

ACTIVITY REPORT



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CELIM ONLUS - 2016 ACTIVITIES' FINAL BALANCE

1. **STRUCTURE**

The structure in Italy comprises the following staff:

- one Director of the operational structure who is responsible of the Co-operation Projects department;
- the **Development Co-operation Projects department** comprises one member of staff in charge of the Balkans and the Middle East and one member of staff in charge of Africa:
- the **Accounts** department comprises one volunteer for international projects;
- the World Citizenship Education department comprises one employee, three collaborators, two volunteers from the National Civil Service, one Volunteer from the European Civil Service, and one volunteer representing CELIM in regional co-ordination activities and research groups;
- the Communication and Fund raising department comprises one employee in charge of this sector, one employee in charge of events, and two volunteers from the National Civil Service;
- no changes are reported in the Selection and Training Service (one employee supported by one volunteer), and in the Administration department, where there is one employee supported by one volunteer.

In February the headquarters of the Association were moved from via S. Calimero 11/13 to Via degli Arcimboldi 5 - always in the centre of Milan. Celim was given a life tenancy of the premises by the businesswoman who owns them.

Eight aid-workers and volunteers and twelve volunteers from the National Civil Service have been working abroad and will finish in September. In October, the 2016 group left together with other twelve volunteers.

DEVELOPMENT CO-OPERATION PROJECTS 2.

2.1 Albania - Strengthening of the Agri-Food Industries in the mountains and rural communities of Puke and Cukalat in Albania, for a sustainable agricultural development

With the aim of mitigating the economic insecurity of rural families, the project supports 2 village community centres, an important first driving force for income generation:

- The 'Ate Mhill Troshani' (AMT) Agri-Food Centre in Kçira (Pukë) which, thanks to family supplies produces charcuterie, dried aromatic herbs, dried mushrooms, preserved fruit and vegetables and spirits, engages 50 families of small holders, farmers and beekeepers;

 Around 50 households are part of the 'Grupi Fermereve i Cukalat" (GFC) consortium of
- the Donofrosë-Cukalat village, where they grow olives and herbs.

In addition to an increase in production capacity and the development of a single quality brand of food and wine products and of a line of organic products, the two social enterprise centres have been benefitting from contributions and incentives to employ people from disadvantaged social groups.

DONORS

Municipality of Milan, Tavola Valdese.

BENEFICIARIES

620 producers, 292 men and 328 women.

IMPACT

Implementation of works

Modernization of the 5 technology transfer Centres (CTTA) through the installation of 5 renewable energy plants and management of water resources at the demonstration spaces focused on cultivation and agricultural innovation.

Support activities

On-going technical assistance interventions to the two centres by the University of Agricultural

Sciences of Tirana and the CTTAs.



Creation of the 'Albania by Nature' Fair Trade quality brand; 16 between companies and agricultural cooperatives and craftsmen have joined the brand.

Foundation of the local NGO ATO - Albania Today Organization, holder of the Albania by Nature brand and engaged in the development of Albania's rural and mountain areas.

Training

Training on ISO 14000 and ISO 26000 for 4 agricultural enterprises.

Training on organic production for 4 companies.

Professional upgrade of the 5 CTTAs with respect to new innovative systems of sustainable agricultural production through renewable energies.

Awareness raising

In Albania, promotional events of the Albanian by Nature single quality brand and organic production.

Special events

'Albania by Nature' Christmas stall at Tirana's Town Hall.

CHANGE

Thanks to the CTTAs' support, 500 food and wine producers have new low environmental impact production solutions and high-energy efficiency at their disposal.

The systematic co-ordination and exchange of data between CTTA and the Faculty of Agriculture of Tirana was achieved with respect to innovative solutions in the agricultural sector.

Two organic certifications for as many agricultural enterprises were obtained, while two other enterprises are in the process of being certified.

Two agricultural co-operatives have acquired the knowledge needed to convert to a social enterprise, in compliance with ISO 14000 and ISO 26000 standards.

16 agricultural enterprises have adapted to European quality standards in compliance with the requirements of the Albania By Nature brand.

A local NGO, ATO, was set up with the objective of helping the businesses that joined the brand with planning.

2.2 Kosovo - Enforcement and promotion of the Forest Fruit Processing Plant - UNIQUE

The project aims to help towards the economic recovery as well as the development of a sustainable economic system, through the growth of agriculture and the rural sector in Kosovo. In this regard, the co-operation with the UNIQUE Forestry Fruit Business Co-operatives and the participation of 6 associations, bringing together more than 350 fruit growers in the 6 eastern Municipalities of the country have been of crucial importance. In the second and last year of the project, training activities have been completed, production has reached high quantity and quality levels and a brand has been created that can represent UNIQUE in future expansion markets.



