



SWAZILAND ANNUAL REPORT 2017

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Vision

“ Our vision for every child,
life in all its fullness, our
prayer for every heart, the
will to make it so”.

Values

We are Christian
We are committed to the poor
We value people
We are stewards
We are partners
We are responsive

Mission Statement

World Vision is an international partnership of Christians whose mission is to follow our Lord and Saviour Jesus Christ in working with the poor and oppressed to promote human transformation, seek justice and bear witness to the good news of the Kingdom of God.

OUR PROMISE 2030

Building Brighter Futures for Vulnerable Children

Strategic Imperatives

- Deepen our commitment to the most vulnerable children
- Focus our ministry for greater impact
- Collaborate and advocate for broader impact
- Deliver high quality, sustainable funding
- Live out our Christian faith and calling with boldness and humility

Mindsets and Behaviors

- Unity and trust
- Wise stewardship
- Looking outward
- Timely truth telling with love

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Francis Dube
Country Program Director

MESSAGE FROM COUNTRY PROGRAM DIRECTOR

Congratulations to the 220 plus staff members who successfully carried World Vision to greater heights in 2017 and to the Board of Directors for their unwavering support. I note with excitement that for the second year running, World Vision in Swaziland recorded growth in income levels, closing the year with actual funding at \$25.97 million, up from \$23.13 million in 2016, a 12% increase. On the expenditure side, 95% (\$24.70 million) of available funds were used. Our internal control structure proved to be very solid, attaining the highest audit rating of “acceptable rating” or a score of above 80%.

We remain an organization of choice with cumulated voluntary staff turn-over of 4.5% which by any industrial standard is a good stability indicator. World Vision in Swaziland was recognized by the International President and Chief Executive Officer, Kevin Jenkins for significant improvement in “OurVoice” Survey results in 2016 and 2017 – a survey that measures the organizational culture, leadership, employee wellness, safety and well-being. We pride ourselves in these achievements and celebrate the team spirit, commitment and dedication.

I applaud everyone for positively embracing changes that took place during the year in automation of our procurement processes and payment system through “ProVision” project, rolling out the project management Online based system (Horizon) and children monitoring through “Transformed Field Environment”. We have already started to see the benefits of the computer-based, smart phones-aided and Internet-supported systems and look forward to yielding additional benefits in 2018.

The improvements in internal processes have seen us improve our delivery of the child well-being outcomes. As we reflect on our 2017 Child Well-Being report, we celebrate and thank God for the positive contributions our programs are making on water access across communities we operate in, increase in access to proper excreta disposal facilities, better hygiene practices and behavior change, increased awareness on comprehensive HIV and AIDS knowledge, better health and nutrition for the children and many more. We give credit for these positive changes to the multiple donors that support our work in Swaziland namely, World Vision fundraising offices (Australia, Austria, Germany, Ireland, Italy, Japan, South Korea, Taiwan and United States of America), USAID Agencies (Food for Peace, Office for Disaster Assistance), European Union, Government of the Kingdom of Swaziland (Ministry of Economic Planning and Development & National Disaster Management Agent), PACT, Austrian Development Agent, United Nations Agencies (UNICEF and FAO), Esicojeni Foundation and private sector in Swaziland (Standard Bank and Swazi MTN). I am encouraged by what we have been able to achieve. Let us continue to press on towards our vision – “Our vision for every child, life is all its fullness.” I thank you all.

Francis Dube

Country Program Director

“ We remain an organization of choice. ”

