



GG ANNUAL REPORT 2023

STICHTING DIENSTENCENTRUM
GERED GEREEDSCHAP





CONTENTS

■ Introduction	4
■ Our vision	6.
■ Our support	8.
■ Our working methods	10.
■ 2023 in a nutshell	12.
■ News from the field: Francis Kamugisha, apprentice car mechanic	16.
■ Sustainable recycling	18.
■ Social participation and active volunteering	20.
■ News from the field: Alesi Gloria, metalworking student	22.
■ Partners and projects	24.
■ Results 2023	28.
■ News from the field: ACSET Uganda	30.
■ Together	32.
■ Organisation	34.
■ Financial annual report	38.



WHO HAS THE YOUTH, HAS THE FUTURE

'Who has the youth, has the future' is a well-known Dutch saying. After all, if you invest in young people now, you will benefit from it later. And this is exactly what Gered Gereedschap has been doing since 1982: supporting young people in Africa with practical tools so that they can build an independent life as, for example, carpenters, tailors or plumbers. In all these years we have been able to help many hundreds of thousands of young people already.

However, there is still plenty of work to be done. Most countries in Africa have a predominantly young population. Uganda, for example, has no less than 68% young people under the age of 24 out of a population of around 40 million. Over 1 million young people enter the labour market every year, all looking for work. An enormous challenge. Together with its partners, Gered Gereedschap therefore continues to work towards a better life for many. In 2023, we achieved this by working together with 31 organisations in Ghana, Tanzania and Uganda where we were able to support some 7,413 (upcoming) skilled workers.

STRENGTHENING VOCATIONAL EDUCATION

In the Jinja region of Uganda, we are taking the next steps in the roll-out of our EQUIP programme. At three participating schools, the wood and metalworking trade sections now have a solid foundation. Spacious practice rooms with large workshop machines and well-oiled, professional tools; trained teachers and an improved curriculum that ensures the right transition to the labour market: our approach is a success here. We are now focusing on the next trade sections and have started supporting a new school.

GREAT NUMBER OF TOOLS SHIPPED OUT

In the Netherlands, the supply of used tools through individuals continued to grow in 2023. We also received more requests from companies willing to support us. This also resulted in a growing number of collection points in the Netherlands; tools can now be handed in

at 450 locations. In 2023, about half a million tools were collected. Of these, on average 1 in 3 are good enough for a second life. This meant that last year we were able to ship 174,132 tools to our projects.

In short: great developments and figures of which we are proud. We can only do all this great work thanks to the support of many people involved. We would therefore like to thank all people donating tools, donors, companies, funds and volunteers at the office in Amsterdam and in the 22 workshops for their contribution to our work over the past year.

We hope that we can count on your continued support!

Best regards,

Arjan van Dijk
Chairman Stichting
Dienstencentrum Gered
Gereedschap







OUR VISION

WHAT WE BELIEVE IN

Hundreds of millions of people in the world live in poverty and have to survive on less than \$2 per day. Gered Gereedschap believes that everyone has the right to an independent existence and is committed to increasing the self-reliance of people and organisations in developing countries.

FOR THE PROFESSIONALS

Gered Gereedschap bases its approach on people's power and potential. We work from a practical point of view and believe that concrete solutions can bring about major changes. We enable people to build up a life of their own as craftsmen or women by providing access to good professional training, guidance with and to work and support with quality tools. We encourage those who have the capacity and ambition to do so to become self-employed. Equipped with the right knowledge, experience and tools, people can earn a good living. We believe that this is the key to success.

STRENGTHENING SECONDARY SECTOR

With our goal of promoting the self-reliance of people in developing countries in Africa as our starting point, we are also looking at our approach in a broader perspective. We believe that strengthening vocational education and entrepreneurship (at regional or national level) is the solution for the development of an area. This concerns, in particular, the strengthening of the craft and construction sectors. Branches that can make an excellent contribution to the independence of large groups of people. Often the raw materials are present in developing countries to create a flourishing manufacturing industry. However, there is often a lack of sufficient professionals, knowledge, finances and resources such as tools and machines.



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OUR SUPPORT

Gered Gereedschap supports with its programmes - in Africa under the name EQUIP - technical craftsmanship in the broadest sense of the word: education, employment and entrepreneurship. The aim is to offer (starting) craftsmen opportunities to live a good life.