DONORS

European Union.

BENEFICIARIES

374 fruit growers, of which 300 already associated and 74 new ones involved in Unique's activities.

IMPACT

Implementation of works

Installation of the winter production line for the processing of dried fruit. Completion of the laboratory for in-house product quality control.

Material aid

Fund allocation of €18,000 for the 4 associations of fruit growers that make up Unique for investments into agricultural inputs and seeds.

Training

Organic production training for 374 farmers.

Completion of the HACCP course.

Training on the operation and maintenance of machines to 8 Unique technicians.

Awareness-raising

Organized commercial campaign through mass media and web.

Special events

Participation in national and local fairs, as well as events promoted by institutions.

CHANGE

Production diversification was introduced in the cooperative and, at the same time, first production process of dried fruit of the country was launched.

The Unique brand was upgraded by obtaining the HACCP and organic certification on some products of the two *soft fruit is dried fruits* production lines;

New cultivations of goji, aronja and hazelnuts - almost absent in Kosovo - were started thanks to funding to farmers.

2.3 Kosovo - Soft Forest Fruit for Rural Women Entrepreneurs

Promoting the production of soft forest fruit through greenhouse cultivation, by involving in the project 40



women living in the area in question, at the same time enabling them to develop greater confidence in their entrepreneurial skills. After starting all the planned training and construction activities during the first year, the second year saw the first harvest and access of the product on the market.

DONORS
European Union

BENEFICIARIES

40 women chosen among the population of the village of Bec and the surrounding areas.

IMPACT

Support activities

Constant monitoring of production activities and launch of the *mentoring* programme aimed at setting up the 40 businesses.

Development of 40 *Business plans* - one for each greenhouse -, as part of a three-year agricultural programme.

Training

Training course in micro-small enterprise management, with case simulations.

Specific training course for the collection point manager with respect to the agricultural cooperatives and management types.

Awareness-raising

The women's ownership of the greenhouses and the production activity helps them assert their role within their household and, consequently, their village. To this purpose, during the women selection process village information events were organised. *Mentoring* activities also involved women who did not benefit directly from the project but were interested in joining the *collection point*.

Special events

Participation in 3 local fairs (Agro Business Kosova Days, Women in Business, International General Fair) in Terra Madre Balkans in Tirana.

CHANGE

The 40 women have been engaged in a process aimed at developing their managing and leadership skills, as well increasing their self-confidence. The ownership of the greenhouses, being responsible for

the production activities that need to be carried out at first hand, which is a fundamental requirement for being part of the project, as well as the being responsible for the sale of the cultivated fruits, are the three building blocks on which the process of emancipation of each of the beneficiaries is based. At the end of the project, the entitlement of the emancipation of their condition within their household comes from earnings corresponding to 28% of the family's annual household income, averaging 1,375 euros for the first picking, which from 2017 will increase to about 3,000 euros.

2.4 Lebanon - Protection of migrant and refugee women's rights in Lebanon - Women Rights in Lebanon for Development (WORLD)

The second year of the project helped improve the situation of migrant women (about 416 per year) who transit through the centres of Caritas Lebanon, by giving humanitarian supplies, employing specialised staff and organising professional courses. The new reception centre for women with psychological problems established in 2015, where the women can benefit from a suitable environment and trained staff, has been getting well-established.

With regards to Syrian refugees in Lebanon, humanitarian distributions for Syrian and Palestinian families but also for particularly vulnerable Palestinians have been organised as part of the project.

DONORS

Ministry for Foreign Affairs, Caritas Ambrosiana.

BENEFICIARIES

416 economic migrant women victims of human trafficking; Syrian and Palestinian refugees - 184 women and 94 children.

IMPACT

Implementation of works

Ordinary maintenance of 2 shelters.

Recovery of the Dbayeh refugee camp's social centre.

Material aid

To the economic migrant women:

Covering of structural costs and costs of supply of food kits for the 2 Centres hosting up to 104 women/month with a turnover of 3-5 months.

To the Dbayeh's refugee families:

Distribution of 340 food kits; 338 hygienic and food kits for the youngest; 330 winter kits (stoves, fuel, blankets).

Support activities

At the 2 shelters for economic migrant women:

supplying protection to 416 women;

supplying psychological assistance and medical care to 413 women;

supplying legal assistance for document recovery and assisted repatriation to 216 women.

