

Metal Workshop



GG ANNUAL REPORT 2021



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Today Tuesday 2nd November 2021

SPORTS WEAR



CRAFTSMANSHIP AS A BASIS FOR SELF-RELIANCE

Also in 2021, COVID-19 was a daily topic of conversation. The measures taken to control the pandemic had a major impact on daily life, both here in the Netherlands and in the countries in Africa where we are active. Our partners also felt the consequences. Lockdowns brought public life to a standstill, workers lost part of their income and children could no longer attend school.

As a consequence, the pandemic has led to increased poverty and inequality in Africa. Large groups of people have fallen back into a situation of extreme poverty over the past two years, meaning that they have to live on less than USD 1.90 a day. The consequences are particularly severe for children from the poorest families. When, in November 2021, the schools in Uganda finally reopened after two years (!), only half of the pupils actually returned. Thanks to the cooperation with three vocational schools in the Jinja region, we were able to offer more than 100 young people from the poorest families a scholarship to start a two-year vocational course. This is a good example of how we - together with our partners in Africa - continue to look for opportunities for people living in poverty, even in these difficult circumstances.

The pandemic called for flexibility in the Netherlands as well. Many of our workshops were temporarily closed, but as soon as it was possible, our volunteers, often in smaller teams and spread out over several days, set to work collecting and refurbishing the collected tools and machines. The work of the employees at the country

head office could also continue, often from home. This is how we managed to support 22 projects in Tanzania and Uganda in 2021. The support of a growing group of people donating tools, private donors, companies and funds has also contributed to this.

Also, on behalf of our volunteers, in the office and in the workshops, I would like to thank you for your contribution to our work in the past year.

Best regards,

Bob de Koff
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 USD 1 a 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 in order to create a flourishing manufacturing industry. However, there is often a lack of sufficient professionals, knowledge, finances and resources such as tools and machines.



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.

In order 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



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OUR WORKING METHODS

FIGHT POVERTY TOGETHER

The network of Gered Gereedschap consists of 26 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.

The vast majority of 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 and 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.





2021 GERED GEREEDSCHAP CONTINUES

Enabling people to earn a good living through craftsmanship. That is what Gered Gereedschap stands for. For many years, we have been doing this by supporting schools and organisations with tools only, but in recent years we have started to do this with a broader package of support. The first steps were taken with our EQUIP programme, through which we provide this broader support. For example, the first rental workshops have been set up in recent years.

As our supporters increasingly embrace the EQUIP Programme, we have been able to start implementing projects within the EQUIP Programme on a larger scale in 2021. In the Jinja region, we support three Vocational Training Centres. Among other things, we increase teachers' knowledge by training them in technical and teaching skills, adapt the curriculum to the needs of the labour market, provide scholarships to students and, of course, equip good practice classrooms. In Malawi, we have built a metalworking workshop and a combined sewing/shoemaking workshop. These workshops are used for teaching and provide workplaces for starting entrepreneurs. In Uganda we have also started two entrepreneurial projects whereby starting entrepreneurs are given access to good machines and tools, micro-credits and entrepreneurial coaching. All of these projects are multi-year projects in which we commit ourselves to a partner for a longer period of time. Together with our partners, we take care of the implementation of our projects.

The larger scale of our EQUIP projects also affects the way we work. Project management and relationship management with our financiers have become a much bigger part of our daily work. We have therefore extended our team with Ellen van Puffelen in the beginning of 2021. She is a project manager with extensive experience in setting up and implementing projects in Africa. She is responsible for the implementation of our EQUIP projects from Amsterdam.

We have also started setting up a local office. In Uganda, to begin with. A local presence is a long-cherished wish with which we are even better able to support our partners in Africa. Because of the various EQUIP projects that we are now implementing in Uganda, it also became financially possible. There were 40 candidates for the vacancy of

Program Manager Uganda. After an extensive application procedure, during which Ellen met the three best candidates in Uganda, Thomas Watmon was appointed. In the current year, we are working to set up a legal structure for the local office in the form of a local NGO.