This involves tangible and practical support. We support vocational training with (refurbished) tools and machines. At the same time, we contribute to the knowledge and skills of teachers. We give poor young people the opportunity to actually go to school and learn a trade by means of scholarships. After the training, we support them in taking their first steps in the labour market. For example, by providing a starter toolkit, microcredits for the purchase of building materials and practical work guidance by an experienced craftsman or craftswoman.

To further promote entrepreneurship, we are setting up

tool rental and refurbishment workshops. Quality tools are scarce and not affordable for everyone. By setting up these workshops, more craftsmen will have access to good tools and machines.

To maximise our impact, we increasingly focus on selected regions where - depending on demand and need - together with local/regional partners, we support all aspects of technical craftsmanship with various 'building blocks' from our programmes.



EDUCATION

Tools and machines

Supporting vocational education in developing countries with tools, machines, accommodation and equipment.

Scholarships

Supporting disadvantaged young people with scholarships to receive vocational training and to purchase study material and tools.

Teachers programme

Providing training to teachers in the areas of technical and didactic skills.

Curriculum development

Development of training programmes meeting the demand of the local labour market for an optimum balance between labour market and vocational training.



EMPLOYMENT

Master-Apprentice programmes

After their training, start-up craftsmen are supported by an experienced craftsman. Focus on transfer of (practical) vocational knowledge and training of life-skills and entrepreneurship.

Tool starterkit

Set of tools for a craftsman to get started.

Microcredit

Funding of building material and/or tools.



ENTREPRENEURSHIP





Rental workshops

Quality tools and machines are indispensable for a flourishing craft and construction sector. Gered Gereedschap makes these available to local craftsmen by setting up rental locations.

Refurbishing workshops

Old used tools are refurbished and prepared for re-use in tool refurbishing workshops. These will be used at locale vocational centres or at tool rental locations.

Our support consists of:

-  Tools and machines
-  Accommodation and equipment
-  Knowledge and guidance
-  Finance



OUR WORKING METHODS

FIGHT POVERTY TOGETHER

The network of Gered Gereedschap consists of 23 workshops where about 500 volunteers are actively involved. Together they work towards one goal: to offer practical resources to craftsmen and women in developing countries to allow them to live a life without poverty.

Most of the volunteers are actively involved in refurbishing used tools for a second life in Africa. Tools that are handed in to the 450 collection points by private individuals as well as companies. The refurbished tools and machines are transported to project partners in Africa using sea containers. In this way, a total of 100,000 refurbished tools are used within our programmes each year. For instance, for support of vocational training, to equip rental workshops or starter kits for young entrepreneurs who are keen to start their own business.

In addition, our volunteers travel to Africa to support project partners with their knowledge and experience. They work as quartermasters in setting up a workshop, pass on technical knowledge or provide support to the local management in managing a workshop.

TANGIBLE AND PRACTICAL SUPPORT

Gered Gereedschap has been supporting craftsmen and

women with knowledge, skills and tools for over 40 years. We believe that simple solutions can bring about major changes. Our approach is therefore practical, pragmatic and tangible. We always work together with reliable partners in the region to support local initiatives: direct aid without the intermediation of other parties.

Thanks to the many volunteers, donated materials and little overhead we keep our costs low.

SUPPORT OF LOCAL INITIATIVES

Every year, Gered Gereedschap receives more than 500 applications for support from schools and civil society organisations in developing countries. We use a simple but careful assessment procedure. Criteria for assessment are reliability, financial sustainability and, in the case of schools, educational quality, but above all the expected impact on people's lives and the local community. Based on this, it is also decided which support will be provided by Gered Gereedschap.

The organisations receiving our support are expected to provide regular feedback on the results they achieve.





2023

2023 was the year of growth and further standardisation. Several years ago, we started implementing our first EQUIP education projects at three vocational training centres in Jinja, Uganda. With this kind of programme, we support a school in all its facets in two trade subject areas. We of course supply the machines and tools to provide quality vocational education. At the same time, we adapt the curriculum to the needs of the local labour market, train the teachers in this, provide scholarships to disadvantaged youngsters, set up a network of apprenticeship businesses and train the apprentices' supervisors. Graduates are given a starter set of tools. By the end of 2023, the first students who received education within the strengthened programmes have graduated; this is something we are very proud of.

We learned a lot from the implementation of these first three projects and have adapted our programme accordingly. An example of this is the networking days that have come about between employers and schools, where mutual wishes and requests for apprenticeships and personnel needs are matched. As a result, several students have already been offered jobs during their traineeships. During the implementation of these first three projects, we standardised many things. This will make it easier to carry out several projects at the same time in the future.

