutions
Training cost No
Training materials *Furniture Making*
Networks Canadian Council for International Cooperation (CCIC); Canada Namibia Cooperation (CANAMCO) is a programme of Oxfam Canada in the Okavango region
South African links Surplus Peoples' Project (SPP), Philisisizwe Association for Development (PAD); Oxfam Canada in South Africa

Contact: **John Graham, Country Representative**
Oxfam Canada
P.O. Box 50295, Windhoek (80 Bulow Street)
Tel. 264 61 237 908; fax 233 347; john@oxwind.oxfam.org.na

OXFAM (UNITED KINGDOM & IRELAND) IN NAMIBIA

Headquarters: United Kingdom
Other countries: Angola, Malawi, Mozambique, South Africa, Tanzania, Zambia, Zimbabwe
Development sectors Agriculture/food & nutrition, community development; health
Trains trainers Yes, in health only. It employs in the Ministry of Health six Africans and one non-African as training advisors who work within the existing national & regional health ministry teams in capacity building & training for trainers until 11/96 In other areas

[Namibia]

	through RISE, ACORD, and other NGOs, trains CBOs as well as village extension agents.
<i>Groups trained:</i>	Individuals in the Ministry of Health and Ministry of Lands & Resettlement; RISE staff & community members in the use of theatre in raising community issues
<i>Training review:</i>	Reviews training content in health project, others are one-off short training sessions or done by other organisations
<i>Training languages:</i>	English
<i>Training location:</i>	In the field, at health trainees' organisation, training centres
<i>Training cost:</i>	No
<i>Networks:</i>	RITA/ALIN; SANGONeT (planned)
<i>South African links:</i>	Oxfam UK&I
<i>Contact:</i>	Country Representative, Oxfam (United Kingdom & Ireland) in Namibia P.O. Box 24576, Windhoek (Corner of Bulow & Mandume Ndemufayo Streets) Tel. 264 61 222 065; fax. 228 080

VOLUNTARY SERVICE OVERSEAS (VSO) IN NAMIBIA

<i>Headquarters:</i>	United Kingdom
<i>Other countries:</i>	Malawi, Mozambique, South Africa, Zambia, Zimbabwe
<i>Development sectors:</i>	Agriculture/food & nutrition; health; vocational skills/employment creation (Volunteers work with colleagues in health, education, agriculture & technical sectors, with skills-sharing the main aim)
<i>Trains trainers:</i>	Yes
<i>Groups trained:</i>	Rural- and urban-based Civil servants, disabled
<i>Examples:</i>	Cooperation for Development (CD) Rundu; SWAPO Veterans Trust
<i>Training languages:</i>	English
<i>Training location:</i>	At trainees' organisation
<i>Training cost:</i>	Partial
<i>Networks:</i>	VSO Southern Africa Region, Volunteer Sending Agencies in Namibia; Water & Sanitation meetings (WATSAN), Rural People's Society for Social Empowerment (RISE)
<i>South African links:</i>	Oxfam Canada; VSO in South Africa
<i>Contact:</i>	Alan Smith, Representative Voluntary Service Overseas (VSO) in Namibia P.O. Box 11339, Windhoek (8 Mont Blanc Street) Tel. 264 61 237 513; fax. 237 515

SWAZILAND

Introduction to NGO community in Swaziland

The following is a summary of an interview conducted on May 8, 1995, with Sarah Dlamini, National Coordinator of the Coordinating Assembly of NGOs (CANGO), and the training officer, Fakazi Malindzisa

Strengths of NGOs: Flexibility to act without bureaucratic constraints; focus on women's contribution; local funding alternatives

Comparing the NGO sector in Swaziland as development partners with the public sector, NGOs have the advantage of being more flexible than government. Once a problem is identified, NGO representatives get together to discuss what needs to be done with the group affected. Decisions are made to take action without having to wait for bureaucratic procedures.

Second, NGOs have tried to focus on women's issues. Because NGOs have access to a bigger population of women and deal with them regularly, they know women's strengths. NGOs' colleagues in government are removed from the areas where women operate, but NGOs have seen the progress and contribution of women. The goal of this focus on gender issues is men and women as equal partners in development.

Third, NGOs have a particular strength in that they can easily fundraise. They can convince donors to implement projects because NGOs are familiar with all the issues. They have gone out and looked for alternative funds and at long-term sustainability. They have local mechanisms other than foreign donors, whereas government officials have only one channel of funding to wait for.

Problems facing NGOs: Lack of official policy for dealing with NGOs; need for financial stability; need for capacity building

One problem facing NGOs is that, even though they are productive and make a sizeable contribution to development, they are not always officially recognized by government through legislation. Government leaves NGOs alone, so there is no conflict between the two, but there is also no official policy to guide NGOs. In networking meetings, this problem is apparently common in other countries in the region. NGOs want a framework so that they can work within the correct boundaries.

and the government can provide them with funding. At the moment, there is no formal way for NGOs to use government facilities and no official policy for learning about opportunities like training scholarships.

A second problem facing NGOs is that they do not have the assurance of finding funding for their existence the way a government agency has. NGOs have to work especially hard to secure their existence. This poses a problem, because NGOs develop financial difficulties, which reduces the level of their work, and yet their work is crucially needed in the community

And, third, there is still a need for training among NGO staff. Because NGOs do not offer lucrative benefits packages, they lose qualified staff to the private sector. Often, NGOs train staff who then leave. NGOs cannot attract someone with an advert, so they must work particularly hard with their own staff and are likely to hire staff who need additional training

Recommendations to funders: **Networking fund; NGO Council coordination; regional training**

As to funding, funders could facilitate networking if they created a fund to assist the coordinating bodies in each country. Where there are these bodies, if they are not strong enough, they cannot provide the required services.

Second, an endowment scheme for networking would be valuable for the region, through which representatives of NGO Councils from different countries could come together to share experiences and ideas about social development.

And, finally, there is a need for regional training, in a venue where NGO staff could come together, establish contacts, and strengthen networking. Cross-pollination would occur, because some NGO staff are more experienced in certain fields and some in others. Sponsorship for these exchanges would be required because of the inhibiting expenses of travel and of training fees.

DIRECTORY FOR SWAZILAND

Indigenous organisations

AFRICA COOPERATIVE ACTION TRUST (ACAT) SWAZILAND

<i>Type of organisation</i>	Southern Africa region, national, membership
<i>Development sectors.</i>	Agriculture/food & nutrition, community development; environmental education; health, income generation/cooperatives; participatory training; small business development, vocational skills/employment creation
<i>Trains trainers</i>	Yes
<i>Groups trained</i>	Rural-based Businesses, farmers, women
<i>Training review</i>	Evaluation by participants
<i>Training languages</i>	English
<i>Training location.</i>	At own organisation, at trainees' organisation, In the field;
<i>Training cost</i>	No
<i>Networks</i>	Africa Cooperative Action Trust (ACAT) Eastern Cape, Kwazulu & Southern Africa, Coordinating Assembly for NGOs (CANGO); Swaziland Conference of Churches
<i>South African links</i>	Africa Cooperative Action Trust (ACAT) South Africa
<i>Contact:</i>	James Mhlanga, Administrator Africa Cooperative Action Trust (ACAT) Swaziland P.O. Box 283, Mbabane Tel. & fax. 268 44732

BUSINESS MANAGEMENT EXTENSION PROGRAMME (BMEP)

<i>Type of organisation</i>	National
<i>Development sectors</i>	Income generation/cooperatives; participatory training; small business development
<i>Trains trainers</i>	Yes
<i>Groups trained</i>	Rural- and urban-based Businesses; farmers, women; youth
<i>Examples</i>	Kangcamphallala
<i>Training review:</i>	Evaluation by participants
<i>Training languages.</i>	English, Siswati
<i>Training location:</i>	At own organisation; at trainees' organisation
<i>Training cost.</i>	Yes
<i>Training materials:</i>	Training model and curriculum guide for small business
<i>Networks</i>	Coordinating Assembly for NGOs (CANGO)
<i>Contact:</i>	Kanya Gamedze, Director Business Management Extension Program (BMEP) P.O. Box 2187, Manzini (next to St. Michael's Girls School) Tel. 268 52491; fax. 52492

COORDINATING ASSEMBLY OF NONGOVERNMENTAL ORGANISATIONS (CANGO)

<i>Type of organisation</i>	National, membership
<i>Development sectors</i>	Children's issues, communications/information, community development; environmental education, income generation/cooperatives, management/finance/administration, small business development
<i>Trains trainers.</i>	Yes
<i>Groups trained</i>	Member NGOs

[Swaziland]

<i>Examples</i>	Yonge Nawe; Save the Children Fund (SCF) Swaziland
<i>Training review</i>	Evaluation by participants; consultation with training experts
<i>Training languages</i>	English
<i>Training location</i>	Paid venues
<i>Training cost</i>	Yes
<i>Networks</i>	SADC Regional Food Security; SADC NGO Forum, Commonwealth Liaison Unit; International Council for Social Welfare
<i>South African links</i>	Urban Development
<i>Contact:</i>	Dumisile Shabangu. Director Coordinating Assembly of NGOs (CANGO) P.O. Box 3084, Manzini (Mandlenkosi Ecumenical Centre, 142 Esser Street) Tel. 268 52511; fax. 53587

COUNCIL OF SWAZILAND CHURCHES

<i>Type of organisation</i>	National, membership, service
<i>Development sectors</i>	Agriculture/food & nutrition, children's issues; communications/information, community development, democracy/voter education; dispute resolution, environmental education, family therapy/counselling; gender issues, HIV/AIDS; income generation/cooperatives, legal issues/human rights, management/finance/administration, participatory training, small business development, vocational skills/employment creation
<i>Trains trainers</i>	Yes
<i>Groups trained</i>	Rural-based Businesses, child-related, disabled, farmers, women, youth
<i>Training review</i>	Evaluation by participants, monitoring project implementation
<i>Training languages</i>	English, Siswati
<i>Training location</i>	In the field, hired venues
<i>Training cost</i>	No
<i>Training materials</i>	Legal Aid Programme publications
<i>Networks</i>	World Council of Churches (WCC); Ecumenical Documentation & Information Centre for Eastern & Southern Africa (EDICESA); Fellowship of Christian Councils of Southern & Eastern Africa (FOCCESA)
<i>South African links</i>	South African Council of Churches (SACC).
<i>Contact:</i>	Eunice Sowazi, General Secretary Council of Swaziland Churches P.O. Box 1095, Manzini (Mandlenkosi Ecumenical House, 142 Esser Street) Tel. 268 53931; fax. 55841

EMANTI ESIVE

<i>Type of organisation</i>	National
<i>Development sectors</i>	Agriculture/food & nutrition; community development, dispute resolution; health; income generation/cooperatives
<i>Groups trained</i>	Rural-based Child-related, farmers, local authorities; women
<i>Examples</i>	Endlembeni Sewing Project, Tibonozeni Poultry Project
<i>Training review</i>	Evaluation by participants
<i>Training languages</i>	Siswati
<i>Training location</i>	In the field; farmer training centres
<i>Training cost</i>	No
<i>Networks</i>	Coordinating Assembly for NGOs (CANGO); ALED.
<i>Contact:</i>	L.M. Simelane, Director, Emanti Esive

**P.O. Box 586, Manzini
Tel. & fax. 268 54881**

EMAVULANDLELA SWAZILAND SCOUTS ASSOCIATION

Type of organisation: Continent of Africa, southern Africa region; national
Development sectors Agriculture/food & nutrition, children's issues, communications/information, community development, environmental education, health, income generation/cooperatives, vocational skills/employment creation
Groups trained. Rural- and urban-based Child-related, disabled; youth
Examples: Boy Scouts of South Africa
Training review: Evaluation by participants
Training languages English, Siswati
Training location. At own organisation, in the field
Training cost No, camp fees contributions if need be
South African links: Boy Scouts of South Africa

Contact **Richard D. Magongo, Chief Commissioner
Emavulandlela Swaziland Scouts Association
P.O. Box 581, Mbabane (Dhlan'ubeka House, second floor)
Tel. 268 43761; fax. 48483**

FUNDZA

Type of organisation Continent of Africa, southern African region, national
Development sectors Basic education/literacy, children's issues; librarianship in schools
Trains trainers Yes
Groups trained Rural- and urban-based Child-related, teachers from primary & secondary schools; women
Training languages: English
Training location: At own organisation; schools
Training cost. Covered by donors

Contact: **Mary Tomlinson, Director, Fundza
P.O. Box 926, Mbabane (First floor, Centrepoint, Dhlanu'beka House)
Tel. & fax. 268 45387**

IMBITA SWAZILAND WOMEN'S FINANCE TRUST

Type of organisation National
Development sectors Income generation/cooperatives; small business development
Groups trained Rural- and urban-based. Businesses, women (mostly individual women & associations)
Training review: Evaluation by participants, consultation with training experts
Training languages: Siswati
Training location. In the field, at trainees' organisations, community centres & clinics
Training cost Partial
Networks. Coordinating Assembly for NGOs (CANGO); Women's World Banking; ILO Improve Your Business
South African links. Women's Development Banking

Contact: **Cathy Presland, Coordinator
Imbita Swaziland Women's Finance Trust
P.O. Box 3530, Mbabane**

[Swaziland]

**Nkululeko Building, Nkoseluhlaza Street, Manzini,
Tel. 268 55507; fax. 55507**

INTERNATIONAL BABY FOOD ACTION NETWORK (IBFAN) AFRICA

Type of organisation Continent of Africa; Southern Africa (Angola, Botswana, Lesotho, Malawi, Mozambique, Namibia, South Africa, Swaziland, Tanzania, Zambia, Zimbabwe)

Development sectors Agriculture/food & nutrition, children's issues, communications/information, community development, environmental education, family planning/population education, family therapy/counselling, gender issues, health, HIV/AIDS, institution building, participatory training

Trains trainers Yes

Groups trained. Rural- and urban-based Businesses, child-related civil servants, disabled; farmers, local authorities, trade unions, women, youth

Examples Mauritius Action for the Promotion of Breastfeeding & Infant Nutrition (MAPBIN), Swaziland Infant Nutrition Action Network (SINAN)

Training review. Evaluation by participants, consultation with training experts, micro-teaching, follow-up

Training languages: English, French, Portuguese

Training location: At own organisation, at trainees' organisation, in the field

Training cost Partial

Training materials: *Training Guide in Lactation Management*

Networks IBFAN International

South African links: National Alliance for Breastfeeding Action (NABA), Liaison Group--Cape Town.

Contact: **Nomajoni Ntombela, Regional Coordinator
International Baby Food Action Network (IBFAN) Africa
P.O. Box 781, Mbabane (Dhlanu'beka House, Centrepont)
Tel. 268 45006; fax. 44246, ibfan@wn.apc.org**

LEPROSY CONTROL PROGRAMME SOUTHERN AFRICA

Type of organisation Southern Africa (South Africa; Mozambique), national, service

Development sectors Health, vocational skills/employment creation

Groups trained Rural-based Businesses, disabled, farmers, women

Examples Royal Hospital (RIIM), Nazarene Nursing College

Training review Observation of "suspects" sent to its clinic

Training languages. English, Siswati

Training location: In the field, at trainees' organisation

Training cost. No

Networks Coordinating Assembly for NGOs (CANGO)

South African links Leprosy Mission South Africa

Contact. **S.M. Dube, Executive Director
Leprosy Control Programme Southern Africa
P.O. Box 1027, Manzini
Tel. & fax. 268 55310**

LUTHERAN DEVELOPMENT SERVICE

Type of organisation: National, service

Development sectors. Agriculture/food & nutrition, community development, computer literacy; environmental education; gender issues, HIV/AIDS; income generation/cooperatives; vocational skills/employment creation

Trains trainers: Yes
Groups trained: Rural-based Women
Examples Small community groups
Training languages: English, Siswati
Training location: At own organisation; in the field
Training cost Sometimes
Training materials: On use of unworked stone in development; courses by CANGO
Networks Coordinating Assembly for NGOs (CANGO); Lutheran World Federation (LWF).

Contact: **Pamela Meggitt, National Coordinator
 Lutheran Development Service
 P.O. Box 388, Mbabane (Kaschiele, Mantsholo Road)
 Tel. 268 42562; fax. 43870**

MANTENGA FOUNDATION

Type of organisation Appropriate technology, mainly in conjunction with the Ministry of Commerce Trade Promotion Unit
Development sectors Income generation/cooperatives, small business development, vocational skills/employment creation
Groups trained Rural-based Businesses, disabled, women
Examples Ekululamani
Training languages English, Siswati
Training location. At own organisation, at trainees' organisation; in the field
Training cost No
Networks Coordinating Assembly for NGOs (CANGO)

Contact. **Pauline Woodall, Policy; D. Sacoto, Administration; H. Dlamini, Sales
 Mantenga Foundation
 P.O. Box A5, Swazi Plaza, Mantenga
 Tel. 268 61136; fax. 61084**

MANZINI INDUSTRIAL TRAINING CENTRE (MITC) EMAKHONWENI

Type of organisation National, training
Development sectors Vocational skills/employment creation
Groups trained: Youth
Training review Evaluation by participants
Training languages: English, Siswati
Training location: At own organisation, in the field
Training cost Partial
Training materials: Trade Test Standard; Directorate of Industrial & Vocational Training
Networks NASTC--Ndvungunye
South African links Programme for Development Research (PRODDER).

Contact: **Sister Judith E. Dean, Director
 Manzini Industrial Training Centre (MITC) Emakhonweni
 P.O. Box 549, Manzini (next to St. Michael's School)
 Tel. 268 52744; fax. 54083**

[Swaziland]

NATIONAL COUNCIL ON SMOKING, ALCOHOL & DRUG DEPENDENCE (COSAD)

<i>Type of organisation</i>	National
<i>Development sectors</i>	Health (tobacco, alcohol, drugs)
<i>Trains trainers</i>	Yes
<i>Groups trained</i>	Public & private sectors: Churches, schools; youth
<i>Examples</i>	Mafucula Development Centre, Swaziland Railway
<i>Training languages</i>	English
<i>Training location:</i>	In the field, at trainees' organisation
<i>Training cost</i>	Partial (depends on client)
<i>Networks</i>	International Agency for Tobacco & Health (IATH); Drug Watch International, International Council on Alcohol & Addictions
<i>South African links:</i>	South African Council on Alcohol & Drug Dependence (SANCA), The Council Against Smoking

Contact: **David A. Pritchard, Executive Director**
National Council on Smoking, Alcohol & Drug Dependence (COSAD)
P.O. Box 849, Manzini (Ngwane Street)
Tel. 268 53204; fax. 53338

SCHOOL OF APPROPRIATE FARM TECHNOLOGY (SAFT)

<i>Type of organisation</i>	National
<i>Development sectors</i>	Agriculture, community development, income generation/cooperatives; institution building, small business development; vocational skills/employment creation
<i>Trains trainers</i>	Yes
<i>Groups trained</i>	Rural- and urban-based Businesses; farmers; women; youth
<i>Examples</i>	Swaziland Farmer Development Foundation (SFDF), NASTC
<i>Training review</i>	Consultation with training experts
<i>Training languages:</i>	English
<i>Training location:</i>	At trainees' organisation
<i>Training cost</i>	Partial
<i>Training materials:</i>	Handouts
<i>Networks</i>	Coordinating Assembly for NGOs (CANGO)
<i>South African links:</i>	Human Sciences Research Council (HSRC).

Contact: **Albert Vilakati, Coordinator**
School of Appropriate Farm Technology
P.O. Box 47, Lobamba
Tel. & fax. 268 61066

SWAZILAND CONFERENCE OF CHURCHES

<i>Type of organisation.</i>	Continent of Africa, southern Africa region; national, membership; service; Christian
<i>Development sectors</i>	Agriculture/food & nutrition, basic education/literacy, communications/information; community development, ethical/moral/life-style issues; family therapy/counselling, gender issues, health, HIV/AIDS, income generation/cooperatives, institution building; participatory training, vocational skills/employment creation
<i>Trains trainers</i>	Yes
<i>Groups trained</i>	Rural- and urban-based Child-related, farmers, women, youth
<i>Examples</i>	Africa Cooperative Action Trust (ACAT), Christian Media Centre
<i>Training review:</i>	Evaluation by participants, consultation with training experts
<i>Training languages:</i>	English, Siswati
<i>Training location:</i>	At own organisation, in the field; correspondence

Training cost: Partial
Training materials: Media Centre productions, retail & wholesale literature outlet
Networks: Coordinating Assembly for NGOs (CANGO), Association of Evangelicals of Africa & Madagascar; World Evangelical Fellowship, Interchurch Relief & Development Alliance, International Christian Media Commission (CNET)
South African links: Africa Cooperative Action Trust (ACAT) South Africa
Contact: **Dr. Samuel W. Hynd, Director, Relief & Development/Treasurer
Swaziland Conference of Churches
P.O. Box 1157, Manzini (175 Ncnane Street)
Tel. 268 53016/55259; fax. 53338**

SWAZILAND FARMER DEVELOPMENT FOUNDATION (SFDF)

Type of organisation: National; membership, service
Development sectors: Agriculture/food & nutrition, income generation/cooperatives, management/finance/administration
Groups trained: Rural-based Farmers, women
Examples: Currently works with over 60 income-generating rural groups; messages/correspondence hand delivered, few have postal address and none telephones
Training review: Issues as they arise are discussed at weekly staff meetings
Training languages: Siswati
Training location: In the field
Training cost: No
South African links: Institute of Natural Resources, Farmer Support Group.
Contact: **W. John Pape, Field Officer
Swaziland Farmer Development Foundation (SFDF)
P.O. Box 549, Manzini (MITC Complex)
Tel. & fax. 268 54114**

SWAZILAND HOSPICE AT HOME

Type of organisation: National
Development sectors: Health, HIV/AIDS
Trains trainers: Yes
Groups trained: Rural- and urban-based: Health
Examples: RFM Hospital
Training review: Evaluation by participants
Training languages: English, Siswati
Training location: At own organisation, in the field; in hospitals
Training cost: Partial
Training materials: Course notes, video
Networks: Hospice Association of South Africa; Coordinating Assembly for NGOs (CANGO); Southern African Network of AIDS Service Organisations (SANASO).
Contact: **Mrs. Arcbile Ndlovu, Director
Swaziland Hospice at Home
P.O. Box 23, Matsapha
Tel. & fax. 268 84485**

[Swaziland]

SWAZILAND INFANT NUTRITION ACTION NETWORK (SINAN)

<i>Type of organisation:</i>	National
<i>Development sectors</i>	Agriculture/food & nutrition, children's issues, family planning/population education; health, HIV/AIDS, income generation/cooperatives
<i>Groups trained</i>	Rural- and urban-based Child-related, civil servants, women
<i>Examples</i>	National Nutrition Council, Ministry of Public Health
<i>Training review</i>	Evaluation by participants, follows internationally approved syllabus
<i>Training languages</i>	English, Siswati
<i>Training location</i>	At own organisation, in the field, rented conference rooms
<i>Training cost</i>	No
<i>Training materials</i>	Helpless, handouts, transparencies & slides
<i>Networks</i>	Coordinating Assembly for NGOs (CANGO), IBFAN Africa, WABA; La Leche League, Nursing Mothers Australia; Women Envision
<i>Contact:</i>	Nomvuyo V. Shongwe, Coordinator Swaziland Infant Nutrition Action Network (SINAN) P.O. Box 1032, Mbabane (Firs floor, Centrepoint, Dhlanu'beka House) Tel. 268 48863/45006; fax. 44246

SWAZILAND NATIONAL ASSOCIATION OF THE DEAF (SNAD)

<i>Type of organisation</i>	National, membership, service
<i>Development sectors</i>	Alternative research, communications/information; HIV/AIDS; income generation/cooperatives
<i>Trains trainers</i>	Yes
<i>Groups trained</i>	Child-related, disabled, women, youth
<i>Examples</i>	Mbabane Deaf Society
<i>Training review</i>	Evaluation by participants
<i>Training languages</i>	English
<i>Training location</i>	Workshops/seminars
<i>Training cost</i>	Partial
<i>Networks</i>	World Federation of the Deaf (WFD); Southern Africa Federation of the Deaf (SAFOD)
<i>South African links.</i>	Southern African National Council of the Deaf (SANCD).
<i>Contact:</i>	Makhosini P. Makhubu, Director Swaziland National Association of the Deaf (SNAD) P.O. Box 3622, Mbabane Tel. & fax. 268 44732

SWAZILAND NATIONAL TUBERCULOSIS ASSOCIATION (SWANTA)

<i>Type of organisation</i>	National
<i>Development sectors</i>	Agriculture/food & nutrition, environmental education, health; income generation/cooperatives
<i>Groups trained</i>	Rural-based Child-related; women, youth
<i>Training languages:</i>	Siswati
<i>Training location:</i>	In the field, places of invitation
<i>Training cost</i>	No
<i>Contact:</i>	Thabo S. Kunene, General Secretary

Henry Zum, Public Relations Officer
Swaziland National Tuberculosis Association (SWANTA)
P.O. Box 4726, Manzini, Swaziland (Health Centre)
Tel. 268 54333; fax. 52041

THE AIDS INFORMATION & SUPPORT CENTRE (TASC)

<i>Type of organisation</i>	National, service
<i>Development sectors</i>	Children's issues, communications/information; family therapy/counselling; gender issues, health, HIV/AIDS
<i>Trains trainers</i>	Yes
<i>Groups trained</i>	Rural-based Health workers, women
<i>Examples</i>	Barclays Bank, Swaziland Railways
<i>Training review</i>	Pre- and post-test questionnaires
<i>Training languages</i>	English, Siswati
<i>Training location:</i>	In the field, at trainees' organisation; training centres
<i>Training cost</i>	Sometimes
<i>Training materials.</i>	<i>AIDS Flash, Kuphila Me AIDS, Life Goes On With HIV/AIDS; Good Sex Is Safe Sex, Yini Ngale AIDS; Titsinin Tinyanga Nge AIDS</i>
<i>Networks</i>	Southern African Network of AIDS Service Organisations (SANASO), Swaziland Network of AIDS Service Organisations (SWANASO), Coordinating Assembly for NGOs (CANGO)
<i>South African links</i>	ASAYO/SAYAA
<i>Contact:</i>	Thandi Nhlengethwa, Director The AIDS Information & Support Centre (TASC) P.O. Box 1279, Manzini (1st floor, Building, Ngwane Street) Tel. 268 54790; fax. 54752

YOUTH BRIGADE OF SWAZILAND

<i>Type of organisation</i>	Southern Africa (just started in Mozambique); national; membership; service
<i>Development sectors</i>	Agriculture/food & nutrition, basic education/literacy, community development; environmental education, HIV/AIDS; income generation/cooperatives, vocational skills/employment creation
<i>Trains trainers</i>	Yes
<i>Groups trained:</i>	Rural-based Youth
<i>Examples</i>	Manzini Youth Project, Lubombo Youth
<i>Training review</i>	Evaluation by participants
<i>Training languages</i>	English, Siswati
<i>Training location</i>	At own organisation, in the field
<i>Training cost</i>	Partial
<i>Training materials.</i>	Photocopies
<i>Networks</i>	Coordinating Assembly for NGOs (CANGO); National Youth Council.
<i>Contact:</i>	Rev. John W. du Pont, National Commissioner Youth Brigade of Swaziland P.O. Box 558, Manzini (Brigade Hall, Ngwane Street) Tel. & fax. 268 53365

International organisations

CARITAS SWAZILAND

<i>Headquarters</i>	Italy
<i>Other countries</i>	Angola, Botswana, Lesotho, Malawi, Mozambique, Namibia, South Africa, Swaziland, Tanzania, Zambia, Zimbabwe
<i>Development sectors</i>	Agriculture/food & nutrition; community development, gender issues, health; HIV/AIDS, income generation/cooperatives, legal issues/human rights; management/finance/administration, participatory training, small business development, vocational skills/employment creation
<i>Trains trainers</i>	Yes
<i>Groups trained</i>	Rural- and urban-based Farmers, women, youth
<i>Examples</i>	Intamakuphla Ngcina Vegetable Project, Phulani Bomake
<i>Training review</i>	Evaluation by participants, consultation with training experts
<i>Training languages</i>	English, Siswati
<i>Training location</i>	At own organisation, in the field
<i>Training cost</i>	No
<i>Networks</i>	Coordinating Assembly for NGOs (CANGO), Caritas Internationalis
<i>South African links</i>	Southern Africa Catholic Bishops' Conference (SACBC), Southern Africa Catholic Development Agency (SACDA)
<i>Contact:</i>	Dumisani Zwane, Director Caritas Swaziland P.O. Box 19, Manzini (St. Teresa's Primary School premises, Sandlane Street) Tel. 268 52338; fax. 52338

SAVE THE CHILDREN (SCF) UK SOUTHERN AFRICA REGIONAL OFFICE (SAFRO)

<i>Headquarters</i>	United Kingdom
<i>Other countries</i>	Angola, Lesotho, Malawi, Mozambique, South Africa, Swaziland, Zimbabwe
<i>Development sectors</i>	Agriculture/food & nutrition; basic education/literacy, children's issues; community development, communications/information/computer literacy, disability, health, HIV/AIDS, legal issues/human rights; management/finance/administration; motorcycle fleet management, social welfare
<i>Trains trainers</i>	Yes
<i>Groups trained</i>	Rural- and urban-based Child-related, civil servants, farmers, local authorities; women
<i>Examples</i>	Save the Children Fund (SCF) Swaziland, Ministry of Health/Lesotho
<i>Training review</i>	Varies by activity, better developed in some fields than others
<i>Training languages</i>	English, Portuguese
<i>Training location</i>	In the field, at trainees' organisation
<i>Training cost</i>	Partial
<i>South African links</i>	Save the Children Fund (SCF) Johannesburg, Centre for the Study of Violence & Reconciliation
<i>Contact:</i>	Chris Eldridge, HRO SCF (UK) SAFRO P.O. Box 4816, Mbabane (3rd floor, Lilunga House, Gilfillian Street) Tel. 268 43255; fax. 43280; 100075.1024@compuserve.com

ZIMBABWE

Introduction to the NGO community in Zimbabwe

The following is a summary of an interview conducted on April 28, 1995, with Agatha TsiTsi Dodo, Regional/National Information Officer at the National Association of Nongovernmental Organisations (NANGO)

Strengths of NGOs: Independence; quick response to grassroots; main actors in relationships with government & the international donor community

First, NGOs in Zimbabwe are free from bureaucratic constraints and can make independent decisions. This freedom allows them to follow their own agendas.

Second, NGOs are constantly in touch with people at the grassroots and are quick to respond to their needs.

And third, NGOs remain the main actors in lobbying with the government and with international organisations and donors.

Problems facing NGOs: Lack of adequate funding; need to strengthen coordination; dependence on donors' pace

One critical problem facing NGOs is the lack of adequate funding.

Second, NGOs need to enhance and strengthen coordination among themselves. Sometimes, if members cannot see tangible results from networking and coordination, they doubt the reasons for the coordination mechanism to exist.

Finally, NGOs find that donors want to dictate the pace and are prescriptive about the use of their funds.

Recommendations to funders: Support for administrative costs of umbrella bodies; support for on-going activities rather than special events; capacity-building in networking

As to recommendations to funders, one point is that, because they are not project-implementing organisations, umbrella or networking organisations are usually critically

underfunded for administrative costs and need more funding for that area, which is the most difficult to find support for.

Second, umbrella or networking organisations need to conduct their coordinating activities on a constant, full-time basis, irrespective of particular events that attract international attention. Donors, by prescribing what their funds may be used for, often force these NGOs into areas that are not their own, undermining the NGOs' regular responsibilities. For example, donors are prepared to inject funding into one event, like the China Conference, which is then ended

And, finally, NGOs need capacity- and institution-building support, to strengthen their ability to network. This support could take the form of further training, exchange visits, internships, workshops, and conferences.