Ellen did not only travel to Uganda at the end of 2021 to speak to the candidates. She also visited all EQUIP projects. Fortunately, this was possible again now that the coronavirus measures had been scaled down in Uganda as well. The coronavirus measures have had a great impact on our partners. The schools in Uganda, for example, were closed for almost 2 years. As a result, many pupils have returned to their home villages. Because most of the schools we work with are private institutions, they depend on the school fees their students pay for their income. Due to the prolonged closure of the schools, this source of income was lost. Fortunately, our partners got through this difficult time by setting up income-generating activities. For example, one of the schools started producing dispensers for disinfectant. Now that schools have reopened, not all students are returning, and student numbers are often still not at pre-corona levels. We support our partners in recruiting new pupils. We do this by giving communication advice, but also, for example, by providing scholarships. After all, families also have





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less to spend because of corona, which makes it more difficult for children to go to school.

Also in the Netherlands we still had to deal with corona measures for a long time in 2021. This has led to the workshops being closed for some periods of time or having to work with a lower number of staff. Consequently, fewer tools could be refurbished and therefore fewer projects supported. Because of this, the partners in Africa that we have promised to support have to wait longer for their tools. We will probably catch up with this backlog in 2022.

All 26 Gered Gereedschap workshops throughout the country are independent organisations. They are often foundations, sometimes associations or part of larger (care) organisations. All these organisations are responsible for maintaining their own financial health. Keeping costs down is very important in this respect. That is why many workshops are housed in temporary accommodation, anti-squatting or in vacant business premises. The disadvantage of this is that accommodation is uncertain. At some point, a workshop may have to leave the accommodation. This creates an acute problem, also because commercial renting of another location is infeasible with the current market prices. Our workshops in The Hague and Groningen faced such a situation in 2021. The volunteers searched hard for replacement locations, and we supported them where possible. They succeeded. New locations have been found and we hope

that Groningen and The Hague will be able to continue working at their new locations for many years to come.

The above shows the vulnerability of the workshops. A little more financial leeway could reduce this vulnerability. That is why, together with the workshops, we looked at ways for the workshops to generate extra income. One of the actions that resulted from this is the development of a rental concept. The workshop in The Hague is setting up a pilot whereby local residents can rent tools for a small fee. This will increase the income for the workshop and at the same time make the workshop of greater value to the local community. If the pilot is successful, the possibility of other workshops participating in this initiative will be explored.

Gered Gereedschap can only carry out its work when enough supporters are prepared to support us financially. Our three largest income streams come from private donors, equity funds and companies. All three of these streams increased in 2021 compared to the previous year. More and more private donors support Gered Gereedschap. Equity funds are prepared to contribute larger amounts to our EQUIP projects. Companies are keen to connect with Gered Gereedschap in order to show their social commitment.

We are pleased with the trust placed in us by both our supporters in the Netherlands and our partners in Africa. In all the projects we carry out, we like to be on an equal footing with our financiers and the local partners in order to achieve our goals together. In 2022, the 40th year of our existence, we will continue to do so. Our ambition remains undiminished: to help as many people as possible to a self-reliant existence, through craftsmanship.



"GETTING THE MAXIMUM BENEFIT OUT OF USED TOOLS."

Roel Hoppenbrouwers
General Manager solidarity workshop Huijbergen

Roel Hoppenbrouwers works as a volunteer for the Huijbergen solidarity workshop, where he is in charge of everyday operations. He cannot stop talking about 'his domain'. Full of enthusiasm he talks about his people and the ins and outs of the workshop. "It's great to see how everyone puts in the effort to get the maximum benefit out of the used tools and to turn them into something beautiful and useful again."

He joined the solidarity workshop some five years ago after becoming unemployed at the age of 62 as a mechanic at a former cigarette factory in the south of the Netherlands. He came into contact with Gered Gereedschap through an advertisement in a local paper calling for volunteers. His role varies from supervising, managing and coordinating to identifying together what needs to be refurbished. Whenever he has time to spare, he also works in the workshop himself. And on top of all that, he is also an active board member and maintains the workshop's website.

Roel: "From my background as a mechanic, working with tools immediately appealed to me. Refurbishing the tools and making them beautiful again gives a lot of satisfaction. And of course, it is an extra motivation that by doing so you are giving people in developing countries a chance to earn their own living.

It is obvious that he is proud of his team of volunteers. Keeping them involved is important to him. "Twice a year we get together for a bite to eat and a drink. One of the things we present then are the (annual) figures. This way, we make it tangible and everyone can see what they are doing it for. And we also have a nice get-together."