To the Dbayeh's refugee families:

Sessions of *conflict resolution* and socio-psychological support to 184 women;

Recreational and after-school activities for 94 children, and 3 excursions.

Training

Professional sewing, literacy, English language, computer science training based on the level of education and interests of the beneficiaries.

Awareness-raising

Awareness-raising campaigns aimed at the Lebanese civilians and local armed forces.

CHANGE

Migrant women affected by psychological problems can now benefit from an environment more suited to theirs needs and are assisted by specially-trained staff. They can also benefit from the key document recovery service so they can be formally reintegrated within the Lebanese context or find the



way toward assisted repatriation.

Thanks to the restoration of the care centre of the Dbayeh informal refugee camp, psychological assistance and humanitarian material have been supplied to Syrian and Palestinian families. In addition, the first results of inter-religious dialogue between Palestinian Christian women in the camp and Syrian Sunni women are being obtained. The same applies to children, who are benefitting from the recreational activities.

2.5 Kenya – Enhancement of agri-food supply chains and development of renewable energy sources in the county of Tharaka-Nithi

The project aims to help solve the problems affecting the Meru Herbs agricultural co-operative located in Meru, in the Tharaka-Nithi County of the Eastern province, a region characterized by a prevalent concentration of the rural population (94%) and 65% of the population below the poverty line. The interven-



tion acts on those critical issues that are causing the slow collapse of the cooperative: production inefficiency (both in terms of quality and quantity) of the 237 families that supply MH; inability by MH to satisfy wholesalers' requests and consequent loss of customers; excessive dependence of the processing centre on irregular energy supplies; need to differentiate income.

DONORS

Ministry for Foreign Affairs, Italian Episcopal Conference.

BENEFICIARIES

237 farmers, 18 members of the MH co-operative's staff.

IMPACT

Implementation of works

The installation of the photovoltaic system was completed.

The MH's demonstration land was extended to 10-acres.

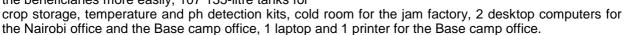
The refurbishment of the administrative and commercial structure was completed.

The work to build a lodge consisting of a main building and 4 semi-detached cottages were started.

Material aid

Purchase and installation of 35 irrigation tanks and relative drop irrigation kits.

Purchase of 2 rotary tillers, 1 motorcycle to reach the beneficiaries more easily, 107 135-litre tanks for





On-going agronomy technical support to the 237 farmers linked to the agricultural co-operative.

Signing of 1 co-operation agreement with the Sonshine Club of Kenya Project, which envisages the involvement of the local Gathagani community in hibiscus cultivation.

Renewing of the concession agreement for the second demonstration land, the Ithitwe Farm (4 acres for organic cultivation and 6 acres for conventional cultivation).

Drawing-up of management protocol for managers.

Defining of the HACCP business plan and hygiene protocols.

Training

The second and third cycle of training sessions on improvement techniques for 200 farmers (52 days) have been completed.

20 days of on-site training have been held in Italy for MH's Deputy General Manager as part of the AF-FRICO II - Innovation in the Agri-food sector initiative.

12 training days have been held in Italy for 2 team members of the project on issues concerning hygiene standards in the production sector, corporate management protocols and herb and fruit drying methods and procedures.

One-week internship at the company Valverbe, in the province of Cuneo, which specializes in the production of organic herbal teas, for Project Manager, Agronomist and MH Finance Officer.



Technical training course on the maintenance of the plant for 3 MH's operators.

Special events

Participation of MH and 3 members of the project staff in Terra Madre-Salone del Gusto, an event promoted by Slow Food, in Italy.

Support in the participation of MH in 5 local events in Nairobi and Meru.

Awareness raising

Promotional material (500 brochures) was made to promote the visibility of project actions in favour of MH.

10 information events were held in Fossano, Trento, Casale Monferrato, Novello, Villanova Mondovì, Savigliano, Corsico, Crema, Melzo, Milan for about 500 people.

CHANGE

Already in the first year, project activities have led to an increase in MH's organic production, specifically an 89% increase in the production of hibiscus tea compared to 2015. There was also a 3% increase in the number of MH affiliate producers, from 237 to 243. As for exports, there was a fall due to the effects of the Fair Trade crisis in Europe, with a consequent reduction in orders. There fall was equivalent to 53%. However, recent agreements with the main Italian (CTM) and Japanese (People Tree) partners will lead to an increase in orders, especially for the herbal tea sector.