DIRECTORY FOR ZIMBABWE

Indigenous organisations

AFRICA COMMUNITY PUBLISHING & DEVELOPMENT TRUST (ACPDT)

<i>Type of organisation:</i>	National (with regional plans), development training through collective book production
<i>Development sectors:</i>	Alternative research, basic education/literacy; children's issues, communications/information, community development, democracy/voter education; economics/structural adjustment, gender issues, income generation/cooperatives; institution building, legal issues/human rights, participatory training, small business development, vocational skills/employment creation
<i>Trains trainers:</i>	Yes
<i>Groups trained:</i>	Rural- and urban-based Businesses, child-related, civil servants, women, youth (a wide variety of others)
<i>Examples:</i>	Catholic Commission for Justice & Peace (CCJP), Ministry of National Affairs
<i>Training review:</i>	Evaluation by participants, trainees & specialists are consulted at each stage from planning through implementation to a structured evaluation
<i>Training languages:</i>	English; Ndebele, Portuguese (some), Shona,
<i>Training location:</i>	In the field, at trainees' organisation, as close to trainees' life & work situation as possible
<i>Training cost:</i>	Yes, a charge for agencies, but not for individual trainees
<i>Training materials:</i>	<i>Let's Build Zimbabwe Together, Building Wealth in our Village, Building Whole Communities, Creating Employment, Building Democracy: An Introduction to Civics</i>
<i>Networks:</i>	NGO Voter Education Committee
<i>South African links:</i>	Very informal links with South African Committee for Higher Education (SACHED) and University of the Western Cape (UWC), to be developed further
<i>Contact:</i>	Kathy Bond-Stewart; Talent Nyathi; Lucia Manuyuchi, Chris Hodzi, National Bookteam Africa Community Publishing & Development Trust P.O. Box 7250, Harare (Top floor Alexander Court, 1 Bodle Avenue, Eastlea) Tel. 263 4 722 168

AFRICA INFORMATION AFRIQUE (AIA)

<i>Type of organisation:</i>	Southern Africa region (Angola, Botswana, Lesotho, Malawi, Mozambique, South Africa, Swaziland, Tanzania, Zambia, Zimbabwe), service
<i>Development sectors:</i>	Communications/information, computer literacy; gender issues
<i>Groups trained:</i>	Journalists & NGO staff; women
<i>Training review:</i>	Evaluation by participants
<i>Training languages:</i>	English
<i>Training location:</i>	At own organisation; in the field
<i>Training cost:</i>	Partial
<i>Training materials:</i>	<i>AIA Style Guide</i>
<i>Networks:</i>	Web; MANGO
<i>Contact:</i>	Patricia Masuka, Director Africa Information Afrique (AIA)

[Zimbabwe]

**P.O. Box 7069, Harare (6th floor, Fanum House, 57 Samora Machel Avenue)
Tel. 263 4 756 250; fax. 757 667; aiazim@mango.zw**

AFRICAN REGIONAL LABOUR ADMINISTRATION CENTRE (ARLAC)

Type of organisation: Continent of Africa
Other countries: Botswana, Malawi, Mozambique, Namibia, Lesotho, Swaziland, Zambia
Development sectors: Dispute resolution, employee services, economics/structural adjustment (impact on labour & employment), HIV/AIDS (impact at the work place); industrial relations; industrial safety & health; participatory training, vocational skills/employment creation
Trains trainers: Yes
Groups trained: Civil servants, employees' organisation, trade unions
Examples: Department of Labour (Swaziland), Department of Labour & Social Security (Botswana)
Training review: Questionnaire, impact study through interviews with former participants
Training languages: English
Training location: At own organisation; at trainees' organisation
Training cost: No
Training materials: Training Materials Series; videos

Contact: **Mr. El Murtada Mustafa, Chief Technical Advisor
African Regional Labour Administration Centre (ARLAC)
P.O. Box 6097, Harare (19 km on Harare to Bulawayo Road)
Tel. 263 4 210 191; fax. 210 197**

CATHOLIC COMMISSION FOR JUSTICE & PEACE ZIMBABWE (CCJPZ)

Type of organisation: Southern Africa region; national, membership, part of the worldwide movement for justice & peace in the Catholic Church
Development sectors: Democracy/voter education, economics/structural adjustment, family planning/population education, gender issues, legal issues/human rights
Trains trainers: Yes
Groups trained: Rural- and urban-based Women
Training review: Evaluation by participants, occasional consultation with training experts
Training languages: English, Ndebele, Shona
Training location: At own organisation
Training cost: No
Networks: Amnesty International; Human Rights Watch; Women in Law & Development in Africa (WILDAF); Zimbabwe Women's Resource Centre & Network (ZWRCN)
South African links: Southern African Catholic Bishops Conference (SACBC).

Contact: **Michael T.H. Auret, National Director
Catholic Commission for Justice & Peace Zimbabwe (CCJPZ)
P.O. Box CY 284 Causeway, Harare (31 Selous Avenue)
Tel. 263 4 793 053; fax. 724 971**

CATHOLIC DEVELOPMENT COMMISSION (CADEC)

Type of organisation: Continent of Africa (Botswana, Lesotho, Namibia, Swaziland), service
Development sectors: Agriculture/food & nutrition; basic education/literacy, community development; environment education, gender issues, health, HIV/AIDS; income generation/cooperatives; participatory training; vocational skills/employment creation
Trains trainers: Yes
Groups trained: Rural-based. Women

Examples: CADEC Women's Group
Training review: Evaluation by participants
Training languages: English
Training location: In the field
Training cost: Partial
Networks: National Association of NGOs (NANGO); Caritas Internationalis; International Catholic Migration Commission (ICMC); Eastern & Southern Catholic Region
South African links: Southern African Catholic Development Agency (SACDA)

Contact: **Matilda Makombe, National Development Education Officer
Catholic Development Commission (CADEC)
P.O. Box CY 946 Causeway, Harare (31 Selous Avenue)
Tel. 263 4 704 086; fax. 704 001**

CHRISTIAN CARE (CC)

Type of organisation: National, service
Development sectors: Community development, income generation/cooperatives
Groups trained: Rural-based
Examples: Council of Churches of Sierra Leone (through attachments with CC)
Training review: Evaluation by participants
Training languages: English; Ndebele, Shona
Training location: In the field
Training cost: No
Networks: All Africa Conference of Churches (AACC).

Contact: **Sithabile Majoni, Deputy
Christian Care
P.O. Box 33, Harare (120 Baines Avenue)
Tel. 263 4 728 016; fax. 794 171**

COLLECTIVE SELF-FINANCE SCHEME (CSFS)

Type of organisation: Continent of Africa; southern Africa region, membership; service
Development sectors: Agriculture/food & nutrition, alternative research; basic education/literacy; children's issues, communications/information; community development, dispute resolution; economics/structural adjustment; environmental education, family planning/population education, family therapy/counselling, gender issues; health, HIV/AIDS; income generation/cooperatives, institution building; legal issues/human rights; management/finance/administration, participatory training, vocational skills/employment creation
Trains trainers: Yes
Groups trained: Rural- and urban-based: Businesses, farmers; local authorities, women; youth
Examples: Mhanyame, Tinzwewo Cooperatives
Training review: Evaluation by participants, consultation with training experts
Training languages: English, Shona, Ndebele
Training location: At own organisation; at trainees' organisation; in the field
Training cost: Yes
Training materials: Modules, videos; charts, board, written correspondence
Networks: European Commission (E.C.); Humanistic Institute for Cooperation in Developing Countries (HIVOS); Netherlands Organisation for International Development Cooperation (NOVIB), Norwegian Agency for Development Aid (NORAD)
South African links: Southern Africa Cooperative Network (SACNET).

[Zimbabwe]

Contact: **M.W.T. Chadoka, General Manager**
Collective Self-Finance Scheme (CSFS)
P.O. Box 708, Harare (39 Rotten Row)
Tel. 263 4 726 416; fax. 726 402

COMMUNITY TECHNOLOGY DEVELOPMENT ASSOCIATION (COMMUTECH)

Type of organisation. National; service
Development sectors Agriculture/food & nutrition; community development, legal issues/human rights; participatory training; policy laws related to biodiversity at national, regional & global level
Trains trainers Yes
Groups trained. Rural-based: Farmers, women
Examples Organisation of Rural Association for Development (ORAP); Manicaland Development Association (MDA)
Training review: Evaluation by participants
Training languages. English
Training location: In the field
Training cost Partial
Networks. SADC Food Security Network; Crucible Group; RIOD
South African links Bakgatla Community Development Organisation (BCDO); Centre for Low Input Agricultural Research & Development (CLIARD)

Contact: **T. Andrew Mushita, Director**
COMMUTECH
P.O. Box 7232, Harare (52 Northampton, Eastlea)
Tel. 263 4 732 360; fax. 732 360

CONNECT--ZIMBABWE INSTITUTE OF SYSTEMIC THERAPY

Type of organisation Southern Africa region, national; membership, service
Development sectors Alternative research, children's issues; communications/information; family therapy/counselling; gender issues, HIV/AIDS, management; participatory training
Trains trainers: Yes
Groups trained Rural- and urban-based Child-related, civil servants, local authorities; women
Examples Musasa Project, NACP
Training review: Evaluation of whole programme--one, an ongoing evaluation in the form of daily evaluation questionnaire & of the course trainers & participants, two, evaluation by donors & by NGOS & ministries in the form of workshops with participants & representatives
Training languages: English, Shona, Ndebele
Training location: At own organisation, *in situ* supervision; hired venues in the provinces with academic input; correspondence (practicals, audio tapes are sent to CONNECT for marking)
Training cost Yes, partial
Training materials. Manuals and videos
Networks Ministry of Health, Ministry of Social Welfare; Musasa Project; Zimbabwe Medical Research Council; Ministry of Education
South African links: Trauma Centre, FAMSA

Contact: **Eunice Muzenda, Director**
Connect--Zimbabwe Institute of Systematic Therapy (ZIST)
P.O. Box 6298, Harare (95 Central Avenue)
Tel. 263 4 705 079

DEVELOPMENT TECHNOLOGY CENTRE ZIMBABWE

<i>Type of organisation:</i>	Southern Africa region (Botswana, South Africa, Tanzania, Zambia)
<i>Development sectors:</i>	Agriculture/food & nutrition; community development, income generation/cooperatives, rural energy, small business development, vocational skills/employment creation
<i>Trains trainers:</i>	Yes
<i>Groups trained:</i>	Rural-based Civil servants, farmers, women
<i>Examples:</i>	Zimbabwe Women's Bureau; Glen Forest Training Centre
<i>Training review:</i>	Evaluation by participants, University Management Committee
<i>Training languages:</i>	English; Shona
<i>Training location:</i>	At own organisation, at trainees' organisation, in the field, correspondence
<i>Training cost:</i>	Partial
<i>Training materials:</i>	Course & extension notes; correspondence (answers to questions); Q & A service
<i>Networks:</i>	Zimbabwe Women's Resource Centre & Network, National Appropriate Technology Information Service, GATE/GT2
<i>South African links:</i>	Programme for Development Research (PRODDER); Rural Foundation.
<i>Contact:</i>	Eng. Jeremy Ascough, Director Development Technology Centre Zimbabwe P.O. Box MP 167, Mt. Pleasant, Harare (University of Zimbabwe) Tel. 263 4 303 211, ext. 1664; fax. 333 407

DONDOLO MUDONZVO CREDIT SCHEME

<i>Type of organisation:</i>	Southern Africa region, national, membership, service
<i>Development sectors:</i>	Community development; gender issues; health, participatory training; small business development
<i>Trains trainers:</i>	Yes
<i>Groups trained:</i>	Rural-based: Businesses, women
<i>Examples:</i>	Jekesa Pfungwa, Self-Help Development Foundation
<i>Training review:</i>	Evaluation by participants, consultation with training experts
<i>Training languages:</i>	Vernacular
<i>Training location:</i>	At own organisation, in the field; at trainees' organisation
<i>Training cost:</i>	No
<i>Networks:</i>	National Association of NGOs (NANGO), Zimbabwe Women's Bureau (ZWB).
<i>Contact:</i>	Ezilyn Sibanda, Coordinator Dondolo Mudonzvo Credit Scheme P.O. Box 5589, Harare (6 San Fernando Gardens, Fife Avenue & Fifth Street) Tel. 263 4 705 679

ENVIRONMENT & DEVELOPMENT ACTIVITIES ZIMBABWE (ENDA ZW)

<i>Type of organisation:</i>	National; service
<i>Development sectors:</i>	Agriculture/food & nutrition, communications/information; environmental education; gender issues, income generation/cooperatives; institution building, natural resources sustainable management; participatory training; vocational skills/employment generation
<i>Trains trainers:</i>	Yes
<i>Groups trained:</i>	Rural-and urban-based. Farmers, women
<i>Examples:</i>	Informal Sector Technology Project (ISTP)
<i>Training review:</i>	Evaluation by participants; consultation with training expert
<i>Training languages:</i>	English; Shona; Ndebele

[Zimbabwe]

Training location: At own organisation; at trainees' organisation; in the field
Training cost. No
Networks: ENDA TM (Tiers Monde).

Contact: **P.J. Anderson, Communications Manager**
Environment & Development Activities Zimbabwe (ENDA ZW)
P.O. Box 3492, Harare (1 Waterfield Road, Mt. Pleasant)
Tel. 263 4 361 156; fax. COPY WORLD 263 4 705 121

EVANGELICAL FELLOWSHIP OF ZIMBABWE

Type of organisation Membership, service, part of Africa and worldwide Evangelical family
Development sectors Agriculture/food production, children's issues, community development; democracy/voter education; environmental education, gender issues, HIV/AIDS; income generation/cooperatives, institution building, legal issues/human rights, participatory training; small business development, vocational skills/employment creation
Groups trained Rural- and urban-based Child-related, churches, farmers, small businesses; women
Examples. National Baptist Church, Alliance Church
Training review. Evaluation by participants; consultation with training experts
Training languages English, Ndebele; Shona
Training location: In the field, conference centres
Training cost Partial, no
Training materials Uses its own materials and consultant materials
Networks Interchurch Organisation for Development Cooperation (ICCO), Institute for International Cooperation of the German Adult Education, IRED, Tear Fund; World Relief

Contact: **Nedson Shoko, Regional Director**
Evangelical Fellowship of Zimbabwe (ZIMRADS)
P.O. Box 5745, Harare (23 Selous Avenue, Scripture Union Building)
Tel. 263 4 720 575; fax. 335 485

FAMBIDZANAI TRAINING CENTRE

Type of organisation. Southern African region; national; service
Development sectors Agriculture/food & nutrition, alternative research; community development, environmental education, participatory training; vocational skills/employment creation
Trains trainers: Yes
Groups trained. Farmers; women, youth
Examples: Zimbabwe Farmers Union (ZFU); Campfire Hurungwe
Training review. Evaluation by participants, consultation with training experts
Training languages: English; Shona, Ndebele
Training location At own organisation; at trainees' organisation; in the field
Training cost Yes
Training materials: *Natural Pest Disease Control*; various hand-outs for courses
Networks Natural Farming Network
South African links. Environmental Development Agency (EDA).

Contact: **Bridget O'Connor, Coordinator**
Fambidzanai Training Centre
P.O. Box CY 301, Causeway, Harare (Dovedale Road, Stapleford, Mt. Hampden)
Tel. 263 4 397 037; fax. 723 056

INFORMAL SECTOR ASSOCIATION ZIMBABWE (ISAZ)

<i>Type of organisation.</i>	National; membership
<i>Development sectors</i>	Alternative research, basic education/literacy; communications/information; community development, income generation/cooperatives; institution building; management/finance/administration, small business development, vocational skills/employment creation
<i>Groups trained:</i>	Rural- and urban-based Businesses; women
<i>Training languages</i>	English; Shona
<i>Training location:</i>	At trainees' organisation
<i>Networks.</i>	Zimbabwe Foundation for Education with Production (ZIMFEP), Collaborative Action Trust (CAT), ZWIFT
 <i>Contact:</i>	 Wendy Tavaziva, President & Chief Executive Informal Sector Association Zimbabwe (ISAZ) P.O. Box CY 943, Harare (85 Central Avenue) Tel. & fax. 263 4 795 679

INTERREGIONAL MEETING OF BISHOPS OF SOUTHERN AFRICA (IMBISA CENTRE)

<i>Type of organisation</i>	Southern Africa region (Angola, Botswana, Lesotho, Mozambique, Namibia, South Africa, Swaziland, Zimbabwe)
<i>Development sectors.</i>	Communications/information, democracy/voter education, refugee work; theology & Bible
<i>Trains trainers</i>	Yes
<i>Groups trained</i>	Catholic Church workers
<i>Training review:</i>	Evaluation by participants, consultation with training experts; staff and donors
<i>Training languages.</i>	English; Portuguese
<i>Training location:</i>	At own organisation; in the field
<i>Training cost</i>	Partial
<i>Networks:</i>	MANGO.
 <i>Contact:</i>	 Rev. E.W. Rogers, Director Interregional Meeting of Bishops of Southern Africa (IMBISA Centre) P.O. Box EH 99 Emerald Hill, Harare (88 Broadlands Road, Avondale) Tel. & fax. 263 4 36775; imbisa@mango.zw.apc.org

JEKESA PFUNGWA/VULINGQONDO WOMEN'S INSTITUTES

<i>Type of organisation</i>	Southern Africa region (Lesotho, South Africa, Zambia); national; membership
<i>Development sectors.</i>	Agriculture/food & nutrition, children's issues; community development, crafts; democracy & human rights (partly); environmental education, family planning/population education; gender issues; health; HIV/AIDS; income generation/cooperatives, participatory training; small business development; vocational skills/employment creation
<i>Trains trainers:</i>	Yes
<i>Groups trained.</i>	Rural- and urban-based: Child-related, farmers, women, youth
<i>Examples</i>	Christian Care
<i>Training review:</i>	Evaluation by participants, follow ups
<i>Training languages</i>	English; local languages
<i>Training location.</i>	At own organisation; in the field
<i>Training cost</i>	Partial
<i>Training materials:</i>	<i>Zimbabwean Women Believe in the Future</i> ; newsletters & video tapes
<i>Networks</i>	Africa 2000 Network; Fambidzani; IRED; Natural Farming Network; Oxfam U.K.;

[Zimbabwe]

South African links: Women in Law & Development in Africa (WILDAF), Zimbabwe Women's Resource Centre & Network (ZWRCN)
Independent Mediation Service of South Africa (IMSSA); Centre for Conflict Resolution (CCR).

Contact: **Bertha Jambaya, National Coordinator**
Jekesa Pfungwa/Vulingqondo
P.O. Box CY 2811, Causeway, Harare (44 Logan Road, Hatfield)
Tel. & fax. 263 4 570 846

M. Moyo, Assistant Coordinator
Jekesa Pfungwa/Vulingqondo
P.O. Box 3337, Bulawayo (26 Cawston Road)
Tel. & fax. 263 9 76520

KAJIWA DEVELOPMENT & COORDINATION ASSOCIATION (KDCA)

Type of organisation: National, membership, service
Development sectors: Agriculture/food & nutrition, basic education/literacy; children's issues; community development, health; income generation, institution building; management/finance/administration, small business development; vocational skills/employment creation

Trains trainers: Yes
Groups trained: Rural-based Businesses; child-related, farmers; women, youth

Examples: Natural Farming Network (NFN); IRED

Training review: Evaluation by participants, consultation with training experts

Training languages: English, Shona

Training location: At own organisation, at trainees' organisation, in the field

Training cost: Partial

Networks: AJWS, Norwegian Agency for Development Aid (NORAD), IRED; Humanistic Institute for Cooperation in Developing Countries (HIVOS)

South African links: Programme for Development research (PRODDER)

Contact: **Ephrage Mandervu, Director**
Kajiwa Development & Coordination Association (KDCA)
Private Bag 505, Mutoko, Harare (Chinzanga Bicentre)
Tel & fax. 263 4 723 056

KUMUKA-KWEVA TEMA COOPERATIVE

Type of organisation: National
Development sectors: Income generation/cooperatives; vocational skills/employment creation

Groups trained: Cooperatives

Examples: Kumhanya Cooperative; Rudaviro Cooperative

Training review: Evaluation by participants

Training languages: English; Shona

Training location: At own organisation

Training cost: No

Networks: IRED-ESA; Mubengezi District Cooperative Union (MDCU); Organisation of Collective Cooperatives of Zimbabwe (OCCZIM); Zimbabwe Press Mirror.

Contact: **Gift Muboko, Chairman**
Kumuka-Kweva Tema Cooperative
P.O.273, Chegutu

Tel. 263 153 27746

LEGAL RESOURCES FOUNDATION

<i>Type of organisation</i>	National; service
<i>Development sectors</i>	Democracy/voter education, gender issues; legal issues/human rights
<i>Groups trained</i>	Rural- and urban-based: Civil servants, nurses; police, school pupils, teachers; women
<i>Examples</i>	Zimbabwe Republic Police; Zimbabwe Teachers' Association (ZIMTA)
<i>Training review</i>	Evaluation by participants
<i>Training languages</i>	English
<i>Training location</i>	At trainees' organisation, hired venues
<i>Training cost</i>	Accommodation only, where applicable
<i>Training materials</i>	<i>Legal Enforcement Agencies Manual, Magistrates' Handbook</i> ; pamphlets, case studies & simulations
<i>Networks</i>	Women in Law & Development in Africa (WILDAF); National Association of NGOs (NANGO), Friedrich Naumann Foundation
<i>South African links</i>	Lawyers for Human Rights, Legal Resources Centre
<i>Contact:</i>	Mary E. Ndlovu, Curriculum Coordinator Legal Resources Foundation P.O. Box 918, Harare (142 Mbuya Nehanda) Tel. 263 4 728 212; fax. 728 213

MEDIA FOR DEVELOPMENT TRUST (MFD)

<i>Type of organisation</i>	National, service
<i>Development sectors</i>	Communications/information; video production
<i>Trains trainers</i>	Yes
<i>Groups trained</i>	Urban-based: Civil servants; local authorities; NGOs
<i>Examples</i>	Intermediate Technology Development; Zimbabwe Forestry Commission
<i>Training review</i>	Course outline/syllabus
<i>Training languages</i>	English
<i>Training location</i>	At own organisation, at trainees' organisation
<i>Training cost</i>	Yes
<i>Training materials</i>	<i>Facilitation Techniques in Training; Challenges in AIDS Counseling; Consequences/User's Guidelines</i>
<i>Networks</i>	MANGO, National Association of NGOs (NANGO); Southern Africa Network of AIDS Service Organisations (SANASO); Television Trust for the Environment (TVE); ZEBRA,
<i>South African links</i>	Film Resource Unit
<i>Contact:</i>	Ben Zulu, Executive Director; John Riber, Director of Operations Media for Development Trust (MFD) P.O. Box 6755, Harare (135 Union Avenue) Tel. 263 4 733 364; fax. 729 066; mfd@mango.zw

MUSASA PROJECT

<i>Type of organisation</i>	National
<i>Development sectors</i>	Family therapy/counselling, gender issues; legal issues/human rights
<i>Groups trained</i>	Civil servants, women
<i>Examples</i>	Police General Headquarters
<i>Training languages</i>	English, all vernacular languages
<i>Training location</i>	In the field

[Zimbabwe]

Training cost: No
Training materials: *Help Recovery & Action in Zimbabwe*
Networks: Women in Law & Development in Africa (WILDAF)
South African links: Ilitha Labanty.

Contact: **R. Kwaramba, Programme Officer for Legal Services
Musasa Project
P.O. Box A 712 Avondale, Harare (139 Rotten Row)
Tel. 263 4 794 983; fax. 794 973**

MWENEZI DEVELOPMENT TRAINING CENTRE (MDTC)

Type of organisation: Continent of Africa, membership, community owned & controlled
Development sectors: Agriculture/food & nutrition, community development, environmental education; gender issues, income generation/cooperatives, organisational training, participatory training; vocational skills/employment creation

Groups trained Rural-based Farmers, women, youth
Examples: World Vision, Rata Star Dam & Garden Project
Training review: Evaluation by participants, annual community survey
Training languages: Ndebele, Shona, English when needed
Training location: At own organisation; in the field
Training cost Partial
Training materials: Course handouts
Networks: Africa 2000, Environment Network (E-Net); Africa Centre for Holistic Resource Management (ACHRM), IRED-ESA, National Association of NGOs (NANGO), Organisation for Sustainable Land Use (OSLU)

South African links Akanani, Centre for Low Input Agricultural Research & Development (CLIARD).

Contact: **Tapiwanashe Vengai, Director
Mwenezi Development Training Centre (MDTC)
P.A. Neshuro, Masvingo (Stand 117, Neshuro Township. Mwenezi District)
Tel. & fax. 263 36 203**

NATIONAL ASSOCIATION OF NONGOVERNMENTAL ORGANISATIONS (NANGO)

Type of organisation National, membership, service
Development sectors Agriculture/food & nutrition, alternative research; basic education/literacy; children's issues; communication/information; economics/structural adjustment, food security/drought; gender issues, HIV/AIDS, participatory training

Trains trainers Yes
Groups trained People trained & the training offered is determined by NANGO's membership
Examples: Zimbabwe Women Bureau, Management Outreach Training Service for Rural & Urban Development (MOSTRUD)

Training review: Evaluation by participants; demand for repeat for a particular course by participants or organisations
Training languages: English, Ndebele, Shona
Training location: Training centres
Training cost Yes
Training materials: Hand-outs
Networks: Adult Literacy Organisation of Zimbabwe (ALoz); Education for All Network Eastern & Southern Africa (EFANESA), FEMNET, MWENGO; NANGO Women's Forum; all NGO Councils in Eastern & southern Africa

South African links: Development Resources Centre (DRC), Environment & Land Management Sector (SADC)

Contact: **Agatha Tsitsi Dodo, Regional/National Information Officer**
National Association of NGOs (NANGO)
P.O. Box CY 250 Causeway, Harare (16 Samora Machel)
Tel. 263 4 791 251; fax. 794 973

NATURAL FARMING NETWORK

Type of organisation National, membership
Development sectors Agriculture/food & nutrition; alternative research; communications/information; community development, environmental education, institution building, management/finance/administration
Trains trainers Yes
Groups trained Rural- and urban-based Farmers, women
Examples Fambidzanan Training Centre, Ministry of Community Development
Training review: Evaluation by participants, external evaluation
Training languages English, vernacular
Training location In the field, at trainees' organisation, member training centres
Training cost Partial
Networks IFOAM, National Association of NGOs (NANGO), PELUM

Contact **N.S. Muzuva, Director, Natural Farming Network**
P.O. Box CY 301, Causeway, Harare (8 Elsworth, Belgravia)
Tel & fax. 263 4 726 538

ORGANISATION OF RURAL ASSOCIATION FOR PROGRESS (ORAP)

Type of organisation National, noncontributory membership
Development sectors Agriculture/food & nutrition, basic education/literacy, children's issues; communications/information, community development; credit & savings; environmental education, family therapy/counselling, gender issues, health; income generation/cooperatives, NGO management course, participatory training, small business development, vocational skills/employment creation
Trains trainers Yes
Groups trained Rural- and urban-based Businesses, farmers, women, youth
Examples Canada Namibia Cooperation (CANAMCO), Philisisizwe Association for Development (PAD)
Training review Evaluation by participants, exchange visits
Training languages English, Ndebele
Training location At own organisation, in the field
Training cost Yes; partial, contributory
Networks National Association of NGOs (NANGO), MANGO
South African links. Human Rights Institute of South Africa (HURISA); Philisisizwe Association for Development (PAD)

Contact: **Tomson Dube, Information Officer**
Organisation of Rural Association for Progress (ORAP)
P.O. Box 877, Bulawayo (16 Boone Avenue, Glenville, Richmond)
Tel. 263 9 31009 or 68538; fax. 31088 or 72127; orap@mango.apc.org

RURAL PROJECTS DEVELOPMENT TRUST (RUPROD)

Type of organisation Southern Africa region, national, membership
Development sectors Agriculture/food & nutrition, alternative research, basic education/literacy; children's issues; communications/information, community development; dispute resolution;

[Zimbabwe]

	economics/structural adjustment; environmental education, family planning/population education; family therapy/counselling, gender issues; health; HIV/AIDS, income generation/cooperatives, institution building; legal issues/human rights; management/finance/administration, participatory training; small business development, vocational skills/employment creation
<i>Trains trainers.</i>	Yes
<i>Groups trained:</i>	Rural- and urban-based Businesses, child-related, civil servants, farmers, local authorities, trade unions, women, youth
<i>Examples</i>	ZUBF, Collaborative Action Trust (CAT)
<i>Training review:</i>	Evaluation by participants, consultation with training experts
<i>Training languages</i>	English, Shona; Ndebele
<i>Training location:</i>	At own organisation, at trainees' organisation, in the field
<i>Training cost:</i>	Partial
<i>Training materials:</i>	<i>Projects Management, Projects Production Management; Bookkeeping & Accounting Skill in Cooperatives</i>
<i>Networks</i>	Collaborative Action Trust (CAT); Zimbabwe Foundation for Education with Production (ZIMFEP), ZMNA, Organisation of Collective Cooperatives of Zimbabwe (OCCZIM); ZUBF, Association of Zimbabwe Traditional Environmental Conservationists (Aztrec) Trust
<i>Contact:</i>	Godfrey Chitimbe, Programming Coordinator Rural Projects Development Trust (RUPROD) P.O. Box 1084, Masvingo (11 Hofmeyer Street) Tel. & fax. 263 4 64575

SCHOOL OF SOCIAL WORK

<i>Type of organisation</i>	Continent of Africa, service
<i>Development sectors:</i>	Dispute resolution; family therapy/counselling; gender issues; social welfare issues
<i>Trains trainers</i>	Yes
<i>Groups trained.</i>	Youth
<i>Training review:</i>	Consultation with training expert
<i>Training languages:</i>	English
<i>Training location:</i>	At own organisation
<i>Training cost</i>	No
<i>Contact:</i>	Anne Derges, Librarian, School of Social Work Private Bag 66022, Kopje, Harare (Corner Grant and Chinoyi Street) Tel. 263 4 752 965; fax. 751 815

SCIENTIFIC & INDUSTRIAL RESEARCH & DEVELOPMENT CENTRE (SIRDC)

<i>Type of organisation:</i>	National, service; R&D
<i>Development sectors:</i>	Agriculture/food & nutrition; alternative research, biotechnology; building technology; communications/information; energy; environmental education; microelectronics; production engineering, remote sensing
<i>Trains trainers.</i>	Yes
<i>Groups trained</i>	Civil servants; farmers, local authorities; private sector
<i>Examples</i>	University of Zimbabwe; Rio Tinto
<i>Training review:</i>	Evaluation by participants
<i>Training languages:</i>	English
<i>Training location:</i>	At own organisation
<i>Training cost:</i>	Partial
<i>Networks:</i>	WAITRO; ZNCC

South African links: Council on Scientific & Industrial Research (CSIR).

Contact: **Professor C.J. Chetsansa, Director General**
Scientific & Industrial Research & Development Centre (SIRDC)
P.O. Box 6640, Harare
Tel. 263 4 733 791; fax. 733 797

SILVEIRA HOUSE

Type of organisation: Southern Africa region (Botswana, Lesotho, Namibia), national service
Development sectors: Agriculture/food production, community development, computer literacy; democracy/voter education, economics/structural adjustment, environmental education, health, HIV/AIDS, income generation/cooperatives; legal issues/human rights, participatory training; small business development, vocational skills/employment creation
Trains trainers: Yes
Groups trained: Rural- and urban-based farmers, trade unions, women;
Examples: Agency for Cooperation & Research in Development (ACORD)
Training review: Evaluation by participants, follow-up service
Training languages: English, Shona
Training location: At own organisation in the field, at trainees' organisation
Training cost: Partial
Networks: Natural Farming Network, Southern Africa Cooperative Network (SACNET); Africa 2000 Network

Contact: **Francis Chirunga, Training Director**
Silveira House
P.O. Box 545, Harare (Arcturs Road, Chishawasha)
Tel. 263 4 497 204

SOUTHERN AFRICA DEVELOPMENT TRUST (SADET)

Type of organisation: Continent of Africa, southern African region; national; service
Development sectors: Agriculture/food & nutrition, basic education/literacy; communications/information; community development; dispute resolution; environmental education, gender issues; income generation/cooperatives; institution building; management/finance/administration, organisational workshop training, participatory training, small business development; vocational skills/employment creation
Trains trainers: Yes
Groups trained: Rural- and urban-based Businesses; child-related, cooperatives, farmers, local authorities, women, youth
Examples: Zimbabwe Foundation for Education with Production ((ZIMFEP); LUFU
Training review: Evaluation by participants; consultation with training experts, review meetings with trainers themselves
Training languages: English, Shona, Ndebele (vernacular); Portuguese
Training location: In the field; at trainees' organisation
Training cost: No
Training materials: *Notes to a Theory of Organisation, The Experimental Workshop Theory of Organisation; Massive Training Method for Self-Managed Grassroots Associations; How to Start & Carry Out a Successful Cash Project*
Networks: Zimbabwe National Environment Trust

Contact: **Mary Chinyenze, Assistant Psychologist**
Southern Africa Development Trust (SADET)

[Zimbabwe]

**P.O. Box HG 731, Highlands, Harare
Tel. & Fax. 263 4 702 570**

SOUTHERN AFRICAN REGIONAL INSTITUTE FOR POLICY STUDIES (SAPES) TRUST

Type of organisation: Southern Africa region
Development sectors: Alternative research; computer literacy (CD-ISIS), economics/structural adjustment, gender issues, institution building, legal issues/human rights, participatory training
Trains trainers: Yes
Groups trained: Academics, civil servants; librarians, women
Examples: WISA, Zimbabwe Women's Resource Centre & Network (ZWRCN)
Training languages: English
Training location: At own organisation, at trainee's organisation; hotels/conference centres
Training cost: No
Networks: African Association of Political Scientists (AAPS), African Association for Public Administration & Management (AAPAN), Council for the Development of Economic & Social Research in Africa (CODESRIA), Internet, MANGO.