"I HAVE ACHIEVED SOMETHING"

Ayisha Issah, NOYED, Ghana

At NOYED-Ghana's training centre in Tamale, almost deserted because of corona, a few students are still completing their welding and metalwork courses. One of them is twenty-year-old Ayisha Issah. She is just finishing a difficult welding job when we speak to her. "This class assignment is really an advanced one. And I am advanced," she says, laughing. "I am now at the end of the second year of training. In the beginning, I knew nothing about welding. I had never seen a welding machine, let alone held one. And now I'm doing jobs like this." She points to the metal door she was welding parts on when we got talking to her.

FRUSTRATING TIME

When Ayisha received her high school diploma four years ago, her school career came to an end. Her grades were too low to continue studying and there was no money to improve her knowledge of specific subjects. It was a frustrating time, she says. "I was at home all day, had no money and my parents had to support me, even though they themselves could barely make ends meet. I also got pregnant. It was difficult."

WELDING MACHINE

Two years ago, she decided to register for the welding and metalworking course at NOYED-Ghana's training centre. This organisation was founded in 2005 with the aim of improving the social and economic situation of the population in the poverty- and unemployment-stricken area of Northern Ghana. Providing vocational training for young people is a key activity in this respect. Gered Gereedschap supports NOYED-Ghana through the donation of welding equipment, metalworking tools and sewing machines, among other things. "At the beginning of my course, there was a shortage of welding machines," says Ayisha, "then the container from

the Netherlands arrived and there were enough again. The welding machine I am working with now is also from the Netherlands."

AUNT

We ask Ayisha how she came to the decision to take the course. "At one point I really didn't know what to do anymore," she says. "Then my aunt gave me the tip to check out NOYED's training centre. I went in and when I saw the students, I became more and more enthusiastic. So it was thanks to my aunt that I ended up here."

RESULT

What has the training at NOYED-Ghana given Ayisha so far? "I have achieved something. That's how I feel. This training has given me more self-confidence. I have a goal and an income. My parents or other family members no longer have to support me. I earn my own money by doing odd jobs during my studies. Some days more than others. But now I can support myself and my child and save money to set up my own workshop. I would never have dreamed of it two years ago."



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 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) actions. Every year, some 300,000 to 400,000 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 re-integration project at the county 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 initial 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 2021 we worked together with a.o. Reclassering Nederland; (Dutch Probation Service), WIJ3.0 Altrecht (Den Dolder), Reinaerde Arbeidscentrum (Veenendaal), Cor Werkt Beter (Woerden), Ons Welzijn (Oss), de Skûle (Franeker), Stichting 2switch (Arnhem) and Stichting Buitengewoon (Velsbroek).

PARTNERS & PROJECTS

In 2021, we were able to support 22 organisations. This is less than we achieve on average in a year. On the one hand, this is due to the corona measures, which meant that our workshops had less capacity to refurbish tools. On the other hand, it is because we support larger projects. For example, one entire container of tools, including a complete car garage, went to Mekanika.

The shipment to the EQUIP rental workshop of PEFO was used to set up six satellite rental workshops. These are small rental locations in cooperation with a local craftsman. This allows us to provide the craftsmen with the tools and makes it easier for them to rent these tools. At the same time, it generates income for the manager of the satellite workshop. An average satellite makes a profit of between 25 and 50 euros per month. This seems modest, but if you consider that the average income of a craftsman is 300 euros per month, then this is a welcome addition.

The EQUIP projects of Gered Gereedschap differ from other projects through our longer-term commitment to the partner and support with more than just tools. In 2021, we started supporting three vocational training centres in strengthening their metalworking and woodworking courses. They are Prime Vocational Institute, Pioneer Technical Institute and Nile Vocational Institute. All three are in Uganda.

In Malawi, we completed the project in cooperation with Music Crossroads. Two complete workshops, using containers,

have been set up here in metalworking, tailoring and shoemaking. The aim is to offer more young people practical training. Graduated young people can rent a workplace there as a starting entrepreneur.

The Mekanika project aims to improve the quality of car mechanics in Uganda. Mekanika connects car owners and self-employed mechanics through an app. To ensure trust in the app, the mechanics must be of good quality. By mapping the skills of the mechanics and providing additional training where necessary, quality is monitored and improved. Setting up the quality test and additional training was realised with the support of Gered Gereedschap.

Finally, we support the Bugembe Women's Resource Centre. Together with this organisation, we set up an entrepreneurial workshop where graduated tailors can rent a workplace. The tailors can also receive coaching in entrepreneurship and the workshop also brings in projects from the market that the tailors can carry out together.