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SENIOR LEADERSHIP TEAM



Winile Hlongwane
People and Culture Manager



Mandla Nkambule
Finance & Support Services
Manager



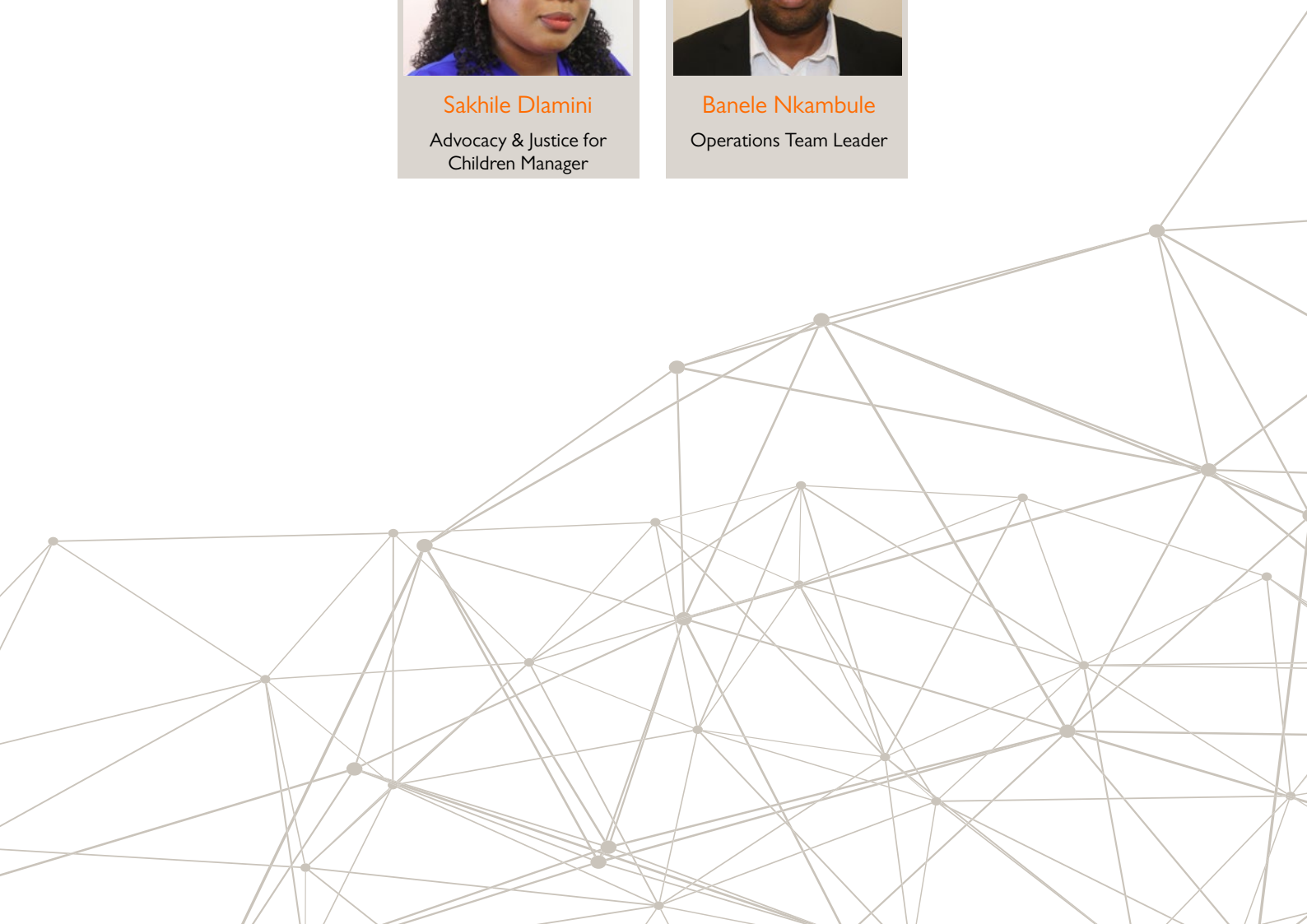
Nompumelelo Phakathi
Design Monitoring &
Evaluation (DME) Manager



Sakhile Dlamini
Advocacy & Justice for
Children Manager



Banele Nkambule
Operations Team Leader





Reverend David Mathse
Board Chairperson

MESSAGE FROM CHAIRPERSON OF BOARD OF DIRECTORS

One year on, we mark the first anniversary of the launch of the Global Strategy 2030 code named our Promise 2030. Our Promise is our commitment to the most vulnerable children of Swaziland. A commitment to with vulnerable children towards realization of their dreams and God given potential. We have chosen our path in Swaziland that has seen us focus on five sectors that is child protection, education, health (including nutrition and HIV), livelihoods and water, sanitation and hygiene (WASH). With a focus on these sectors we have witnessed the concentration of our resources to a few sectors, with significant contribution to child well-being. We are grateful of the accomplishments of our first year of our strategy.

In 2017, we launched the whistleblowing hotline in partnership with Deloitte & Touche. The hotline was available to all staff and our partners especially the vendors who we deal with in our line of business. The hotline complements our existing integrity reporting line and we seek to uphold high standards of professionalism, business ethics and develop a culture of zero tolerance to fraud. Our commitment to high standards remain the essence of how we do business and continue to maintain and improve our policies on child protection, and avoidance of exploitation in all its forms. We did further increased our interaction and feedback with beneficiaries across the regions by partnering with Swazi MTN for a toll free number and establishment of help desks across all food distribution points. We thrive to the the best in our line of operations, maintaining high accountability standards.

As a Board we congratulate Judge Maxime Langwenya, who served in the World Vision Swaziland Board of Directors for her elevation to a High Court of Swaziland Judge. While the Board will miss her we note the national will benefit from her determination to serve His Majesty and the country at large. We further regret the retirement of our visionary former Chairman, Mbuso Simelane, after nine years of dedicated service to World Vision Swaziland. Mbuso was a great leader, chair and mentor to Board members and management. We will surely miss him but are hopeful he will continue to be at our service for further consultations.