There are great expectations with regard to the visible results of the photovoltaic plant: the expected energy savings of 30,000 euros will secure the facility's budget.

2.6 Mozambique - Promotion of small-scale river fishing in the Mopeia and Morrumbala districts

The project's aim is to help improve the economic conditions of fishermen, traders and their families within the sector of small-scale river fishing in the Mopeia and Morrumbala districts by: improving the sector's management in terms of community organisations, exploiting fish sustainably, providing training on fishing and fish-processing techniques, and promoting better fish processing, storage and marketing.

DONORS

Ministry for Foreign Affairs, Tavola Valdese, Fondo Beneficienza Intesa San Paolo.

BENEFICIARIES

810 between fishermen (270), traders (180) and people who will be involved in training on nutrition (360).

IMPACT

Implementation of works

The construction and outfitting of the Ice House with fish-cleaning room, a warehouse with 10 fridge boxes available for rent by fishermen and a room with two ice makers have been completed. The facility's management was granted to the winner of the call for tender that had been issued.

4 boats were built in Braz, Deda, Nsau, and Ntchenga.

8 improved kilns and driers were made in the fishing centres of the Mopeia and Morrumbala areas.

Material aid

The 170 kit of nets and accessories intended for training sessions were distributed to groups of fishermen.

All the carpentry equipment and tools needed for the implementation of courses in river boat construction techniques were purchased and prepared.

Support activities

Technical staff have been providing fishing assistance in the centres supported, promoting the use of suitable nets and more sustainable techniques.

Assistance was provided to the groups created (7) for the purpose of monitoring credit and rotating savings (PCR) activities.

Training

1 training session on the operating principles of the *Consigli Comunitari di Pesca* – CCP (Fishing Community



Councils).

Study Visit of 5 representatives of the 2 CCPs created to the CCPs already operating in the Pebane district.

1 training session in nutrition education and food hygiene for 2 nutrition educators and 8 community organisers.

The 5th course for 26 carpenters at the Ntchenga Fishing Centre (CP) was completed.

2 training sessions in fish processing and storage techniques for 40 fishermen/traders.

The technical training cycle was completed in all the CPs planned by the project.

7 PCR groups were created in Mopeia and Morrumbala.

2 training courses on fish processing and storage techniques for 40 beneficiaries.

Awareness raising

Awareness-raising sessions were held on the importance of quality fish product consumption were held in the Mopeia area.

CHANGE

The continuous presence of qualified technical personnel at the river fishing centres, the distribution of appropriate specific material and the inauguration of new structures for fish trade, all contribute to change the basic conditions that, in turn, will lead to an improvement in the general conditions of both fishermen and the local population, as well as a development of the small-scale fishing industry. A welcome development for example is that the model proposed for the activity with rotating savings and credit groups has been proven to be easily repeatable and quickly learned by the beneficiaries; the improved boat built at Mponha and managed by the CCP's members is a simple and easy-to-maintain boat model that guarantees small profits to the local community that is al-



ready using it rationally and sustainably; the demonstration furnaces were built using also local materials and are managed in the CPs by small fishermen groups who are able to keep them and use them to generate small profits. In addition, the territorial integrated development policies have been strengthening and participation by the beneficiaries with an involvement of women was excellent.

2.7 Mozambique - Emergency response through integrated agricultural development in Zambezia

The project aims to restore the agro-pastoral production and surplus management skills, helping to reduce the population's food and nutritional vulnerabilities in the Districts of Mopeia, Luabo, Morrumbala and Derre of the province of Zambezia, all severely affected by drought.

DONORS

Agenzia Italiana per la Cooperazione allo Sviluppo (Italian Development Co-operation Agency), Tavola Valdese.

BENEFICIARIES

6272 local producers (predominantly women) and 351 agricultural associations.

IMPACT

Material aid

24 fairs were organised for the distribution of 2842 seed kits (11 in Morrumbale, 4 in Mopeia, 4 in Derre, 5 in Luabo).

20 cattle (10 in Luabo and 10 in Morrumbala) were distributed to 4 groups of breeders.

Support activities

Technical assistance for 20 manufacturers.

Training

1 update course on conservation agriculture for 6 agricultural technicians.

21 demonstration fields were made under the guidance of agricultural experts.

17 corn and rice seed production fields were made under the guidance of agricultural experts.

CHANGE

Over time, participation in refresher courses and the strengthening of livestock breeding will lead to the use of improved sustainable agricultural practices and a sale network for agricultural holding's surplus will be organised.