This is necessary because the support of many financiers who believe in our programmes has made it possible to start another five EQUIP education projects in Uganda and add an additional vocational training centre to our network. We have also started the first EQUIP education project in Ghana.

For Uganda, this means there is a lot of work to do in the country itself. Two years ago, we therefore hired a local project manager. In 2023, we took the next step and established a local NGO "Gered Gereedschap (GG) Uganda". This independent organisation with its own Ugandan board, but with the same objectives as Gered Gereedschap Nederland, will implement the projects in Uganda. Work has also started on establishing a network of potential donors in Uganda so that the local NGO can also start raising its own funds to give young people in Uganda a chance of a financially independent existence.

Unfortunately, there are also projects that are not going as well as expected. In 2021, we started a project in collaboration with the Bugembe Women's Resource Centre. The aim was to jointly set up a sewing workshop where (start-up) entrepreneurial tailors could rent a workplace and work together on assignments. After completion of the building

and delivery of the industrial sewing machines, little activity appeared to take place within the project. When an extensive guidance programme of the management of this organisation did not result in an improvement in commitment, we unfortunately had to decide to discontinue the collaboration. We are glad that the funders of the project gave us the opportunity to implement the project in an alternative way, with other partners, so that starting tailors are still able to make a flying start with their businesses. Based on this project, we have further refined our selection criteria for potential partners.

To carry out all these projects properly, we need many tools and also an increasing number of large machines. For this, the work carried out by more than 500 volunteers in our 23 workshops is essential. Despite sometimes being difficult, for example to find affordable housing, they manage to provide the projects with high-quality tools. In 2023, this amounted to almost 175,000 items. In 2023, we were able to welcome a new workshop in Zwolle, which we are very happy about.

We receive most tools from private individuals. Since we need more and more large machines for equipping classrooms and production workshops, we are pleased that also companies are increasingly finding their way to Gered Gereedschap. Their old lathes, welding machines, tyre levers etc. are more than welcome.





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EQUIP
BY GERED GEREEDSCHAP
Tool Rental Shop
Powered by Real Plumbers & Metal Fabricators

Jo-Bo

As we have been able to develop new projects with several partners and they are also willing to support them, we will be able to start several more great projects in 2024. As a follow-up to the EQUIP education projects, we are starting an Entrepreneurial workshop in Iganga. Young people who have graduated and are looking to become self-employed can rent a workplace here and receive guidance in entrepreneurship. We also plan to start a pilot in refurbishing tools in Uganda. All with the ultimate goal of strengthening craftsmanship and giving even more people a chance of a financially independent existence.

Numbers

Number of projects	31
Number of tools supplied	174,132
Craftsmen supported/vocational training places created	7,413
Number of containers shipped	7
Number of countries	3
Scholarships provided	310
Vocational teachers trained	49
Curricula adjusted	8
Apprenticeships realised	420
Apprenticeship supervisors trained	81





News from the field

‘THIS PRACTICAL TRAINING, IT'S A ONCE IN A LIFETIME OPPORTUNITY’

Francis Kamugisha, apprentice car mechanic

‘I grew up in a family with limited financial resources. When I couldn't finish high school due to lack of money, I felt defeated. For what was I supposed to do now? Then I heard about Kimuna Technical Services in Kampala, a training centre that, with the support of Gered Gereedschap, offers underprivileged young people like me the chance to learn a trade.

I am now taking the short course in car mechanics here. For me, this is a really great opportunity to improve my situation. You see more and more cars in Uganda, so the demand for car mechanics is only growing. This gives hope for enough work in the future.

With the support of Gered Gereedschap, I received the tools I needed to do my job properly. I cannot stress enough how important this help has been for me. The practical approach helped me learn a lot in a short time. I am already able to carry out repairs independently and even earn money in the process!

This practical training is more than just a training for me. It is a chance for a better future, a chance to break out of poverty. I hope my story inspires others to never give up, no matter how difficult the circumstances are. With determination and the right support, we can all make our dreams come true!’



SUSTAINABLE RECYCLING

Ever since its foundation, Gered Gereedschap has been committed to promoting the reuse of tools and related goods in order to reduce the burden on the environment. By doing so, Gered Gereedschap wants to contribute to a sustainable society in the Netherlands.

TOOLS

The emphasis of collection is on hand tools, sewing machines and small power tools such as drills or grinders. For equipping workshops at training centres or rental locations, Gered Gereedschap is also increasingly looking for larger machines such as wood lathes, pillar drill machines and generators.