I wish management, my fellow Board members, our partners and children a prosperous 2018

Regards

Rev David Mathse

WORLD VISION SWAZILAND BOARD



Rudo Kayombo
Regional Leader



Sharon Maziya
Human Resources
practitioner –
Communication



**Professor Comfort
Mdebele**
Lecturer



**Siceliwe
Mngometulu**
Human Resources
Practitioner



Maxine Langwenya
Lecturer



Hezekiel Nsibandze
Banker



Mbuso Simelane
Entrepreneur

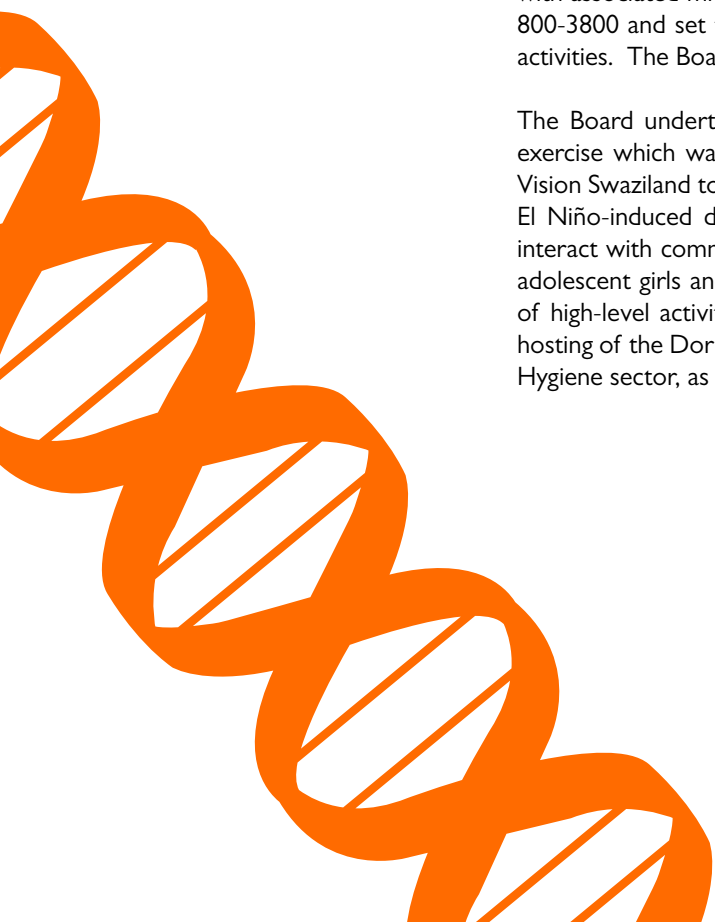


GOVERNANCE

In this Financial Year (FY17) there were some changes in the in the composition of the Board following the exiting of the Chair Mbuso Simelane, Judge Maxine Langwenya and Southern Africa Regional Leader and World Vision International Representative to the board Rudo Kwaramba. Mr. Simelane had served the board for nine (9) years and was replaced by Rev. David Matshe who is a lawyer by profession and a Pastor. Ms. Langwenya was appointed to the High Court of Swaziland as a Judge. Rudo Kwaramba left the organisation in July 2017 after 17 years with World Vision in various roles. She had served as World Vision Swaziland Board member for almost five(5) years. She will be replaced by the next Regional Leader who assumed office in January 2018. Other Board members include Hezekiel Nsibandze, Sharon Maziya, Siceliwe Mngometulu, Professor Comfort Mndzebele and the Country Program Director Francis Dube.

In 2017, the Board continued to develop itself through various trainings related to the discharge of its function. One such training was the Corporate Governance training which focused on the King IV principles convened by Price Waterhouse Coopers in Swaziland. One of the speakers was Professor Mervin King, a recognized guru in the field of corporate governance. The Board had its annual retreat where management was invited and Ambassador Mumba Kapumpa of Zambia was the facilitator. Other development sessions were facilitated by Regional Governance Advisor Elizabeth Rukundo and World Vision Zimbabwe Risk and Governance Advisor Mr. Godfrey Nyadongo. Worth mentioning is that in FY 17, the Board adopted the consolidated risk register and the Top Ten Risks with associated mitigation plan. The Board also launched the local ethics hotline 800-3800 and set the tone for reporting of all suspected fraud and corruption activities. The Board continues to monitor risk compliance.

The Board undertook a field visit to Shewula to observe a food distribution exercise which was part of the Emergency Response program run by World Vision Swaziland to mitigate the impact of the El Niño-induced drought. During this visit, the Board had an opportunity to interact with communities and children, as well as to donate dignity kits to the adolescent girls and boys in the area. The Board also participated in a number of high-level activities, which were hosted by the national office, including the hosting of the Dornsife family – a major contributor to the Water Sanitation and Hygiene sector, as well as the Annual Day of Prayer.