2.8 Mozambique - Protection and reclamation of urban and suburban environment in Quelimane

The project aims to improve the environmental and hygiene conditions in the city of Quelimane by strengthening the co-operation between local authorities, civil society and the private sector to achieve an integrated, efficient and participatory management of urban solid waste. In particular, the services offered by the Municipal Enterprise (EMUSA) for the management of urban solid waste (RSU) will be expanded and improved, revenue-generating activities related to the management and recycling of RSUs will be created, and the civil society will be involved in the management of RSUs.

DONORS

EU, Lombardy Region, Municipality of Milan.

BENEFICIARIES

60 people who will work in the 7 new micro-enterprises for the primary collection and recycling of plastic; 140 employees of EMUSA;

224 members of 7 environmental clubs;

840 students from 7 schools of the city of Quelimane;

30 members of the SAMCOM association, which organises citizenship education actions;

44 members of the commissions of 11 markets;

60 farmers selected in 4 suburbs;

193,343 inhabitants of the Municipality of Quelimane.

IMPACT

Implementation of works

Office renovation works were started

Material aid

1 project car was purchased

Support activities

An agreement between the various parties involved was signed and local staff was selected.

CHANGE

The project was launched on 1st December 2016, so it is still too early to assess any changes achieved. Thanks to constant monitoring and a correct implementation of the project, the following results are expected to be achieved: the services offered by EMUSA will be expanded and improved; revenue-generating activities related to the management and recycling of the RSUs will be created; the involvement of the civil society in the management of the RSUs will be promoted.

2.9 Mozambique- SuppORTI for quality nutrition: a project for the Maxixe District

The project targets 9 early childhood community schools in the Maxixe District and proposes to help reduce malnutrition rates among children aged 0-5years by promoting healthy and eco-sustainable food production and consumption models. The main activities envisaged are: training sessions on issues of proper nutrition for mothers and child educators; cookery demonstrations; radio programmes on relevant topics; school and community vegetable gardens based on organic/conservation agricultural principles; construction of 1 well and 2 bathrooms and refurbishment of 4 kitchens.



DONORS

Italian Episcopal Conference, Italian Embassy in Mozambique, Archdiocese of Milan, Tavola Valdese.

BENEFICIARIES

500 nursery school children;

540 mothers and teachers.

IMPACT

Implementation of works

2 bathrooms were built and fitted to comply with regulations and 4 kitchens were refurbished.

9 school vegetable gardens were created.

1 well was built at the Santa Paula Community Children School.

The Mavalane and São Lourenço wells were restored.

Material aid

An immersion hydraulic motor pump was purchased for the Santa Paula well equipment.

Culinary demonstration kits were purchased for 9 schools.

2 kilos of peanut seeds, 1 kg of maize seeds and 0.5 kg of Nhemba bean seeds were offered to each of the more hard-working families.

Support activities

51 visits to the family vegetable gardens by the agricultural expert.

Training

3-day training on topics from the educational manual for community organisers.

54 training sessions on nutrition and culinary demonstrations for infant educators (30) and cooks (9) (6 per school).

54 training sessions on nutrition and culinary demonstrations for mothers (6 per school).

258 on the job training sessions during the creation of the vegetable gardens were proposed to educators (30) and cooks (9).

1 meeting was organised between CELIM staff (nutritionist and organisers) and a doctor to share experiences on the clinical aspects of the causes and consequences of malnutrition that are not directly addressed by the project.

The CELIM Nutrition team participated in the meeting organized by the provincial department of Public Health on child nutrition.

One-day training at the composting centre of Maxixe.

Awareness-raising

A cookbook with 27 recipes and the basics of nutritional education was created.

A co-operation with Radio Mozambique was started.

CHANGE

The opening of the well has improved the living conditions of the Santa Paula community residents: families have guaranteed access to drinking water and women, traditionally in charge of water supply, have therefore more time to devote to family care and production and/or subsistence activities. Likewise, the introduction of best practices for the preparation of baby food and awareness-raising meetings for the 500 mothers of the interested communities have begun to produce the first positive effects; more care is given to the choice of the snacks to be taken to schools and to the preparation of the main meals.