COLLECTION POINTS

Gered Gereedschap currently has a network of around 450 collection points in the Netherlands. A large number of them are located in Jongeneel, Bouwmaat and Praxis DIY stores. The remainder consists of a mix of private individuals, Fair Trade shops and local hardware shops. The management of this collection network is largely in the hands of the individual workshops.





QUANTITIES COLLECTED

The supply of used tools through private individuals is still growing. Gered Gereedschap also receives ongoing offers from companies that want to support the foundation by means of temporary (exchange) campaigns. Every year, some 400,000 to 600,000 tools are offered to Gered Gereedschap.



RECYCLING

The quality of the handed-in tools varies considerably; on average 1 in 3 is good enough for a second life. What cannot be refurbished is dismantled and recycled as optimally as possible. The proceeds will go to the local workshops for the purchase of maintenance materials, wood for shipping, etc.



SOCIAL PARTICIPATION AND ACTIVE VOLUNTEERING

GENERAL

Gered Gereedschap is committed to promoting the social participation of volunteers, young and old, experienced and inexperienced. Gered Gereedschap also contributes to the (re-)integration and participation in the labour market of people with a social, psychological or physical disadvantage.

More than half of all the workshops of Gered Gereedschap are entirely organised by and through volunteers. The volunteers who refurbish the tools and make them ready for shipment are often pensioners or people who want to do something useful in addition to their professional work. The other workshops are part of welfare institutions, (re-)integration projects or day centres in, for example, psychiatry or addiction care.

At the country head office in Amsterdam, volunteers work in the Projects team, where

they assess and evaluate projects, in the Marketing Communication team, where the means of communication with public groups and also the donor administration are taken care of, and in the Operations team, which is responsible for shipment of the tools and machines. Several volunteers successfully follow a reintegration project at the country head office and after some time go back to paid work elsewhere.

SOCIAL INSTITUTIONS

Some of our workshops have been set up as part of welfare institutions, (re-)integration projects or day centres. The low-threshold nature of Gered Gereedschap makes it particularly suitable as a daytime activity or a good first step in a vocational rehabilitation programme. In particular, restoring or regaining of skills, getting used to a work rhythm and interacting with others in a work situation are important elements. In 2023 we worked together with a.o. Reclassering Nederland; (Dutch Probation Service), WIJ3.0 Altrecht (Den Dolder), Reinaerde Arbeidscentrum (Veenendaal), Ons Welzijn (Oss), de Skûle (Franeker), Stichting 2switch (Arnhem) and Stichting Buitengewoon (Velserbroek).



'THIS IS MY DREAM TRAINING PROGRAMME'

Alesi Gloria, metalworking/welding student

At the metal workshop of Prime Vocational Institute in Iganga, Uganda, a group of students is busy with their training in welding and metalworking. One of them is Gloria Alesi. She is in the middle of a welding job when we speak to her. 'I am in the second year of my training, so by now I have quite a lot of experience!' she says, laughing. 'In the beginning, I didn't know anything about welding. I had never seen a welding machine, let alone held one. And now I'm doing jobs like this!'

LOVE FOR THE JOB

'Metalworking and welding has been my passion for a long time. I was inspired by the welders in the village where I lived who were able to support themselves with their skills. I wanted that too! What I did find difficult is that I didn't see any other women working as welders or metalworkers at all.' However, this did not stop her and actually gave her extra motivation to try to get started in this trade.

DIFFICULT TIMES, BETTER FUTURE AHEAD NOW

For a long time, it looked like it was not going to happen. The situation became extra difficult when her mother died, which meant there was no money to pay school fees. Gloria: "At that time, I had lost hope of getting an education. However, through a friend, I got in touch with Prime Vocational Institute, a vocational training centre in Iganga. Despite having no education for three years, I got the chance to follow the study

of my dreams with the support of the EQUIP programme of Gered Gereedschap through a scholarship. I am incredibly grateful because without them, I and my fellow students would not have been able to get an education."

MORE FEMALE WELDERS

Gloria enjoys the training and finds it very interesting. "When I started, we also just received new tools and (welding) machines from Gered Gereedschap. We used to have to share tools, now we don't have to anymore. This allows you to get more practical experience and you learn more and faster. It makes the work even more fun now. In the workshop, we make all kinds of things like beds, doors, fences. After my training, I want to become a teacher to share my knowledge with others and set up my own welding workshop. That way I can offer young people work and inspire girls to choose this profession too!'