Contact: **Ibbo Mandaza, Executive Director
SAPES Trust
P.O. Box MP 111, Mt. Pleasant, Harare (4 Deary Avenue, Belgravia)
Tel. 263 4 727 875; 732 735; sapes@mango.zw**

SOUTHERN AFRICAN RESEARCH & DOCUMENTATION CENTRE (SARDC)

Type of organisation: Southern Africa region (Angola, Botswana, Lesotho, Malawi, Mozambique, Namibia, South Africa, Swaziland, Tanzania, Zambia), service; subscription in some cases
Development sectors: Communications/information; computer literacy, democracy/voter education, environmental education, gender issues; HIV/AIDS, legal issues/human rights
Trains trainers: Yes
Groups trained: Urban-based
Examples: National Mirror, Environmental Council of Zambia
Training review: Evaluation by participants, consultation with training experts
Training languages: English, Portuguese
Training location: At own organisation; conference centres
Training cost: Partial
Networks: MANGO
South African links: Programme for Development Research (PRODDER); Human Rights Commission.

Contact: **Jacqueline Pike, Communications Development Manager
Southern African Research & Documentation Centre (SARDC)
P.O. Box 5690, Harare (13 Bath Road, Belgravia)
Tel. 263 4 738 795; fax. 738 693**

SOUTHERN CENTRE FOR ENERGY & THE ENVIRONMENT

Type of organisation: Southern Africa region, research
Development sectors: Alternative research; computer literacy; energy; environmental education; institution building
Trains trainers: Yes
Groups trained: Urban-based
Examples: CEEEZ, CCCG Consultants (Pty) Ltd.
Training review: Evaluation by participants, consultation with training experts
Training languages: English

Training location: At own organisation; chosen sites in industry
Training cost: No
Training materials: Training module on climate change
Networks: African Energy Policy Research Network (AFREPREN), MANGO
South African links: Energy Economy Linkages, Coal, Energy & the Environment.

Contact: **R.S. Maya, Director**
Southern Centre for Energy & the Environment
P.O. Box CY 1974 Causeway, Harare (Bifrank Johnson Avenue)
Tel. 263 4739 341 fax. 737 351; sccc@mango.zw

WOMEN & LAW IN SOUTHERN AFRICA RESEARCH TRUST (WILSA)

Type of organisation. Southern Africa region (Botswana, Lesotho, Mozambique, Swaziland, Zambia); national, service
Development sectors Communications/information, gender issues; legal education; legal issues/human rights, research on women's law
Trains trainers Yes
Groups trained Women
Examples: School of Social Work, Ministry of Justice
Training review: Evaluation by participants
Training languages: English
Training location: At own organisation, in the field
Training cost No
Training materials: *You Could Too*
Networks: Women in Law & Development in Africa (WILDAF); Women's Action Group (WAG), Musasa Project.

Contact: **Elizabeth Gwaunza, National Coordinator**
Women & Law in Southern Africa Research Trust
P.O. Box UA 171, Union Avenue, Harare
Stemar House, 2nd floor, 132 Harare Street, Room 204
Tel. 263 4 729 151; fax. 729 152

WOMEN IN LAW & DEVELOPMENT IN AFRICA (WILDAF)

Type of organisation: Continent of Africa (Botswana, Lesotho, Malawi, Mozambique, Namibia, South Africa, Swaziland, Tanzania, Zambia), membership; service, network
Development sectors Community development; democracy/voter education; gender issues; institution building, legal issues/human rights, participatory training
Trains trainers Yes
Groups trained Anybody on request, trade unions, women
Examples: Jekesa Pfungwa, Women's Action Group (WAG)
Training review: Evaluation by participants, consultation with training experts
Training languages. English
Training location: At own organisation, in the field, at trainees' organisation
Training cost Partial
Training materials. *Handbook for Nonlawyer Legal Educators*, 1993 \$20 U.S.
South African links. Centre for Adult & Continuing Education (CACE), Lawyers for Human Rights (LHR); Legal Resources Centre (LRC)

Contact: **Florence Butegwa, Regional Coordinator**
Women in Law & Development in Africa (WILDAF)
P.O. Box 4622, Harare (34 Union Avenue)

YOUNG WOMEN'S CHRISTIAN ASSOCIATION (YWCA)

Type of organisation: Southern Africa region (Botswana, Lesotho, Namibia, South Africa, Zambia); membership

Development sectors: Environmental education; family therapy/counselling, gender issues; HIV/AIDS; income generation/cooperatives, vocational skills/employment creation

Trains trainers: Yes

Groups trained: Rural-based, Women; youth

Training review: Evaluation by participants

Training languages: English, Ndebele, Shona

Training location: At own organisation, in the field

Networks: Dondolo-Mudonzvo, National Association of NGOs (NANGO); (Women in Law & Development in Africa (WILDAF), World YWCA, Zimbabwe Council of Churches; Zimbabwe Youth Council

South African links: Young Women's Christian Association (YWCA)

Contact: **Edna Mhlanga, National Programme Coordinator
Young Women's Christian Association (YWCA)
P.O. Box CY 3028, Causeway, Harare (120 Baines Avenue)
Tel. 263 4 487 424**

ZERO

Type of organisation: Southern Africa region (Angola, Botswana, Lesotho, Malawi, Mozambique, Namibia, South Africa, Swaziland, Tanzania, Zambia, Zimbabwe)

Development sectors: Energy & environment issues; popular education; small-scale rural industries; sustainable natural resources management

Trains trainers: Yes

Groups trained: Rural-based Small-scale entrepreneurs; Government and NGO extension officers

Examples: Zimbabwe Women's Bureau, Department of Natural Resources

Training review: Evaluation by participants

Training languages: English, Ndebele; Shona

Training location: In the field, training centres, other venues

Training cost: No

Training materials: *Improvements to Existing Technologies for Brickmaking Industries in Zimbabwe, Improvements to Existing Technologies for Beer Brewing Industries in Zimbabwe; Improvements to Existing Technologies for Bread Making Industries in Zimbabwe,*

Networks: Africa Information Afrique (AIA); CZI, ELCI; FNDA--Zimbabwe; Fuel Wood Dissemination Unit (FWD), World Conservation Union (IUCN), National Association of NGOs (NANGO); MANGO, Southern Africa Development Community (SADC); World Resource Institute

South African links: Group for Environmental Monitoring (GEM), Natal Community-based Organisation (CBO) Network, Community Development Resource Association (CDRA), Cape Nature Conservation

Contact: **Carmel Lue Mbizvo, Head of Research & Consultancy
ZERO
P.O. Box 5338, Harare (44 Edmonds Avenue, Belvedere)
Tel. 263 4 791 333; fax. 732 858
zero@intl5:7211/1.300; zero@mango.apc.org**

ZIMBABWE CONGRESS OF TRADE UNIONS (ZCTU)

<i>Type of organisation</i>	National; membership
<i>Development sectors</i>	Gender issues; HIV/AIDS; participatory training; worker education
<i>Trains trainers</i>	Yes
<i>Groups trained</i>	Trade unions; women
<i>Training review</i>	Evaluation by participants, consultation with training experts
<i>Training languages</i>	English, Ndebele, Shona
<i>Training location</i>	At own organisation, in the field, seminars & workshops
<i>Training cost</i>	No
<i>Training materials</i>	<i>Zimbabwe Workers' Manual</i>
<i>Networks</i>	Southern Africa Trade Union Coordinating Council, International Confederation of Free Trade Unions (ICFTU), Zimbabwe Women's Resource Centre & Network (ZWRCN), Women in Law & Development in Africa (WILDAF)

Contact: **Miriro Pswarai, Women Projects Coordinator**
Zimbabwe Congress of Trade Unions (ZCTU)
P.O. Box 3549, Harare (Chester House, 88 Speke Avenue, 10th floor)
Tel. 263 4 794 702; fax. 728 484

ZIMBABWE COUNCIL OF CHURCHES (ZCC)

<i>Type of organisation</i>	Continent of Africa, southern Africa region; national; membership, service
<i>Development sectors:</i>	Communications/information, community development, democracy/voter education; economics/structural adjustment, family therapy/counselling, gender issues; health, HIV/AIDS, income generation/cooperatives, institution building; legal issues/human rights; management/finance/administration, participatory training, small business development; vocational skills/employment creation
<i>Groups trained:</i>	Rural- and urban-based Child-related; church-related, farmers, local authorities; women, youth
<i>Examples:</i>	Council of Swaziland Churches, Zimbabwe Women Bureau
<i>Training review:</i>	Staff & consultation with training experts
<i>Training languages:</i>	English, Ndebele; Shona
<i>Training location:</i>	At own organisation, at trainees' organisation, in the field
<i>Training cost.</i>	Partial
<i>Networks</i>	Women in Law & Development in Africa (WILDAF), Zimbabwe Women Bureau; All Africa Conference of Churches (AACC), World Council of Churches (WCC); InterChurch Coalition Africa; Association of Christian Lay Centres in Africa (ACLCA)
<i>South African links.</i>	Catholic Welfare & Development (CWD), Community-Based Development Programme (CBDP)

Contact: **Belisha Tanyogana, Director, Training**
Zimbabwe Council of Churches (ZCC)
P.O. Box H 133, Hatfield, Harare (27 St. Patrick's Orad)
Tel. 263 4 572 122; 573 073

ZIMBABWE ECUMENICAL CHURCH LOAN FUND (ZECLF)

<i>Type of organisation</i>	National
<i>Development sectors</i>	Income generation/cooperatives, management/finance/administration; vocational skills/employment creation
<i>Groups trained</i>	Rural-based
<i>Examples.</i>	Kweche Land with Honey, Dengei Bakery

[Zimbabwe]

Training review: Evaluation by participants
Training languages: English; others
Training location: At own organisation; in the field
Networks: Ecumenical Church Loan Fund (ECLOF); Dondolo-Mudenzvo; Zimbabwe Women Bureau (ZWB)

Contact: **Mary Makuwaza, Acting Director**
Zimbabwe Ecumenical Church Loan Fund (ZECLF)
P.O. Box CY 3272, Causeway, Harare (43 Hillside Road, Cranborne)
Tel. 263 4 734 205; fax. 734 295

ZIMBABWE HUMAN RIGHTS ASSOCIATION (ZIMRIGHTS)

Type of organisation: National; membership, service
Development sectors: Communications/information; democracy/voter education, gender issues; income generation/cooperatives, legal issues/human rights, participatory training
Trains trainers: Yes
Groups trained: Rural-and urban-based. Civil servants (indirectly); women, youth (indirectly)
Examples: Canadian Organisation for Development through Education (CODE); Catholic Commission for Justice & Peace (CCJP)
Training review: Evaluation by participants
Training languages: English; Ndebele, Shona
Training location: In the field
Training cost: No
Training materials: Voter education material; *Voter Education Project*
Networks: Human Rights Internet, National Association of NGOs (NANGO); MANGO
South African links: Lawyers for Human Rights.

Contact: **Ozias Tungwarara, Executive Director**
Zimbabwe Human Rights Association (ZimRights)
P.O. Box 3591, Harare (31 New Africa House, 40 Union Avenue)
Tel. 263 4 738 609; fax. 796 589

ZIMBABWE-MOZAMBIQUE FRIENDSHIP ASSOCIATION (ZIMOFA)

Type of organisation: Southern Africa region, membership, intercountry
Development sectors: Agriculture/food & nutrition; basic education/literacy; community development; environmental education, farming; income generation/cooperatives; scholarships/sponsorships; solidarity & intercountry cooperation/cultural exchange; vocational skills/employment creation
Trains trainers: Yes
Groups trained: Rural- and urban-based Businesses; child-related; farmers, youth
Examples: Lutheran World Federation Malawi; World Vision Mozambique
Training review: Students' reports from institutions, coordinators' reports
Training languages: English, local dialects, Portuguese
Training location: In the field, institutions/schools
Training cost: Partial; not when some funding is available
Networks: Africa Recovery, Forum for African Development Organisations (FAVDO); AMASP Sofala Province, AMASP Manica Province, AIM, Zimbabwe Foundation for Education through Production (ZIMFEP); RPNetwork
South African links: Downes Murray International, Programme for Development Research (PRODDER).

Contact: **Dave Papatlal, Acting Executive Director**
Zimbabwe-Mozambique Friendship Association (ZIMOFA)

**P.O. Box 4203, Harare (34 Edmonds Avenue, Belvedere)
Tel. 263 4 707 741; fax. 705 121 c/o COPYWORLD**

ZIMBABWE PROJECT TRUST

Type of organisation: National; service
Development sectors Agriculture/food & nutrition, basic education/literacy; computer literacy; income generation/cooperatives; legal issues/human rights; management/finance/administration; small business development, vocational skills/employment creation
Groups trained: Rural- and urban-based child-related, farmers; women; youth
Examples: Collective Self-Finance Scheme (CSFS), Organisation of Collective Cooperatives of Zimbabwe (OCC.'IM)
Training review: Evaluation by participants
Training languages: English, Ndebele, Shona
Training location: At own organisation
Training cost: No
Networks: National Association of NGOs (NANGO).

Contact: **Paul Themba Nyathi, Director
Zimbabwe Project Trust
P.O. Box 4111, Harare (182 Samora Machel Avenue)
Tel. 263 4 703 239; fax. 796 589**

ZIMBABWE RED CROSS SOCIETY

Type of organisation: Southern Africa region, national; membership; service
Development sectors Agriculture/food & nutrition, basic education/literacy, community development; environmental education, health; HIV/AIDS; income generation/cooperatives
Trains trainers Yes
Groups trained: Rural- and urban-based Businesses; disabled; civil servants; farmers; trade unions; youth
Examples: Ministry of Home Affairs
Training review: Evaluation by participants; consultation with training experts
Training languages: English, Ndebele; Shona
Training location: At own organisation, at trainees' organisation; in the field
Training cost: Partial
Training materials: *First Aid & AIDS; Counselling Workshop; Youth & AIDS.*

Contact: **E.L. Okwanga, Secretary General
Zimbabwe Red Cross Society
P.O. Box 1406, Harare (98 Cameron Street)
Tel. 263 4 724 653; fax. 751 739**

ZIMBABWE TRUST

Type of organisation: National
Development sectors: Community development; environmental education; income generation/cooperatives; institution building; legal issues/human rights, management/finance/administration; participatory training; small business development
Trains trainers: Yes
Groups trained: Rural-based. Farmers; local authorities, women
Training review: Evaluation by participants; Process Oriented Monitoring System (POMS) for measuring local level institutional development

[Zimbabwe]

Training languages: English; Ndebele; Shona
Training location: In the field
Training cost No
Training materials: *Making Investment (AID) work to develop institutionally sustainable programmes; Rural Development & Biodiversity; Communal Areas Management of Wildlife/Natural Resources in Zimbabwe; Community Institutions Population Movement and the Campfire Programme in Zimbabwe (and many others)*

Networks: National Association of NGOs (NANGO), World Conservation Union (IUCN) (Geneva); IUCN Commissions

Contact: **R.H.T. Monro, General Secretary
Zimbabwe Trust
P.O. Box 4027, Harare (4 Lanark Road, Belgravia)
Tel. 263 4 722 957; fax. 795 150**

ZIMBABWE WOMEN'S RESOURCE CENTRE & NETWORK (ZWRCN)

Type of organisation National
Development sectors. Gender issues
Trains trainers Yes
Groups trained Rural- and urban-based. Civil servants; disabled, farmers; local authorities, trade unions, women, youth, any other groups that approaches the organisation

Examples MS Zimbabwe (Danish Association of International Cooperation)
Training review: Evaluation by participants, consultation with experts
Training languages: English; Shona, Ndebele, Nyanya
Training location: At own organisation; in the field, at trainees' organisation, at any proposed locations
Training cost. Partial
Networks. Women in Law & Development in Africa (WILDAF), National Association of NGOs (NANGO) Women's Forum, Musasa Project, FEMNET, KIT, GFFW

South African links University of Cape Town (UCT), ANC Women's Report.

Contact. **Mary Sibanda, Gender Training Programme Officer
Zimbabwe Women's Resource Centre & Network (ZWRCN)
P.O. Box 2192, Harare (288 Herbert Chitepo)
Tel. 263 4 792 450; fax. 720 331, zwrcn@mango.apc.org**

International organisations

AFRICARE

<i>Headquarters:</i>	United States
<i>Other countries:</i>	Angola, Malawi, Mozambique, Namibia, South Africa, Tanzania, Zambia
<i>Development sectors:</i>	Agriculture/food & nutrition; environmental education, health, income generation/cooperative, management/finance/administration: small business development, vocational skills/employment creation
<i>Trains trainers</i>	Yes
<i>Groups trained:</i>	Businesses, farmers, women
<i>Examples</i>	Jati Millers, SDF
<i>Training review</i>	Participant evaluation & comments
<i>Training languages:</i>	English, Shona, Ndebele
<i>Training location:</i>	In the field, at trainees' organisation
<i>Training cost</i>	No
<i>South African links:</i>	Africare

Contact: **Laurin L. Banner, Resident Representative
Africare
P.O. Box 308, Harare (20 Hurworth Road, Highlands)
Tel. 263 4 495 317; fax. 731 901**

CANADIAN COOPERATIVE ASSOCIATION

<i>Headquarters:</i>	Canada
<i>Development sectors:</i>	Income generation/cooperatives
<i>Trains trainers</i>	Yes
<i>Groups trained:</i>	Rural- and urban-based: Farmers, women; youth
<i>Examples</i>	National Association of Cooperative Savings & Credit Unions of Zimbabwe (NACSCUZ)
<i>Training review:</i>	Evaluation by participants
<i>Training languages:</i>	English
<i>Training location:</i>	In the field, at trainees' organisation
<i>Training cost</i>	No
<i>Networks:</i>	ACCOSCA; ICA; Canadian Cooperative Association (Canada), MANGO

Contact: **Romulo Villamin, Country Director
Canadian Cooperative Association
P.O. Box CY 176 Causeway, Harare (219 Fife Avenue)
Tel. 263 4 793 815; fax. 722 085**

CANADIAN ORGANISATION FOR DEVELOPMENT THROUGH EDUCATION (CODE)

<i>Headquarters:</i>	Canada
<i>Other countries:</i>	Malawi, Mozambique, Zambia
<i>Development sectors:</i>	Gives support to its partner organisations to enable them to conduct training in the areas of basic education, literacy & publishing
<i>Trains trainers</i>	Yes
<i>Groups trained:</i>	Rural- and urban-based Publishing businesses
<i>Examples:</i>	Booksellers & Publishers Association of Zambia

[Zimbabwe]

Training review: Independent evaluations
Training languages: English
Training location: Through project partners
Networks: Code International Inc.

Contact: **Emmie Wade, Regional Director for Southern Africa
Canadian Organisation for Development Through Education (CODE)
P.O. Box 6875, Harare (21 Van Praagh, Milton Park)
Tel. 263 4 729 904; fax. 729 905**

CARE INTERNATIONAL IN ZIMBABWE

Headquarters: United States
Other countries: Angola, Lesotho, Mozambique, South Africa, Zambia
Development sectors: Agriculture/food & nutrition, community management, financial services/credit; small business development
Groups trained: Training is only for designated project participants
Training languages: English
Training location: At own organisation, in the field; at trainees' organisation
Training cost: No
Networks: National Association of NGOs (NANGO)
South African links: Care International South Africa

Contact: **David Wugarisanwo, Administrator
Care International in Zimbabwe
P.O. Box HG 937, Highlands, Harare
Tel. 263 4 727 986; fax. 727 989**

CATHOLIC RELIEF SERVICES (CRS)

Headquarters: United States
Other countries: Malawi, Mozambique, Namibia, South Africa
Development sectors: Democracy/voter education, HIV/AIDS; legal issues/human rights, small business development
Trains trainers: Yes
Groups trained: Rural- and urban-based: Businesses; women (CRS does not conduct the training itself, but funds it as part of projects in the sectors named above)
Examples: Catholic Welfare & Development (CWD); Hwange Diocese AIDS Programme
Training review: Evaluation by participants
Training languages: English, local languages
Training location: In the field, at trainees' organisation
Training cost: No
Networks: CIDSE, Caritas Internationalis
South African links: Savings & Credit Cooperative League of South Africa (SACCOL); Catholic Welfare & Development (CWD)

Contact: **Christopher Allan, Regional Representative
Catholic Relief Service (CRS)
P.O. Box CY 1111, Causeway, Harare (42 Harvey Brown Avenue, Milton Park)
Tel. 263 4 792 072; fax. 726 555; saro@crssaro.vz.zw**

CONSUMERS INTERNATIONAL REGIONAL OFFICE FOR AFRICA (CI ROAF)

<i>Headquarters:</i>	United Kingdom
<i>Other countries:</i>	Angola, Botswana, Lesotho, Malawi, Mozambique, Namibia, South Africa, Swaziland, Tanzania, Zambia
<i>Development sectors</i>	Economics/structural adjustment; environmental education, gender issues, income generation/cooperatives, institution building, legal issues, human rights, participatory training
<i>Trains trainers</i>	Yes
<i>Groups trained.</i>	Rural- and urban-based Women
<i>Examples.</i>	KCA, TCPA
<i>Training review.</i>	Evaluation by participants
<i>Training languages:</i>	English, French; Portuguese
<i>Training location:</i>	In the field
<i>Training cost</i>	Yes
<i>Training materials</i>	<i>Doing it Ourselves; A Question of Money: How to Fundraise</i>
<i>Networks</i>	IPS
<i>South African links</i>	CCNWP, South African National Consumers' Union (SANCU).
 <i>Contact.</i>	 Joshua Gwitira, Regional Director Consumers International Regional Office for Africa (CI ROAF) Private Bag A6215, Harare (32 Cook Road, Avondale) Tel. 263 4 730 291; fax. 730 291

COOPIBO ZIMBABWE

<i>Headquarters:</i>	Belgium
<i>Other countries:</i>	Tanzania
<i>Development sectors</i>	Agriculture/food & nutrition; alternative research; gender issues; institution building; participatory training
<i>Groups trained.</i>	Rural-based: Farmers; local authorities; women
<i>Training review</i>	Evaluation by participants
<i>Training languages:</i>	English; Shona
<i>Training location:</i>	In the field
<i>Training cost</i>	Partial
<i>Networks</i>	APNEZ, Belgium; UBIA
 <i>Contact:</i>	 K. Vandepitte, Country Coordinator Coopibo Zimbabwe P.O. Box CY 832, Causeway, Harare (315 Herbert Chitepo Avenue) Tel. 263 4 720 703; fax. 732 585

ENVIRONMENT 2000

<i>Headquarters:</i>	Zimbabwe
<i>Development sectors.</i>	Communications/information; community development; environmental education, participatory training
<i>Groups trained.</i>	Youth (rural school children)
<i>Examples</i>	Manicaland Development Association; Smallscale Miners' Association
<i>Training review</i>	Evaluation by participants
<i>Training languages:</i>	English, Shona
<i>Training location:</i>	At own organisation, in the field

[Zimbabwe]

Training cost: No
Networks: Zimbabwe National Council for Environmental Research (ZNCECNR), Sub-Saharan Africa Forum for Environment Communicators (SAFE), Recycling & Anti-Litter Programme (RAP) Committee
South African links: ECOLINK
Contact: **Emmanuel Koro, Head, Communications & Public Relations Service
Environment 2000
P.O. Box A639, Avondale, Harare (3 Durham Road, Avondale West)
Tel. 263 4 339 691; fax. 339 691**

GERMAN DEVELOPMENT SERVICE (GDS)

Headquarters: Germany
Other countries: Lesotho, Namibia
Development sectors: Agriculture/food & nutrition; computer literacy; environmental education, health; income generation/cooperatives; institution building, small business development; vocational skills/employment creation
Trains trainers: Yes
Groups trained: Rural- and urban-based Businesses, farmers, women, youth
Examples: Mashona West Cooperative Union, Zimbabwe Workcamps Association
Training languages: English
Training location: In the field
Training cost: No
Networks: CCIVS, AKLHO, National Association of NGOs (NANGO).
Contact: **German Development Service (GDS)
124 Union Avenue, Harare, Zimbabwe
Tel. 263 4 736 799; fax. 263 4 760 772**

HEIFER PROJECT INTERNATIONAL

Headquarters: United States
Other countries: South Africa, Zambia
Development sectors: Agriculture/food & nutrition; communications/information; community development; computer literacy, environmental education, family planning/population education; gender issues, income generation/cooperatives, institution building; management/finance/administration; participatory training, small business development
Trains trainers: Yes
Groups trained: Rural-based Farmers
Examples: Derude, Daramombe Secondary School
Training review: Consultancy, self-reviews, one-half yearly review by staff
Training languages: English, Shona
Training location: In the field
Training cost: No
Training materials: For different livestock (e.g., dairy, rabbits), participatory evaluation; agroforestry; leadership etc
Networks: International Ag-Sieve, Nitrogen Fixing Tree Association (NFT), International Goat Association (IGA), International Centre for Research in Agroforestry; SAAFSR; Programme for Development Research (PRODDER)
South African links: Joseph Project, Fort Beaufort Congregational Church

Contact: **Robson Chikwere Zimuto, Country Representative**
Heifer Project International
P.O. Box 855, Gweru (No. 44 A Main Street)
Tel. 263 4 52123; fax. 51640

INTERNATIONAL COOPERATION FOR DEVELOPMENT (ICD) ZIMBABWE

Headquarters United Kingdom
Other countries. Namibia
Development sectors Agriculture/food & nutrition, computer literacy, gender issues, health, HIV/AIDS, income generation/cooperatives, management/finance/administration, small business development, vocational skills/employment creation
Trains trainers Yes
Groups trained Rural- and urban-based Businesses, disabled, farmers, local authorities, women, youth
Examples HelpAge Zimbabwe, Rusitu Tea Project
Training review Through reports
Training languages English
Training location At trainees' organisation
Training cost No

Contact **Clare Nyanyiwa, Country Representative**
International Cooperation for Development (ICD)
P.O. Box 4573, Harare (8 Hyde Road, Belvedere)
Tel. 263 4 741 115

IRED--DEVELOPMENT INNOVATIONS & NETWORKS

Headquarters Switzerland
Other countries Botswana, Lesotho, Tanzania, Zambia
Development sectors Alternative research, communications/information, community development; democracy/voter education, economics/structural adjustment, income generation/cooperatives, institution building, management/finance/administration, participatory training, policy & advocacy, small business development
Trains trainers Yes
Groups trained Rural- and urban-based Businesses, farmers, grassroots groups, local authorities
Examples Kajwa Development, VEDCO
Training review Evaluation by participants
Training languages English
Training location. At trainees' organisation, training centres & hotels
Training cost Partial
Networks Fondation pour le Progres des Hommes (FPH)
South African links Philisisizwe Association for Development (PAD), Development Resources Centre (DRC)

Contact **Rudo Chitiga, Director**
IRED--Development Innovations and Networks
P.O. Box CY 3, Causeway, Harare
104 Robert Mugabe Road, 2nd floor, Silke House
Tel. 263 4 796 83; fax. 722 421
Philip Muko, Programme Officer Information, IRED@mango.zw

[Zimbabwe]

KONRAD ADENAUER FOUNDATION ZIMBABWE

<i>Headquarters</i>	Germany
<i>Other countries</i>	Namibia, South Africa
<i>Development sectors</i>	Democracy/voter education, economics/structural adjustment, income generation/cooperatives, management/finance/administration; savings club management, small business development, vocational skills/employment creation; women's groups
<i>Trains trainers</i>	Yes
<i>Groups trained</i>	Rural- and urban-based Businesses, politicians, women
<i>Examples</i>	SDF, RHC
<i>Training review</i>	Evaluation by participants, consultation with training experts
<i>Training languages</i>	English, Ndebele, Shona
<i>Training location</i>	In the field
<i>Training cost</i>	Partial
<i>Training materials</i>	<i>Savings Club Management, Training Manual for Business Trainers</i>
<i>Networks</i>	National Association of NGOs (NANGO)
<i>South African links</i>	Konrad Adenauer Foundation South Africa
 <i>Contact</i>	 Burkhard Hinz, Resident Representative Konrad Adenauer Foundation P.O. Box 4325, Harare (118 Enterprise Road, Highlands) Tel. 263 4 494 373; fax. 493 373

LUTHERAN WORLD FEDERATION WORLD SERVICE ZIMBABWE PROGRAMME

<i>Headquarters:</i>	Switzerland
<i>Other countries.</i>	Angola, Botswana, Malawi, Mozambique, Zambia
<i>Development sectors</i>	Agriculture/food & nutrition, alternative research, community development; environmental education, gender issues, income generation/cooperatives; institution building, legal issues/human rights, participatory training, planning/monitoring/evaluation, small business development, vocational skills/employment creation, water management (e.g., dams, wells, canals)
<i>Trains trainers</i>	Yes
<i>Groups trained.</i>	Rural-based Farmers, women
<i>Examples</i>	Community groups
<i>Training review.</i>	Evaluation by participants
<i>Training languages:</i>	English, Shona, Ndebele
<i>Training location</i>	At own organisation, at trainees' organisation, in the field
<i>Training cost</i>	No
<i>Training materials</i>	<i>LWF/WS Planning and Monitoring System</i>
<i>Networks</i>	National Association of NGOs (NANGO), Zimbabwe Council of Churches; Evangelical Lutheran Church in Zimbabwe (ELCZ), Lutheran World Federation.
 <i>Contact:</i>	 Leo V. Siliamaa, Director Lutheran World Federation World Service Zimbabwe Programme P.O. Box 988, Harare (Sahiy House, 3rd floor, 70 Robert Mugabe Road) Tel. 263 4 759 054; fax. 752 521

NATIONAL COUNCIL OF NEGRO WOMEN (NCNW) SOUTHERN AFRICA REGIONAL OFFICE

<i>Headquarters.</i>	United States
<i>Other countries</i>	Angola, Botswana, Lesotho, Mozambique, South Africa, Swaziland
<i>Development sectors</i>	Agriculture/food & nutrition, children's issues, communications/information, economics/structural adjustment, energy, environmental education, gender issues; income generation/cooperatives, institution building, management/finance/administration, participatory training, small business development, vocational skills/employment creation
<i>Trains trainers</i>	Yes
<i>Groups trained</i>	Rural- and urban-based Businesses, child-related, disabled, farmer, women; youth
<i>Examples</i>	Catholic Development Commission (CADEC), Kamativi ECE Committee
<i>Training review</i>	Evaluation by participants, consultation with training experts
<i>Training languages</i>	English, Ndebele
<i>Training location</i>	In the field
<i>Training materials</i>	<i>Economic Literacy, Early Childhood Education, Gender Analysis in Rural Settings</i>
<i>Networks</i>	National Association of NGOs (NANGO), Zimbabwe Women's Resource Centre & Network (ZWRCN), ISIS, ZECEC Network, ZERO, Southern Africa Cooperative Network (SACNET)
<i>South African links</i>	Ecolink, Eastern Transvaal Drought & Rural Development Forum (ETDRDF)
<i>Contact:</i>	Barbara Tutani, Regional Director National Council of Negro Women (NCNW) Southern Africa Regional Office P.O. Box 850, Harare (165 Harare Street) Tel. & fax. 263 4 729 108

NORWEGIAN PEOPLE'S AID (NPA)

<i>Headquarters</i>	Norway
<i>Other countries</i>	Angola, Mozambique, South Africa
<i>Development sectors</i>	Basic education/literacy, community development, democracy/voter education; gender issues, income generation/cooperatives, institution building, legal issues/human rights; small business development, vocational skills/employment creation
<i>Groups trained</i>	Rural- and urban-based Businesses, farmers, trade unions; women
<i>Examples.</i>	RMTC
<i>Training review</i>	Evaluation by participants, consultation with training experts
<i>Training languages.</i>	English, Shona
<i>Training location.</i>	In the field
<i>Training cost</i>	The project pays
<i>Networks</i>	Eurostep
<i>South African links</i>	Norwegian People's Aid
<i>Contact.</i>	Luke K. Jongah, Country Representative Norwegian People's Aid (NPA) P.O. Box 4669, Harare (50 Somerset Drive, Eastlea) Tel. 263 4 746 689

OPPORTUNITY INTERNATIONAL AFRICA REGION

<i>Headquarters.</i>	United States, United Kingdom, Australia
<i>Other countries</i>	South Africa
<i>Development sectors</i>	Small business development

[Zimbabwe]

Trains trainers Yes
Groups trained Rural and urban-based
Examples Zambuko Trust, Izibuko Foundation
Training languages English
Training location At trainees' organisation
Training cost Yes
South African links Izibuko Foundation

Contact: **Larry Reed, Regional Director
Opportunity International Africa Region
P.O. Box 1183, Harare
Tel. 263 4 730 098; fax. 730 097**

OXFAM AMERICA

Headquarters United States
Development sectors Agriculture/food & nutrition, communications/literacy; community development, democracy/voter education, family therapy/counselling, gender issues, income generation/cooperatives, institution building, legal issues/human rights, small business development
Trains trainers Yes
Groups trained Rural-based Farmers, women
Training review Evaluation by participants, evaluating trainee when on the job
Training languages English, Portuguese, Shona
Training location In the field, at trainees' organisation
Training cost In some cases, partial, more often, no

Contact: **Thabisile Mngadi, Regional Representative
Oxfam America
P.O. Box 1233, Harare (4th floor, Travel Centre)
Tel. 263 4 707 613; fax. 707 614**

OXFAM (UNITED KINGDOM & IRELAND)

Headquarters. United Kingdom
Other countries Malawi, Mozambique, Namibia, South Africa, Zambia
Development sectors Communications/information; community development, economics/structural adjustment, environmental education; gender issues, participatory training
Groups trained: Rural-based Disabled, farmers, women
Examples Rural Unity in Development Organisation (RUDO), Zuishavane Water Project
Training languages English, others relevant to rural areas
Training location: In the field
Training cost It funds assistance to carry out this objective
South African links. Oxfam (U.K. & I)

Contact: **Colletah Chitsike, Programme Coordinator
Oxfam (U.K. & I)
P.O. Box 4590, Harare (42 Van Praagh, Milton Park)
Tel. 263 4 729 866; fax. 792 610**

SAVE THE CHILDREN FUND (U.K.)