Despite the initial and still ongoing problems related to water supply and poor community participation,



almost all of the 9 school vegetable gardens originally planned have started to give remarkable results. Cultivation has followed the cycle of Mozambican seasons with an alternation of winter crops (salad, tomato, cabbage, cucumber, pepper, carrot and aubergine) and summer crops (corn cobs, nhemba beans, peanuts). In addition, as suggested by the team, the agricultural expert sprouted and then planted fruit seedlings (papaya and maracuja), which will be transplanted into the school vegetable gardens, thus enriching the variety of food offered. So far the harvest has been almost entirely used for the kitchens needs of the canteens of the schools involved, although in some cases, to encourage participation, a portion

of the harvest was distributed to the beneficiaries who had taken part in the training. In some cases a community's produce surplus was used in other schools, where production turned out to be a bit poor. In future, surpluses can therefore be sold to create a small source of income for schools.

2.10 Zambia - Quality education for a sound development: improving early childhood education and basic education for marginalized children in Siavonga and Lusitu

The project specifically aims at promoting human progress by improving primary and early childhood education in the rural areas of the Siavonga and Chirundu districts of the Southern and Lusaka provinces. Such objective will be achieved by improving the quality of primary and early childhood education in 8 community schools, by promoting community participation in school life and management and by developing clear policies on community schools and grant-aided institutions.



DONORS

European Union, Italian Episcopal Conference.

BENEFICIARIES

1,133 students and 31 teachers of 8 community schools.

IMPACT

Implementation of works

The finishing works for the Spring Valley nursery school were completed.

A second classroom was built for the Community School (CS) in Nabutezi.

The finishing works of 1 classroom and 1 library for the Primary School in Kulishoma were completed.

Three classrooms, one office and one warehouse were built for the Community School in Mitchell .

Construction works for one house to be rented (source of income for the Lusitu community school) were completed.

Connection to the power grid for the office of the Lusitu CS.

Material aid

On-going distribution of food to two nursery schools and two CSs of Namoomba and Nabutezi that are not included in the nutrition program run by the Ministry for Education.

Training

The third ICT training course for teachers was completed.

The extra-curricular activities on health and hygiene awareness through the use of the theatre were completed.

Library workshop for 87 5th, 6th, and 7th grade students aimed at familiarising them with the library and its activities, increasing knowledge on the history and origins of writing and improving their reading, writing, and creative skills.

Scholarships for two teachers to take grade 12 exams.

A training course for parents was held on entrepreneurial skills, *advocacy* and IGA.



CHANGE

Within the target schools, improving teachers' professional skills and school management, the new infrastructures and the development of income-generating activities improve the quality of basic and early childhood education by ensuring economic and financial sustainability. Specifically, the school truancy rate went from 8.55% to 2.37%, the number of qualified teachers increased from 47% to 72%, and the transition to secondary education increased from 68% to 87.78%.

Parental awareness-raising activities have on the other hand strengthened participation in school life and management by ensuring institutional *ownership* and sustainability. This is also shown by the fact that the number of registration fees paid has gone from 38.11% to 66.84%.

Institutional sustainability also originates from the continuous co-operation with the District Education Board Secretary, which gave CELIM a big help in achieving the project's objectives.

In addition, the presence of 2 Italian civil service volunteers after the project's end is essential to ensure

a smooth handover for both partners and communities. In future, a correct management of schools will be made possible by the active involvement of local communities and parishes, teachers and the skillbuilding activities for parents.

2.11 Zambia - Briquette production and inclusive green economy in Mongu: a bridge for a sustainable business

Realised in partnership with the Mongu Joinery Sawmill, the project focuses on the transformation into coal of the sawdust produced by the processing of wood for the production of furniture. 75% of the Zambian population has no access to electricity and therefore cook using coal. The production of coal is one of the main reasons for the deforestation which is devastating the Western Province. By producing coal using processing waste, the project promotes sustainable development and fights climate change, of which deforestation is one of the main causes.

DONORS

Finnish Ministry for Foreign Affairs.

BENEFICIARIES

2,000 people who are using the new fuel.

IMPACT

Implementation of works

The briquetting machine was repaired

One carbonisation oven was built.

To have more raw material to be turned into briquettes, the shredding of branches with a chipper was started.

Material aid

A chipper and a generator were purchased.

The briquette production was started at full speed: 20 tons/month.

100 hoes, 100 watering cans, 100 plastic tanks for water transport, 20 nozzles for natural insecticide application, 2 pumps to water the vegetable gardens, vegetables and Moringa oleifera seeds were purchased.

Training

Training on branches cutting and their preparation for the chipper.

2 gardening and Moringa training courses for 100 beneficiaries in 2 villages near the cutting area of Mongu Joinery Sawmill.

100 vegetable gardens and 100 Moringa plots were created.