PARTNERS & PROJECTS

PROJECTS OF 2021:

Number #	Project-ID	Project name	Country
20-903	19-038	Joint Initiatives For Vulnerable Support	Tanzania
20-903	19-041	Tanzania Environment Development Organization	Tanzania
20-903	19-064	Luilu Youth Vocational Training Center	Tanzania
20-903	19-067	Nyamiruguyu Environmental Conservation Organization	Tanzania
20-904	19-043	AMKA YOUTH GROUP	Tanzania
20-904	19-069	Kiota Women's Health and Development (KIWOHEDE)	Tanzania
20-904	19-034	The Network For Sustainable Development (NSDO)	Tanzania
20-904	19-036	VIJANA PAMBANA PATA MAENDELEO RUKWA -VIPAMARU	Tanzania
20-905	19-060	Makanika	Uganda
20-906	19-052	WIVOT	Uganda
20-906	20-401	EQUIP rental PEFO	Uganda
20-906	19-016	Women TRUST NET WORK (WOTA)	Uganda
20-906	19-021	AWARE Uganda (Action for women and Awakening in Rural Environment)	Uganda
20-906	19-022	Rural Disabled Women Association (RUDIWA)	Uganda
20-906	19-029	WOMEN OF PURPOSE (OMUKAZI WOMUTIMA)	Uganda
20-906	19-024	URBAN RURAL DEVELOPMENT ORGANIZATIO-Uganda	Uganda
21-902	20-006	UYSTO	Uganda
21-902	20-075	RIFA	Uganda
21-902	20-089	MTC	Uganda
21-902	20-092	PIDA	Uganda
21-902	20-104	DAPU	Uganda
21-902	20-408	Grannies PEFO	Uganda





KEY FIGURES

In 2021, we were able to support 22 organisations in 2 countries (Uganda and Tanzania). We have done this, among other things, by refurbishing and supplying 74,643 tools. With this, 119 classrooms were equipped, 3,570 students were able to receive vocational training and 353 graduates were provided with a starter toolkit. The tools have also been used to set up a complete car garage in collaboration with Mekanika and Kimuna Technical Institute.

In Malawi, 2 workshops have been set up in cooperation with Music Crossroads. The tools and machines for this have been shipped at the end of 2020, which means that they are not included in the overview below. The actual construction of the container workshops in metalworking and tailoring and shoemaking will take place in 2021. In addition to tools, Gered Gereedschap has also provided Music Crossroads with technical knowledge. This knowledge made it possible to build the workshops and train the teachers.

For the first time, we also provided scholarships to 105 young people who can use these to follow a two-year course to become carpenters or metal workers.

TOOL KITS	NUMBER OF SETS
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CLASSROOM SETS (10 STUDENTS)

Classroom set Car engineering	5
Classroom set Woodworking	35
Classroom set Electrical engineering	14
Classroom set Construction	16
Classroom set Metalworking	36
Classroom set Plumbing	10
Classroom set Shoemaking	3

INDIVIDUAL TOOL KITS

Individual set Car engineering	55
Individual set Woodworking	176
Individual set Construction	29
Individual set Metalworking	90
Individual set Plumbing	3

SEWING MACHINES

Electric sewing machine	305
Hand operated sewing machine	223
Treadle sewing machine	44
Industrial sewing machine	2
Shoe-stitching machine	1
Shoemaker sewing machine	1

TOOL KITS	NUMBER OF SETS
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ELECTRIC MACHINES

Jigsaw (16), Belt sander (4), Orbital sander (6), Router (2), Angle grinder (20), Double grinders (11)	59
Various Hilti machines	605

WORKSHOP MACHINES

Saw bench (2), Bench drill (2), Mitre saw (2)	6
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SAFETY EQUIPMENT

Box of protective goggles and earplugs	12
Overalls	200

CAR GARAGE

Oil funnels (2), Alignment device (3), Large jack (1), Engine hoists (2), Pressure tank for car workshop (1), Tyre changer device (1), Jack (1), Car parts cleaning device (1), Car garage tyre tool (1)	13
Box with various car garage tools	8
Car bridge + oil drip pan	1
Complete set of equipment for changing truck brake shoes workbench	1

VARIOUS

Shoemakers lasts	6
MAKITA jointer plane	1

NEED GOOD QUALITY TOOLS? IN JINJA YOU JUST RENT THEM!