<i>Headquarters:</i>	United Kingdom
<i>Other countries:</i>	Angola, Lesotho, Malawi, Mozambique, South Africa, Swaziland
<i>Development sectors:</i>	Agriculture/food & nutrition, children's issues, community development, family planning/population education, family therapy/counselling, health, HIV/AIDS, income generation/cooperatives, management/finance/administration, motor cycle & vehicle fleet management, small business development
<i>Trains trainers:</i>	Yes
<i>Groups trained:</i>	Child-related, civil servants, disabled, farmers
<i>Examples:</i>	Department of Social Welfare, Kolima Mbobumi Training Centre
<i>Training review:</i>	Consultation with training experts
<i>Training languages:</i>	English, Shona
<i>Training location:</i>	In the field, at trainees' organisation
<i>Training cost:</i>	No
<i>Training materials:</i>	<i>Motor Cycle Fleet Management</i>
<i>Networks:</i>	Compuserve
<i>South African links:</i>	Save the Children Fund (SCF) Johannesburg; Johannesburg Child Welfare Society.
 <i>Contact:</i>	 Chris Saunders, Director Save the Children (U.K) P.O. Box 4689, Harare (10 Natal Road) Tel. 263 4 793 198; fax. 727 508; 100075.2761@compuserve.com

SOS CHILDREN'S VILLAGES ASSOCIATION ZIMBABWE

<i>Headquarters:</i>	Austria
<i>Other countries:</i>	Botswana, Lesotho, Malawi, Mauritius, Mozambique, South Africa, Swaziland
<i>Development sectors:</i>	Children's issues
<i>Groups trained:</i>	This organisation is included because it plans to become involved in training in 1995.
 <i>Contact:</i>	 Ms. M. Thomas, National Education Coordinator SOS Children's Villages Association Zimbabwe P.O. Box HG 766, Highlands, Harare Mon Repos, 2nd floor, Newlands 263 4 726 613; fax. 726 613

SOUTHERN BAPTIST MISSION IN ANGOLA

<i>Headquarters:</i>	United States
<i>Other countries:</i>	Angola, Mozambique
<i>Development sectors:</i>	Agriculture/food & nutrition; community development; health; HIV/AIDS; religious education
<i>Trains trainers:</i>	Yes
<i>Groups trained:</i>	Rural- and urban-based, Religious (church-related)
<i>Examples:</i>	Baptist Convention of Angola
<i>Training review:</i>	Evaluation by participants
<i>Training languages:</i>	English, Portuguese
<i>Training location:</i>	In the field, at trainees' organisation; churches
<i>Training cost:</i>	No
<i>Networks:</i>	MANGO

[Zimbabwe]

Contact: **Mark Hatfield, Administrator**
Southern Baptist Mission in Angola
P.O. Box a 614, Avondale, Harare (4 Herbert Lane, Strathaven)
Tel. & fax. 263 4 302 583; mhatfield@mango.za

SWEDISH VOLUNTEER SERVICE (SVS)

Headquarters. Sweden
Other countries. Tanzania
Development sectors Community development, environmental education, income generation/cooperatives, management/finance/administration, vocational skills/employment creation
Groups trained Rural- and urban-based Disabled, farmers, local authorities, trade unions, women, youth
Examples Almost all its training is in-service training through volunteers/development workers to colleagues or counterparts, sometime workshops are held in cooperation with the Ministry of National Affairs, for example
Training languages English, local
Training location In the field
Training cost Some input from partners necessary
Networks National Association of NGOs (NANGO).

Contact: **Director**
Swedish Volunteer Service (SVS)
120 Union Avenue, Harare
Tel. 263 4 795 379; fax. 720 099

TECHNOLOGICAL INFORMATION PROMOTION SYSTEM (TIPS)

Headquarters Italy
Other countries Mozambique, Namibia, South Africa
Development sectors Agriculture/food & nutrition, alternative research; communications/information; community development, environmental education, small business development; technology transfer, vocational skills/employment creation
Trains trainers Yes
Groups trained. Rural- and urban-based Businesses
Examples. Workshops with individual business men
Training languages. English
Training location At own organisation
Training cost Yes
Networks DevNet, AL-INVEST
South African links Council for Scientific & Industrial Research (CSIR)

Contact: **Claude M. Chokwenda, National Executive Director**
Technological Information Promotion System (TIPS)
P.O. Box 4362, Harare (34 Jason Moyo Avenue)
Tel. 263 4 736 961; fax. 706 430

VOLUNTEERS IN OVERSEAS COOPERATIVE ASSISTANCE (VOCA)

<i>Headquarters</i>	United States
<i>Other countries.</i>	Namibia, South Africa, Tanzania, Zambia
<i>Development sectors</i>	Agriculture/food & nutrition, agribusiness development, economics/structural adjustment, environmental education, income generation/cooperative, institution building, management/finance/administration, small business development, small-scale commercial farmers
<i>Trains trainers</i>	Yes
<i>Groups trained</i>	Rural-based cooperatives, women, farm associations, farmers, businesses, local NGOs
<i>Examples</i>	Horticulture Promotion Council, Self-Help Development Foundation
<i>Training review</i>	Development of scope of work for counterpart
<i>Training location</i>	On site of business/farm
<i>Training languages</i>	English, depends on requirement
<i>Training cost</i>	None
<i>Training materials</i>	Final reports only
<i>Networks</i>	Development Resources Centre (DRC), National Association of NGOs (NANGO); Namibian Economic Policy & Research Unit (NEPRU); MANGO
<i>South African links</i>	National African Farmer Union, Farmer Foundation
<i>Contact:</i>	Carl S. Shoup, Regional Representative, Southern Africa Volunteers in Overseas Cooperative Assistance (VOCA) P.O. Box 871, Causeway, Harare (38 Samora Michel, Nestle House) Tel. 263 4 724 780; fax. 724 780; carl_shoup@mango.zw

WORLD CONSERVATION UNION (IUCN)

<i>Headquarters</i>	Switzerland
<i>Other countries:</i>	Angola, Botswana, Lesotho, Malawi, Mozambique, Namibia, South Africa, Swaziland, Tanzania, Zambia
<i>Development sectors</i>	Communications/information; dispute resolution, environmental issues, participatory training
<i>Trains trainers</i>	Yes
<i>Groups trained:</i>	Rural- and urban-based Local authorities, youth
<i>Examples</i>	Bophuthathswana Parks, Department of Natural Resources
<i>Training review</i>	Evaluation by participants
<i>Training languages:</i>	English
<i>Training location:</i>	In the field, at trainees' organisation
<i>Training cost.</i>	Occasional
<i>South African links</i>	Bophuthathswana Parks
<i>Contact.</i>	Pontso Mafethe, Communications Programme Coordinator World Conservation Union (IUCN) P.O. Box 745, Harare (6 Lanark Road, Belgravia) Tel. 263 4 728 266; fax. 720 738

WORLD UNIVERSITY SERVICE OF CANADA (WUSC) ZIMBABWE

<i>Headquarters</i>	Canada
<i>Other countries</i>	Botswana, Lesotho, Malawi, Swaziland
<i>Development sectors</i>	Basic education/literacy, communications/information; community development; computer literacy, environmental education, income generation/cooperatives; institution building, management/finance/education

[Zimbabwe]

<i>Trains trainers</i>	Yes
<i>Groups trained</i>	Rural- and urban-based: Civil servants, education institutions; farmers; women
<i>Examples</i>	WUSC volunteers train in post-secondary institutions
<i>Training languages</i>	English
<i>Training location.</i>	At trainees' organisation
<i>Training cost</i>	No
<i>Training materials</i>	Volunteer use available resources (e.g., curricula) and on-the-job training, any original resources produced are done so by or on behalf of the partner organisation
<i>Networks</i>	National Association of NGOs (NANGO), World University Service (WUS) International; ZIMBIX (University of Zimbabwe/UZNET)
<i>South African links</i>	World University Service (WUS) South Africa, International Fundraising Consortium (INTERFUND)
<i>Contact:</i>	Gregory Zador, Field Director World University Service Canada (WUSC) Zimbabwe P.O. Box 1390, Harare (78 George Silundika Avenue) Tel. 263 4 802 160; fax. 765 640; wusc@zimbix.uz.zw

WORLD UNIVERSITY SERVICE (WUS) ZIMBABWE

<i>Headquarters:</i>	Switzerland
<i>Other countries</i>	Lesotho, South Africa, Swaziland, Zambia
<i>Development sectors</i>	Basic education/literacy, community development; democracy/voter education, gender issues, legal issues/human rights
<i>Groups trained</i>	Is just moving toward training other organisations
<i>Networks</i>	National Association of NGOs (NANGO), World University Service (WUS) International
<i>South African links</i>	World University Service(WUS) South Africa
<i>Contact:</i>	The Chairperson, World University Service (WUS) Zimbabwe Private Bag A 6014 Avondale, Harare (120 Baines Avenue, corner 4th Street) Tel. 263 4 724 480

ZIMBABWE OIL PRESS PROJECT (ZOPP)

<i>Headquarters:</i>	United States
<i>Other countries:</i>	Mozambique, Tanzania
<i>Development sectors</i>	Agriculture/food & nutrition; community development; gender issues; income generation/cooperatives; small business development
<i>Trains trainers</i>	Yes
<i>Groups trained</i>	Rural-based Farmers, micro-businesses, women
<i>Examples.</i>	Agricultural & Technical Extension Services (Agritex)
<i>Training review:</i>	Evaluation by participants
<i>Training languages</i>	English; Ndebele, Shona
<i>Training location:</i>	In the field
<i>Training cost</i>	Partial
<i>Contact:</i>	E.G. Mupunga, Project Director Zimbabwe Oil Press Project (ZOPP) P.O. Box 1390, Harare (132 Harare Street, Shop 5, Stemar House) Tel. 263 4 735 051; fax. 735 052

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Foundation for Education with Production (FEP International)	13
Friedrich Ebert Foundation Botswana	14
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Gareng-Ga-Ditlhaba Theatre Group	6
German Development Service (GDS) Lesotho	28
German Development Service (GDS) Zimbabwe	82
Grassroots Initiatives Support Project (GRISP)	29
Hanns Seidel Foundation Namibia	41
Heifer Project International	82
IBIS (WUS Denmark)	42
Imbita Swaziland Women's Finance Trust	49
Informal Sector Association Zimbabwe (ISAZ)	65
Institute of Development Management (IDM)	21
International Baby Food Action Network (IBFAN) Africa	49
International Cooperation for Development (ICD) Namibia	42
International Cooperation for Development (ICD) Zimbabwe	82
Interregional Meeting of Bishops of Southern Africa (Imbisa Centre)	65
IRED Development Innovations & Networks	83
Jekesa Pfungwa/Vulingqondo Women's Institutes	65
Kalahari Conservation Society (KCS)	7
Kajiwa Development & Coordination Association (KDCA)	66
Konrad Adenauer Foundation Namibia	43
Konrad Adenauer Foundation Zimbabwe	14
Kumuka-Kweva Tema Cooperatives	66
Kuru Development Trust	7
Legal Assistance Centre	34
Legal Resources Foundation	67
Leprosy Control Programme Southern Africa	50
Leseding Day Care Centre Association	8
Lesotho Cooperative Credit Union League (LCCUL)	21
Lesotho Council of Nongovernmental Organisations (LCN)	21
Lesotho Environmental Information Network (LEINET)	22
Lesotho Federation of Women Lawyers (FIDA)	22
Lesotho Library Association	22
Lesotho Manufacturer's Association	23
Lesotho National Council of Women (LNCW)	23

Lesotho Opportunities Industrial Centre (LOIC)	24
Lesotho Red Cross Society	24
Lesotho Save the Children	24
Lesotho Women's Institute	25
Lutheran Development Service/Swaziland	50
Lutheran World Federation World Service Botswana Programme	14
Lutheran World Federation World Service Zimbabwe Programme	84
Mambo Arts Commune	8
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Manzini Industrial Training Centre (MITC) Emakhonweni	51
Maoamafubelu Watershed Development Project	25
Maseru Township Cooperative Credit Union	26
Media for Development Trust (MFD)	67
Mennonite Ministries Botswana	15
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Mwenzu Development Training Centre (MDTC)	68
Namibia Cooperative Credit Union League (NACCUL)	35
Namibia Development Trust (NDT)	35
Namibia Institute for Community Development	36
Namibia Institute for Democracy (NID)	36
Namibia Nongovernmental Organisations Forum (NANGOF)	36
Namibia Rural Development Project	37
National Association of Nongovernmental Organisations (NANGO)	68
National Council of Negro Women (NCNW) Southern Africa Regional Office	85
National Council on Smoking, Alcohol & Drug Dependence (COSAD)	52
Natural Farming Network	69
Netherlands Development Organisation (SNV)	15
Norwegian People's Aid (NPA)	85
Opportunity International Africa Region	86
Organisation of Rural Association for Progress (ORAP)	69
Oxfam America	85
Oxfam Canada	43
Oxfam (United Kingdom & Ireland) in Namibia	44
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Private Sector Foundation	37
Rossing Foundation	38
Rural Industries Promotion Company	10
Rural People's Institute for Social Empowerment (RISE)	38
Rural Projects Development Trust (RUPROD)	70
Save the Children Fund (Lesotho Office)	29
Save the Children Fund (U K)	86
Save the Children Fund (UK) Southern Africa Regional Office (SAFRO)	56
School of Appropriate Farm Technology (SAFT)	52
School of Social Work	70
Scientific & Industrial Research & Development Centre (SIRDC)	70
Serowe Brigades Development Trust (SBDT)	10

Silveira House	71
Skillshare Africa Botswana	16
Skillshare Africa Lesotho	30
SOS Children's Villages Association	87
Southern Africa Development Trust (SADET)	71
Southern African Regional Institute for Policy Studies (SAPES) Trust	72
Southern African Research & Documentation Centre (SARDC)	72
Southern Baptist Mission in Angola	87
Southern Centre for Energy & the Environment	73
Southern Rural Development Association	11
Swaziland Conference of Churches	52
Swaziland Farmer Development Foundation (SFDF)	53
Swaziland Hospice at Home	53
Swaziland Infant Nutrition Action Network (SINAN)	54
Swaziland National Association of the Deaf (SNAD)	54
Swaziland National Tuberculosis Association (SWANTA)	54
Swedish Volunteer Service (SVS) Zimbabwe	87
Technology Information Promotion Service (TIPS)	88
The AIDS Information & Support Centre (TASC)	55
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U-Do Trust	38
Urban Trust of Namibia (UTN)	39
Veld Products Research	11
Voluntary Service Overseas (VSO) in Namibia	44
Volunteers in Overseas Cooperative Assistance (VOCA)	88
Women & Law in Southern Africa (Botswana) Trust (WILSAB)	12
Women & Law in Southern Africa Research Trust (WILSA)	73
Women in Law & Development in Africa (WILDAF)	73
Women's Finance House Botswana	12
Workgroup for Indigenous Minorities in Southern Africa (WIMSA)	39
World Conservation Union (IUCN) Botswana	16
World Conservation Union (IUCN) Zimbabwe	88
World University Service of Canada (WUSC) Zimbabwe Field Office	89
World University Service (WUS) Lesotho	30
World University Service (WUS) Zimbabwe	90
Worldview Botswana Dilomakwati	16
Young Women's Christian Association (YWCA)	74
Youth Brigade of Swaziland	55
Zero	74
Zimbabwe Congress of Trade Unions (ZCTU)	75
Zimbabwe Council of Churches (ZCC)	75
Zimbabwe Ecumenical Church Loan Fund (ZECLF)	76
Zimbabwe Human Rights Association (ZimRights)	76
Zimbabwe-Mozambique Friendship Association (ZIMCFA)	76
Zimbabwe Oil Press Project (ZOPP)	90
Zimbabwe Project Trust (ZPT)	77
Zimbabwe Red Cross Society	77
Zimbabwe Trust	77
Zimbabwe Women's Resource Centre & Network (ZWRCN)	78

Development sectors (organisations that provide training in these areas listed below each)

Agriculture/food & nutrition

Abacus
ACAT Swaziland
ADRA
Africa Groups of Sweden
Africare
Boiteko Women Association
Botswana Youth Centre Association
CARE International in Lesotho
CARE International in Zimbabwe
Caritas Swaziland
Catholic Development Commission (CADEC)
Centre for Resource & Transformation
Christian Council of Lesotho
Collective Self-Finance Scheme (CSFS)
COMMUTECH
COOIBO Zimbabwe
Council of Swaziland Churches
CRIAA
Development Technology Centre
Emantl Esive
Emavulandlela Swaziland Scouts Association
Environment & Development Activities--Zimbabwe
Evangelical Fellowship of Zimbabwe (ZIMRADS)
Fambidzana Training Centre
German Development Service Lesotho
German Development Service Zimbabwe
Heifer Project International
IBFAN Africa
ICD Namibia
ICD Zimbabwe
Jekesa Pfungwa
Kajiwa Development & Coordination
Konrad Adenauer Foundation Namibia
Kuru Development Trust
Leseding Day Care Centre
Lesotho Library Association
Lesotho National Council of Women
Lesotho Save the Children
Lesotho Women's Institute
Lutheran Development Service/Swaziland
Lutheran World Federation/Botswana
Maoamafubelu Water Development Project
Mwenzu Development Training Centre (MDTC)
Natural Farming Network
Oxfam Canada
Oxfam (United Kingdom & Ireland) in Namibia
Namibia Development Trust (NDT)
Namibia Institute for Community Development
Namibia Rural Development Project
National Association of NGOs

National Council of Negro Women
Organisation of Rural Association for Progress
Oxfam America
Rossing Foundation
Rural Industries Promotion Company
Rural Projects Development Trust (RUPROD)
Save the Children Fund (U K)
School of Appropriate Farm Technology
SCF UK SAFRO
Scientific & Industrial Research & Development
Serowe Brigades Development Trust (SBDT)
Silveira House
Skillshare Africa/Lesotho
Southern Africa Development Trust (SADET)
Southern Baptist Mission in Angola
Swaziland Conference of Churches
Swaziland Farmer Development Foundation
Swaziland National Tuberculosis Association
Technology Information Promotion Service
Veld Products Research
VOCA
Voluntary Service Overseas (VSO)
Youth Brigade of Swaziland
Zimbabwe Oil Press Project (ZOPP)
Zimbabwe Project Trust
Zimbabwe Red Cross Society
ZIMOFA

Agribusiness development

VOCA

Alternative Research

Africa Community Publishing
Boiteko Women Association
Botswana Orientation Centre (BOC)
Bricks Community Project
Christian Council of Lesotho
Collective Self-Finance Scheme (CSFS)
CONNECT
Cooperative Housing Foundation
COOIBO Zimbabwe
DITSHWANELO
Fambidzana Training Centre
Informal Sector Association Zimbabwe
Institute of Development Management (IDM)
IRED--Development Innovations & Networks
Lesotho Library Association
Mambo Arts Commune
Namibia Development Trust (NDT)
Namibia Nongovernmental Organisations Forum
Natural Farming Network

[Development sectors]

Rural Projects Development Trust (RUPROD)
SAPES Trust
Scientific & Industrial Research & Development
Southern Centre for Energy & the Environment
Swaziland Infant Nutrition Action Network
Swaziland National Association of the Deaf
Technology Information Promotion Service
Thusano Lefatsheng

Appropriate technology

Rural Industries Promotion Company

Basic education /literacy

Abacus
ADRA
Africa Community Publishing
Africa Groups of Sweden
Boiteko Women Association
Botswana Youth Centre Association
CODE
Catholic Development Commission (CADEC)
Christian Council of Lesotho
Collective Self-Finance Scheme (CSFS)
Foundation for Education with Production
Fundza
Grassroots Initiatives Support Project
IBIS (WUS Denmark)
ICD Namibia
Informal Sector Association Zimbabwe
Kajiwa Development & Coordination
Konrad Adenauer Foundation Namibia
Kuru Development Trust
Leseding Day Care Centre
Lesotho Library Association
Lesotho National Council of Women
Mmegi Publishing Trust
Namibia Institute for Democracy (NID)
Namibia Rural Development Project
National Association of NGOs
Norwegian People's Aid (NPA)
Organisation of Rural Association for Progress
Oxfam Canada
Rossing Foundation
Rural Projects Development Trust (RUPROD)
Save the Children Fund (U K)
SCF UK SAFRO
Scientific & Industrial Research & Development
Southern Africa Development Trust (SADET)
Swaziland Conference of Churches
WUSC Zimbabwe Field Office
World University Service (WUS) Zimbabwe
Youth Brigade of Swaziland
Zimbabwe Project Trust

Zimbabwe Red Cross Society
ZIMOFA

Biodiversity, policy laws related to COMMUTECH

Biotechnology

Scientific & Industrial Research & Development

Building technology

Scientific & Industrial Research & Development

Child development

Botswana Youth Centre Association

Children's issues

Abacus
ADRA
Africa Community Publishing
Boiteko Women Association
Botswana Family Welfare Association
Botswana Youth Centre Association
CANGO
Child Survival Protection & Development
Foundation
Christian Council of Lesotho
Collective Self-Finance Scheme (CSFS)
Community Legal Resource & Advice Centre
CONNECT
Council of Swaziland Churches
DITSHIWANELO
Emavulandlela Swaziland Scouts Association
Evangelical Fellowship of Zimbabwe (ZIMRADS)
Fundza
Grassroots Initiatives Support Project
IBFAN Africa
Jekesa Pfungwa
Kajiwa Development & Coordination
Kuru Development Trust
Legal Assistance Centre
Leseding Day Care Centre
Lesotho Library Association
Lesotho Council of Nongovernmental Organisations
Lesotho National Council of Women
Lesotho Save the Children
Lesotho Women's Institute
Maoamafubelu Water Development Project
Mennonite Ministries Botswana
Namibia Development Trust (NDT)
National Association of NGOs
National Council of Negro Women
Organisation of Rural Association for Progress
Rural Projects Development Trust (RUPROD)

Save the Children Fund (Lesotho Office)
Save the Children Fund (U K)
SCF UK SAFRO
SOS Children's Villages Association
Southern Africa Development Trust (SADET)
Swaziland Conference of Churches
Swaziland Infant Nutrition Action Network
The AIDS Information & Support Centre (TASC)
WUS Lesotho

Communications/information

Abacus
Africa Community Publishing
Africa Information Afrique
Boiteko Women Association
Bricks Community Project
CANGO
Christian Council of Lesotho
Collective Self-Finance Scheme (CSFS)
CONNECT
Council of Swaziland Churches
Emavulandlela Swaziland Scouts Association
Environment & Development Activities--Zimbabwe
Environment 2000
Friedrich Ebert Foundation Namibia
Heifer Project International
IBFAN Africa
IBIS (WUS Denmark)
ICD Namibia
IMBISA
Informal Sector Association Zimbabwe
Institute of Development Management (IDM)
IRED--Development Innovations & Networks
IUCN Zimbabwe
Konrad Adenauer Foundation Namibia
Lesotho Council of Nongovernmental Organisations
Lesotho Environmental Information Network
Lesotho Federation of Women Lawyers
Lesotho Library Association
Lesotho National Council of Women
Lesotho Red Cross Society
Maoamafubelu Water Development Project
Media for Development Trust (MFD)
Mmegi Publishing Trust
Namibia Development Trust (NDT)
Namibia Institute for Democracy (NID)
Namibia Nongovernmental Organisations Forum
National Association of NGOs
National Council of Negro Women
Natural Farming Network
Organisation of Rural Association for Progress
Oxfam America
Oxfam (United Kingdom & Ireland) in Zimbabwe
Rural Projects Development Trust (RUPROD)

SARDC
SCF UK SAFRO
Southern Africa Development Trust (SADET)
Swaziland Conference of Churches
Swaziland National Association of the Deaf
Technology Information Promotion Service
The AIDS Information & Support Centre (TASC)
Urban Trust of Namibia
Women & Law in Southern Africa Research Trust
Workgroup for Indigenous Minorities in SA
Worldview--Dilomakwati
WUS Lesotho
WUSC Zimbabwe Field Office
Zimbabwe Council of Churches (ZCC)
ZimRights

Community development

ACAT Swaziland
ADRA
Africa Community Publishing
Africa Groups of Sweden
AIDS Action Trust (ACT)
Boiteko Women Association
Botswana Family Welfare Association
Botswana Youth Centre Association
Bricks Community Project
CANGO
Caritas Swaziland
Catholic Development Commission (CADEC)
Centre for Resource & Transformation
Christian Care
Christian Council of Lesotho
Collective Self-Finance Scheme (CSFS)
COMMUTECH
Conservation International
CORDE
Council of Swaziland Churches
Development Technology Centre
Dondolo Mudonzvo Credit Scheme
Emanti Esive
Emavulandlela Swaziland Scouts Association
Environment 2000
Evangelical Fellowship of Zimbabwe (ZIMRADS)
Fambidzana Training Centre
German Development Service Lesotho
Grassroots Initiatives Support Project
Heifer Project International
IBFAN Africa
IBIS (WUS Denmark)
ICD Namibia
Informal Sector Association Zimbabwe
Institute of Development Management (IDM)
IRED--Development Innovations & Networks
Jekesa Pfungwa

[Development sectors]

Kajiwa Development & Coordination
Kalahari Conservation Society (KCS)
Konrad Adenauer Foundation Namibia
Kuru Development Trust
Leseding Day Care Centre
Lesotho Council of Nongovernmental Organisations
Lesotho Environmental Information Network
Lesotho Federation of Women Lawyers
Lesotho Library Association
Lesotho National Council of Women
Lesotho Red Cross Society
Lesotho Save the Children
Lesotho Women's Institute
Lutheran Development Service/Swaziland
Lutheran World Federation/Botswana
Maoamafubelu Water Development Project
Oxfam Canada
Oxfam (United Kingdom & Ireland) in Zimbabwe
Mambo Arts Commune
Mokolodi Nature Reserve
Mwenzu Development Training Centre (MDTC)
Namibia Development Trust (NDT)
Namibia Institute for Community Development
Namibia Institute for Democracy (NID)
Natural Farming Network
Netherlands Development Organisation (SNV)
Norwegian People's Aid (NPA)
Organisation of Rural Association for Progress
Oxfam America
Oxfam (United Kingdom & Ireland) in Namibia
Rossing Foundation
RISE
Rural Projects Development Trust (RUPROD)
Save the Children Fund (U.K.)
School of Appropriate Farm Technology
SCF UK SAFRO
Silveira House
Skillshare Africa/Botswana
Southern Africa Development Trust (SADET)
Southern Baptist Mission in Angola
Swaziland Conference of Churches
Swedish Volunteer Service
Technology Information Promotion Service
Thusano Letatsheng
Urban Trust of Namibia
Women in Law & Development in Africa
Worldview--Dilomakwati
WUSC Zimbabwe Field Office
World University Service (WUS) Zimbabwe
Youth Brigade of Swaziland
Zimbabwe Council of Churches (ZCC)
Zimbabwe Oil Press Project (ZOPP)
Zimbabwe Trust
Zimbabwe Red Cross Society

ZIMOFA

Community management

CARE International in Zimbabwe

Computer literacy

Africa Information Afrique

CANGO

German Development Service Zimbabwe

Hanns Seidel Foundation Namibia

Heifer Project International

ICD Namibia

ICD Zimbabwe

Institute of Development Management (IDM)

Lesotho Council of Nongovernmental Organisations

Lesotho Environmental Information Network

Lesotho Library Association

Lutheran Development Service/Swaziland

Netherlands Development Organisation (SNV)

Oxfam Canada

Rossing Foundation

SAPES Trust

SARDC

SCF UK SAFRO

Serowe Brigades Development Trust (SBDT)

Silveira House

Southern Centre for Energy & the Environment

WUSC Zimbabwe Field Office

Zimbabwe Project Trust

Conservation

Conservation International

Crafts

Jekesa Pfungwa

Credit & savings

Organisation of Rural Association for Progress

Decentralisation of planning

Grassroots Initiatives Support Project

Democracy/voter education

Abacus

Africa Community Publishing

Botswana Christian Council (BCC)

Catholic Commission for Justice & Peace

Catholic Relief Services (CRS)

Christian Council of Lesotho

Community Legal Resource & Advice Centre

Council of Swaziland Churches

Evangelical Fellowship of Zimbabwe (ZIMRADS)

Friedrich Ebert Foundation Namibia

German Development Service Lesotho
IMBISA
IRED--Development Innovations & Networks
Konrad Adenauer Foundation Namibia
Konrad Adenauer Foundation Zimbabwe
Legal Assistance Centre
Legal Resources Foundation
Leseding Day Care Centre
Lesotho Council of Nongovernmental Organisations
Lesotho Library Association
Lesotho Women's Institute
Maoamafubelu Water Development Project
Namibia Institute for Democracy (NID)
Namibia Nongovernmental Organisations Forum
Norwegian People's Aid (NPA)
Oxfam America
SARDC
Silveira House
Veld Products Research
Women in Law & Development in Africa
World University Service (WUS) Zimbabwe
Zimbabwe Council of Churches (ZCC)
ZimRights

Disability

Cheshire Foundation
SCF UK SAFRO

Dispute resolution

African Regional Labour Administration Centre
Boiteko Women Association
Christian Council of Lesotho
Collective Self-Finance Scheme (CSFS)
Community Legal Resource & Advice Centre
CONNECT
Council of Swaziland Churches
Emantl Esive
Friedrich Ebert Foundation Botswana
Friedrich Ebert Foundation Namibia
DITSHWANELO
Institute of Development Management (IDM)
IUCN Zimbabwe
Leseding Day Care Centre
Lesotho Council of Nongovernmental Organisations
Lesotho Library Association
Rural Projects Development Trust (RUPROD)
School of Social Work
Southern Africa Development Trust (SADET)

Economics/structural adjustment

Africa Community Publishing
African Regional Labour Administration Centre
Boiteko Women Association
Botswana Council for the Disabled

Botswana Family Welfare Association
Catholic Commission for Justice & Peace
Christian Council of Lesotho
Collective Self-Finance Scheme (CSFS)
Consumers International--Regional Office for Africa
Cooperative Housing Foundation
Hanns Seidel Foundation Namibia
IRED--Development Innovations & Networks
Konrad Adenauer Foundation Zimbabwe
Lesotho Council of Nongovernmental Organisations
Lesotho Library Association
Maoamafubelu Water Development Project
Namibia Institute for Democracy (NID)
National Association of NGOs
National Council of Negro Women
Oxfam (United Kingdom & Ireland) in Zimbabwe
Silveira House
Rural Projects Development Trust (RUPROD)
SAPES Trust
SARDC
Urban Trust of Namibia
VOCA
Zimbabwe Council of Churches (ZCC)

Employment creation

Leseding Day Care Centre

Employment services

African Regional Labour Administration Centre

Energy

National Council of Negro Women
Scientific & Industrial Research & Development
Southern Centre for Energy & the Environment

Energy & environmental issues

Zero

Environmental education

Abacus
ACAT Swaziland
Africa 2000 Network
Africa Groups of Sweden
Africare
Boiteko Women Association
Botswana Youth Centre Association
CANGO
Caritas Swaziland
Catholic Development Commission (CADEC)
Christian Council of Lesotho
Collective Self-Finance Scheme (CSFS)
Conservation International
Consumers International--Regional Office for Africa
Council of Swaziland Churches Environment &

[Development sectors]