Launch of Ethics and Integrity line at Piggs Peak in August 2017.

EDUCATION

42%

Increase in children engaging in after-school literacy activities as well as increased literacy activities at household level.



World Vision's work in education is guided by child well-being aspiration of children are educated for life. In 2017, working in partnership with the Ministry of Education and Training, the work of World Vision in Swaziland focused on in-service teacher training, parents engagement and empowerment to participate in education of children and mobilization of community and community volunteers to promote reading camps.

With reference to in-service training, 1270 teachers, from 154 primary schools, were trained on the utilisation of the five core reading skills (letter knowledge, comprehension, vocabulary, fluency and phonemic awareness). The teachers further transferred the knowledge and skills to 78,304 learners in schools across the country. Additionally, World Vision funded training of head teachers on how to conduct effective supervision using the Literacy Boost methodology.

In promoting reading outside the schools, 307 reading camps were established, with a total of 326 "reading camp facilitators" trained to support the established camps. Reading camps establishment involves identifying community structures, equipping these with reading materials and mobilizing volunteers to support periodic gathering of children to study during school holidays, weekends or after school hours. A total of 5745 children consistently participated in the after-school reading sessions. Working with Ducere Foundation and Ministry of Education and Training, 100 learners wrote 600 stories with 309 stories published and packaged into sets of story books that have increased variety of reading materials in reading camps. Copies of the story books are available in national libraries and school libraries. Routine monitoring data has indicated a 42% increase in children engaging in literacy activities as well as increased literacy activities at household level.

Forty (40) schools benefitted from the World Vision Information and Communication Technology for Education programming, receiving computer hardware (desktops), establishment of furnished computer laboratories, teacher training, in Information and installation of a computer-based curriculum. Commenting on this initiative, a teacher from Mazombizwe High School said: "This initiative has had significant and positive impact on student achievement, especially in terms of knowledge comprehension, practical skill and presentation skills in subjects such as mathematics, science and social studies etc."

Other education sector achievements for the year include capacitating 1197 parents on literacy development for children and payments of schools fees for 168 post-primary school orphans and vulnerable children.

World Vision in collaboration with Ministry of Education and Training thanks the achievements to support from many stakeholders especially Ministry of Tinkhundla, Administration and Development, Sebenta National Institute, Swazi MTN, National Curriculum Centre, William Pitcher College and Ducere Foundation.



21 Days of Yello Care ICT for education.

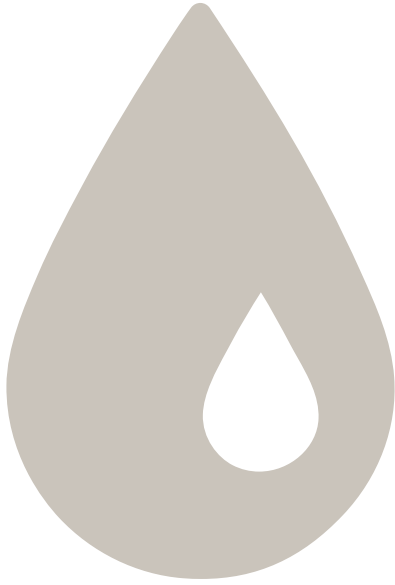
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“This initiative has had a significant and positive impact on student achievement, especially in terms of knowledge comprehension, practical skill and presentation skills in subjects such as mathematics, science and social studies etc.”

- Teacher at Mazombizwe High School

”

WATER, SANITATION & HYGIENE



82%

Success rate in construction of VIP latrines, benefitting a total of 21 952 school-going children

The 2017 activities of World Vision in Water, Sanitation and Hygiene advanced the objective of offering protection to children from infections and diseases. In pursuing of this objective and guided by achieving universal access to clear water to render the protection effective within World Vision targeted Tikhundla, World Vision supported construction of reticulated water supply systems, boreholes, household and institutions sanitation facilities and basic hygiene and behaviour change education in the four regions of Swaziland.

The efforts led to the successful completion of 10 reticulated water systems including Lombatsela (Mkhiweni), Mpini and Nyatsini (Ngudzeni), Phase I of Makhwekhwe (Sithobela), Mahlande (Maseyisini), eMalangeni (Ngwemphisi), Mhlaleni (Lubulini) etc. A total of 17 boreholes were drilled and 38 were rehabilitated. Water trucking was also done with support from UNICEF. All joint effect of these efforts was providing access to safe drinking water to a total 133 872 people. The water systems encompass use of different technologies like solar energy, electric pumps, use of infiltration galleries to collect water below river bed during dry weather conditions and many more. Access to clear water increased by 2.7%, from 69.2% in 2016 to 71.9% in 2017 in the targeted constituencies. Despite this increase in improved access to clear water source, 30.8% of the population has access to within 30 minutes of travel to and from the water source.