Good quality tools are not cheap, every craftsman can tell you that. For those who want to start their own business, the investment in tools is often one of the first financial hurdles. In a country like Uganda, this is often too big a hurdle for many. In order to help craftsmen get their businesses off the ground, Gered Gereedschap has started setting up rental workshops under the name EQUIP. In Jinja and the surrounding area, in close collaboration with local organisations and companies such as Real Plumbers & Metal Fabrication.

The management of the rental location in Jinja is in the hands of Peter. He is the technical man at this company, which not only does plumbing and metalwork jobs, but also provides training to vulnerable street youths in cooperation with the local organisation Street Talents. Part of the customers of the new rental location are former students. " Young people who have received training with us and started working for themselves now rent the tools they need to be able to carry out certain jobs. The money for a hammer or a file can be saved up quickly, but a welding machine is another story. Fortunately, they now do not have to miss out on a job because they do not have a welding machine. But not having a certain type of hammer or file can also be a problem. If we have them in stock, they can rent them from us. We keep the rental price as low as possible. For 300 Ugandan Shillings (7 euro cents) a day you can rent a hammer or a file. The rental business is doing quite well.

On average, we now receive about 350,000 Ugandan Shillings (€ 75) per month in rental income. This is how we pay the salaries of the people who work at the rental location and of the employees who train apprentice plumbers and metal workers here. The meals for the apprentices are also paid from the rental income. I am very satisfied with the results so far. The only bottleneck is that sometimes we have to say no, because we don't have enough of certain tools or machines in our assortment. For example, if someone wants to hire a welding generator or a certain type of metal drill and you have just hired out the last one, it is frustrating. You don't want to disappoint your customers."


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

Jo-Bo



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 2021, some twenty 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 26 workshops. The employees 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 26 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 2021 - 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 2021, Gered Gereedschap benefited from the support of a.o. Addax & Oryx Foundation, AFAS 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 2021, GG succeeded in entering into new partnerships with a.o. Van Wijnen, Bouwmaat and Groenhart, in addition to its long-standing collaboration with a.o. Praxis, Pon, Ultimo Software, Hilti, Koninklijke Jongeneel, DKG Groep en VolkerRail.

ORGANISATION

Gered Gereedschap is a network organisation that links many people and various organisations. The country head office, workshops, collection points, partner organisations in Africa and in the Netherlands, companies, volunteers and donors, all work together to achieve the objective of Gered Gereedschap: to increase self-reliance of people in developing countries. The basic structure of the Gered Gereedschap organisation consists of 26 workshops and a country head office. The country head office and the workshops are each legally independent entities.

The nationally operating Stichting Dienstencentrum Gered Gereedschap supports, as country head office, the local workshops and collection points. The office processes the requests for support, submits the requests to the workshops, arranges the national logistics and international shipping by container. The country head office is also responsible for the national PR policy and for the recruitment of donors, sponsors and funds. From Amsterdam, we work on this with an enthusiastic group of employees.

BOARD

In January 2022, the board of Stichting Dienstencentrum Gered Gereedschap consists of four members. In 2021, two of our board members stepped down. We thank Arend Stermerding and Evelien van der Voorde both for the 9 years they have been working for Gered Gereedschap.

We work with a small and decisive board. The board members are actively involved, which means that in addition to setting out policy and setting frameworks within which the various teams operate, the board members also participate in the implementation.

In 2021, the board consists of the following members:

B. (Bob) de Koff – Chairman

L.T. (Laurens) Conijn, Secretary (from 1 September 2021)

J.T.G. (Jan) Galesloot - Treasurer

A.M.H. (Mieke) Schulte – Workshops

A. (Arend) Stermerding – Secretary (until 1 September 2021)

E.C.E. (Evelien) van der Voorde - Marketing and Communication (until 31 December 2021)

PROJECTS & FUND-RAISING TEAM

The Projects & Fund-raising Team maintains contacts with project partners in the focus countries. The applications from these countries are evaluated against the criteria of Gered Gereedschap. The team members also test the effectiveness and reliability of the organisation. From all applications, the team makes a selection of projects that will be supported. The team will raise funds for these projects. Even after an application has been approved, Gered Gereedschap maintains contact with the local partner. The progress of the project is regularly discussed and a thorough evaluation will take place after completion.