Development Activities--Zimbabwe
Emavulandlela Swaziland Scouts Association
Environment 2000
Evangelical Fellowship of Zimbabwe (ZIMRADS)
Fambidzanai Training Centre
Friedrich Ebert Foundation Botswana
German Development Service Zimbabwe
Heifer Project International
IBFAN Africa
IUCN Zimbabwe
Jekesa Pfungwa
Kalahari Conservation Society (KCS)
Legal Assistance Centre
Leseding Day Care Centre
Lesotho Council of Nongovernmental Organisations
Lesotho Environmental Information Network
Lesotho Library Association
Lesotho Red Cross Society
Lesotho Women's Institute
Lutheran Development Service/Swaziland
Lutheran World Federation/Botswana
Maoamafubelu Water Development Project
Mmegi Publishing Trust
Mokolodi Nature Reserve
Mwenezi Development Training Centre (MDTC)
Namibia Institute for Community Development
Namibia Rural Development Project
National Council of Negro Women
Natural Farming Network
Organisation of Rural Association for Progress
Oxfam Canada
Oxfam (United Kingdom & Ireland) in Zimbabwe
Rossing Foundation
Technology Information Promotion Service
Thusano Lefatsheng
Rural Projects Development Trust (RUPROD)
SARDC
Scientific & Industrial Research & Development
Silveira House
Skillshare Africa/Botswana
Skillshare Africa/Lesotho
Southern Africa Development Trust (SADET)
Southern Centre for Energy & the Environment
Swaziland National Tuberculosis Association
Swedish Volunteer Service
Veld Products Research
VOCA
Workgroup for Indigenous Minorities in SA
World Conservation Union (IUCN) Botswana
WUSC Zimbabwe Field Office
Youth Brigade of Swaziland
YWCA
Zimbabwe Trust
ZIMOFAs

Environmental issues

IUCN Zimbabwe

Environmental management

World Conservation Union (IUCN) Botswana

Erosion control/forestry

German Development Service Lesotho

Ethical/moral/life-style issues

Swaziland Conference of Churches

Family life education

Botswana Family Welfare Association

Family planning/population education

Boiteko Women Association
Botswana Family Welfare Association
Catholic Commission for Justice & Peace
Christian Council of Lesotho
Collective Self-Finance Scheme (CSFS)
Heifer Project International
IBFAN Africa
Institute of Development Management (IDM)
Jekesa Pfungwa
Lesotho Council of Nongovernmental Organisations
Lesotho Library Association
Lesotho Women's Institute
Rural Projects Development Trust (RUPROD)
Swaziland Infant Nutrition Action Network

Family therapy/counselling

ADRA
Boiteko Women Association
Botswana Family Welfare Association
Christian Council of Lesotho
Collective Self-Finance Scheme (CSFS)
CONNECT
Council of Swaziland Churches
IBFAN Africa
Leseding Day Care Centre
Lesotho Council of Nongovernmental Organisations
Lesotho Federation of Women Lawyers
Lesotho Library Association
Musasa Project
Organisation of Rural Association for Progress
Oxfam America
Rural Projects Development Trust (RUPROD)
Save the Children Fund (UK)
School of Social Work
Swaziland Conference of Churches
The AIDS Information & Support Centre (TASC)
YWCA

Zimbabwe Council of Churches (ZCC)

Farming

ZIMOFA

Financial services/credit

CARE International in Zimbabwe

Food security/drought

National Association of NGOs

Gender issues

Africa Community Publishing
Africa Information Afrique
Boiteko Women Association
Botswana Christian Council (BCC)
Botswana Orientation Centre (BOC)
Caritas Swaziland
Catholic Commission for Justice & Peace
Catholic Development Commission (CADEC)
Christian Council of Lesotho
Collective Self-Finance Scheme (CSFS)
CONNECT
Consumers International--Regional Office for Africa
COOIBO Zimbabwe
Council of Swaziland Churches
DITSHWANELO
Dondolo Mudonzvo Credit Scheme
Environment & Development Activities--Zimbabwe
Evangelical Fellowship of Zimbabwe (ZIMRADS)
Friedrich Ebert Foundation Namibia
Grassroots Initiatives Support Project
Heifer Project International
IBFAN Africa
ICD Zimbabwe
Institute of Development Management (IDM)
Jekesa Pfungwa
Konrad Adenauer Foundation Zimbabwe
Legal Assistance Centre
Legal Resources Foundation
Leseding Day Care Centre
Lesotho Council of Nongovernmental Organisations
Lesotho Federation of Women Lawyers
Lesotho Library Association
Lesotho Women's Institute
Lutheran Development Service/Swaziland
Methaetsile Women's Information Centre
Musasa Project
Mwenezu Development Training Centre (MDTC)
Namibia Development Trust (NDT)
Namibia Nongovernmental Organisations Forum
Namibia Rural Development Project
National Association of NGOs

National Council of Negro Women
Netherlands Development Organisation (SNV)
Norwegian People's Aid (NPA)
Organisation of Rural Association for Progress
Oxfam America
Oxfam Canada
Oxfam (United Kingdom & Ireland) in Zimbabwe
Rossing Foundation
Rural Projects Development Trust (RUPROD)
SAPES Trust
SARDC
Skillshare Africa/Botswana
Skillshare Africa/Lesotho
School of Social Work
Southern Africa Development Trust (SADET)
Swaziland Conference of Churches
The AIDS Information & Support Centre (TASC)
Women & Law in Southern Africa Research Trust
WILDAF
WILSAB
Women's Finance House Botswana
Workgroup for Indigenous Minorities in SA
Worldview--Dilomakwati
WUS Lesotho
WUS Zimbabwe
YWCA
Zimbabwe Congress of Trade Unions
Zimbabwe Council of Churches (ZCC)
Zimbabwe Oil Press Project (ZOPP)
Zimbabwe Women's Resource Centre & Network
ZimRights

Financial intermediary for micro-small business

Women's Finance House Botswana

First Aid training

Lesotho Red Cross Society

Grassroots communication

Mambo Arts Commune

Health

ACAT Swaziland
ADRA
Boiteko Women Association
Botswana Family Welfare Association
Botswana Youth Centre Association
Caritas Swaziland
Catholic Development Commission (CADEC)
Christian Council of Lesotho
Collective Self-Finance Scheme (CSFS)
COSAD

[Development sectors]

Emanti Esive
Emavulandlela Swaziland Scouts Association
German Development Service Zimbabwe
Grassroots Initiatives Support Project
IBFAN Africa
ICD Namibia
ICD Zimbabwe
Institute of Development Management (IDM)
Jekesa Pfungwa
Kajiwa Development & Coordination
Leprosy Control Programme Southern Africa
Lesotho Environmental Information Network
Lesotho Library Association
Lesotho National Council of Women
Lesotho Red Cross Society
Lesotho Women's Institute
Lutheran World Federation/Botswana
Maoamafubelu Water Development Project
Mennonite Ministries Botswana
Methaetsile Women's Information Centre
Namibia Development Trust (NDT)
Organisation of Rural Association for Progress
Oxfam (United Kingdom & Ireland) in Namibia
Rural Projects Development Trust (RUPROD)
Save the Children Fund (U.K.)
SCF UK SAFRO
Silveira House
Southern Baptist Mission in Angola
Swaziland Conference of Churches
Swaziland Hospice at Home
Swaziland Infant Nutrition Action Network
Swaziland National Tuberculosis Association
The AIDS Information & Support Centre (TASC)
U-Do Trust
Voluntary Service Overseas (VSO)
Zimbabwe Council of Churches (ZCC)
Zimbabwe Red Cross Society

HIV/AIDS

Abacus
ADRA
Africare
African Regional Labour Administration Centre
AIDS Action Trust (ACT)
AIDS Care Trust
Boiteko Women Association
Botswana Christian Council (BCC)
Botswana Family Welfare Association
Botswana Youth Centre Association
Bricks Community Project
CARE International in Lesotho
Caritas Swaziland
Catholic Development Commission (CADEC)

Catholic Relief Services (CRS)
Christian Council of Lesotho
Collective Self-Finance Scheme (CSFS)
CONNECT
Council of Swaziland Churches
DITSHWANELO
Evangelical Fellowship of Zimbabwe (ZIMRADS)
German Development Service Lesotho
IBFAN Africa
ICD Namibia
ICD Zimbabwe
Institute of Development Management (IDM)
Jekesa Pfungwa
Kuru Development Trust
Leseding Day Care Centre
Lesotho Council of Nongovernmental Organisations
Lesotho Environmental Information Network
Lesotho Library Association
Lesotho Red Cross Society
Lutheran Development Service/Swaziland
Lutheran World Federation/Botswana
Mambo Arts Commune
Maoamafubelu Water Development Project
Mennonite Ministries Botswana
Methaetsile Women's Information Centre
Mokolodi Nature Reserve
Namibia Rural Development Project
National Council of Negro Women
Oxfam Canada
Rural Projects Development Trust (RUPROD)
SARDC
Save the Children Fund (Lesotho Office)
Save the Children Fund (U.K.)
Swaziland Conference of Churches
SCF UK SAFRO
Silveira House
Southern Baptist Mission in Angola
Swaziland Hospice at Home
Swaziland Infant Nutrition Action Network
Swaziland National Association of the Deaf
The AIDS Information & Support Centre (TASC)
U-Do Trust
Youth Brigade of Swaziland
Zimbabwe Congress of Trade Unions
Zimbabwe Council of Churches (ZCC)
Zimbabwe Red Cross Society
YWCA

Homecraft

Leseding Day Care Centre

Housing

Cooperative Housing Foundation

Human resource development

Botswana Council for the Disabled

Human rights

WUS Lesotho

Income generation/cooperatives

ACAT Swaziland
ADRA
Africa Community Publishing
Africare
Boiteko Women Association
Botswana Council for the Disabled
Botswana Christian Council (BCC)
Botswana Youth Centre Association
Business Management Extension Programme
Canadian Cooperative Association
CANGO
CARE International in Lesotho
Caritas Swaziland
Catholic Development Commission (CADEC)
Centre for Resource & Transformation
Christian Care
Christian Council of Lesotho
Collective Self-Finance Scheme (CSFS)
Community Legal Resource & Advice Centre
Consumers International--Regional Office for Africa
Cooperative Housing Foundation
Council of Swaziland Churches
CRIAA
Development Technology Centre
Dondolo Mudonzvo Credit Scheme
Emanti Esive
Emavulandlela Swaziland Scouts Association
Environment & Development Activities--Zimbabwe
Evangelical Fellowship of Zimbabwe (ZIMRADS)
Friedrich Ebert Foundation Botswana
Friedrich Ebert Foundation Namibia
German Development Service Zimbabwe
Grassroots Initiatives Support Project
Heifer Project International
ICD Namibia
ICD Zimbabwe
Imbita Swaziland Women's Finance Trust
Informal Sector Association Zimbabwe
Institute of Development Management (IDM)
IRED--Development Innovations & Networks
Kajiwa Development & Coordination
Konrad Adenauer Foundation Namibia
Konrad Adenauer Foundation Zimbabwe
Kumuka-Kweva Tema Cooperatives
Leprosy Control Programme Southern Africa
Leseding Day Care Centre
Lesotho Cooperative Credit Union League

Lesotho Council of Nongovernmental Organisations
Lesotho Library Association
Lesotho National Council of Women
Lesotho Opportunities Industrial Centre (LOIC)
Lesotho Save the Children
Lutheran Development Service/Swaziland
Lesotho Red Cross Society
Lesotho Women's Institute
Lutheran World Federation/Botswana
Mantenga Foundation
Maoamafubelu Water Development Project
Maseru Township Cooperative Credit Union
Mennonite Ministries Botswana
Mwenzu Development Training Centre (MDTC)
Namibia Cooperative Credit Union League
Namibia Development Trust (NDT)
Namibia Nongovernmental Organisations Forum
Namibia Rural Development Project
National Association of NGOs
Norwegian People's Aid (NPA)
Organisation of Rural Association for Progress
Oxfam America
RISE
Rossing Foundation
Rural Industries Promotion Company
Rural Projects Development Trust (RUPROD)
Save the Children Fund (Lesotho Office)
Save the Children Fund (U K)
School of Appropriate Farm Technology
Silveira House
Skillshare Africa/Lesotho
Southern Africa Development Trust (SADET)
Southern Rural Development Association
Swaziland Conference of Churches
Swaziland Farmer Development Foundation
Swaziland Infant Nutrition Action Network
Swaziland National Association of the Deaf
Swaziland National Tuberculosis Association
Swedish Volunteer Service
U-Do Trust
Veld Products Research
VOCA
Women's Finance House Botswana
Worldview--Dilomakwati
WUSC Zimbabwe Field Office
Youth Brigade of Swaziland
YWCA
Zimbabwe Council of Churches (ZCC)
Zimbabwe Ecumenical Church Loan Fund (ZECLF)
Zimbabwe Trust
Zimbabwe Oil Press Project (ZOPP)
Zimbabwe Trust
Zimbabwe Red Cross Society
ZIMOFA

[Development sectors]

ZimRights

Industrial relations

African Regional Labour Administration Centre
Friedrich Ebert Foundation Namibia

Industrial safety & health

African Regional Labour Administration Centre

Institution building

Africa Community Publishing
Boiteko Women Association
Botswana Orientation Centre (BOC)
Christian Council of Lesotho
Consumers International--Regional Office for Africa
Collective Self-Finance Scheme (CSFS)
Cooperative Housing Foundation
COOPIBO Zimbabwe
CORDE
Environment & Development Activities--Zimbabwe
Evangelical Fellowship of Zimbabwe (ZIMRADS)
Friedrich Ebert Foundation Botswana
German Development Service Zimbabwe
Grassroots Initiatives Support Project
Heifer Project International
IBFAN Africa
ICD Namibia
Informal Sector Association Zimbabwe
Institute of Development Management (IDM)
IRED--Development Innovations & Networks
Kajjwa Development & Coordination
Konrad Adenauer Foundation Namibia
Lesotho Cooperative Credit Union League
Lesotho Council of Nongovernmental Organisations
Maoamafubelu Water Development Project
Namibia Cooperative Credit Union League
Namibia Development Trust (NDT)
Namibia Nongovernmental Organisations Forum
National Council of Negro Women
Natural Farming Network
Norwegian People's Aid (NPA)
Oxfam America
Oxfam Canada
RISE
Rural Projects Development Trust (RUPROD)
SAPES Trust
School of Appropriate Farm Technology
Skillshare Africa/Lesotho
Southern Africa Development Trust (SADET)
Southern Centre for Energy & the Environment
Southern Rural Development Association
Swaziland Conference of Churches
Urban Trust of Namibia

Veld Products Research

VOCA

WILDAF

WILSAB

Workgroup for Indigenous Minorities in SA

Worldview--Dilomakwati

WUSC Zimbabwe Field Office

Zimbabwe Council of Churches (ZCC)

Zimbabwe Trust

Integrated education

Save the Children Fund (Lesotho Office)

Journalism (basic news writing)

Lesotho Council of Nongovernmental Organisations

Language & culture

Botswana Orientation Centre (BOC)

Leadership development (trusteeship)

Lesotho Council of Nongovernmental Organisations

Legal education

Women & Law in Southern Africa Research Trust

Legal issues/human rights

Abacus
Africa Community Publishing
Boiteko Women Association
Botswana Christian Council (BCC)
Caritas Swaziland
Catholic Commission for Justice & Peace
Catholic Development Commission (CADEC)
Catholic Relief Services (CRS)
Christian Council of Lesotho
Collective Self-Finance Scheme (CSFS)
Community Legal Resource & Advice Centre
Consumers International--Regional Office for Africa
Council of Swaziland Churches
DITSHWANELO
Evangelical Fellowship of Zimbabwe (ZIMRADS)
Friedrich Ebert Foundation Botswana
Friedrich Ebert Foundation Namibia
IBFAN Africa
Institute of Development Management (IDM)
Konrad Adenauer Foundation Namibia
Konrad Adenauer Foundation Zimbabwe
Kuru Development Trust
Legal Assistance Centre
Legal Resources Foundation
Leseding Day Care Centre
Lesotho Council of Nongovernmental Organisations
Lesotho Federation of Women Lawyers

Lesotho Library Association
Lesotho National Council of Women
Lesotho Red Cross Society
Lesotho Women's Institute
Maoamafubelu Water Development Project
Metlhaetsile Women's Information Centre
Musasa Project
Namibia Institute for Democracy (NID)
Norwegian People's Aid (NPA)
Oxfam America
Rural Projects Development Trust (RUPROD)
SAPES Trust
SARDC
Save the Children Fund (Lesotho Office)
SCF UK SAFRO
Silveira House
Women & Law in Southern Africa Research Trust
Women in Law & Development in Africa
Women's Finance House Botswana
Workgroup for Indigenous Minorities in SA
World University Service (WUS) Zimbabwe
Worldview--Dilomakwati
Zimbabwe Council of Churches (ZCC)
Zimbabwe Trust
ZimRights
Zimbabwe Project Trust

Liberation theology

Christian Council of Lesotho

Librarianship in schools

Fundza

Livestock management

Serowe Brigades Development Trust (SBDT)

Livestock syndicates

Lutheran World Federation/Botswana

Local government training

Friedrich Ebert Foundation Botswana

Local government finance

Friedrich Ebert Foundation Botswana

Management

CONNECT

Management/finance/administration

Africare
Basotho Enterprises Development Corporation
Boiteko Women Association
BOCCIM

Botswana Council for the Disabled
Botswana Orientation Centre (BOC)
CANGO
CARE International in Lesotho
Caritas Swaziland
Christian Council of Lesotho
Collective Self-Finance Scheme (CSFS)
Council of Swaziland Churches
German Development Service Zimbabwe
Grassroots Initiatives Support Project
Heifer Project International
IBIS (WUS Denmark)
ICD Namibia
ICD Zimbabwe
Informal Sector Association Zimbabwe
Institute of Development Management (IDM)
IRED--Development Innovations & Networks
Kajjwa Development & Coordination
Konrad Adenauer Foundation Zimbabwe
Leseding Day Care Centre
Lesotho Cooperative Credit Union League
Lesotho Council of Nongovernmental Organisations
Lesotho Manufacturer's Association
Lesotho Women's Institute
Maoamafubelu Water Development Project
Maseru Township Cooperative Credit Union
Mennonite Ministries Botswana
Namibia Cooperative Credit Union League
Namibia Development Trust (NDT)
National Council of Negro Women
Natural Farming Network
Oxfam Canada
RISE
Rural Projects Development Trust (RUPROD)
Save the Children Fund (Lesotho Office)
Save the Children Fund (U.K.)
SCF UK SAFRO
Southern Africa Development Trust (SADET)
Southern Rural Development Association
Swaziland Farmer Development Foundation
Swedish Volunteer Service
Urban Trust of Namibia
Veld Products Research
VOCA
Women & Law in Southern Africa Research Trust
WUSC Zimbabwe Field Office
Zimbabwe Council of Churches (ZCC)
Zimbabwe Ecumenical Church Loan Fund (ZECLF)
Zimbabwe Project Trust
Zimbabwe Trust

Microelectronics

Scientific & Industrial Research & Development

[Development sectors]

Motorcycle fleet & vehicle management

Save the Children Fund (Lesotho Office)
Save the Children Fund (UK)
SCF UK SAFRO

Municipal capacity building

CRIAA

Music

Mambo Arts Commune

Natural resource commercial utilisation & management

Veld Products Research

Natural resources sustainable management

Environment & Development Activities--Zimbabwe

Networking among San communities in southern Africa

Workgroup for Indigenous Minorities in SA

NGO management course

Organisation of Rural Association for Progress

Organisational training

Mwenezi Development Training Centre (MDTC)

Organisational workshop training

Southern Africa Development Trust (SADET)

Participatory training

ACAT Swaziland
Africa Community Publishing
African Regional Labour Administration Centre
AIDS Action Trust (ACT)
Boiteko Women Association
BOCCIM
Botswana Family Welfare Association
Botswana Orientation Centre (BOC)
Botswana Youth Centre Association
Bricks Community Project
Business Management Extension Programme
CARE International in Lesotho
Caritas Swaziland
Catholic Development Commission (CADEC)
Christian Council of Lesotho
Collective Self-Finance Scheme (CSFS)
COMMUTECH
CONNECT

Consumers International--Regional Office for Africa
COOPIBO Zimbabwe
CORDE
Council of Swaziland Churches
Dondolo Mudonzvo Credit Scheme
Environment & Development Activities--Zimbabwe
Environment 2000
Evangelical Fellowship of Zimbabwe (ZIMRADS)
Fambidzana1 Training Centre
Friedrich Ebert Foundation Namibia
Grassroots Initiatives Support Project
Heifer Project International
IBIS (WUS Denmark)
Institute of Development Management (IDM)
IRED--Development Innovations & Networks
IUCN Zimbabwe
Jekesa Pfungwa
Leseding Day Care Centre
Lesotho Cooperative Credit Union League
Lesotho Council of Nongovernmental Organisations
Lesotho Library Association
Lesotho Red Cross Society
Lutheran World Federation/Botswana
Kuru Development Trust
Maoamafubelu Water Development Project
Maseru Township Cooperative Credit Union
Mwenezi Development Training Centre (MDTC)
Namibia Cooperative Credit Union League
Namibia Development Trust (NDT)
Namibia Nongovernmental Organisations Forum
National Association of NGOs
National Council of Negro Women
Natural Farming Network
Netherlands Development Organisation (SNV)
Organisation of Rural Association for Progress
Oxfam Canada
Oxfam (United Kingdom & Ireland) in Zimbabwe
Rural Projects Development Trust (RUPROD)
SAPES Trust
Silveira House
Skillshare Africa/Botswana
Skillshare Africa/Lesotho
Southern Africa Development Trust (SADET)
Southern Rural Development Association
Swaziland Conference of Churches
U-Do Trust
Veld Products Research
Women in Law & Development in Africa
WILSAB
Worldview--Dilomakwati
Zimbabwe Congress of Trade Unions
Zimbabwe Council of Churches (ZCC)
ZimRights

Policy & advocacy

IRED--Development Innovations & Networks

Poverty alleviation

Grassroots Initiatives Support Project

Preschool teachers

Kuru Development Trust

Production engineering

Scientific & Industrial Research & Development

Productivity services

Institute of Development Management (IDM)

Proposal writing

Botswana Council for the Disabled

Publishing skills

CODE

Purchasing & supply management

Institute of Development Management (IDM)

Refugee work

IMBISA

Religious education

Southern Baptist Mission in Angola

Remote sensing

Scientific & Industrial Research & Development

Research on women's law

Women & Law in Southern Africa Research Trust

Rural energy

Development Technology Centre

San culture & traditions

Kuru Development Trust

San language (Naro)

Kuru Development Trust

Savings club management

Konrad Adenauer Foundation Zimbabwe

Scholarships/sponsorships

ZIMOFA

School management

Hanns Seidel Foundation

Secondary education

Foundation for Education with Production

Small business development

ACAT Swaziland

ADRA

Africa Community Publishing

Africare

Basotho Enterprises Development Corporation

Boiteko Women Association

Botswana Christian Council (BCC)

BOCCIM

Botswana Council for the Disabled

Botswana Youth Centre Association

Business Management Extension Programme

CANGO

CARE International in Lesotho

Caritas Swaziland

Centre for Resource & Transformation

Catholic Relief Services (CRS)

Christian Council of Lesotho

Cooperative Housing Foundation

Council of Swaziland Churches

CRIAA

Development Technology Centre

Dondolo Mudonzvo Credit Scheme

Environment & Development Activities--Zimbabwe

Evangelical Fellowship of Zimbabwe (ZIMRADS)

Foundation for Education with Production

Friedrich Ebert Foundation Namibia

German Development Service Lesotho

German Development Service Zimbabwe

Grassroots Initiatives Support Project

Heifer Project International

ICD Namibia

ICD Zimbabwe

Imbita Swaziland Women's Finance Trust

Informal Sector Association Zimbabwe

Institute of Development Management (IDM)

IRED--Development Innovations & Networks

Jekesa Pfungwa

Kajiwa Development & Coordination

Konrad Adenauer Foundation Zimbabwe

Leseding Day Care Centre

Lesotho Cooperative Credit Union League

Lesotho Council of Nongovernmental Organisations

Lesotho Library Association

Lesotho Manufacturer's Association

[Development sectors]

Lesotho National Council of Women
Lutheran World Federation/Botswana
Mantenga Foundation
Maoamafubelu Water Development Project
Maseru Township Cooperative Credit Union
Mwenezı Development Training Centre (MDTC)
Namibia Development Trust (NDT)
Namibia Rural Development Project
National Council of Negro Women
Norwegian People's Aid (NPA)
Opportunity International--Africa Region
Organisation of Rural Association for Progress
Oxfam America
Oxfam Canada
Rossing Foundation
Rural Industries Promotion Company
Rural Projects Development Trust (RUPROD)
Save the Children Fund (U K)
School of Appropriate Farm Technology
Silveira House
Skillshare Africa/Lesotho
Southern Africa Development Trust (SADET)
Southern Rural Development Association
Technology Information Promotion Service
Urban Trust of Namibia
Veld Products Research
VOCA
Women's Finance House Botswana
Zimbabwe Council of Churches (ZCC)
Zimbabwe Ecumenical Church Loan Fund (ZECLF)
Zimbabwe Oil Press Project (ZOPP)
Zimbabwe Trust

Small-scale commercial farmers

VOCA

Social welfare

School of Social Work
SCF UK SAFRO

Solidarity/cultural exchange

ZIMOFA

Sports

Botswana Youth Centre Association

Technical skills

Basotho Enterprises Development Corporation
Voluntary Service Overseas (VSO)

Technology transfer

Technology Information Promotion Service

Theatre skills

Gareng-Ga-Dithaba Theatre Group

Tobacco, alcohol, drugs

COSAD

Video production

Media for Development Trust (MFD)

Vocational skills/employment creation

ACAT Swaziland
ADRA
Africa Community Publishing
Africa Groups of Sweden
Africare
African Regional Labour Administration Centre
Boiteko Women Association
Botswana Christian Council (BCC)
BOCCIM
Botswana Council for the Disabled
Botswana Youth Centre Association
CARE International in Lesotho
Caritas Swaziland
Catholic Development Commission (CADEC)
Christian Council of Lesotho
Collective Self-Finance Scheme (CSFS)
Cooperative Housing Foundation
Council of Swaziland Churches
CRIAA
Development Technology Centre
Emavulandlela Swaziland Scouts Association
Environment & Development Activities--Zimbabwe
Evangelical Fellowship of Zimbabwe (ZIMRADS)
Fambidzanai Training Centre
Foundation for Education with Production
German Development Service Lesotho
German Development Service Zimbabwe
Grassroots Initiatives Support Project
Hanns Seidel Foundation Namibia
Informal Sector Association Zimbabwe
Institute of Development Management (IDM)
ICD Zimbabwe
Jekesa Pfungwa
Kajiwa Development & Coordination
Konrad Adenauer Foundation Zimbabwe
Kumuka-Kweva Tema Cooperatives
Kuru Development Trust
Leprosy Control Programme Southern Africa
Lesotho Library Association
Lesotho National Council of Women
Lesotho Opportunities Industrial Centre (LOIC)
Lesotho Red Cross Society
Lesotho Save the Children

Lesotho Women's Institute
Lutheran Development Service/Swaziland
Lutheran World Federation/Botswana
Mantenga Foundation
Manzini Industrial Training Centre (MITC)
Mennonite Ministries Botswana
Mwenzu Development Training Centre (MDTC)
Namibia Development Trust (NDT)
National Council of Negro Women
Norwegian People's Aid (NPA)
Organisation of Rural Association for Progress
Rossing Foundation
Rural Industries Promotion Company
Rural Projects Development Trust (RUPROD)
School of Appropriate Farm Technology
Skillshare Africa/Botswana
Serowe Brigades Development Trust (SBDT)
Silveira House
Skillshare Africa/Lesotho
Southern Africa Development Trust (SADET)

Swaziland Conference of Churches
Swedish Volunteer Service
Workgroup for Indigenous Minorities in SA
WUS Lesotho
U-Do Trust
Voluntary Service Overseas (VSO)
Youth Brigade of Swaziland
YWCA
Zimbabwe Congress of Trade Unions
Zimbabwe Council of Churches (ZCC)
Zimbabwe Ecumenical Church Loan Fund (ZECLF)
Zimbabwe Oil Press Project (ZOPP)
Zimbabwe Project Trust
ZIMOFA

Women's groups

Konrad Adenauer Foundation Zimbabwe

Worker education

Zimbabwe Congress of Trade Unions

[Types of groups trained]

Types of organisations or groups trained & whether rural- or urban-based

Businesses

ACAT Swaziland
Africa Community Publishing
Africare
Basotho Enterprises Development Corporation
Botleko Women Association
Botswana Christian Council (BCC)
BOCCIM
Business Management Extension Programme
Catholic Relief Services (CRS)
Christian Council of Lesotho
Collective Self-Finance Scheme (CSFS)
Council of Swaziland Churches
Dondolo Mudonzo Credit Scheme
Friedrich Ebert Foundation Botswana
Friedrich Ebert Foundation Namibia
German Development Service Zimbabwe
Grassroots Initiatives Support Project
Hanns Seidel Foundation Namibia
IBFAN Africa
ICD Zimbabwe
Imbita Swaziland Women's Finance Trust
Informal Sector Association Zimbabwe
Institute of Development Management (IDM)
IRED--Development Innovations & Networks
Jekesa Pfungwa
Kajiwa Development & Coordination
Konrad Adenauer Foundation Zimbabwe
Leprosy Control Programme Southern Africa
Leseding Day Care Centre
Lesotho Cooperative Credit Union League
Lesotho Council of Nongovernmental Organisations
Lesotho Federation of Women Lawyers
Lesotho Manufacturer's Association
Lesotho Opportunities Industrial Centre (LOIC)
Mantenga Foundation
Maoamafubelu Water Development Project
Maseru Township Cooperative Credit Union
Namibia Nongovernmental Organisations Forum
National Council of Negro Women
Norwegian People's Aid (NPA)
Organisation of Rural Association for Progress
Rural Industries Promotion Company
Rural Projects Development Trust (RUPROD)
School of Appropriate Farm Technology
Skillshare Africa/Botswana
Southern Africa Development Trust (SADET)
Southern Rural Development Association
Technology Information Promotion Service
U-Do Trust

Urban Trust of Namibia
VOCA
Women's Finance House Botswana
Worldview--Dilomakwati
Zimbabwe Council of Churches (ZCC)
Zimbabwe Red Cross Society
ZIMOFA

Child-related

ADRA
Africa Community Publishing
Africa Groups of Sweden
Botleko Women Association
Botswana Youth Centre Association
Bricks Community Project
Centre for Resource & Transformation
Child Survival Protection & Development
Christian Council of Lesotho
CONNECT
Council of Swaziland Churches
Emanti Esive
Emavulandlela Swaziland Scouts Association
Evangelical Fellowship of Zimbabwe (ZIMRADS)
Fundza
Grassroots Initiatives Support Project
IBFAN Africa
Jekesa Pfungwa
Kajiwa Development & Coordination
Kuru Development Trust
Leseding Day Care Centre
Lesotho Federation of Women Lawyers
Lesotho National Council of Women
Lesotho Red Cross Society
Lesotho Women's Institute
Mennonite Ministries Botswana
National Council of Negro Women
Organisation of Rural Association for Progress
Rossing Foundation
Rural Projects Development Trust (RUPROD)
Save the Children Fund (Lesotho Office)
Save the Children Fund (U.K.)
SCF (UK) SAFRO
Southern Africa Development Trust (SADET)
Swaziland Conference of Churches
Swaziland Infant Nutrition Action Network
Swaziland National Association of the Deaf
Swaziland National Tuberculosis Association
Zimbabwe Council of Churches (ZCC)
Zimbabwe Project Trust
ZIMOFA

Church-related

COSAD
Southern Baptist Mission in Angola
Zimbabwe Council of Churches (ZCC)

Civil servants

Africa Community Publishing
AIDS Action Trust (ACT)
African Regional Labour Administration Centre
Botswana Orientation Centre (BOC)
Christian Council of Lesotho
Community Legal Resource & Advice Centre
CONNECT
Development Technology Centre
Grassroots Initiatives Support Project
IBFAN Africa
ICD Namibia
Institute of Development Management (IDM)
Kalahari Conservation Society (KCS)
Konrad Adenauer Foundation Namibia
Legal Assistance Centre
Legal Resources Foundation
Lesotho Council of Nongovernmental Organisations
Lesotho Library Association
Lutheran World Federation/Botswana
Mokolodi Nature Reserve
Musasa Project
Namibia Institute for Democracy (NID)
Oxfam Canada
Rossing Foundation
Rural Projects Development Trust (RUPROD)
SAPEs Trust
Save the Children Fund (Lesotho Office)
Save the Children Fund (U K)
SCF (UK) SAFRO
Scientific & Industrial Research & Development
Skillshare Africa/Botswana
Skillshare Africa/Lesotho
Swaziland Infant Nutrition Action Network
Voluntary Service Overseas (VSO)
WUSC Zimbabwe Field Office
Zimbabwe Women's Resource Centre & Network
Zimbabwe Red Cross Society
ZimRights