On the sanitation side, a total of 4 040 households from 4900 were supplied with building material, completed the construction of VIP latrines which translated to 82% success rate. An additional 472 VIP Latrines in 38 schools were constructed, benefitting a total of 21 952 school-going children. Twenty percent (20%) of the facilities are disability-friendly. For improved hand-washing practices, World Vision supported the construction of hand-washing facilities in three(3) schools and two health facilities. In 2016 through 2017, World Vision, through funding from the European Union implemented the “Support to Sanitation and Hygiene in Siphofaneni, Somtongo and Matsanjeni (SSAHS)” project, which aimed at improving access to sanitation and hygiene facilities, as well as foster the adoption of positive sanitation and hygiene practices in households and schools. The evaluation conducted at the end of the project in the last quarter of 2017 showed that the proportion of households using improved sanitation facilities for defecation had improved from 34.7% to 88% for Matsanjeni and 35.6% to 84% for Somtongo.

Thirty three thousand and thirteen (33 013) people received awareness and training in hygiene and behavior change, prompting the establishment of 38 Water, Sanitation and Hygiene Clubs.

“

Now we have our gardens back which we had stopped during the drought. The gardens are a source of income for us. This has ended the struggle for water sources. The water is very safe and drinkable.

- Mhlabeni Water Committee Chairperson Dumsani Dlamini.

”

The main goal is to achieve universal access in World Vision programming areas to safe drinking Water and basic Sanitation for

63 000

Households by year 2020





FOOD SECURITY AND ECONOMIC DEVELOPMENT

Interventions of 2017 in the Food Security Sector aimed at ensuring that children are well nourished by addressing long term food security requirements while responding to any emergencies likely to upset food security. The year 2017 marked the peak effects of El-Niño. World Vision Swaziland, through funding from USAID Food for Peace, World Food Program, National Disaster Management Agent, Esicojeni Foundation, Swazi MTN and Standard Bank provided food assistance using the in-kind food transfers and cash-based transfers to 90,215 vulnerable individuals. The World Food Program in-kind support was confirmed to Lomahasha with same donor providing cash transfers to Madlangempisi, Nkilonko and Lugongolweni. USAID funding provided in-kind food through cash transfers to Lubulini, Mafutseni, Mkhweni, Mhlangatana, Nkwene and Mtsambana. The food-for-assets program saw the creation of over 90 different assets across the six constituencies and which included establishment of grazing paddocks, access roads, household toilets, water schemes, land reclamation and many more. An evaluation conducted amongst the sites that were implementing the humanitarian response interventions concluded that there was a 50% increase in household Dietary Diversity Score (HDDS) amongst 11,598 targeted households in Tinkhundla receiving USAID food transfers.

Further, through funding from USAID-OFDA and United Nations Food and Agriculture Organization (FAO), World Vision was able to scale up interventions towards food security through provision of farm inputs to 8644 farmers, promotion of climate smart agricultural practices among 22 152 farming households and ensuring gainful livestock production amongst 4 029 livestock farmers. The latter was achieved through establishment of livestock watering points, farmer training and de-stocking promotion to support grazing lands rejuvenation.

Promotion of “Village Savings Groups” in which groups of ten (10) come together, receive training and commit themselves to monthly savings to create a fund in which members borrow to start micro business, was the main activity for economic empowerment of vulnerable households. One thousands nine hundred and fifty eight (1958) groups participated, including newly established groups (499), with \$304,400.00 in circulation amongst group members. In addition to supporting micro businesses, savers used savings to meet household needs in food purchases, clothing, education and home improvements. Other economic activities included local value chain development with 5905 local producers capacitated on business skills, 1442 of these effectively linked sustainable markets, bringing to 9 247 the number of households to-date receiving on-going support in accessing and maintaining markets for their products. The Small Enterprise Development Company, Lulote and National Agriculture Marketing Board have been instrumental in the business development and market access for the vulnerable, working amongst other funding sources with the European Union.



“

“This donated food is helping the people a lot because they will have something to eat since we couldn't harvest anything because of the drought .”