Awareness-raising

On occasion of the Public service day and the Agricultural Show in Mongu a stall was organised with information on the project and on deforestation issues.

8 awareness-raising sessions were organised in 6 *Secondary schools* and 2 orphanages for 350 children and teenagers on project activities and the environmental impact of illegal coal production.



4 lessons were held for 130 students and 10 teachers at the University of Barotseland on the environmental benefits of briquettes and the use of renewable energy.

6 radio spots were recorded and broadcast.

CHANGE

A strong many-level marketing and awarenessraising campaign is beginning to change the habits of the beneficiaries, and short-term income from the vegetable gardens has in fact allowed young people to start an alternative business to coal production. At the same time, the new fuel, which has a more reduced environmental impact, is being introduced, thus ensuring the future use of briquettes by the beneficiaries.

2.12 Zambia - Improving health care and education services for women inmates and circumstantial children through human rights promotion, in 7 Zambian prisons

The project aims to promote respect for the human rights of 5,340 Zambian detainees within 7 prisons in 4 provinces (Lusaka, Central, Western, Southern) by improving their living conditions in terms of health, nutrition and education, with particular emphasis on women and their children.

DONORS

European Union, Tavola Valdese.

BENEFICIARIES

49 prison officers;

55 officers of education, health and from the Ministry of Home Affairs;

192 women and 12 children under the age of 5;

5,340 detainees as Indirect beneficiaries.

IMPACT

Implementation of works

The 3 clinics of the Mazabuka, Mwembeshi, Mongu prisons were refurbished.

Material aid



Equipment was supplied to the clinics of Mwembeshi and Mongu.

For all detainees of the 7 centres, a proper diet in line with WHO criteria was defined.

Basic kits were supplied to the detainees of the Correctional centres.

Tools and seeds were supplied.

Entry fees for professional qualification exams were paid for 328 detainees.

1,118 books were supplied to detention facilities in Mongu, Mumbwa, Mazabuka.

Training

The first health education course for Livingstone prison Officers and detainees was launched.

Training for mothers and prison officers was started in Kabwe on nutritional values, balanced diet, and cooking and preserving food correctly.

The first 10 training days on the correct creation of vegetable gardens and nutrition were held for 54 women in Mwembeshi, Mongu, Kabwe, Mazabuka and Livingstone.

4 vegetable gardens were created for 4 pilot groups of 15 women.

2-day workshop on teaching methodologies was held for 10 prison officers and 125 detainees.

4 agriculture courses were held in the centres of Mwembeshi, Kabwe, Mongu, Mazabuka and Livingstone.

Support activities

An agreement aimed at facilitating work and supervision was signed by CELIM and Zambia Correctional Service Mongu.

2 contracts and 3 agreements that will enable work to be started were signed with prisons.

Meetings with civil society organizations were organised to launch future collaborations.

Awareness-raising

5 meetings with the Health Authorities were organized to raise awareness among the representatives on the actual conditions of prisons and to present the project's activities.

Visits to prisons were organised for all the stakeholders.

CHANGE

The first year of the project focused mainly on the organization of meetings with the parties involved in the penitentiary facilities, with the participation of the Ministries of the project's 3 areas of intervention: education, health and nutrition. These meetings have been effective as they represented a starting point for the creation of synergies between correctional structures and each of the ministries. The project's implementation is proceeding without major problems, despite the fact that collecting data and information from the Correctional structures was very difficult.

2.13 Zambia - Improving quality and access to mother-and-child health services in the Chirundu district

The project aims to improve the quality of health care for mothers and new-born babies and to optimize the access of pregnant women to mother health services in the Chirundu District. To do this, the qualification and performance of 40 between medical and paramedical staff will be improved by implementing a review/referral system for mother care for women and by increasing the knowledge and awareness of the importance of assisted childbirth.

DONORS

Italian Episcopal Conference.

BENEFICIARIES

4,190 women of reproductive age, who are able to access the clinics and the maternity ward of the Chirundu's Mtending Mission Hospital (MMH).

The inhabitants of the Chirundu District and the patients from neighbouring districts, for a total of 60,000 people.

IMPACT

Material aid

Healthcare tools and appropriate machinery for surgical training and delivery management were supplied.

Training

15 seminars on pregnancy management were organised for 2 groups of 20 people belonging to the staff of MMH or the rural clinics.

Obstetric surgery courses were held for 4 local doctors.

Awareness-raising

A drama group comprising 40 volunteers selected in the District was organised.

Two workshops for 40 volunteers were organized for the Drama group on pregnancy and physiological delivery, midwifery emergencies, the management of HIV-positive pregnant women and babies exposed to HIV.