Catholic Church workers

IMBISA

Community-based organisations

Workgroup for Indigenous Minorities in SA

Community groups

DITSHWANELO

Cooperatives

Kumuka-Kweva Tema Cooperatives
Southern Africa Development Trust (SADET)
VOCA

Credit unions

Lesotho Cooperative Credit Union League

Development workers

Botswana Orientation Centre (BOC)

Disabled

Africa Groups of Sweden
Boiteko Women Association
Botswana Council for the Disabled
Child Survival Protection & Development Foundation
Christian Council of Lesotho
Council of Swaziland Churches
Emavulandlela Swaziland Scouts Association
Evangelical Fellowship of Zimbabwe (ZIMRADS)
IBFAN Africa
ICD Zimbabwe
Leprosy Control Programme Southern Africa
Leseding Day Care Centre
Lesotho Council of Nongovernmental Organisations
Lesotho Federation of Women Lawyers
Lesotho Red Cross Society
Lesotho Save the Children
Lesotho Women's Institute
Mantenga Foundation
National Council of Negro Women
Oxfam (United Kingdom & Ireland) in Zimbabwe
Rural Projects Development Trust (PUPROD)
Save the Children Fund (Lesotho Office)
Save the Children Fund (U K)
SCF (UK) SAFRO
Skillshare Africa/Botswana
Swaziland National Association of the Deaf
Swedish Volunteer Service
Voluntary Service Overseas (VSO)
Zimbabwe Red Cross Society
Zimbabwe Women's Resource Centre & Network

Education institutions

WUSC Zimbabwe Field Office

Employer's organisations

African Regional Labour Administration Centre

Environmental managers in communities

World Conservation Union (IUCN) Botswana

[Types of groups trained]

Farm associations

VOCA

Farmers

ACAT Swaziland
ADRA
Africa Groups of Sweden
Africare
Boiteko Women Association
Business Management Extension Programme
Canadian Cooperative Association
CARE International in Lesotho
Caritas Swaziland
Centre for Resource & Transformation
Christian Council of Lesotho
Collective Self-Finance Scheme (CSFS)
COMMUTECH
COOPIBO Zimbabwe
Council of Swaziland Churches
CRIAA
Development Technology Centre
Emanti Esive
Environment & Development Activities--Zimbabwe
Evangelical Fellowship of Zimbabwe (ZIMRADS)
Fambidzanan Training Centre
German Development Service Zimbabwe
Grassroots Initiatives Support Project
Heifer Project International
IBFAN Africa
IBIS (WUS Denmark)
ICD Namibia
ICD Zimbabwe
IRED--Development Innovations & Networks
Jekesa Pfungwa
Kajwa Development & Coordination
Konrad Adenauer Foundation Namibia
Leprosy Control Programme Southern Africa
Leseding Day Care Centre
Lesotho Cooperative Credit Union League
Lesotho Council of Nongovernmental Organisations
Lesotho Environmental Information Network
Lesotho Federation of Women Lawyers
Lesotho Save the Children
Lutheran World Federation/Botswana
Maoamafubelu Water Development Project
Maseru Township Cooperative Credit Union
Mwenezi Development Training Centre (MDTC)
Namibia Development Trust (NDT)
Namibia Institute for Community Development
Namibia Institute for Democracy (NID)
National Council of Negro Women
Natural Farming Network
Norwegian People's Aid (NPA)

Organisation of Rural Association for Progress
Oxfam America
Oxfam Canada
Oxfam (United Kingdom & Ireland) in Zimbabwe
RISE
Rossing Foundation
Rural Projects Development Trust (RUPROD)
Save the Children Fund (UK)
SCF (UK) SAFRO
School of Appropriate Farm Technology
Scientific & Industrial Research & Development
Silveira House
Southern Africa Development Trust (SADET)
Swaziland Conference of Churches
Swaziland Farmer Development Foundation
Swedish Volunteer Service
Thusano Lefatsheng
Veld Products Research
WUSC Zimbabwe Field Office
Zimbabwe Council of Churches (ZCC)
Zimbabwe Oil Press Project (ZOPP)
Zimbabwe Project Trust
Zimbabwe Trust
Zimbabwe Red Cross Society
Zimbabwe Women's Resource Centre & Network
ZIMOFA

Football players

CARE International in Lesotho

Government officials

Oxfam (United Kingdom & Ireland) in Namibia

Government extension workers

Zero

Grassroots groups

IRED--Development Innovations & Networks

Health

Swaziland Hospice at Home
The AIDS Information & Support Centre (TASC)

Journalists

Africa Information Afrique

Local authorities

AIDS Action Trust (ACT)
Boiteko Women Association
Botswana Family Welfare Association
Botswana Orientation Centre (BOC)
Christian Council of Lesotho

Collective Self-Finance Scheme (CSFS)
Community Legal Resource & Advice Centre
CONNECT
Coopcrative Housing Foundation
COOPIBO Zimbabwe
CRIA
Emanti Esive
Friedrich Ebert Foundation Botswana
Friedrich Ebert Foundation Namibia
Grassroots Initiatives Support Project
Hanns Seidel Foundation Namibia
IBFAN Africa
IBIS (WUS Denmark)
ICD Zimbabwe
Institute of Development Management (IDM)
IRED--Development Innovations & Networks
IUCN Zimbabwe
Konrad Adenauer Foundation Namibia
Legal Assistance Centre
Lutheran World Federation/Botswana
Maoamafubelu Water Development Project
Methaetsile Women's Information Centre
Namibia Institute for Democracy (NID)
Oxfam Canada
Rural Projects Development Trust (RUPROD)
SCF (UK) SAFRO
Scientific & Industrial Research & Development
Centre (SIRDC)
Southern Africa Development Trust (SADET)
Swedish Volunteer Service
Urban Trust of Namibia
World Conservation Union (IUCN) Botswana
Zimbabwe Council of Churches (ZCC)
Zimbabwe Trust
Zimbabwe Women's Resource Centre & Network

Local NGOs

Africa Information Afrique
Botswana Orientation Centre (BOC)
VOCA

Member NGOs

CANGO

Micro-businesses

Evangelical Fellowship of Zimbabwe (ZIMRADS)
Zimbabwe Oil Press Project (ZOPP)

NGO extension workers

Zero

Nurses

Legal Resources Foundation

Paralegals

WILSAB

Police

Legal Resources Foundation

Politicians

Konrad Adenauer Foundation Zimbabwe

Private sector

Scientific & Industrial Research & Development

Publishing businesses

CODE

Religious

Southern Baptist Mission in Angola

Retrenched mine workers

Lesotho Opportunities Industrial Centre (LOIC)

Schools

Cheshire Foundation

COSAD

School Dropouts

Lesotho Opportunities Industrial Centre (LOIC)

Small-scale entrepreneurs

Botswana Christian Council (BCC)

Zero

Teachers

Botswana Family Welfare Association
Foundation for Education with Production
Kalahari Conservation Society (KCS)
Legal Resources Foundation
Rossing Foundation

Teachers primary & secondary

Fundza

Trade unions

AIDS Action Trust (ACT)
African Regional Labour Administration Centre
Boiteko Women Association
Community Legal Resource & Advice Centre
Friedrich Ebert Foundation Namibia

[Types of groups trained]

IBFAN Africa
Institute of Development Management (IDM)
Legal Assistance Centre
Lesotho Council of Nongovernmental Organisations
Lesotho Women's Institute
Namibia Development Trust (NDT)
Namibia Institute for Democracy (NID)
Norwegian People's Aid (NPA)
Rural Projects Development Trust (RUPROD)
Silveira House
Swedish Volunteer Service
Women in Law & Development in Africa
Zimbabwe Congress of Trade Unions
Zimbabwe Red Cross Society
Zimbabwe Women's Resource Centre & Network

Women

ACAT Swaziland
ADRA
Africa Community Publishing
Africa Groups of Sweden
Africa Information Afrique
Africare
AIDS Action Trust (ACT)
Botleko Women Association
Botswana Christian Council (BCC)
Botswana Family Welfare Association
Botswana Youth Centre Association
BOCCIM
Bricks Community Project
Business Management Extension Programme
Canadian Cooperative Association
CARE International in Lesotho
Caritas Swaziland
Catholic Commission for Justice & Peace
Catholic Development Commission (CADEC)
Catholic Relief Services (CRS)
Centre for Resource & Transformation
Cheshire Foundation
Christian Council of Lesotho
Collective Self-Finance Scheme (CSFS)
Community Legal Resource & Advice Centre
COMMUTECH
CONNECT
Conservation International
Consumers International--Regional Office for Africa
Cooperative Housing Foundation
COOPIBO Zimbabwe
Council of Swaziland Churches
CRIA
Development Technology Centre
Dondolo Mudonzvo Credit Scheme
Emanti Esive
Environment & Development Activities--Zimbabwe

Evangelical Fellowship of Zimbabwe (ZIMRADS)
Fambidzanan Training Centre
Friedrich Ebert Foundation Botswana
Friedrich Ebert Foundation Namibia
Fundza
German Development Service Zimbabwe
Grassroots Initiatives Support Project
IBFAN Africa
ICD Namibia
ICD Zimbabwe
Imbita Swaziland Women's Finance Trust
Informal Sector Association Zimbabwe
Institute of Development Management (IDM)
Jekesa Pfungwa
Kariwa Development & Coordination
Konrad Adenauer Foundation Namibia
Konrad Adenauer Foundation Zimbabwe
Kuru Development Trust
Legal Assistance Centre
Legal Resources Foundation
Leprosy Control Programme Southern Africa
Leseding Day Care Centre
Lesotho Council of Nongovernmental Organisations
Lesotho Environmental Information Network
Lesotho Federation of Women Lawyers
Lesotho National Council of Women
Lesotho Red Cross Society
Lesotho Women's Institute
Lutheran Development Service/Swaziland
Lutheran World Federation/Botswana
Mambo Arts Commune
Mantenga Foundation
Maseru Township Cooperative Credit Union
Mennonite Ministries Botswana
Murasa Project
Mwenzu Development Training Centre (MDTC)
Namibia Cooperative Credit Union League
Namibia Development Trust (NDT)
Namibia Institute for Community Development
Namibia Institute for Democracy (NID)
Namibia Rural Development Project
National Council of Negro Women
Natural Farming Network
Norwegian People's Aid (NPA)
Organisation of Rural Association for Progress
Oxfam America
Oxfam Canada
Oxfam (United Kingdom & Ireland) in Zimbabwe
Rossing Foundation
Rural Industries Promotion Company
Rural Projects Development Trust (RUPROD)
SAPES Trust
Save the Children Fund (Lesotho Office)
School of Appropriate Farm Technology

SCF (UK) SAFRO
Silveira House
Skillshare Africa/Botswana
Skillshare Africa/Lesotho
Southern Africa Development Trust (SADET)
Southern Rural Development Association
Swaziland Conference of Churches
Swaziland Farmer Development Foundation
Swaziland Infant Nutrition Action Network
Swaziland National Association of the Deaf
Swaziland National Tuberculosis Association
Swedish Volunteer Service
The AIDS Information & Support Centre (TASC)
Thusano Lefatsheng
U-Do Trust
VOCA
Women & Law in Southern Africa Research Trust
Women in Law & Development in Africa
WILSAB
Women's Finance House Botswana
Workgroup for Indigenous Minorities in SA
Worldview--Dilomakwati
WUS Lesotho
WUSC Zimbabwe Field Office
YWCA
Zimbabwe Congress of Trade Unions
Zimbabwe Council of Churches (ZCC)
Zimbabwe Oil Press Project (ZOPP)
Zimbabwe Project Trust
Zimbabwe Red Cross Society
Zimbabwe Trust
Zimbabwe Women's Resource Centre & Network
ZimRights

Youth

Abacus
ADRA
Africa Community Publishing
Boiteko Women Association
Botswana Christian Council (BCC)
Botswana Family Welfare Association
Botswana Youth Centre Association
Bricks Community Project
Business Management Extension Programme
Canadian Cooperative Association
Caritas Swaziland
Christian Council of Lesotho
Collective Self-Finance Scheme (CSFS)
Conservation International
COSAD
Council of Swaziland Churches
Emavulandlela Swaziland Scouts Association
Environment 2000
Fambidzanai Training Centre

Friedrich Ebert Foundation Namibia
Gareng-Ga-Dithaba Theatre Group
German Development Service Zimbabwe
Grassroots Initiatives Support Project
IBFAN Africa
ICD Namibia
ICD Zimbabwe
IUCN Zimbabwe
Jekesa Pfungwa
Kajiwa Development & Coordination
Kalahari Conservation Society (KCS)
Leseding Day Care Centre
Lesotho Council of Nongovernmental Organisations
Lesotho Environmental Information Network
Lesotho Library Association
Lesotho National Council of Women
Lesotho Opportunities Industrial Centre (LOIC)
Lesotho Red Cross Society
Lesotho Save the Children
Lesotho Women's Institute
Manzini Industrial Training Centre (MITC)
Mennonite Ministries Botswana
Mmegi Publishing Trust
Mwenezi Development Training Centre
Mambo Arts Commune
Mokolodi Nature Reserve
Namibia Development Trust (NDT)
Namibia Institute for Community Development
Namibia Institute for Democracy (NID)
National Council of Negro Women
Norwegian People's Aid (NPA)
Organisation of Rural Association for Progress
Rossing Foundation
Rural Projects Development Trust (RUPROD)
Save the Children Fund (Lesotho Office)
School of Social Work
Serowe Brigades Development Trust (SBDT)
School of Appropriate Farm Technology
Silveira House
Skillshare Africa/Lesotho
Southern Africa Development Trust (SADET)
Swaziland Conference of Churches
Swaziland National Tuberculosis Association
Swedish Volunteer Service
Workgroup for Indigenous Minorities in SA
Worldview--Dilomakwati
WUS Lesotho
Youth Brigade of Swaziland
YWCA
Zimbabwe Council of Churches (ZCC)
Zimbabwe Oil Press Project (ZOPP)
Zimbabwe Project Trust
Zimbabwe Red Cross Society
Zimbabwe Women's Resource Centre & Network

[Types of groups trained]

ZIMOFA
ZimRights

Rural-based trainees

Abacus
ACAT Swaziland
ADRA
Africa 2000 Network
Africa Community Publishing
Africare
AIDS Action Trust (ACT)
Boiteko Women Association
BOCCIM
Botswana Council for the Disabled
Botswana Family Welfare Association
Botswana Youth Centre Association
Bricks Community Project
Business Management Extension Programme
Canadian Cooperative Association
CARE International in Lesotho
Caritas Swaziland
Catholic Commission for Justice & Peace
Catholic Development Commission (CADEC)
Catholic Relief Services (CRS)
Centre for Resource & Transformation
Cheshire Foundation
Christian Care
Christian Council of Lesotho
CODE
Collective Self-Finance Scheme (CSFS)
Community Legal Resource & Advice Centre
COMMUTECH
CONNECT
Conservation International
Consumers International--Regional Office for Africa
Cooperative Housing Foundation
COOPIBO Zimbabwe
CORDE
Council of Swaziland Churches
CRIAA
Development Technology Centre
DITSHWANELO
Dondolo Mudonzvo Credit Scheme
Emanti Esive
Emavulandlela Swaziland Scouts Association
Environment & Development Activities--Zimbabwe
Evangelical Fellowship of Zimbabwe (ZIMRADS)
Fambidzanai Training Centre
Foundation for Education with Production
Friedrich Ebert Foundation Botswana
Fundza
German Development Service Zimbabwe
Grassroots Initiatives Support Project
Hanns Seidel Foundation Namibia

Heifer Project International
IBFAN Africa
ICD Namibia
ICD Zimbabwe
Imbita Swaziland Women's Finance Trust
Informal Sector Association Zimbabwe
Institute of Development Management (IDM)
IRED--Development Innovations & Networks
IUCN Zimbabwe
Jekesa Pfungwa
Kajiwa Development & Coordination
Kalahari Conservation Society (KCS)
Konrad Adenauer Foundation Namibia
Konrad Adenauer Foundation Zimbabwe
Kuru Development Trust
Legal Resources Foundation
Leprosy Control Programme Southern Africa
Leseding Day Care Centre
Lesotho Cooperative Credit Union League
Lesotho Council of Nongovernmental Organisations
Lesotho Environmental Information Network
Lesotho Federation of Women Lawyers
Lesotho Library Association
Lesotho Red Cross Society
Lesotho Save the Children
Lesotho Women's Institute
Lutheran World Federation/Botswana
Mambo Arts Commune
Mantenga Foundation
Mennonite Ministries Botswana
Methaetsile Women's Information Centre
Mmegi Publishing Trust
Mokolodi Nature Reserve
Mwenzu Development Training Centre (MDTC)
Namibia Cooperative Credit Union League
Namibia Development Trust (NDT)
Namibia Institute for Community Development
Namibia Institute for Democracy (NID)
Namibia Rural Development Project
National Council of Negro Women
Natural Farming Network
Norwegian People's Aid (NPA)
Opportunity International--Africa Region
Organisation of Rural Association for Progress
Oxfam America
Oxfam Canada
Oxfam (United Kingdom & Ireland) in Zimbabwe
RISE
Rossing Foundation
Rural Industries Promotion Company
Rural Projects Development Trust (RUPROD)
Save the Children Fund (Lesotho Office)
Save the Children Fund (U K)
School of Appropriate Farm Technology

SCF (UK) SAFRO
Silveira House
Skillshare Africa/Botswana
Skillshare Africa/Lesotho
Southern Africa Development Trust (SADET)
Southern Rural Development Association
Swaziland Conference of Churches
Swaziland Farmer Development Foundation
Swaziland Hospice at Home
Swaziland Infant Nutrition Action Network
Swaziland National Association of the Deaf
Swaziland National Tuberculosis Association
Swedish Volunteer Service
Technology Information Promotion Service
The AIDS Information & Support Centre (TASC)
Thusano Lefatsheng
U-Do Trust
Veld Products Research
VOCA
Voluntary Service Overseas (VSO)
WILSAB
Women's Finance House Botswana
Workgroup for Indigenous Minorities in SA
World Conservation Union (IUCN) Botswana
Worldview--Dilomakwati
WUSC Zimbabwe Field Office
Youth Brigade of Swaziland
YWCA
Zero
Zimbabwe Council of Churches (ZCC)
Zimbabwe Ecumenical Church Loan Fund (ZECLF)
Zimbabwe Oil Press Project (ZOPP)
Zimbabwe Project Trust
Zimbabwe Red Cross Society
Zimbabwe Trust
Zimbabwe Women's Resource Centre & Network
ZIMOFA
ZimRights

Urban-based trainees

Abacus
Africa Community Publishing
AIDS Action Trust (ACT)
Boiteko Women Association
BOCCIM
Botswana Council for the Disabled
Botswana Family Welfare Association
Business Management Extension Programme
Canadian Cooperative Association
CARE International in Lesotho
Caritas Swaziland
Catholic Commission for Justice & Peace
Catholic Relief Services (CRS)
Cheshire Foundation

CODE
Collective Self-Finance Scheme (CSFS)
CONNECT
Consumers International--Regional Office for Africa
Cooperative Housing Foundation
CORDE
CRIAA
Emavulandlela Swaziland Scouts Association
Environmental & Development Activities--Zimbabwe
Evangelical Fellowship of Zimbabwe (ZIMRADS)
Fambidzana Training Centre
Foundation for Education with Production
Friedrich Ebert Foundation Botswana
Fundza
German Development Service Zimbabwe
Hanns Seidel Foundation Namibia
IBFAN Africa
ICD Namibia
Imbita Swaziland Women's Finance Trust
Informal Sector Association Zimbabwe
Institute of Development Management (IDM)
IRED--Development Innovations & Networks
Jekesa Pfungwa
Kalahari Conservation Society (KCS)
Konrad Adenauer Foundation Zimbabwe
Legal Resources Foundation
Leseding Day Care Centre
Lesotho Cooperative Credit Union League
Lesotho Council of Nongovernmental Organisations
Lesotho Environmental Information Network
Lesotho Library Association
Lesotho Red Cross Society
Lesotho Women's Institute
Mambo Arts Commune
Maseru Township Cooperative Credit Union
Mennonite Ministries Botswana
Methlactsile Women's Information Centre
Mmegi Publishing Trust
Mokolodi Nature Reserve
Namibia Cooperative Credit Union League
Namibia Development Trust (NDT)
Namibia Institute for Community Development
Namibia Institute for Democracy (NID)
National Council of Negro Women
Norwegian People's Aid (NPA)
Opportunity International--Africa Region
Organisation of Rural Association for Progress
Rossing Foundation
Rural Industries Promotion Company
Rural Projects Development Trust (RUPROD)
SARDC
Save the Children Fund (Lesotho Office)
School of Appropriate Farm Technology
SCF (UK) SAFRO

[Types of groups trained]

Silveira House
Skillshare Africa/Lesotho
Southern Africa Development Trust (SADET)
Southern Centre for Energy & the Environment
Swaziland Conference of Churches
Swaziland Hospice at Home
Swaziland Infant Nutrition Action Network
Swedish Volunteer Service
Technology Information Promotion Service
The AIDS Information & Support Centre (TASC)
U-Do Trust

Urban Trust of Namibia
Voluntary Service Overseas (VSO)
Women's Finance House Botswana
WUS Lesotho
WUSC Zimbabwe Field Office
Zimbabwe Council of Churches (ZCC)
Zimbabwe Project Trust
Zimbabwe Red Cross Society
Zimbabwe Women's Resource Centre & Network
ZIMOFA
ZimRights

Languages in which training is conducted

Afrikaans

Friedrich Ebert Foundation Namibia
Namibia Development Trust (NDT)
RISE
U-Do Trust

English

Abacus
ACAT Swaziland
ADRA
Africa Community Publishing
Africa Groups of Sweden
Africa Information Afrique
African Regional Labour Administration Centre
Africare
AIDS Action Trust (ACT)
Botleko Women Association
Botswana Christian Council (BCC)
BOCCIM
Botswana Council for the Disabled
Botswana Family Welfare Association
Botswana Orientation Centre (BOC)
Botswana Youth Centre Association
Bricks Community Project
Business Management Extension Programme
Canadian Cooperative Association
CANGO
CARE International in Lesotho
Caritas Swaziland
Catholic Commission for Justice & Peace
Catholic Development Commission (CADEC)
Catholic Relief Services (CRS)
Centre for Resource & Transformation
Cheshire Foundation
Christian Care
Christian Council of Lesotho
CODE
Collective Self-Finance Scheme (CSFS)
COMMUTECH
CONNECT
Cooperative Housing Foundation
COOPIBO Zimbabwe
Consumers International--Regional Office for Africa
CORDE
COSAD
Council of Swaziland Churches
CRIA
Development Technology Centre
DITSHWANELO
Emavulandlela Swaziland Scouts Association
Evangelical Fellowship of Zimbabwe (ZIMRADS)

Dondolo Mudonzvo Credit Scheme
Environment & Development Activities--Zimbabwe
Environment 2000 Fambidzanai Training Centre
Foundation for Education with Production
Friedrich Ebert Foundation Botswana
Friedrich Ebert Foundation Namibia
Fundza
Gareng-Ga-Dithaba Theatre Group
German Development Service Lesotho
German Development Service Zimbabwe
Grassroots Initiatives Support Project
Hanns Seidel Foundation Namibia
Heifer Project International
IBFAN Africa
IBIS (WUS Denmark)
ICD Namibia
ICD Zimbabwe
IMBISA
Informal Sector Association Zimbabwe
Institute of Development Management (IDM)
IRED--Development Innovations & Networks
IUCN Zimbabwe
Jekesa Pfungwa
Kajiwa Development & Coordination
Kalahari Conservation Society (KCS)
Konrad Adenauer Foundation Namibia
Konrad Adenauer Foundation Zimbabwe
Kuru Development Trust
Legal Assistance Centre
Legal Resources Foundation
Leprosy Control Programme Southern Africa
Leseding Day Care Centre
Lesotho Cooperative Credit Union League
Lesotho Council of Nongovernmental Organisations
Lesotho Environmental Information Network
Lesotho Federation of Women Lawyers
Lesotho National Council of Women
Lesotho Red Cross Society
Lesotho Save the Children
Lesotho Women's Institute
Lutheran Development Service/Swaziland
Lutheran World Federation/Botswana
Mambo Arts Commune
Mantenga Foundation
Manzini Industrial Training Centre (MITC)
Media for Development Trust (MFD)
Mennonite Ministries Botswana
Metlhaetsile Women's Information Centre
Mmegi Publishing Trust
Mokolodi Nature Reserve
Musasa Project

[Languages]

Namibia Development Trust (NDT)
Namibia Institute for Community Development
Namibia Institute for Democracy (NID)
Namibia Rural Development Project
National Association of NGOs
National Council of Negro Women
Natural Farming Network
Norwegian People's Aid (NPA)
Opportunity International--Africa Region
Organisation of Rural Association for Progress
Oxfam America
Oxfam Canada
Oxfam (United Kingdom & Ireland) in Namibia
Oxfam (United Kingdom & Ireland) in Zimbabwe
RISE
Rossing Foundation
Rural Industries Promotion Company
Rural Projects Development Trust (RUPROD)
SAPES Trust
SARDC
Save the Children Fund (Lesotho Office)
Save the Children Fund (U K)
School of Appropriate Farm Technology
SCF (UK) SAFRO
School of Social Work
Scientific & Industrial Research & Development
Serowe Brigades Development Trust (SBDT)
Silveira House
Skillshare Africa/Botswana
Skillshare Africa/Lesotho
Southern Africa Development Trust (SADET)
Southern Centre for Energy & the Environment
Southern Rural Development Association
Swaziland Conference of Churches
Swaziland Hospice at Home
Swaziland Infant Nutrition Action Network
Swaziland National Association of the Deaf
Swedish Volunteer Service
Technology Information Promotion Service
The AIDS Information & Support Centre (TASC)
Thusano Lefatsheng
U-Do Trust
Urban Trust of Namibia
Veld Products Research
VOCA
Women & Law in Southern Africa Research Trust
Women in Law & Development in Africa
World Conservation Union (IUCN) Botswana
Worldview--Dilomakwati
WUS Lesotho
WUSC Zimbabwe Field Office
Youth Brigade of Swaziland
YWCA

Zero
Zimbabwe Congress of Trade Unions
Zimbabwe Council of Churches
Zimbabwe Ecumenical Church Loan Fund (ZECLF)
Zimbabwe Project Trust
Zimbabwe Red Cross Society
Zimbabwe Trust
Zimbabwe Women's Resource Centre & Network
ZIMOFA
ZimRights

Kwangali

Oxfam Canada

French

Consumers International--Regional Office for Africa
IBFAN Africa

Nama

Namibia Development Trust (NDT)
RISE
U-Do Trust

Naro

Kuru Development Trust

Ndebele

Africa Community Publishing
Africare
Catholic Commission for Justice & Peace
Christian Care
Collective Self-Finance Scheme (CSFS)
CONNECT
Environment & Development Activities--Zimbabwe
Evangelical Fellowship of Zimbabwe (ZIMRADS)
Fambidzana Training Centre
Konrad Adenauer Foundation Zimbabwe
Mwenezi Development Training Centre (MDTC)
National Association of NGOs
National Council of Negro Women
Organisation of Rural Association for Progress
Oxfam America
Rural Projects Development Trust (RUPROD)
Southern Africa Development Trust (SADET)
YWCA
Zimbabwe Congress of Trade Unions
Zimbabwe Oil Press Project (ZOPP)
Zimbabwe Project Trust
Zimbabwe Red Cross Society
Zimbabwe Trust
Zimbabwe Women's Resource Centre & Network
ZimRights

Oshiwambo/Wambo

Friedrich Ebert Foundation Namibia
Namibia Development Trust (NDT)
U-Do Trust

Otjiherero/Herero

Namibia Development Trust (NDT)
Namibia Rural Development Project
U-Do Trust

Portuguese

Africa Community Publishing
Consumers International--Regional Office for Africa
CRIAA
IBFAN Africa
IMBISA
SARDC
SCF (UK) SAFRO
Southern Africa Development Trust (SADET)Z
IMOFA

Sesotho

ADRA
Africa 2000 Network
Basotho Enterprises Development Corporation
Boiteko Women Association
CARE International in Lesotho
Christian Council of Lesotho
Community Legal Resource & Advice Centre
Grassroots Initiatives Support Project
Lesotho Cooperative Credit Union League
Lesotho Council of Nongovernmental Organisations
Lesotho Federation of Women Lawyers
Lesotho Manufacturer's Association
Lesotho National Council of Women
Lesotho Opportunities Industrial Centre (LOIC)
Lesotho Red Cross Society
Lesotho Women's Institute
Maoamafubelu Water Development Project
Maseru Township Cooperative Credit Union
Save the Children Fund (Lesotho Office)
Skillshare Africa/Lesotho
WUS Lesotho

Setswana

Botswana Christian Council (BCC)
Botswana Orientation Centre (BOC)
Botswana Family Welfare Association
Cheshire Foundation
DITSHWANELO
Gareng-Ga-Dithaba Theatre Group

Kalahari Conservation Society (KCS)
Kuru Development Trust
Leseding Day Care Centre
Lutheran World Federation/Botswana
Metlhaetsile Women's Information Centre
Mmegi Publishing Trust
Mokolodi Nature Reserve
Southern Rural Development Association
Thusano Lefatsheng
Veld Products research
Women's Finance House Botswana
Worldview--Dilomakwati

Shona

Africa Community Publishing
Africare
Catholic Commission for Justice & Peace
Christian Care
Collective Self-Finance Scheme (CSFS)
CONNECT
COOPIBO Zimbabwe
CORDE
CRIAA
Development Technology Centre
Environment & Development Activities Zimbabwe
Environment 2000
Evangelical Fellowship of Zimbabwe (ZIMRADS)
Fambidzananai Training Centre
Heifer Project International
Informal Sector Association Zimbabwe
Kajiwa Development & Coordination
Konrad Adenauer Foundation Zimbabwe
Kumuka-Kweva Tema Cooperatives
Mennonite Ministries Botswana
Mwenzu Development Training Centre (MDTC)
National Association of NGOs
National Council of Negro Women
Norwegian People's Aid (NPA)
Oxfam America
Rural Projects Development Trust (RUPROD)
Save the Children Fund (U K)
Silveira House
Southern Africa Development Trust (SADET)
YWCA
Zero
Zimbabwe Congress of Trade Unions
Zimbabwe Oil Press Project (ZOPP)
Zimbabwe Project Trust
Zimbabwe Red Cross Society
Zimbabwe Trust
Zimbabwe Women's Resource Centre & Network
ZimRights

[Languages]

Siswati

Business Management Extension Programme
Caritas Swaziland
Council of Swaziland Churches
Emantl Esive
Emavulandlela Swaziland Scouts Association
Imbita Swaziland Women's Finance Trust
Leprosy Control Programme Southern Africa
Lutheran Development Service/Swaziland
Mantenga Foundation
Manzini Industrial Training Centre (MITC)

Swaziland Conference of Churches
Swaziland Farmer Development Foundation
Swaziland Hospice at Home
Swaziland Infant Nutrition Action Network
Swaziland National Tuberculosis Association
The AIDS Information & Support Centre (TASC)
Youth Brigade of Swaziland

Southern Sotho

Lesotho Environmental Information Network

Training materials listed alphabetically by sector

(organisations that produce them below the titles)

Appropriate technology

Improvements to Existing Technologies for Brickmaking, Beer Brewing & Bread Making Industries in Zimbabwe
Zero

Building

Roof Production Manual
CARE International in Lesotho
Building Small Bridges & Causeways (use of unworked stone in development)
Lutheran Development Service/Swaziland
Building Houses & Larger Structures (use of unworked stone in development)
Lutheran Development Service/Swaziland

Business

Report on Macro & Micro Economic Performance of Botswana Economics, research report (1994)
Study on Possibilities for Enhancing & Promoting District Level Business Promotion by Assisting Existing Local Authority/Decentralised Structures, research report (1994)
Pilot study Some Strengths & Weaknesses of Botswana Development Process at Local Authority Level, research report (1994)
Regional Seminar on Small & Micro Enterprise, conference report (1994)
Friedrich Ebert Foundation Botswana
General business & management skills for schools/hostels
Hanns Seidel Foundation Namibia
Savings Club Management, 1994, free of charge
Training Manual for Business Trainers, 1994, free of charge
Konrad Adenauer Foundation Zimbabwe

Carpentry

Furniture Making (Kwangali)
Oxfam Canada

Community Development

Boiteko Annual Conference, 1993, St Stephens High School
Boiteko Women Association
Participatory Rural Assessment (to assist a neighboring community to develop a plan of action for the villagers' needs & help implement that plan)
Mokolodi Nature Reserve
Building Whole Communities (7 volumes on gender & development), 1993
Africa Community Publishing
Let's Build Zimbabwe Together, A Community

Development Manual, 1987
Africa Community Publishing
Community Mobilisation
Christian Council of Lesotho (CCL)

Counselling

Two manuals for certificate in Systemic Counselling, used since 1989
Outreach manual for the training of supervisors, since 1983
Training videos for clinical work, 1993
Videos approximately Z\$35 00, all manuals are produced in-house, approximately Z\$40.00
CONNECT

Democratisation

Building Democracy An Introduction to Civics (6 volumes), in process)
Africa Community Publishing
Media & Democracy Conference Report 1994, Pula 30 00
Media & Democracy in Botswana (forthcoming)
Minegi Publishing Trust (MPT)
Voter Education Project, in association with the CCJPZ
ZimRights

Economics

Building Wealth in our Village (4 volumes), 1988
Africa Community Publishing
Economic Literacy
National Council of Negro Women

Employment

Creating Employment, An Introduction to Entrepreneurship for Youth (4 volumes), 1994
Africa Community Publishing

Environment

Natural Pest Disease Control, 1995
Hand-outs for various courses
Fambidzana Training Centre
Training module on climate change, 1994
Southern Centre
Communal areas management of wildlife/natural resources in Zimbabwe: notes on pre-project/preliminary planning procedures & justification, R H T Monro, 1987, US\$7.50
Rural Development & Biodiversity
Communal Areas Management of Wildlife/Natural Resources in Zimbabwe, S C Metcalfe, 1993, US\$7.50
Community Institutions: Population Movement and the Campfire Programme in Zimbabwe, E. Rihoy,

[Training materials]

1992, US\$7 50 (and many others)
Zimbabwe Trust

Farming

Training manuals for different livestock (e.g., dairy, rabbits), participatory evaluation, agroforestry, leadership

Heifer Project International

Fundraising

Doing it Ourselves

A Question of Money: How to fundraise

[Others still in the publication process]

Consumers International

Gender issues

Gender Analysis in Rural Settings

National Council of Negro Women

Health

Course notes

Swaziland Hospice at Home

Alcohol & Drug Abuse

Christian Council of Lesotho (CCL)

Training Guide in Lactation Management, 1992

IBFAN Africa

HIV/AIDS

First Aid & AIDS

Counselling Workshop

Youth & AIDS

Zimbabwe Red Cross Society

AIDS

Christian Council of Lesotho (CCL)

Act on AIDS: A manual for trainers/educators using participatory training methods, 1995, free to nongovernmental organisations working in HIV/AIDS in the southern African region while supplies last

AIDS Action Trust (ACT)

AID & You: A group discussion game, 1994, availability as above

AIDS Action Trust (ACT) [Language.