- Gamula Community's Bucopho Mbongeni Ndzinisa

”

CHILD HEALTH AND NUTRITION

World Vision implemented the “timed and targeted counselling (ttC) approach to ensure that all women of reproductive ages have access to information on essential quality health care which includes: maternal child health, nutrition and prevention of mother-to-child-transmission of HIV/AIDS. A total of 2008 mother-child pairs were enrolled in the ttC program and were followed and counselled at scheduled times. Pregnant women and lactating mothers were identified and visited by Rural Health Motivators, offering maternal new-born child health and nutrition counselling. Rural Health Motivators closely monitored the adherence to ttC interventions by pregnant women and lactating mothers and during home visits those with danger signs were referred to the nearest facilities for care and support. This approach promotes prioritization of pregnant women nutritional, psychosocial and future health needs aimed at positive outcomes for the pregnancy and reproductive life of the mother and life of the newborn.

After birth, the “timed and targeted counselling approach continues to monitor and support the child nutrition to manage stunting, wasting and underweight amongst children less than 5 years. Through its various programs across the country, World Vision continued to strengthen growth monitoring of children under 5 years by providing weighing scales to rural health motivators and health facilities, enrolling malnourished into supplementary feeding programs, providing blanket feeding as preventative measures during the El-Niño drought through USAID Food for Peace support, and referrals to the nearest health facility for therapeutic feeding support. To support the health programs, World Vision in partnership with Ministry of Health, provided training to rural health motivators.

According to the monthly debriefings with Rural Health Motivators, it was reported that early identification of pregnant women by Rural Health Motivators has improved early booking for anti-natal care, positive nutritional practices, child spacing and early HIV testing. Child well-being has been promoted and monthly reports from Rural Health Motivators show reduction of diarrhea cases and malnutrition, reduction of home deliveries and improvement in nutritional status of pregnant women and their babies.





“

“I know of eight(8) people in my community who died from AIDS-related illnesses due to the lack of health facilities, but now we don't have that situation because of the good services we get from the clinic”

- Mandla Dlamini - Ekuphileni Clinic, Maphalaleni

”



HIV PREVENTION

The main vehicle for HIV Prevention programming was through the Umliba Project, a project funded by USAID in which World Vision plays the sub-grantee to PACT. The project's target is adolescents and young mothers. In 2017, the project had different components which included on going awareness to 14,000 adolescents in Masiyisini, Mahlalini and Hosea, social assets building for 7531 adolescents girls, HIV and violence prevention services. HIV prevention services are delivered through youth clubs, facilitated using a comprehensive HIV prevention model called stepping stones. The targets included in-school girls, out-of-school girls, orphans and vulnerable children. HIV positive adolescents



World Vision staff at the 2017 World AIDS Day at Sigwe.

were enrolled into teen clubs for Adolescent Living with HIV. The teen clubs and camps are a platform for ensuring adherence to treatment as well as offering care and support to the adolescents living with HIV. Teen clubs were managed in partnership with Baylor Clinic, Elizabeth Glaser Pediatric AIDS Foundation (EGPAF) and Médecins Sans Frontières/Doctors without borders (MSF). Further, the partnership enabled ART refills during teen club meetings. This improved attendance at teen club meetings and ART adherence amongst Adolescent Living with HIV. The interventions showed an increase from 68.6% to 74% of adolescents with comprehensive HIV and AIDS knowledge.



CHILD PROTECTION AND ADVOCACY

The Community Score Card project, a flagship for World Vision advocacy and public service delivery quality improvement initiative funded by the European Union entered its fourth and final cycle in 2017. The project based community participatory and feedback methodology to ascertain the level of satisfaction with service quality was implemented in eight constituencies and eight health facilities in 24 communities across Swaziland. The implementation of the Community Score Card project contributed to the improvement of 62.5% of the monitored practices across the eight clinics in the project in 2017. Notable improvements include, adherence to clinic opening and closure times, increase in staffing levels in clinics that were understaffed, setting up of clinic communities, better equipment of clinics with basic tools like High Blood testing equipment, better privacy in clinics for those requiring counseling and testing, better distribution of condoms and improved perception of nursing staff by community members. Outside the eight constituencies, a further 690 adults were trained on Citizen Voices in Action, thus taking the principles to engage service providers for better quality to other constituencies and sectors such as education, water supply sector and other health facilities.

Additional work on human rights, empowerment and child protection witnessed capacity building of a total of 5 349 adults on child protection education, including sensitization on the Children Protection and Welfare Act 2012, which is the supreme law on the protection and welfare of children in the country. A total of 16 child protection committees were established and monitoring data shows that they are taking lead in child protection issues. About 60 child protection incidents were reported in 2017. These were managed through the confidential case management system. This shows that communities are gradually adopting the culture of reporting child protection incidents. Furthermore, a total number of 54 771 children (boys and girls) were trained on how to report child abuse incidences for themselves or their peers using the different referral mechanisms. World Vision together with the Children Consortium hosted the Day of the African child (DAC) themed; "For every child, protection, empowerment and equal opportunity." Strong focus, with children with disabilities. In living the 2017 child protection theme, World Vision facilitated community dialogues across the country, engaged traditional leaders, parliamentarians and law enforcement agencies including the Children Services Department under the Deputy Prime Minister's Office and the Royal Swaziland Police's Domestic Offenses and Child Protection Unit.