PARTNERS & PROJECTS

Last year, we were able to support 31 organisations in 3 countries. All of them received tools and machines. With some of them, we carry out a long-term project aimed at strengthening vocational education and supporting technical entrepreneurship.

The focus of these long-term projects is in Jinja, Uganda. Early 2022, we started here to support the metalworking and woodworking vocational trades at Prime Vocational Institute, Pioneer Technical Institute and Nile Vocational Institute. By the end of 2023, we were able to complete these projects and the first students who attended the enhanced courses graduated. Because the need for vocational skills is much broader than just Metalworking and Woodworking, we started strengthening two additional vocational trades per school in early 2023. These trade sections are car mechanics, electrical engineering and tailoring, in varying combinations.

At the same time, we added a fourth school to the programme in Jinja. At the new school, Lords Meade Vocational College, we are strengthening the vocational sections Woodworking, Car mechanics and Construction. Whereas the other three schools offer vocational training after completion of secondary school, Lords Meade is a secondary school where students can also learn a trade.

In the Jinja region, we have established a network of 'Satellite Workshops' in recent years. We have equipped small existing workshops in various trade sections with (electric) tools. These tools are rented out through these workshops in the village or district where they are located. This is a great way to bring tools to the craftsmen, as we realised that transport is costly for many of them and therefore a disincentive to come to a tool rental. What has turned out to be a nice side effect of the tool deliveries to these workshops is that they have also started producing more themselves and hiring more people to do so. This con-

sequently stimulates employment. At the same time, the tools have enabled the development of apprenticeships at these workshops. Young people who do not have the opportunity to follow a formal education can still learn a trade in such a workshop.

In 2023, we also started the EQUIP Asunafo North project in Ghana. ASUNAFO North is a fair-trade certified cooperative for cocoa farmers in Goaso. Through this project, we want to give the children of cocoa farmers a broader future perspective. By focusing on vocational training, the youth are given the opportunity to build a career outside cocoa farming.

We do this by strengthening vocational education. We have set up a training centre for metalworking and welding, where every year 75 underprivileged youth, including 30 per cent women, receive a two-year practical training. The curriculum has been adapted to better match the labour market, and we have invested in further training of teachers in both didactic and vocational skills. In this way, we contribute to the economic diversification and development of the region, leading in the long run to greater self-reliance and less dependence on cocoa production.

In 2023, we were able to support a total of 31 organisations in Uganda, Ghana and Tanzania.





PARTNERS & PROJECTS

PROJECTS SUPPORTED IN 2023

PROJECT ID	PROJECT NAME	TOWN	COUNTRY
21-057	Abexinah orphans and vulnerable community information centre (AOICUG)	Kinyamaseke	UG-Uganda
21-055	Saint Ann Foundation	Kampala	UG-Uganda
21-122	Nagenda International Academy of Art and Design	Entebbe	UG-Uganda
21-133	Cooperative and Entrepreneurship Development Initiatives Limited	Gulu	UG-Uganda
21-158	KAPCCO	Fort Portal	UG-Uganda
20-401	EQUIP rental PEFO	Njeru	UG-Uganda
21-186	Wanyama Autosafety Initiatives	Kampala	UG-Uganda
21-041	Christain childcare programme	Mbale	UG-Uganda
22-130	MSTVT	Himo	TZ-Tanzania
21-060	YOUTH VOCATIONAL TRAINING CENTER	Dodoma	TZ-Tanzania
21-031	Tanzania Agricultural Modernization Association	Bukoba	TZ-Tanzania
21-087	Amka Youth Vocational Training Centre	Mbinga	TZ-Tanzania
21-075	YOUTH AGAINST AIDS AND POVERTY ASSOCIATION	Kigoma	TZ-Tanzania
21-166	Safina Women Association	Njombe	TZ-Tanzania
22-076	Shivyawata	Mbeya	TZ-Tanzania
22-802	ASUNAFO	Goaso	GH-Ghana
21-047	Heritage Charity Foundation	Sunyani	GH-Ghana
21-153	Stichting Ghana Over de IJssel	Kumasi	GH-Ghana
21-168	THINKING MINDS GHANA	Kpong	GH-Ghana
22-112	Samer Royal Academy	ODUMASE-KROBO	GH-Ghana
22-099	ENE Empowerment	Ho	GH-Ghana
22-019	WUDEP	Kumbungu	GH-Ghana
22-111	KCYTC	Hohoe	GH-Ghana
22-119	RIN	Likpe Abrani	GH-Ghana
22-131	CCEYD	Tamale	GH-Ghana
22-150	RWI	Kaneshie	GH-Ghana
22-083	CIWED	Tamale	GH-Ghana
22-805	Loards Meade 1	Njeru	UG-Uganda
22-803	Prime 2 - cam elc	Iganga	UG-Uganda
22-801	Pioneer-2	Iganga	UG-Uganda
22-804	Nile 2	Njeru	UG-Uganda





RESULTS 2023

The year 2023 has once again shown us what we can achieve with joint efforts. We were able to expand and optimise our projects, making a greater impact on the lives of many young people and craftsmen and women. Here are the main achievements of the past year.