English & Setswana]

AIDS Comic Book/Training of Trainers Manual

CARE International in Lesotho

AIDS/HIV connection booklet

Mokolodi Nature Reserve

AIDS Flash (English & Siswati, leaflet, 1991)

Kuphila Me AIDS, booklet, 1994

Life Goes On With HIV/AIDS, 1992

Good Sex Is Safe Sex, 1992

The AIDS Information & Support Centre

Yini Ngale AIDS, video, 1992

Titsinin Tinyanga Nge AIDS, video, 1992

The AIDS Information & Support Centre

Human rights

Know your Constitution, 1990

Women's Rights, 1993

Children's Rights, 1993

Namibian Labour Manual, 1993

Legal Assistance Centre

The Namibian Constitution in Perspective

The Namibian Citizen: Rights & Duties

Government & Structures in Namibia

Democracy, Ethnicity & National Reconciliation

Namibia Institute for Democracy (NID)

Voters Rights (1992)

Police & Human Rights (1992)

Community Legal Resource & Advice

Improvements to Existing Technologies for

Brickmaking, Beer Brewing & Bread Making

Industries in Zimbabwe, 1994, Z\$20 00 each

Zero

Journalism

AIA Style Guide

Africa Information Afrique

Labour issues

Training Materials Series extensive list on topics such as machine safety, international labor standards, occupational hygiene, and inspection services (US\$5 00 each)

African Regional Labour Administration

Information. It Grows by Sharing (video, US\$25 00)

Three Every Second: Occupational Health & Safety (video, US\$25 00)

African Regional Labour Administration

Report of the Study of Trade Unions & the Botswana Federation of Unions, research report (1993)

Friedrich Ebert Foundation Botswana

Zimbabwe Workers' Manual, free

Zimbabwe Congress of Trade Unions

Language

Beginning Spoken English, 1995

Kuru Development Trust

Naro in a Quarter of an Hour, 1993

Kuru Development Trust

Videos for internal workshop use

[Available on request, at negotiable cost.]

Kuru Development Trust

Working with English

Foundation for Education with Production

Legal issues

Consumer Law (1994) & *Family Law* (1994)

Community Legal Resource & Advice

Help Recovery & Action in Zimbabwe, Training Manual, 1991

Musasa Project

- You Could Too*, video on maintenance law
Educational materials on family laws
Women & Law in Southern Africa
Handbook for Nonlawyer Legal, 1993, \$20 U.S.
Women in Law & Development in Africa
Law Guide Basic Booklet
Lesotho Federation of Women Lawyers
Maintenance Laws in Botswana, Training Manual,
1993, ISBN 99912-0-095-9
WILSAB
Legal Aid Programme pamphlets on marriage,
maintenance, inheritance, third-party insurance
Council of Swaziland Churches
Legal Enforcement Agencies Manual, 1993
Magistrates' Handbook, 1993
Legal Resources Foundation

Local government

- Aspects of Local Government Finance in Botswana*,
research report, (1994)
Local Government Financing in Southern Africa,
conference report (1994)
*Small Business Promotion & Local Government in
Southern Africa*, conference report (1994)
Friedrich Ebert Foundation Botswana

Librarianship

- Designing a Curriculum for School Librarianship*,
Lesotho Library Association

Management

- Projects Management*, 1992
Projects Production Management
Bookkeeping & Accounting Skill in Cooperatives
Rural Projects Development Trust

Natural resource management

- Peoples Agenda for Effective Natural Resource
Utilisation & Management*, M B M Seeluhela &
P G Ntscane
Thusano Lefatsheng

Nutrition

- Helpless*, video, highlight on code of marketing,
SINAN

Organisation

- Notes to a Theory of Organisation*, Clodomir
Santos de Moraes (internal publication),
Experimental Workshop Theory of Organisation;
*Massive Training Method for Self-Managed
Grassroots Associations*, Ivan Labra
Southern Africa Development Trust
LWF/WS Planning & Monitoring System
Lutheran World Federation--World Service
Zimbabwe Programme

Participatory development

- Development through Partnership in Lepokole*,
January 1995, free (PRA)
Botswana Orientation Centre (BOC)
PRA (Participatory Rural Appraisal) Handbook--
updated for every new training, pula 15 00
Botswana Orientation Centre (BOC)
*Community Mobilisation (through PRA) in
Mmokolodi*, pula 15 00--forthcoming 5/95
Botswana Orientation Centre
*Participatory Planning for a JHA (5 hectare) Plot
with the Molengwane Farmers' Group*, pula 15 00--
Botswana Orientation Centre (BOC)
PRA & Peoples Vision, Morengwane
Thusano Lefatsheng
A Field Worker's Manual, free (1992)
Case Studies in Participatory Development (1995)
Micro Project Proposal Formatting, free (1992)
Grassroots Initiatives Support Project

Preschool

- Early Childhood Education*
National Council of Negro Women

Production

- Fundamentals of Production*
Foundation for Education with Production

Sustainable development

- Making Investment (AID) work to develop
institutionally sustainable programmes*, S.C.
Metcalf, 1992, US\$7 50 (and many others)
Zimbabwe Trust

Teacher training

- Bokamoso Draft Preschool Training Manual*, 1995
[Available on request, at negotiable cost]
Kuru Development Trust
*Print materials for school children & teacher
trainers*
Mokolodi Nature Reserve
Working for the Future (Teachers Guide)
In Our Own Image (Teachers Guide)
Foundation for Education with Production

Town planning

- Town Planning & Management Manual*
CRIAA

Video production

- Facilitation Techniques in Training*, (video) 1989
Challenges in AIDS Counseling, (video) 1991
Consequences/User's Guidelines, (video) 1989
(US\$60, US\$60, US\$50)
Media for Development Trust (MFD)

Women

- Zimbabwean Women Believe in the Future*
Jekesa Pfungwa

Training materials produced by other organisations, listed by the organisations that use them in their training

(frequently listed titles or publishers appear with an asterisk after their first citation)

ACAT Swaziland

Television Trust for the Environment
(TVE) materials, U.K. *
Kwazulu Training Trust (KTT) videos,
Natal

Africa Community Publishing

Africa Women Film Makers is making a
training video based on some of ACPDT's
books

AIDS Action Trust (ACT)

AIDS: Working with young people,
AVERT, England, copyright 1990
*On Our Feet: Taking steps to challenge
oppression*, CACE, University of the
Western Cape, South Africa, copyright
1992*

African Regional Labour Administration Centre

British Council materials on management
and training

Africare

The Unorganised Manager

Basotho Enterprises Development Corporation

Improve Your Business Basics, IYB, ILO,
1994*

Botswana Council for the Disabled

*Introduction to Project
Management/Income Generating;
Writing Project Proposals/Project
Evaluations*, Manuals produced and
distributed by Maun Business & Training
Centre, which facilitated two workshops

Botswana Christian Council

Improve Your Business, ILO
Brigades Development Centre (BRIDEC)
materials

**Botswana Confederation of Commerce, Industry
& Manpower (BOCCIM)**

*Custom Care, Effective Management Skills,
Interpersonal Skills*, Trainer Resources
Ltd, 1994

Botswana Family Welfare Association

Videos on all subjects ticked, from all
agencies with which it collaborates (e.g.,
videos and games on family planning,
contraceptive technology, etc.)
IEC materials covering topics of
reproductive & sexual health

Botswana Orientation Centre (BOC)

Gender Tools, Clark University, 950 Main
Street, Worcester, MA 01610,
USA

On our Feet, 1992, CACE, University of
the Western Cape, South Africa
*OOPP (Objective Oriented Project
Planning)*, Management for Development
Foundation, P O Box 430, 6710 BK Ede,
Netherlands, tel 31 8380 50060

PRA Handbook, Egerton University/Clark
University, Kenya/USA

VIPP (Visualisation in Project Planning),
UNICEF, Bangladesh, 1993

Botswana Youth Centre Association

Junior Chambers, P O Box 402662,
Gaborone, Botswana

Bricks Community Project

ZACT
Rectsenang

Business Management Extension Program

Improve Your Business, ILO

Canadian Cooperative Association

WOCCU, U.S.
ACCOSCA, Kenya

CARE International in Lesotho

Improve Your Business, ILO
Various Guides for Enterprise
Development, PACT Publications*

Caritas Swaziland

How to Evaluate, Tony Byrne, 1992
Integral Development, Tony Byrne, 1983
Training for Transformation, 1984*
*Training material on the pandemic of
HIV/AIDS*, Sister Maura
O'Donohue, Caritas, 1994

Christian Care

Mananga, Swaziland
Human Resources Centre
World University Service U.K.

Christian Council of Lesotho

Community-related development training
materials, Transformation Resource Centre

CODE

Materials from Booksellers & Publishers
Association of Zambia, Adult Literacy
Organisation of Zimbabwe, Rural Libraries
& Resource Development Programme &
African Publishers Network

COMMUTECH

Seeds of the Earth (video), IDRC, Canada, 1993

Plant Genetic Resources, Centre of Ethiopia Diversity, 1994

Saving the Seeds RACI, Canada, 1993

CONNECT

Family therapy books and journals from the U S , U K , Europe & Australia
Video training tapes from the U S and Tavistock Clinic & Institute of Family Therapy , U K

Cooperative Housing Foundation

Community Land Trust Legal Manual, Institute for Community Economics, Springfield, MA, USA

COOPIBO Zimbabwe

Training for Transformation, Silveira House
OOPF

Council of Swaziland Churches

Neria, about inheritance, WILSA*

No Need to Blame, TASC

Ninsayeya, Community Based

Rehabilitation (CBR)

Consequence, Family Life Association Swaziland (FLAS)

CORDE

Training for Transformation (community work)

On Our Feet (gender)

IREC publications

Development Technology Centre

Information sheets via microfiche, mini Appropriate Technology library, volunteers in Asia & Stanford University; U N. handbooks

DITSHWANELO

Human Rights for All, Lawyers for Human Rights, and other international reference materials produced by groups like Amnesty International

Street Law, University of Natal, South Africa

Emanti Esive

Improve Your Business, ILO, 1994

Emavulandlela Swaziland Scouts Association

Handouts from Boy Scouts of South Africa, 1987

Environment 2000

Videos on the environment, British Council

Videos, Clean up the World

Fambidzanai Training Centre

Course hand-outs, Participatory Ecological Land-use Management (PELUM)

Videos on environmental issues, PELUM

Slides from local and international NGOs

Gareng-Ga-Dithaba

AIDS Action Trust training programmes

German Development Service Zimbabwe

Food & Nutrition, Lehmann

Improve Your Business, ILO

People's Workbook

IREC publications

IBFAN Africa

UNICEF/WHO training manuals, 1992

Institute of Development Management (IDM)

Finance for Nonfinance Managers

Internal Auditing, both MVT MAST video training, 1994

Kalahari Conservation Society (KCS)

Worldwide Fund for Nature (WWF)

South Africa--We Care (WWF)

Action Masazive, Outreach, and other UNEP publications

Konrad Adenauer Foundation Namibia

Uses training materials of its partner organisations in Namibia

Konrad Adenauer Foundation Zimbabwe

Improve Your Business, ILO

Kuru Development Trust

Training for Transformation, Hope and Timmel, produced by The Grail, Fedosa and Lumko

Learning Together, ELRU, Cape Town

Various English literacy programmes

Integrated Field Services Guidelines for bookkeeping, etc.

LEINET

Video cassettes produced by Worldwide Fund for Nature, Television Trust for the Environment & Film Resource Unit

Leprosy Control Programme Southern Africa

How to Diagnose Leprosy

Early Signs of Leprosy

Care of the Eyes in Leprosy

Leseding Day Care Centre

Early childhood learning materials:

Ministry of Education, UNDP, BOCCIM

Lesotho Council of NGOs

Private Organisations Collaborating Together (PACT)--USA

Television Trust for the Environment

Institute of Extra Mural Studies (IEMS)--Lesotho

[Training materials]

Lesotho Library Association

A beginner's Guide to CDS/ISIS, Susanne Ormager, German Foundation for International Development (DSE)/Unesco, 1993

Basic Documentation Skills, IDOC, 1993
Commonwealth Library Association, UK
A Handbook for Teacher-Librarians in Zimbabwe, Zimbabwe Library Association
American Cultural Centre
The British Council

Lesotho Red Cross Society

First Aid Manual, South African Red Cross
Videos from International Red Cross

Lutheran World Federation/Botswana

Operation & Maintenance Training Manual, Zutswa Desalination Units (1994), Debex Desalination (Pty) Ltd, South Africa

Lutheran World Federation/Zimbabwe

Training for Transformation: A Handbook for Community Workers (3 volumes), by Anne Hope and Sally Timmel, Mambo Press, Gweru, 1990

Manzini Industrial Training Centre (MITC)

Trade Test Standard
Directorate of Industrial Vocational Training

Media for Development Trust (MFD)

Uses a range of videos as examples & illustrations with its students--titles depend on the nature of the course

Metlhaetsile Women's Information Centre

Maintenance Laws in Botswana, 1993, WILSA

Law Reports of Botswana

Act on AIDS Training Manual, AIDS Action Trust, 1995

Videos on health, law, etc

Mokolodi Nature Reserve

Londalozu Bush School videos, World Wildlife Foundation, UNDP

Mwenezi Development Training Centre (MDTC)

Improve Your Business, Handbook, Workbook & Trainers Manual, ILO, 1994
How to Conduct Meetings/Project Management, Popular Education Collective

Namibian Nongovernmental Organisation Forum

FOD & Self-Management Course, CDRA
PRA, ACORD

National Association of NGOs (NANGO)

Print and video materials from Institute of

Personnel Management Zimbabwe (IPMZ) & Institute of Marketing Management (IMM)

National Council of Negro Women

To be a Woman (video)
Creating Wealth in Rural Communities
Project Identification, Design & Appraisal (and others)

Norwegian People's Aid (NPA)

Adult Literacy Organisation of Zimbabwe

Oxfam Canada

PACT, Oxfam (UK & Ireland)

Oxfam (U.K & I.) in Zimbabwe

Oxford UK has a lot of books and published training materials

Private Sector Foundation

Faidika Manual, Tototo
Improve Your Business, ILO

Rural People's Society for Social Empowerment

Building Organisational Effectiveness through Participation & Teamwork, N. Brey Magnani
Training for Transformation. A Handbook for Community Workers, Anne Hope & Sally Timmel

Rural Projects Development Trust

Cooperative Management, MN ECE, 1990

SAPES Trust

My Child Too, 1990, WLSA
Neria, 1990, WLSA

Save the Children Fund (U.K.)

Motor Cycle Fleet Management, Manual, Riders for Health, 1992

School of Appropriate Farm Technology

SFDF, UNISWA, Ministry of Education, CANGO

SCF (UK) SAFRO

Charity Projects (London)
Management Training, Management Centre, UK
Videos--UNESCO

Silveira House

The Man Friday
The Warsas of Ayole
NERIA
Animal Farm

(These materials are part of an exchange with other NGOs.)

Southern Africa Development Trust (SADET)

How to Start & Carry Out a Successful Cash Project, Adult Literacy of Zimbabwe, 1980

Southern Centre for Energy & the Environment

UNEP Greenhouse Gas Treatment
Statement

Costing Studies, UNEP, RISO, Denmark

Southern Rural Development Association

Improve Your Business, ILO

Tsela Kgopo, Botswana Small & Medium
Enterprises

Swaziland Hospice at Home

Video from St Luke's Hospice, Cape
Town

Swaziland National Association of the Deaf

Materials from Deaf Mission Bible Courses
(U S), British Deaf Association, World
Federation of the Deaf; Swedish National
Association of the Deaf

Swedish Volunteer Service

Materials by ILO & the National
Bookteam

The AIDS Information & Support Centre

Living with AIDS in the Community, WHO
& TASO, Uganda, 1990

AIDS Care, Uganda

Born in Africa, Philly Luttaaya, Uganda,
video, 1990

Challenges in AIDS Counselling, Zambia,
1991

Women & Law in Southern Africa

Nena, film on maintenance law

Women & Law in Southern Africa (Botswana)

Trust (WILSAB)

Every 83 Seconds (a video on rape, Lacie
Page, Video/News Service Production,
April 1992

When Love Hurts (Violence against
Women, Lacie Page, Afravision
Production, June 1993

Your Child Too, (Maintenance,
WLSA/Intermedia Capricorn Video Unit,
1991)

Women's Finance House Botswana

Improve Your Business course materials
Tsela Kgopo (developed through local
efforts)

Workgroup for Indigenous Minorities in SA

Materials developed by Namibia
Development Trust & Bricks in Namibia

ZERO

Popular Education Collective materials

Zimbabwe Congress of Trade Unions

Workers manuals from regional &
international organisations (e g , gender
sensitisation)

Zimbabwe Council of Churches

Videos by the British Council

Zimbabwe Ecumenical Church Loan Fund

Improve Your Business, ILO, 1994

ZimRights

Advocacy & Lobbying, InterAction, U.S.

Zimbabwe Oil Press Project (ZOPP)

ATI video cassettes on sunflower cooking
oil

Zimbabwe Red Cross Society

The Orphan Generation

A Need for Action Now

Dawn of a New Life

Zviripo Maererano Nezve AIDS

ZIMOFA

Farmers' Guide, Commercial Farmers
Union of Zimbabwe

[Groups trained]

Names of organisations or groups trained in region

(organisations doing the training listed below each in italics)

Agency for Cooperation & Research in Development (ACORD)

P.O. Box 24576, Windhoek, Namibia

Tel. 264 61 228 080

Niki Kibbes, Coordinator

Silveira House

Africa Cooperative Action Trust (ACAT)

P.O. Box 283, Mbabane, Swaziland

Tel. 268 44738

Elijah Shongwe, National Director

Swaziland Conference of Churches

Agricultural & Technical Extension Services (Agritex)

P.O. Box 639, Causeway, Harare, Zimbabwe

Mr Hakutangwi, Chief Training Officer

Zimbabwe Oil Press Project (ZOPP)

Ai Gams Credit Union

P O Box 7537, Katutura, Namibia

S. Isaacs, Delegate

NACCUL

Alliance Church

P.O. Box 121, Zuishavane, Zimbabwe

F Amuli, Project Coordinator

Evangelical Fellowship of Zimbabwe

Assumption High School

P.O. Box 572, Teyateyaneng, Lesotho

Tel. 266 500 557

M Letsela, Headmistress

Skillshare Africa/Lesotho

Barclays Bank

P O. Box 667. Mbabane, Swaziland

Tel. 268 43897; fax. 45239

Mario Masuku, Personnel Manager

The AIDS Information & Support Centre

Booksellers & Publishers of Zambia

P O Box 31838, Lusaka, Zambia

Tel. 260 1 222 647; fax. 225 195

Basil Mbewe, Executive Director

CODE

Bophuthatswana Parks

Private Bag 2078, Mafikeng 8679

Northwest Province, South Africa

IUCN Zimbabwe

Botswana Association of Local Authorities

Private Bag 2001, Serowe, Botswana

Friedrich Ebert Foundation Botswana

Botswana Christian Council (BCC) Fishing Group

P.O. Box 355, Gaborone, Botswana

Tel. 267 351 981

Botswana Christian Council

Botswana Christian Council

P.O. Box 355, Gaborone, Botswana

Tel. 267 374 457

Rose Anderson, Project Coordinator

Mambo Arts Commune

Botswana Council of Women

P O. Box 339, Gaborone, Botswana

Tel. 267 352 109

Mrs. Mololawa & Angelina Sengalo

Project Organisers

Worldview/Dilomakwet!

Botswana Federation of Trade Unions

P.O. Box 440, Gaborone, Botswana

Tel. 267 313 644

Allison Mangena, AIDS Project Coordinator

AIDS Action Trust (ACT)

Boy Scouts of South Africa

18 Edward Drive, Glendower, Edenvale 1610

South Africa

Tel. 27 11 532 424

Chris Barratt, National Training Commissioner

Emavulandlela Swaziland Scouts

Campfire Hurungwe

Chinkoyi, Zimbabwe

C. B:ri, Permaculture Techniques

Fanhidzanai Training Centre

Canada Namibia Cooperation (CANAMCO)

P.O. Box 683, Mbangura Complex
Rundu, Namibia
Fax 264 673 72336
Jeremy Muller, Programme Manager
ORAP

Canadian Organisation for Development through Education (CODE)

P O Box 6785 Causeway, Harare, Zimbabwe
Tel 263 4 729 904, fax 729 905
Emmie Wade, Regional Director
ZimRights

Catholic Commission for Justice & Peace Zimbabwe (CCJPZ)

P.O. Box CY 284 Causeway, Harare, Zimbabwe
Tel. 263 4 791 053, fax 724 971

Liz Feltoe
Africa Community Publishing

Mike Auret, Director
ZimRights

Catholic Development Commission (CADEC)

P O Box CY 946, Causeway, Harare, Zimbabwe
Matilda Makombe, Development Education Officer
National Council of Negro Women

Mrs Makurumidge, Women's Group Organiser
CADEC

Catholic Welfare & Development (CWD)

37 Somerset Road, Cape Town
Tel 27 21 252 095; fax 254 295
Catholic Relief Services

CEEEZ

P O Box 37168, Lusaka, Zambia
Mr Yamba, Director
Southern Centre

CCCG Consultants (Pty) Ltd.

P O Box 402339, Broadhurst, Gaborone, Botswana
Dr P Zholi, Director
Southern Centre

Cooperation for Development (CD)

Private Bag 2136, Rundu, Okavango, Namibia
VSO in Namibia

Christian Care

P O Box 33, Harare, Zimbabwe
Jekesa Pfungwa

Christian Media Centre

P.O. Box 1157, Manzini, Swaziland
Tel. 268 53016; fax 53338
Natie Gumede, Coordinator
Swaziland Conference of Churches

Collaborative Action Trust (CAT)

11 Hofmeyer Street Masvingo, Zimbabwe
263 4 64829, fax 64575
Ms Mwadiwa, Regional Director
T.T. Sithole, Coordinator
Rural Projects Development Trust

Collective Self-Finance Scheme

P O. Box 706, Harare, Zimbabwe
Mr. Chadoka, General Manager
Zimbabwe Project Trust

Community Legal Resource & Advice Centre

P.O. Box 2577, Maseru 100, Lesotho
Tel. 266 323 976
German Development Service Lesotho

Baptist Convention of Angola

P.O. Box 5129, Luanda, Angola
Dr. Oscar Alfredo Paulo, Director, Obra Medico Angola
Cesario Sapalo, Director, Obra Medico, Huambo
Southern Baptist Mission in Angola

Cooperative Support & Development Agency (COSEDA)

P.O. Box 70147, Namibia, Windhoek
Tel. 264 61 217 409
Nathaneal Aresch, Contact
NANGOF

Council of Churches of Namibia

P.o Box 41, Windhoek, Namibia
Tel. 264 61 218 031; fax. 216 666
Maureen Prins, Women's Desk
Private Sector Foundation

Council of Churches of Sierra Leone

Sierra Leone
Christian Care

Council of Churches of Swaziland

P.O. Box 1085, Manzini, Swaziland
Tel. 268 53628; fax 55841
Eunice Sowazi, General Secretary
Zimbabwe Council of Churches

[Groups trained]

Council of Churches in Namibia

P.O. Box 41, Windhoek, Namibia

Tel. 264 61 217 621

Rev. Hendrik Gariseb, Contact

Namibia Development Trust (NDT)

Daramombe Secondary School

Private Bag 199, Chivhu, Zimbabwe

N. Mujuru, Headmaster

Heifer Project International

Deborah Retief Hospital

P.O. Box 24, Mochudi, Botswana

Tel. 267 377 333

Geetga Feringa, Head of Nurses Training

Cheshire Foundation

Dengeni Bakery

Private Bag 601, Murewa, Zimbabwe

Mrs. Mudzuatangi, Secretary

Zimbabwe Ecumenical Church Loan Fund

Department of Energy

P.O. Box 772, Maseru 100, Lesotho

Tel. 266 310 520

Ticho Theoha, Senior Technical Officer

LEINET

Department of Labour

P.O. Box 198, Mbabane, Swaziland

Tel. 268 45604

C.P.N. Shilla, Contact

ARLAC

Department of Labour & Social Security

Private Bag 0072, Gaborone, Botswana

267 371 406

Labour Commissioner, Contact

ARLAC

Department of Natural Resources

P.O. Box 8070, Causeway, Harare, Zimbabwe

IUCN Zimbabwe

Department of Social Welfare

P.O. Box CY 429, Causeway, Harare, Zimbabwe

Tel. 263 4 790 543

Mr. Soko, Deputy Director

Save the Children Fund (U.K.)

Derude

P.O. Box 103, Mvuma, Zimbabwe

Tel. 263 32 2400

S. Muyorcha, Senior Resettlement Officer

Heifer Project International

Development for Peace Education

Private Bag A 483, Maseru 100, Lesotho

Mapule Maema, Regional Officer

Lesotho Opportunities Industrial Centre

Directorate of Community Development

Private Bag 13289, Windhoek, Namibia

Tel. 264 61 236 730, fax. 230 435

Immanuel Ithethe, Contact

Private Sector Foundation

District Development Council

P.O. Box 700, Leribe, Lesotho

Tel. 266 400 010

Mr. Mathiba, Chairman

Grassroots Initiatives Support Project

District Extension Team

P.O. Box 595, Bobone, Botswana

Tel. 267 819 294, fax. 819 271

S. Meyer, District Officer Development

Botswana Orientation Centre (BOC)

District Government

P.O. Box 1, Teya Teyaneng, Lesotho

Tel. 266 500 560

J.M. Moeletsu, District Secretary

Lesotho Federation of Women Lawyers

DITSHWANELO--Botswana Centre for Human Rights

Private Bag 00416, Gaborone, Botswana

Tel. 267 306 998; fax 307 778

Kevin Kelly, Education Officer

WILSAB

Downes Murray International

P.O. Box 3455, Durban 4000

Tel. 27 31 207 3755; fax 285 907

Jo Rhodes, training Director

ZIMOFA

Durzozin Project

P.O. Box 108, Okakarara, Namibia

Tel. 264 61 84

M. Hamunguma, Group Leader

Namibia Rural Development Project

Egka Community Development

Otjiwarongo, Namibia
264 651 2179
Mrs. W. van der Merwe
U-DO Trust

Ehoto Credit Union

P.O. Box 425, Oshakati, Namibia
P Shipena, Treasurer
NACCUL

Ekululameni

P.O. Box 7, Mzimpofo, Swaziland
Tel 268 55332
Arne Utemeyer, Contact
Mantenga Foundation

Endlembeni Sewing Project

P O Box 308, Manzini, Swaziland
Mrs Nelsiwe Dlamini, Chairperson
Emanti Esive

Environmental Council of Zambia

Lusaka, Zambia
SARDC

Fambidzanai Training Centre

P.O. Box CY 301 Causeway, Harare, Zimbabwe
Tel. 263 4 726 911
B O'Connor
Natural Farming Network

Gam Development Committee

P.O Box 23353, Windhoek, Namibia
Tel 264 61 215 602
Ratjindua Tjivikua, Coordinator
*Namibia Institute for Community
Development*

Ghanzi District Council

Private Bag 0015, Ghanzi, Botswana
Tel 267 596 287
Mr. Masole, Social Welfare Officer, Social &
Community Development
Kuru Development Trust

Giyani College of Education

Private Bag X9672, Giyani 0826, South Africa
Hildur Amato, Senior Lecturer
Foundation for Education with Production

Glen Forest Training Centre

P.O. Box BW 309, Borrowdale, Harare, Zimbabwe
Tel. 263 4 887 0613
John Chitekuteku, Director
Development Technology Centre

HelpAge Zimbabwe

P O. Box 2032, Harare, Zimbabwe
Tel. 263 4 726 826
Mr. Nhongo, Coordinator
ICD Zimbabwe

Hewat College of Education

Cape Town, South Africa
Ivan November, Departmental Head
Foundation for Education with Production

Horticulture Promotion Council

Agriculture House, P O. Box 1241, Harare,
Zimbabwe
Tel. 263 4 791 881, fax. 752 614
Stanley Heri, Executive Director
VOCA

Hwange Diocese AIDS Programme

P O. Box 376, Hwange, Zimbabwe
Tel. 263 81 2760
Sister Frances Wollman, Coordinator
Catholic Relief Services

**Institute for Management & Leadership
Training (IMLT)**

P.O. Box 22524, Windhoek, Namibia
Tel. 264 61 230 555
Hanns Seidel Foundation Namibia

Intamakuphila Ngcina Vegetable Project

P.O. Box 32, Siteki, Swaziland
J.P. Nkambule, Chairperson
Caritas Swaziland

Intermediate Technology Development

P.O. Box 1744, Gordon House, 7 Jason Group,
Mayo Avenue, Harare, Zimbabwe
Tel. 263 4 796 420; fax 795 232
Media for Development Trust (MFD)

Informal Sector Technology Project (ISTP)

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Mbangura Woodcarvers Cooperative

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RISE

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Ministry of Education & Culture (MEC)

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Ministry of Justice

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CPIAA

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Africa Cooperative Action Trust (ACAT)

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Serowe Brigades Development Trust
SNV Botswana
Thusano Lefatsheng

Friedrich Naumann Foundation

P.O. Box 8054, Harare, Zimbabwe
Fax 263 4 793 446
Legal Resources Foundation

Frontier Internship in Mission

Centre Jehn Knox, 27 Chemin des Crets de Pregny
1218 Grand Saconnex, Switzerland
Christian Council of Lesotho

Fuel with Dissemination Unit (FWD)

P O. Box 30979, Nairobi, Kenya
Zero

Gaborone Day Care Centre

P.O. Box 661, Gaborone, Botswana
Tel. 267 323 559, fax 313 077
Leseding Day Care Centre

Gate GTZ

Germany
Development Technology Centre

Goree Institute

P.O. Box 6413, Dakar, Senegal
Fax. 221 225 476
Leseding Day Care Centre

Humanistic Institute for Cooperation with Developing Countries (HIVOS)

P.O. Box 2227, Harare, Zimbabwe
20 Phillips Avenue, Belgravia
Fax. 263 4 791 981
Collective Self-Finance Scheme
Kajawa Development & Coordination

Home Economics Advisory Board (HEAB)

c/o Ministry of Agriculture, Water & Rural
Development
Private Bag 13184, Windhoek, Namibia
Tel. 264 61 202 9111
CRIAA

[Networks]

Hospice Association of South Africa
P.O. Box 38785, Pinelands 7430, South Africa
Fax 27 21 531 7917
Swaziland Hospice at Home

**Human Rights Information & Documentation
Systems International (HURIDOCS)**
2 rue Jean Jacquet, CH1201 Geneva, Switzerland
Tel. 41 22 741 1767, fax 741 1768
Christian Council of Lesotho

Human Rights InterNet
57 Louis Pasteur, Ottawa, Ontario
Canada K1N 6N5
ZimRights

Human Rights Watch
485 Fifth Avenue, New York, NY 10017-6104
Fax 212 972 0905
CCJPZ

Human Sciences Research Council (HSRC)
Private Bag X41, Pretoria 0001
Fax 27 12 326 5362
School of Appropriate Farm Technology

Improve Your Business (IYB)
Private Bag 0014, Gaborone, Botswana
Fax 267 371 539
CORDE

**International Agency for Tobacco & Health
(IATH)**
109 Gloucester Place, London W1H 3PH, U.K.
Fax 44 171 935 3463
COSAD

ICA
Moshi, Tanzania
Canadian Cooperative Association

IBFAN AFRICA
P.O. Box 781, Mbabane, Swaziland
Fax 268 44246
SINAN

INFOTERRA Programme Activity Centre (PAC)
c/o United Nations Environment Programme
(UNEP)
P.O. Box 30552, Nairobi, Kenya
Fax 254 1 286 886
LEINET

Institute for Extra-Mural Studies (IEMS)
Maseru, Lesotho
BEDCO

**Institute for International Cooperation of the
German Adult Education**
Wilhelm St, 32 D53225 Bonn, Germany
Evangelical Fellowship of Zimbabwe

Interchurch Coalition on Africa (ICCAF)
129 St Clair West, Toronto, Ontario
Canada M4V 1N5
Fax. 416 927 7534
Zimbabwe Council of Churches

**Interchurch Organisation for Development
Cooperation (ICCO)**
P.O. Box 151, AD Zeist, Netherlands
Fax. 31 34 042 5614
Evangelical Fellowship of Zimbabwe

Inter Relief & Development Alliance
Netherlands
Fax 31 8340 80130
Swaziland Conference of Churches

**International Catholic Migration Commission
(ICMC)**
P.O. Box 96, 20 Geneva CH-1211
Fax 41 22 734 7929
CADEC

International Cooperation for Development
Unit 3, Canonbury Yard, 190a New North Road,
Islington, London N1 7BJ, U.K.
Tel 44 171 354 0883, fax 359 0017
ICD Namibia

International Council on Alcohol & Addictions
P.O. Box 189, 1001 Lausanne, Switzerland
Tel. 41 21 320 9865, fax. 320 9817
COSAD

International Council for Social Welfare
Geneva, Switzerland
CANGO

**International Confederation of Free Trade
Unions (ICFTU)**
Bd. Emile Jacqmain 155, B 1210 Brussels, Belgium
Fax. 32 2 201 5815
Zimbabwe Congress of Trade Unions

International Council of Voluntary Organisations (ICVA)

13, rue Gautier, Geneva 1201
Fax. 41 22 738 9904

Lesotho Council of NGOs

International Council of Women (ICW)

13 rue Caumartin, 75009 Paris

*Lesotho National Council of Women
Lesotho Women's Institute*

International Ag-Sieve, Roedale Institute
611 Siegfriedale Rd, Kutztown, PA 19530, U.S.