A total of 1 222 children from the different constituencies were supported to secure birth registration documents from the government (Civil registration department). This was executed together with the Department of Social Welfare and community leaders. The children who acquired the birth registration documents can now gain access to free primary education in the country, medical service and social grants.



Spiritual Nurturing of Children

Spiritual nurturing of children was a great success. Through the partnership with AWANA, a total of 21,147 books were distributed whilst the partnership with Swaziland Bible project resulted in 8,274 Siswati bibles being purchased and distributed, benefiting about 190 009 children. World Vision continued to strengthen church partnerships through the training of pastors and Sunday schools teachers to contribute towards increasing awareness of God’s love for children. A Pastor from Velezizweni area assisted the police from Mankayane in the arresting of a person that abused children in the community after attending Channels of Hope for Child Protection training.



Parents, don't be ashamed of your disabled children because they are a gift from God and stop killing albinos, we won't make you rich, please leave us alone.

- Veli's plea during the Day of the African Child Commemoration at Equisweni Primary School



FINANCE AND SUPPORT SERVICES

STATEMENT OF RESPONSIBILITY BY THE BOARD OF DIRECTORS

For the year ended 30 September 2017

The directors are responsible for the preparation, integrity and fair presentation of the financial statements of World Vision Swaziland. The financial statements presented on pages 5 to 26 have been prepared in accordance with the World Vision International Finance Manual and include amounts based on judgements and estimates made by management. The directors also prepared the other information included in the annual report and are responsible for both its accuracy and its consistency with the financial statements.

The directors are also responsible for the organization's system of internal financial control. These are designed to provide reasonable, but not absolute assurance as to the reliability of the financial statements, and to adequately safeguard, verify and maintain accountability of the assets, and to prevent and detect misstatement and loss. Nothing has come to the attention of the directors to indicate that any material breakdown in the functioning of these controls, procedures and systems has occurred during the year under review.

The going concern basis has been adopted in preparing the financial statements. The directors have no reason to believe that the organization will not be a going concern in the foreseeable future based on forecasts and available cash resources. These financial statements support the viability of the Organization.

The financial statements have been audited by the independent accounting firm, PricewaterhouseCoopers, which was given unrestricted access to all financial records and related data, including minutes of all meetings of the board of directors. The directors believe that all representations made to the independent auditors during their audit are valid and appropriate. PricewaterhouseCoopers' audit report is presented on pages 2 to 4.

The directors confirm that the annual financial statements set out on pages 5 to 26 were approved by the Board of Directors



STATEMENT OF FINANCIAL ACTIVITIES For the year ended 30 September 2017

	Notes	2017 USD	2016 USD
Income	6	25 091 959	22 161 962
Project expenses	10	(18 891 079)	(15 150 113)
Gross surplus for the year		6 200 880	7 011 849
Other income	8	69 763	2 172
Gift in kind expenses	11	(6 296 157)	(7 060 300)
Operating deficit for the year		(25 514)	(46 279)
Finance income	9	25 514	46 279
Net surplus for the year		-	-



STATEMENT OF FINANCIAL POSITION as at 30 September 2017

	Notes	2017 USD	2016 USD
ASSETS			
Non-current assets			
Property, plant and equipment	12	137 478	141 228
Current assets			
Financial asset	13	270 801	268 519
Accounts receivables	14	398 035	268 088
Prepayments	15	103 307	57 568
Cash and cash equivalents	16	1 383 990	1 118 260
		2 156 133	1 712 435
Total assets		2 293 611	1 853 663
EQUITY			
Reserves attributable to equity holders of the Organization			
Accumulated funds		970 109	970 109
LIABILITIES			
Current liabilities			
Accounts payable	17	1 162 832	3 165 326
Employee benefit provisions	18	364 845	453 790
Funds receivable	19	(204 175)	(2 735 562)
		1 323 502	883 554
Total equity and liabilities		2 293 611	1 853 663

PEOPLE AND CULTURE

People and Culture is the Human Resource office within World vision Swaziland responsible for all employees in the organisation. World Vision values employees by enhancing their well-being to achieve overall organisational targets. The members of staff are the organisation's strength and strategic advantage through which World Vision serves its mission to children and the poor in Swaziland. Management is committed to a collective responsibility for ensuring an environment in which staff members realize their full, God-given potential, and leverage the diverse gifts and talents to effectively and efficiently achieve and optimize ministry goals and objectives.