OPERATIONS TEAM

The Operations Team is responsible for collecting and refurbishing the tools and the shipment of tool sets to the projects. After approval of the project application by the Projects Team, the workshops will start producing the required tool sets. The Operations team is responsible for transport in the Netherlands and for international shipment, including the associated paperwork for import and customs. Our logistics partner, de Baanderij in Gouda, manages the national transport of the tools from the workshops to the container storage.

In addition to the work in the Netherlands, the Operations team is responsible for the realisation of the projects within the EQUIP programme.

FINANCIAL TEAM

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





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MARKETING AND COMMUNICATION TEAM

The Marketing and Communication Team is responsible for communicating the activities of Gered Gereedschap to the public groups. Important means of communication are the GG message that appears 4 times a year and the e-mail newsletter that is sent regularly to those who are interested. The team also puts a lot of effort into the recruitment of private donors via the website, which attracts around 2,500 visitors per month.

Corporate sponsorship is also part of the work of this team. In 2021 a number of companies, for instance: Praxis, Bouwmaat, PON, Ultimo, Jongeneel, Hilti, VolkerRail and DKG Group supported the work of Gered Gereedschap.

PAID EMPLOYEES

Three project managers manage the Projects and Fundraising, Marketing and Communication and Operations teams. In addition, the Projects and Fundraising team has a fundraising project manager.

The project managers are paid for one or more days, each with its own defined project objective. 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.

The assignment of the Operations Project Manager was increased by 12 hours in 2021 for the purpose of implementing the EQUIP projects in Africa.

Department	Number of volunteers	Number of paid employees
Board	5	
Coordination Office	1	8 h
Projects and Fund-raising	3	48 h
Operations	2	12 h
Marketing and communication	11	24 h

FINANCIAL ANNUAL REPORT

Gered Gereedschap is an organisation with ambition and in order to realise that ambition, we need financial resources. We would like to help even more people than we already do now. It is therefore encouraging that revenues have increased in all areas. Contributions from private donors amounted to 95,674 in 2021, almost 11 per cent more than in 2020. Contributions from equity funds and companies even increased by 25%.

We would like to use the extra income for the realisation of our objectives. It is therefore positive that the expenditure on our objectives has increased from 343,228 in 2020 to 397,839 in 2021.

Because many of our projects now run over a period of several years, we cannot use all of the income received for our projects straight away. For the activities that we still need to carry out in the future to make these projects successful, we are setting up designated funds. These funds have increased considerably in 2021, which means that the obligations arising from these donations have increased accordingly.

To ensure the future of the organisation, Gered Gereedschap maintains a continuity reserve of a size that enables us to bear all expenses for a period of one year without any income. The current level of the continuity reserve makes this possible.

BALANCE SHEET*

ASSETS	31-12-2021	31-12-2020
Loans granted		4,000
Other receivables	528	2,500
Cash and cash equivalents	559,687	408,233
TOTAL ASSETS	560,215	414,733

LIABILITIES	31-12-2021	31-12-2020
Continuity reserve	244,437	243,243
Appropriated reserve	25,000	40,000
Designated funds	259,286	103,030
Current liabilities	31,492	28,460
TOTAL LIABILITIES	560,215	414,733

BREAKDOWN DESIGNATED FUNDS	
Makanika project	3,075
Prime-1 project	44,331
Pioneer-1 project	40,924
Nile-1 project	61,511
Bugembe Women's Resource Center project	109,445
TOTAL DESIGNATED FUNDS	259,286

*All amounts in €

PROFIT AND LOSS ACCOUNT

INCOME	2021	2020
Private individuals income	95,674	86,194
Companies income	74,018	58,764
Equity funds income	252,177	201,652
Workshops income	227,212	219,130
Charitable trusts & foundations income	31,017	27,245
TOTAL INCOME	680,098	592,985
EXPENSES		
Project expenses	397,839	343,228
Fundraising costs	61,160	70,138
Management and administration costs	78,649	56,441
TOTAL EXPENSES	537,648	469,807
Profit/loss	142,450	123,178
PROFIT APPROPRIATION		
Continuity reserve	1,194	35,148
Appropriated reserve	(15,000)	(15,000)
Designated funds	156,256	103,030



CRAFTMANSHIP
AS A BASIS FOR
SELF-RELIANCE

Algemeen Nut
Beogende Instelling

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Gered Gereedschap is making it work!