Heifer Project International

International Goat Association (IGA)

216 Wachusett Street, Rutland, MA 01543, U.S.

Tel 508 886 2221, fax 886 6729

Rosalee Sinn, Contact

Heifer Project International

International Centre for Research in Agroforestry (ICRAF)

P O Box 30677, Nairobi, Kenya

Tel 254 1 521 450, fax 521 001

Heifer Project International

International Federation of Library Associations & Institutions (IFLA)

The Hague, Netherlands

Fax 31 70 383 4827

Lesotho Library Association

Improve Your Business (IYB)

International Labour Organisation (ILO)

Harare, Zimbabwe

Fax 263 4 793 287

BEDCO

Imbita Swaziland Women's Finance Trust

International Movement ATO Fourth World

P O Box 7726

95046 Cergy Pontoise Cedex, France

Christian Council of Lesotho

International Planned Parenthood Federation (IPPF)

P O Box 30234, Nairobi, Kenya

Fax 254 2 726 596

Botswana Family Welfare Association

International Women's Rights Action Watch (IWRAP)

Humphrey Institute of Public Affairs

University of Minnesota

301 19th Avenue South, Minneapolis, MN 55455

Fax. 612 625 5093

Metlhaetsile Women's Information Centre

IPS

P.O. Box 6050, Harare, Zimbabwe

Fax 263 4 728 415

Consumers International

IRED--Development Innovations & Networks

P.O. Box 3, Causeway, Harare

Tel. 263 4 796 853, fax 722 421

Rudo Chitiga, Director

Bricks Community Project

Christian Council of Lesotho

Evangelical Fellowship of Zimbabwe

Jekesa Pfungwa

Kajiwa Development & Coordination

Lesotho Women's Institute

Maseru Township Cooperative Credit

NANGOF

Mwenezi Development Training Centre

RISE

ISIS

National Council of Negro Women

Kalahari Support Group

Keizersgracht 682, 1017 ET Amsterdam, The

Netherlands

Fax. 31 20 623 6078

Kuru Development Trust

WIMSA

Kuru Development Trust

P.O. Box 219, Ghanzi, Botswana

Tel 267 596 285

WIMSA

La Leche League

P.O. Box 1209, Illinois, USA

Fax. 708 455 0123

SINAN

[Networks]

Lesotho Council of NGOs (LCN)

P.O. Box A445, Maseru, Lesotho
Tel 266 317 205, fax 310 412
Caleb Nchafatso Sello, Executive Director
ADRA Lesotho
Christian Council of Lesotho (CCL)
Community Legal Resource & Advice
Lesotho Library Association
Lesotho National Council of Women
Lesotho Red Cross Society
Maoamafubelu Water Development Project
Skillshare Africa/Lesotho
WUS Lesotho

Lesotho Association of Nonformal Education (LANFE)

Private Bag A 204, Maseru, Lesotho
Lesotho Library Association

Lesotho Cooperative Credit Union League (LCCUL)

P.O. Box 439, Maseru, Lesotho
Maseru Township Cooperative Credit

Lesotho Workcamps Association

P.O. Box 6, Maseru, Lesotho
Tel. 266 314 862
Lesotho Red Cross Society

Life & Peace Institute

P.O. Box 297, S-751 05, Uppsala, Sweden
Tel. 46 18 168 541, fax 693 059
Christian Council of Lesotho

Likamanong

Maseru, Lesotho
Fax 266 322 142
Lesotho Federation of Women Lawyers

Lutheran World Federation (LWF)

P.O. Box 2100, CH-1211 Geneva, Switzerland
Tel 44 22 791 6111, fax 791 0528
Lutheran Development Service/Swaziland
Lutheran World Federation Zimbabwe

Media Institute of Southern Africa

9 Mozart Street, Windhoek, Namibia
Abacus

Medical Research Council

Harare, Zimbabwe
Fax. 263 4 792 480
CONNECT

Ministry of Agriculture

Private Bag 003, Gaborone, Botswana
Fax. 267 356 023
Lutheran World Federation /Botswana

Ministry of Education

Harare, Zimbabwe
CONNECT

Ministry of Health

P.O. Box 8244, Harare, Zimbabwe
CONNECT

Ministry of Health

P.O. Box 514, Maseru, Lesotho
Lesotho Red Cross Society

Ministry of Local Government, Land & Housing

Private Bag 006, Gaborone, Botswana
Fax. 267 305 227
Lutheran World Federation /Botswana

Ministry of Social Welfare

Harare, Zimbabwe
CONNECT

Musasa Project

139 Rotten Row, Harare
P.O. Box A 712, Avondale, Harare, Zimbabwe
Tel 263 4 794 983, fax. 794 973
CONNECT
WILSA
ZWRCN

MWENGO

(Reflection & Development Centre for NGOs in Eastern & Southern Africa)
P.O. Box HG 817 Highlands, Harare, Zimbabwe
Bricks Community Project
Christian Council of Lesotho
Lesotho Council of NGOs
NANGOF
National Association of NGOs (NANGO)
RISE

Namibia Cooperative Credit Union League (NACCUL)

P.O. Box 7537, Katutura, Namibia
Fax. 264 61 233 261
Lesotho Cooperative Credit Union League

Namibia NGO Forum (NANGOF)

P.O. Box 20642, Windhoek, Namibia

Tel. 264 61 262 726; fax 263 510

Bricks Community Project

Namibia Development Trust (NDT)

Namibia Rural Development Project

Private Sector Foundation

Rossing Foundation

U-DO Trust

Urban Trust of Namibia (UTN)

Namibian Economic Policy & Research Unit (NEPRU)

P.O. Box 40219, Windhoek, Namibia

Tel 264 61 228 264; fax 231 496

VOCA

Namibian Environmental Education Network (NEEN)

c/o Mrs. L. Mupetani, The Rossing Foundation

P.O. Box 20746, Windhoek, Namibia

Tel 264 61 211 721, fax 211 273

Rossing Foundation

Namibia Network of AIDS Support Organisations (NANASO)

P.O. Box 23281, Windhoek, Namibia

Tel 264 61 217 621, fax 261 778

AIDS Care Trust

NASTC--Ndvungunye

P.O. Box 775, Nhlanguano, Swaziland

T. 268 78605

Manzini Industrial Training Centre

National Appropriate Technology Information Service

Development Technology Centre

P.O. Box MP 167, Mt Pleasant, Zimbabwe

Fax. 263 4 333 407

Development Technology Centre

National Association of NGOs (NANGO)

16 Samora Machel, Harare, Zimbabwe

Tel. 263 4 791 251, fax 794 973

CADEC

Care International in Zimbabwe

Dondolo Mudonzvo Credit Scheme

German Development Service Zimbabwe

Konrad Adenauer Foundation Zimbabwe

Legal Resources Foundation

Lutheran World Federation Zimbabwe

Media for Development Trust (MFD)

Mwenezi Development Training Centre

National Council of Negro Women

Natural Farming Network

ORAP

Silveira House

Swedish Volunteer Service

VOCA

WUSC Zimbabwe

WUS Zimbabwe

YWCA

Zero

Zimbabwe Project Trust

ZimRights

Zimbabwe Trust

NANGO Women's Forum

P.O. Box CY 250, Harare, Zimbabwe

Tel 263 4 791 251, fax 794 973

National Association of NGOs (NANGO)

ZWRCN

National Conservation Strategy

Private Bag 0068, Gaborone, Botswana

Fax. 267 302 051

Kalahari Conservation Society (KCS)

National Coordination & Steering Committee on Participatory Planning & Programming Techniques

BOC, Attn. Manager, PPTU

P.O. Box 1482, Gaborone, Botswana

Botswana Orientation Centre (BOC)

National Youth Council

P.O. Box 95, Mangun, Swaziland

Youth Brigade of Swaziland

Natural Farming Network

P.O. Box CY 301, Causeway, Harare, Zimbabwe

Fax. 263 4 723 056

Fambidzana Training Centre

Jekesa Pfungwa

Silveira House

NGO Voter Education Committee

c/o CCJPZ, P.O. Box CY 284, Harare, Zimbabwe

Tel. 263 4 724 971

Africa Community Publishing

Nitrogen Fixing Tree Association (NFT)

P.O. Box 650, Waimanalo, HI 96795, U.S.

Tel. 808 579 9568; fax 579 8515

Heifer Project International

[Networks]

**Norwegian Agency for Development Aid
(NORAD)**

P.O. Box A510, Harare
5 Lanark Road, Belgravia
Fax. 263 4 729 844

*Collective Self-Finance Scheme (CSFS)
Kajiwa Development & Coordination*

**Netherlands Organisation for International
Development Cooperation (NOVIB)**

Amaliastraat 7, 2514 JC The Hague, Netherlands
Fax. 31 70 361 4461

Collective Self-Finance Scheme (CSFS)

Nursing Mothers Australia

P o. Box 231, Victoria, Australia
Fax 3 894 3270

SINAN

**Organisation of Collective Cooperatives of
Zimbabwe (OCCZIM)**

P.O. Box 298, Masvingo, Zimbabwe
Fax 263 4 64575

*Rural Projects Development Trust
Zimbabwe Project Trust*

OFAS (ONG France--Afrique du Sud)

Plateforme

c/o CEMEA, 76 Bd de la Villette, 75840 Paris
CEDEX 19

Tel 31 1 4 202 4315; fax 4 201 4734

CRIAA

Organisation for Sustainable Land Use (OSLU)

c/o ENDA, P.O. Box 3492, Harare, Zimbabwe
Tel 263 4 301 162

Mwenezi Development Training Centre

Overseas Development Institute (ODI)

Regent's College, Regent's Park, London NW1 4NS
Fax 44 71 487 7590

SCF (UK) SAFRO

Oxfam Canada

P.O. Box 50295, Windhoek, Namibia

VSO in Namibia

Oxfam U.K. & I.

P.O. Box 4590, Harare, Zimbabwe

Jekesa Pfungwa

Partnership Africa Canada

1 Nicholas Street, Suite 1200
Ottawa, Canada K1N 7B7
Fax. 613 562 8334

Lesotho Council of NGOs

PELUM

P.O. Box CY 301, Causeway, Harare, Zimbabwe
Fax 263 4 723 056

Natural Farming Network

Permaculture Trust

P O Box 43, Serowe, Botswana
Tel. 267 431 463

Russell Clark, Coordinator

Serowe Brigades Development Trust

**Programme for Development Research
(PRODDER)**

P.O. Box 32410, Braamfontein 2017, South Africa
Tel 27 11 339 4451, fax 403 2353

*Heifer Project International
Mmegi Publishing Trust (MPT)*

**Recycling & Anti-Litter Programme (RAP)
Committee**

P.O. Box A639, Avondale, Harare, Zimbabwe
Fax. 263 4 339 691

Environment 2000

Readers' Digest

P.O. Box 2796, Harare, Zimbabwe
Fax 263 4 753 123

ZIMOFA

RIOD

c/o Environmental Liaison Centre International
(ELCI)

P.O. Box 72462, Nairobi, Kenya

COMMUTECH

RPNetwork

21 St. Giles, Oxford OX2 3LA, U.K.

Fax. 44 865 270 721

ZIMOFA

**Rural People's Institute for Social Empowerment
(RISE)**

P.O. Box 50155, Bachbrecht, Windhoek, Namibia
264 61 236 029; fax 232 597

VSO in Namibia

SAAFSE Permanent Secretariat
P.O. Box 344, Mbabane, Swaziland
Heifer Project International

Sub-Saharan Africa Forum for Environment Communicators (SAFE)
P.O. Box A639, Avondale, Harare, Zimbabwe
Fax. 263 4 339 691
Environment 2000

Southern African Subregional INFOTERRA Network (SASIN)
c/o United Nations Environment Programme (UNEP)
P.O. Box 30552, Nairobi, Kenya
Fax 254 2 286 886
LEINET

Savings & Credit Cooperative League of South Africa (SACCOL)
76 Long Street, Cape Town 8001
Tel 27 21 238 360
Kwedi Mkalini, General Manager
Lesotho Cooperative Credit Union League

Small Enterprise Promotion Trust (SEPROT)
P.O. Box 18, Gaborone, Botswana
Fax 267 357 212
CORDE
Southern Rural Development Association

Social Welfare
Maseru, Lesotho
Fax 266 312 783
Lesotho Federation of Women Lawyers

Southern Africa Cooperative Network (SACNET)
P.O. Box 1416, Joubert Park 2001
National Council of Negro Women
Silveira House

Southern Africa Development Community (SADC)
P.O. Box 4046, Harare, Zimbabwe
Tel. 263 4 704 361, fax 704 363
NANGOF
SADC Food Security Network
ADRA Lesotho
COMMUTECH

Southern Africa Development Community (SADC)
Private Bag 0095, Gaborone, Botswana
ADRA Lesotho
Lesotho Council of NGOs

Southern Africa Federation of the Deaf (SAFOD)
P.O. Box 2247, Bulawayo
Fax. 263 9 74398
Swaziland National Association of the Deaf (SNAD)

Southern Africa Network of AIDS Service Organisations (SANASO)
P.O. Box 6690, Harare, Zimbabwe
Fax 263 4 720 801
AIDS Action Trust (ACT)
Media for Development Trust (MFD)
Swaziland Hospice at Home
TASC

Southern Africa Trade Union Coordinating Council (SATUCC)
c/o ZCTU, P.O. Box 3549, Harare, Zimbabwe
Fax. 263 4 728 484
Zimbabwe Congress of Trade Unions

Southern African Federation of the Disabled
P.O. Box 2247, Harare, Zimbabwe
Botswana Council for the Disabled

Standing Conference of Eastern, Central & Southern African Librarians (SCECSAL)
(Secretariat rotates among member associations)
Lesotho Library Association

Swaziland Conference of Churches
P.O. Box 1157, Manzini, Swaziland
Fax. 268 53338
ACAT Swaziland

Swaziland Network of AIDS Support Organisations (SWANASO)
P.O. Box 4764, Mbabane, Swaziland
Fax. 268 46108
The AIDS Information & Support Centre

Tear Fund
100 Church Street, Teddington
Middlesex TW11 8QE
Fax. 44 81 943 3594
Evangelical Fellowship of Zimbabwe

[Networks]

Television Trust for the Environment
Prince Albert Road, London NW1 4Q7, UK
Fax. 44 71 586 4866
Media for Development Trust (MFD)

TINET
LCCI, P.O. Box 79, Maseru, Lesotho
Tel. 266 323 482, fax 319 414
Tsepo Katali, Project Leader
BEDCO

Tirisanyo Catholic Commission
P O Box 42, Gaborone, Botswana
Tel. 267 356 970
Lutheran World Federation /Botswana

Television Trust for the Environment (TVE)
TVE Centre for Environmental Communications
Prince Albert Road, London NW1 4RZ, U.K.
Fax. 44 171 586 4866, tv-uk@geo2.geonet.de
Lesotho Council of NGOs

United Nations Children's Fund (UNICEF)
Private Bag A 171, Maseru, Lesotho
Tel 266 315 801, 310 248
Christian Council of Lesotho

United Nations High Commissioner for Refugees
P.O. Box 228, Gaborone, Botswana
Fax. 267 378 131
Lutheran World Federation /Botswana

United States Peace Corps
P O Box 93, Gaborone, Botswana
Tel 267 352 181, fax 314 438
Women's Finance House Botswana

United States Peace Corps
P.O. Box 554, Maseru, Lesotho
Fax 266 310 423
BEDCO

Urban Management Programme
P.O. Box KIA 9698, Accra, Ghana
Tel. 233 21 772 561, fax 773 2106
Urban Trust of Namibia (UTN)

Voluntary Sending Agencies in Namibia Meeting
(Africa Groups of Sweden, DED, IBIS, ICD, Peace Corps, SNV, UNV, VSO, VVOB, World Teach & the governments of Cuba, Egypt & Nigeria)
VSO in Namibia

VSO Southern Africa Region
c/o VSO, 317 Putney Bridge Road
London SW15 1PQ, U K
VSO in Namibia

WABA
P.O. Box 1200, Penang
Fax. 60 4 657 2655
SINAN

Water & Sanitation (WATSAN) Meeting
Department of Rural Water Supply & UNICEF
VSO in Namibia

Women Envision
P.O. Box 11837, Philippines
Fax. 632 924 1065
SINAN

Women's Action Group (WAG)
P O Box 135, Harare, Zimbabwe
Tel. 263 4 791 941
WILSA

Women & Law in Southern Africa
P O. Box PG 2078, Maseru 102, Lesotho
Fax. 266 310 412
Skillshare Africa/Lesotho

Women in Law & Development in Africa (WiLDAF)
P O. Box 4622, Harare, Zimbabwe
Fax 263 4 794 973
CCPJZ
Jekesa Pfungwa
Legal Resources Foundation
Musasa Project
WILSA
Zimbabwe Congress of Trade Unions
Zimbabwe Council of Churches
ZWRCN
YWCA

Women's Network
c/o Worldview, Private Bag 00366, Gaborone, Botswana
Tel 267 351 623
DITSHWANELO

Women's NGO Coalition

Private Bag 00566, Gaborone, Botswana
Fax 267 309 555
K. Mosienyane, Coordinator
*Metlhaetsile Women's Information Centre
WILSAB*

Women's NGO Coalition for Beijing

c/o Private Bag 00366, Gaborone, Botswana
Tel. 267 303 555
*DITSHWANELO
Netherlands Development Organisation*

Women's Rights Network

P.O. Box 1755, Gaborone, Botswana
Fax. 267 374 230
WILSAB

Women's World Banking

8 West 40th Street, New York, NY 10018
Fax. 212 768 8519
*Imbita
Women's Finance House Botswana*

**World Association of Industrial & Technology
Research Organisations (WAITRO)**

Danish Technological Institute, Technology Park,
DK-8000 Aarhus, Denmark
Fax 45 86 14 7722
Scientific & Industrial Research

World Council of Churches

P.O. Box 2100, 1211 Geneva 2, Switzerland
Fax 41 22 791 0361
*Christian Council of Lesotho
Zimbabwe Council of Churches*
E. Alexander
*Botswana Christian Council
Council of Swaziland Churches*

World Conservation Organisation (IUCN)

P.O. Box 745, Harare, Zimbabwe
Fax 263 4 720 738
*Zero
Zimbabwe Trust*

World Conservation Union (IUCN)

Gland, Switzerland
Zimbabwe Trust

World Council of Credit Unions

Madison, Wisconsin, U.S.
Maseru Township Cooperative Credit

World Evangelical Fellowship

South Africa
Swaziland Conference of Churches

World Federation of the Deaf (WFD)

P.O. Box 66, Helsinki, Finland
Fax. 358 0 58031
*Swaziland National Association of the
Deaf (SNAD)*

World Health Organisation (WHO)

P.O. Box 214, Maseru, Lesotho
Tel. 266 310 213
Lesotho Red Cross Society

World Relief

P.O. Box 182, Manzini, Swaziland
Fax. 268 48014
Evangelical Fellowship of Zimbabwe

World University Service (WUS) International

Box UDPO--090 Palais des Nations,
1211 Geneva 10 Switzerland
Fax. 41 22 788 2501
*WUS Lesotho
WUS Zimbabwe
WUSC Zimbabwe*

Worldview International Foundation

8 Kinross Avenue, Colombo 4, Sri Lanka
Worldview/Dilomakwati

World YWCA

Quai Wilson, 1201 Geneva, Switzerland
Fax. 41 22 731 7938
YWCA

Youth Net International

International Youth Foundation
67 West Michigan Avenue, Suite 608
Battle Creek, MI 49017, USA
Tel. 616 969 0033; fax. 969 4845
Serowe Brigades Development Trust

ZECEC Network

National Council of Negro Women

ZERO

P.O. Box 5338, Harare
Tel. 263 4 791 333; fax 732 858
National Council of Negro Women

[Networks]

ZEBRA

Elmegade 5, 1 DK-2200, Copenhagen, Denmark
Fax. 45 35 360 215

Media for Development Trust (MFD)

Zimbabwe Council of Churches

128 Mbuya Nehanda Street, P O Box 3566,
Harare, Zimbabwe

Tel. 263 4 791 208

*Lutheran World Federation Zimbabwe
YWCA*

**Zimbabwe Foundation for Education with
Production (ZIMFEP)**

P.O. Box 298, Harare, Zimbabwe

Tel 263 4 795 677, fax 731 691

*Informal Sector Association Zimbabwe
Rural Projects Development Trust
ZIMOFA*

Dr. D. Mtetwa

Zimbabwe National Environment Trust

P.O. Box 8575, Causeway, Harare, Zimbabwe

Fax 263 4 46105

Southern Africa Development Trust

ZMNA

P O. Box 327. Masvingo. Zimbabwe

Rural Projects Development Trust

**Zimbabwe National Chamber of Commerce
(ZNCC)**

P.O. Box 1934, Harare, Zimbabwe

Fax. 263 4 753 3450

Scientific & Industrial Research

**Zimbabwe National Council for Environmental
Research (ZNCENR)**

P O. Box CY 358, Harare, Zimbabwe

Fax. 263 4 496 105

Environment 2000

ZUBF

11 Hofmeyr Street, Masvingo, Zimbabwe

Rural Projects Development Trust

Zimbabwe Women Bureau

43 Hillside Road, Cranborne, Harare, Zimbabwe

Fax 263 4 734 205

Dondolo Mudonzvo Credit Scheme

Zimbabwe Council of Churches

Zimbabwe Ecumenical Church Loan Fund

**Zimbabwe Women's Resource Centre &
Network (ZWRCN)**

P.O. Box 2192, Harare, Zimbabwe

Tel. 263 4 737 435, fax 720 331

CCJPZ

Development Technology Centre

Jekesa Pfungwa

National Council of Negro Women

Zimbabwe Congress of Trade Unions

Zimbabwe Youth Council

P.O. Box 5079, Harare, Zimbabwe

YWCA

Electronic networks used by responding NGOs

Active Systems into Internet

P.O. Box 2282, Stellenbosch 7599, South Africa
Tel 27 21 887 1822
F. Jooste, Contact
APSO

Compuserve

P.O. Box 72668, Lynnwood Ridge, Pretoria 0040,
South Africa
Tel 27 12 348 9903
Save the Children Fund (Lesotho Office)
Save the Children Fund (U.K.)
SCF (U.K.)SAFRO

Conservation International

1015 18th Street, Washington, DC 20036
Tel 202 429 5660, fax 887 5188
a lora@conservation.org
Conservation International

International Christian Media Commission (CNET)

P.O. Box 70633, Seattle, WA 98107
Tel 206 781 0461, fax 781 0571
Cathleen Sward, Member Services Director
Swaziland Conference of Churches

Micro Computer Access for NGOs (MANGO)

P.O. Box 5690, Harare, Zimbabwe
Tel 263 4 735 186
sysop@mango.zw
Jim Holland, Contact
Africa Information Afrique
Canadian Cooperative Association
IBIS (WUS Denmark)
IMBISA
IRED
Media for Development Trust (MFD)
ORAP
SAPES Trust
SARDC
Southern Baptist Mission in Angola
Southern Centre
VOC A
Zero
ZimRights
ZWRCN

National University of Lesotho (NUL)

Institute of Education
uncples@ie.nul.ls
LEINET

NAMIDEF

c/o Rossing Foundation
P.O. Box 20746, Windhoek, Namibia
tim@grumpy.net.na
Tim Priebe, Contact
Oxfam Canada
Rossing Foundation

Southern African NGO Network (SANGONeT)

P.O. Box 31, Johannesburg, South Africa
Tel 27 11 838 6943; fax 838 6310
system@wn.apc.org
Oxfam (U.K. & I.) in Namibia (planned)

TINET

LCCI, P.O. Box 79 Maseru, Lesotho
Tel. 266 323 482; fax 319 414
Tsepo Katali, Project Leader
BEDCO

WorkNet

c/o SANGONeT
P.O. Box 31, Johannesburg, South Africa
Tel 27 11 838 6943, fax 838 6310
system@wn.apc.org
Botswana Christian Council

ZIMBIX (UZNET)

Computer Centre, University of Zimbabwe
P.O. Box MP 167, Mt Pleasant, Harare, Zimbabwe
Tel. 263 4 303 211; fax. 333 407
johnux@zimbix.uz.zw
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SOUTHERN AFRICAN INFORMATION EXCHANGE
INSTITUTE OF INTERNATIONAL EDUCATION
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Questionnaire

**NGO Development Training in Southern Africa:
Promoting South-South linkages through information sharing**

This questionnaire is for national and international NGOs that train staff or members of other organisations or groups in some development sectors. The entries are voluntary, solicited by this questionnaire. The three-page form is brief, factual, and takes 10-15 minutes to fill out. It has two parts A) questions about training and B) questions about networking. The directory, which will be produced from these survey responses, is neither a listing of funders nor an endorsement nor evaluation of any NGO listed. Each participant will receive a free copy of the publication. Please put your organisation's name at the top of each sheet of this questionnaire and fax or mail your completed form to Ann Micou, fax number + 212 984 5452.

A) Training questions

1) What type of organisation do you represent? (Tick as many boxes as apply.)

Indigenous

Geographic scope: Continent of Africa Southern Africa region National
Functional type: Membership Service Other _____

International

In what country is your headquarters located? _____

In what other countries in southern Africa does your organisation work? _____

2) In what development sectors does your organisation train staff of other organisations or groups? (Tick as many boxes as apply)

- | | |
|--|---|
| <input type="checkbox"/> Agriculture/food & nutrition | <input type="checkbox"/> Alternative research |
| <input type="checkbox"/> Basic education/literacy | <input type="checkbox"/> Children's issues |
| <input type="checkbox"/> Communications/information | <input type="checkbox"/> Community development |
| <input type="checkbox"/> Computer literacy | <input type="checkbox"/> Democracy/voter education |
| <input type="checkbox"/> Dispute resolution | <input type="checkbox"/> Economics/structural adjustment |
| <input type="checkbox"/> Environmental education | <input type="checkbox"/> Family planning/population education |
| <input type="checkbox"/> Family therapy/counselling | <input type="checkbox"/> Gender issues |
| <input type="checkbox"/> Health | <input type="checkbox"/> HIV/AIDS |
| <input type="checkbox"/> Income generation/cooperatives | <input type="checkbox"/> Institution building |
| <input type="checkbox"/> Legal issues/human rights | <input type="checkbox"/> Management/finance/administration |
| <input type="checkbox"/> Participatory training | <input type="checkbox"/> Small business development |
| <input type="checkbox"/> Vocational skills/employment creation | <input type="checkbox"/> Other _____ |
| <input type="checkbox"/> Other _____ | <input type="checkbox"/> Other _____ |

3) Does your organisation train trainers in some of the areas ticked above?

Yes No

4) **What kinds of organisations or groups do you train?** (Tick as many boxes as apply)

- Rural-based Urban-based Farmers Businesses
 Trade union Women Civil servants Child-related
 Youth Local authorities Disabled Other _____

5) **Do you charge for your training?**

- Yes Partially No Other _____

6) **Is there a mechanism for reviewing the content of your training courses?**

- Yes No If yes, please describe mechanism
 Evaluation by participants Consultation with training experts
 Other _____

7) **In which languages do you train?**

- English Others _____

8) **In what location do you train?**

- At your organisation At trainees' organisation Correspondence
 In the field Other _____

9) **Does your organisation produce training materials (print & video)?**

- Yes No If yes, please provide titles, publication dates, costs:

10) **Do you use training materials (print & video) produced by other organisations?**

- Yes No If yes, please provide some titles, dates, names of organisations
(and country if different from yours):

11) **Please provide contact information for two organisations or groups in the region that your organisation has trained:**

Contact name _____
Title _____
Organisation name _____
Address _____

Tel, fax & e-mail _____

Contact name _____
Title _____
Organisation name _____
Address _____

Tel, fax & e-mail _____

12) **Indicate below a rough estimate of what percentage of your annual budget comes from the following categories.** [This data will not appear in the your organisational entry, but will be used in aggregate as part of the statistical analysis. This question does not apply to international NGOs.]

- Foreign donors _____% Local donors _____% Earned income _____%
 Membership fees _____% Other _____%

B) Networking questions

13) How does your organisation network?

- Computer/e-mail Telephone Fax Correspondence Travel
 Partnerships Coalitions Newsletter Workshop Other_____

14) Please list any domestic or international networks to which you belong, providing full name and address as well as acronym, if any:

Name _____ Address _____ Fax _____

Name _____ Address _____ Fax _____

Name _____ Address _____ Fax _____

15) Is your organisation linked to an electronic network?

- Yes No If yes, please give name, address, and contact:

Contact name _____

Title _____

Organisation name _____

Address _____

Tel, fax & e-mail _____

16) Does your organisation have any links (formal or informal) with development NGOs in South Africa?

Contact name _____

Title _____

Organisation name _____

Address _____

_____ South Africa

Tel, fax & e-mail + 27 _____

Contact name _____

Title _____

Organisation name _____

Address _____

_____ South Africa

Tel, fax & e-mail + 27 _____

17) Would your organisation be interested in establishing links (formal or informal) with development NGOs in South Africa? Yes No

If yes, tick the mutual benefits:

- New partners for projects New skills New organisational approaches
 New ideas for funding Access to new information/materials
 Sharing experience Other _____

Please give contact information for the person in your organisation to be listed:

Contact name _____

Title _____

Organisation name _____

Postal address _____

Physical address _____

Country _____

Tel, fax & e-mail _____