World Vision Swaziland continuously seeks to create an enabling environment where staff are committed and engaged, optimize staff capacity and potential



through staff well-being aspirations that promote staff care and well-being ensuring that staff are valued, engaged and contributing, enjoy good health and safety at work, are developed and experience the love of God.

The following are part of significant achievements in FY17. These include Improvement in staff engagement to the extent of receiving recognition by the World Vision International President, Commendable individual performance and performance recognition, Staff care and well-being programs, including staff retreats and health assessments, a number of trainings for staff at different levels for capacity building and the development of key competencies for strategy implementation.



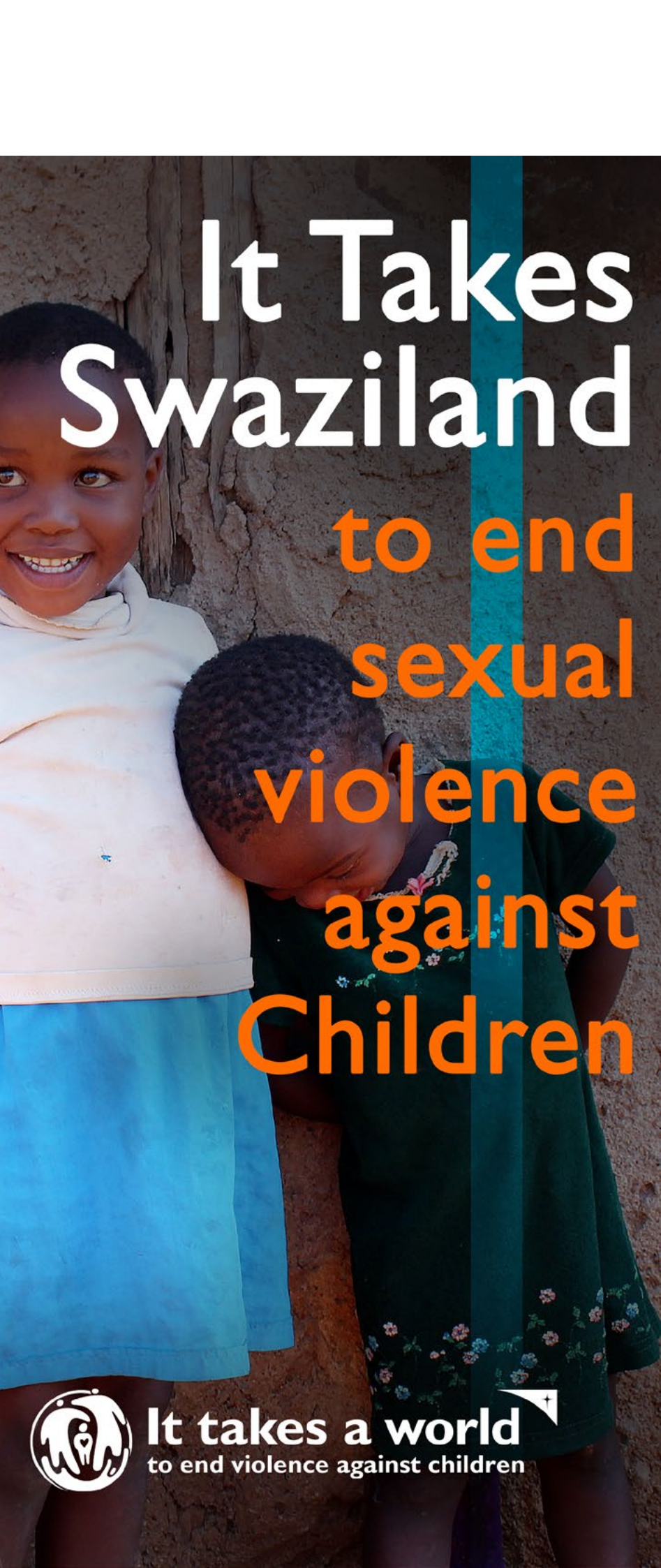
Annual Day of Prayer at Royal Swazi Convention Centre.

PARTNERS



World Vision Support Offices

- World Vision Australia
- World Vision Austria
- World Vision Canada
- World Vision Germany
- World Vision Ireland
- World Vision Italy
- World Vision Japan
- World Vision Korea
- World Vision Taiwan
- World Vision USA



It Takes Swaziland to end sexual violence against Children

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ACKNOWLEDGMENT

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It takes a world
to end violence against children

A person in a dark suit and tie is holding a large stack of US dollar bills. The image is dimmed and serves as a background for the text.

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ZERO TOLERANCE TO CORRUPTION

**Whistle-blowing is not a
crime, keeping quiet is!**

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[World Vision SWD](https://www.youtube.com/WorldVisionSWD)



[World Vision Swaziland](https://www.linkedin.com/company/WorldVisionSwaziland)