PROJECTS AND PEOPLE REACHED

In 2023, we successfully implemented 31 projects. These projects were spread across three countries: Uganda, Ghana and Tanzania. Our efforts resulted in the creation of 7,413 vocational training places and support for skilled craftsmen. This means that thousands of young people now have access to better education and training, increasing their chances of an independent and successful life.

TOOLS AND SUPPLIES

A crucial part of our projects is providing the right materials. In total, we provided 174,132 tools and machines in 2023, with an estimated retail value of €1.8 million. These tools are essential for the practical part of vocational training and for the daily work of craftsmen. For this purpose, 7 containers with the necessary tools were shipped to our project partners.

EDUCATION AND TRAINING

Education and training remain at the core of our mission. This year, we provided 310 scholarships to underprivileged youth, giving them the opportunity to pursue vocational training. We also trained 49 vocational teachers to equip them with the latest technical and didactic knowledge. This contributes immensely to improving the quality of education they provide.

CURRICULUM AND APPRENTICESHIP

To better align the education on offer with the needs of the labour market, we have adjusted 8 curricula. An important part of our vocational training is apprenticeships. This year, we realised 420 apprenticeships, allowing students to gain valuable practical experience. Moreover, we trained 81 apprenticeship supervisors to provide optimal guidance to students during their trainee ships.

These results show that our work makes an important contribution to strengthening craftsmanship. In doing so, we offer skilled craftsmen the chance of a better life and support the communities in which they operate.

FIGURES	NUMBERS
Tools and machines refurbished in Uganda	1395
Craftsmen who made use of renting tools or workplace in Uganda	1324
Number of machines and tools rented out in Uganda	2433

TOOLS	NUMBERS
Classroom set for 10 students	139
Individual starter toolkits	333
Sewing machines	1138
Other machines	587

'STUDENTS ARE NOW MORE EMPLOYABLE AND SELF-RELIANT IN THE LABOUR MARKET'

Bruno Sserunkuma Akejo, director Action for Child Social and Economic Transformation

Action for Child Social and Economic Transformation (ACSET) operates in Lira in northern Uganda. The organisation has been in existence since 2012 and is committed to improving the lives of the local community in various ways, a.o. by training young Ugandans in vocational skills.

Bruno Sserunkuma Akejo is ACSET's director. "Thanks to the collaboration with Gered Gereedschap, we have been able to train 230 young people to become craftsmen or craftswomen. We were able to expand our small training centre into a full-fledged vocational training institute. With a great name: Skills for All Vocational Training Institute. The ultimate goal of the S4A VTI is to alleviate poverty and empower vulnerable youth to be self-reliant. With the support of Gered Gereedschap, we have been able to set up professional workshops for tailoring, car engineering automotive engineering, woodworking, metalworking and welding. We use the workshops to train the young people but also to generate income for the school.

We now have a positive learning environment for the students. You can see the pupils becoming more competent and confident, you can see them growing. This ultimately makes them more employable and self-reliant in the labour market. It is also a huge improvement for the instructors. They can now demonstrate the correct use of tools or useful tips and tricks directly in practice. Students are more easily encouraged to actively participate and feedback can be given directly. With the support of Gered Gereedschap, the overall quality of our vocational education has really improved a lot.

The support has also had a positive impact on our reputation, we have become more visible within the community. We try to further encourage this by involving local leaders in our organisation's work on a regular basis. More students now know how to find us. In addition to the 125 students who have completed the course over the past three years, we currently have 105 students in school from the formal as well as the non-formal training courses of the institute. Thanks to the support of other organisations, we are able to offer vocational training to another 320 vulnerable youth in the next 2 years with 6 extra teachers. All in all, good news!





TOGETHER

Gered Gereedschap is able to do its job thanks to the commitment of many people involved. With lots of enthusiasm we work together towards one shared purpose: improve chances to a better life for (trainee) craftsmen and women in Africa.

Everyone is committed in its own way, depending on each person's possibilities and interests. By donating tools, volunteering, providing financial support as a private donor or equity fund, or by helping as a company to provide people or resources.

COUNTRY HEAD OFFICE VOLUNTEERS

Volunteers are the driving force behind Gered Gereedschap. In 2023, some fifteen volunteers worked at the country head office of Gered Gereedschap in Amsterdam, supported by a small number of paid staff and an unremunerated board. The country head office supports the 23 workshops. The staff of the country head office handle all requests from Africa for support, arrange the national logistics and shipping and are responsible for the national PR policy and donor and fund-raising.



WORKSHOP VOLUNTEERS

About 500 volunteers are actively involved in the 23 workshops of Gered Gereedschap in the Netherlands. They are the backbone of Gered Gereedschap and actively contribute in a way that suits their own needs, qualities and aspirations. For example, as a tool refurbisher, technical specialist, PR employee or board member.





DONORS

Gered Gereedschap can pride itself on a - also in 2023 - stable group of very loyal donors. They form our constituency and are essential to the continued existence of Gered Gereedschap. Thanks to their support and trust, we can continue our work and provide the organisation with a stable foundation.



FUNDS

Equity funds are an important source of income for Gered Gereedschap. Collaborating with equity funds is all about finding shared interests and putting them into practice. Gered Gereedschap liaises closely with various equity funds. In 2023, Gered Gereedschap benefited from the support of a.o. Addax & Oryx Foundation, AFAS Foundation, ASML Foundation, Stichting de Chocolonely Foundation, Stichting de Lichtboei, Stichting CCHO, Stichting Wees een Kans, Stichting Bon Coeur and Stichting The Elba Charitable Foundation.



COMPANIES

Companies also see GG as a good partner for achieving their objectives regarding Corporate Social Responsibility (CSR). The way in which companies and organisations interpret this is very varied. In 2023, in addition to its long-standing collaboration with a.o. Bouwmaat, IFS Ultimo, Praxis, PON, Hilti, Koninklijke Jongeneel, DKG Groep, Volker Rail and Groenhart, GG succeeded in entering into new partnerships with a.o. McMain Software and Maak Techniek.

ORGANISATION

Gered Gereedschap is a network organisation consisting of 23 workshops and a country head office, Stichting Dienstencentrum Gered Gereedschap. The country head office is responsible for developing, funding, and implementing the projects.

The staff handle requests for support from Africa, then distribute these to the workshops, arrange national logistics and international shipments by container. Furthermore, the country head office is responsible for fund-raising, corporate sponsorship, donor recruitment and national PR policy. An enthusiastic team in Amsterdam takes care of these tasks. We also have a permanent employee for project implementation in Uganda.

We get our knowledge, resources and (refurbished) tools from our network of workshops, collection points, partner organisations both in Africa and in the Netherlands, companies, volunteers and donors. Together, we are committed to Gered Gereedschap's goal: increasing the self-reliance of people in developing countries in Africa. The 23 associated workshops and the country head office are each legally independent entities.

BOARD

In January 2023, the board of Stichting Dienstencentrum Gered Gereedschap consists of four members. We work with a small board. Besides setting out policy and establishing frameworks within which the various teams operate, the board members also carry out some executive tasks, such as financial administration. Mr Galensloot left the board in 2023 and transferred his duties as treasurer to Mr Conijn.

In 2023, the board consists of the following members:

B. (Bob) de Koff – Chairman

L.T. (Laurens) Conijn, Secretary / Treasurer since October 1

J.T.G. (Jan) Galesloot – Treasurer (until October 1)

A.M.H. (Mieke) Schulte - Workshops

PROJECTS & FUNDRAISING TEAM

The Projects & Fund-raising Team manages relationships with project partners in the focus countries. It assesses applications from these countries against a wide range of criteria including effectiveness and reliability of the applicant organisation. The staff selects which projects to support, develops project plans on this basis and raises funds for them. After

a project is funded, the project partner is assisted in its implementation. In Uganda, the Projects team is supported by a local employee. There are discussions with the project partners about the progress of the projects and a thorough evaluation takes place after completion.

OPERATIONS TEAM

The Operations team is responsible for collecting, refurbishing and shipping of tool sets and machines to the projects. After approval of a project request by the Projects team, the workshops start assembling the requested tool sets. The staff of Operations then arrange transport within the Netherlands and international shipping, including all necessary documentation for import and customs. Our logistics partner, the Baanderij in Gouda, supports them in this process.

FINANCIAL TEAM

The Financial Team is responsible for the financial and the project administration. The team is managed by the treasurer.

MARKETING AND COMMUNICATIONS TEAM

The Marketing and Communications team is tasked with communicating with our community about Gered Gereedschap's activities. Our main communication channels are our website and the GG Message, published four times a year, our social media channels and the regularly sent e-mail newsletter. The team is committed to recruiting individual donors.

In addition, corporate sponsorship is also the responsibility of this team.

In 2023, several companies including Bouwmaat, Ultimo, NVDO, Pon, Praxis, Van Wijnen, Jongeneel, DKG Groep, Maak Techniek, McMain Software, VolkerRail and Hilti, expressed their support for Gered Gereedschap's work.





PAID EMPLOYEES

Three project managers are in charge of the Projects and Fund-raising, Marketing and Communication and Operations teams. There is also a fund-raising project manager within the Projects and Fund-raising team. And in Uganda, an additional project manager works on the implementation of the projects.

Each project manager is paid for one or more days a week and has specific project objectives. All of them are self-employed persons (ZZP) connected to the organisation by means of an assignment agreement. The ZZP structure was chosen in order to allow the organisation to be flexible and to exclude risks as much as possible.

DEPARTMENT	NUMBERS OF VOLUNTEERS	NUMBER OF PAID EMPLOYEES
Board	4	
Coordination Office	2	8 h
Projects and Fund-raising	1	48 h
Operations	2	12 h
Marketing and communication	5	24 h
Uganda team		40 H

FINANCIAL REPORT

Empowering people in Africa to become self-reliant, that's what we are working towards. To make this possible, we need financial resources. The more funds we have for target spending, the better. Which is why we are pleased to report that we were able to spend €774,399, - on our objectives, which was 87.2% of our total income. This is a figure we are proud of as the percentage has increased compared to 2022 when it was 83.3%.

In 2023, our income grew to €888,023,-. Expenses

amounted to €959,814, -. Our operating result in 2023 was -/ - €8,379, -. We also spent €63,411 on project costs, these costs are linked to specific projects to which donors have already committed.

€49,726, - of these costs were covered by income received in previous years. We pre-financed €13,685, -, the corresponding defined income will be received in 2024. Furthermore, an error correction of €35,388, - was applied, which was charged to the continuity reserve and appropriated reserve.

BALANCE SHEET*

ASSETS	31-12-2023	31-12-2022
Other receivables	4,392,00	534.00
Cash and cash equivalents	459,929,00	555,941.00
TOTAL ASSETS	464,321,00	556,475.00

LIABILITIES	31-12-2023	31-12-2022
Continuity reserve	168,832,0	223,106.00
Appropriated reserve	6,821,0	10,000.00
Designated funds	258,986.00	273,324.00
Current liabilities	29,682.00	50,045.00
TOTAL LIABILITIES	464,321.00	556,475.00

BREAKDOWN DESIGNATED FUNDS	31-12-2023	31-12-2022
Project Bugembe Women's Resource Center	86,677.00	111,530.00
Project Prime-2	38,627.00	52,318.00
Project Pioneer-2	11,086.00	15,000.00
Project Asunafo	35,045.00	21,784.00
Lords Meade	9,681.00	
Project Prime-3	23,283.00	
Project Pioneer-3	33,229.00	
Lords Meade-2	21,358.00	
TOTAL DESIGNATED FUNDS	258.986,00	273.324,00

*All amounts in €

PROFIT AND LOSS ACCOUNT

INCOME	2023	2022
Private individuals income	86,830.00	107,701.00
Companies income	97,830.00	102,223.00
Equity funds income	253,296.00	248,805.00
Workshops income	394,350.00	238,948.00
Charitable trusts & foundations income	55,142.00	22,759.00
Other	575.00	
TOTAL INCOME	888,023.00	720,436.00
EXPENSES		
Project expenses	774,399.00	600,123.00
Fundraising costs	99,762.00	51,678.00
Management and administration costs	85,653.00	90,928.00
TOTAL EXPENSES	959,814.00	742,729.00
Profit/loss	(71,791.00)	(22,293.00)
PROFIT APPROPRIATION		
Continuity reserve	(18,886.00)	(21,331.00)
Appropriated reserve	(3,179.00)	(15,000.00)
Designated funds	(49,726)	14,038.00



CRAFTMANSHIP
AS A BASIS FOR
SELF-RELIANCE

Algemeen Nut
Beogende Instelling

ANBI

Gered Gereedschap is making is work!