Awareness-raising activity through animation was carried out for 9,993 village inhabitants on women's hygiene during pregnancy, the benefits of breastfeeding, the need to attend check-up visits as early as possible during pregnancy.



CHANGE

Training activities for medical and paramedical staff of the MMH and the rural clinics will ensure that pregnancies and the associated risks be given the correct medical management. The use of proper surgical practices, adequate healthcare equipment and machines will ensure that, in the long term, the rate of baby and mother death rate be reduced. In the short term, on the other hand, awareness-raising activities will lead to an improved access to health services for pregnant women who will be discouraged from resorting to the practices used in the past, such as home delivery.

2.14 Zambia - Olga's The Italian Corner - Livingstone





Created for the purpose of supplying financial support to the YCTC diocesan professional training centre, the lodge has been operating for 9 years. In 2016, the business once again showed positive results despite the increase in raw material prices, the drop in value of the kwacha and the continuous power cuts. A good level of presence was maintained, both in terms of restaurant and rooms. Like every year, contributing to

YCTC funding through donations was possible.

DONORS
Self-financing

BENEFICIARIES

24 young people employed in managing the premises.

IMPACT

67% room occupancy rate.

3,320 nights spent at Olga's (+25% compared to 2015).

Donations to YCTC: 6,500 euros.

CHANGE

Towards the end of 2016, Olga's used its resources to build new storage and toilet facilities to increase space, comply with legal requirements, and improve service. Thanks to the new building Room No.9, which since the guest-house's opening has always been used for storage, will also finally be returned to its original intended use.

Since March 2016, the complete transition from expatriates to local staff also in the management position has also proven to be the right choice, since Olga's continues to provide a high-quality service. The increase in the number of customers, the positive feedback, and the Hotels Combined award received, clearly show that, thanks to proper training and good guidance from the Board of Directors, CELIM has adopted the correct approach.

3. EDUCATION ACTIVITIES

3.1. World Citizenship in Milan, Voghera, Treviso: Environment, Rights, Inclusion and Participation

The paths proposed in 2016 implement the Sustainable Development Goals (SDGs) by fostering the knowledge of peoples' cultures and acceptance, and the protection of the Earth's environment and resources and lifestyles (with the patronage of Unesco).

Training activities for Secondary School students (in preparation for the alternation of school and work) were implemented for NGO workers (in co-operation with the Metropolitan City of Milan) and for volunteers.

The methodology entails the use of stories and fairy tales, simulation games and manual workshops. Activities benefit from co-ordination work, research and advocacy developed by the Study Group Portare il Mondo a Scuola (Bringing the World to School), the Educazione alla Cittadinanza Mondiale (World Citizenship Education) network of Co.Lomba, PiDIdA and the MilanoSiFaStoria association.

DONORS

Municipality of Milan, Municipio 4, MAECI, Associazione 9x9, Associazione Sconfinando of Sesto San Giovanni, GasUSa.

BENEFICIARIES

2769 children and teenagers from schools and aggregation centres;

308 adults, teachers and educators

73 institutes of Milan, Voghera and Treviso.

IMPACT

Supply of operating tools

- 1 workshop/exhibition on sugar was organised for primary schools in 3 public libraries in Milan for 21 days.
- 1 teaching kit for workshops on peoples' cultures for primary school was delivered to 20 class teachers.
- 1 educational kit for workshops on migration for primary and secondary schools was delivered to 264 class teachers
- 7 educational kits on lifestyles and protecting the environment and the Earth's resources for primary and secondary school was delivered to 40 class teachers.
- 1 educational kit on volunteering for secondary



school students was delivered to 6 teachers and trainers.

Educational activities

Educational workshops for 2769 children and teenagers.

Training activities for 308 adults.

CHANGE

Contribution to cultural and social development

Public events involving schools, communities and local authorities were held.

Knowledge on world issues, peoples' cultures, and the environmental situation was increased.

The teaching methods of teachers was increased and the valorisation of different types of intelligence was promoted.

3.2. Services for schools and communities of Milan: Integration of Foreign Students, Study Spaces and Holiday Campuses in Milan

CELIM's commitment to control truancy and promote an active inclusion of the most vulnerable young people within the city's social fabric is on-going. The weekly activities lasting all year round are well established in the Forlanini Municipio 4 (Istituto Comprensivo De Andreis) and Bovisasca Municipio 9 (IC Sorelle Agazzi) districts; new services are being consolidated in the Pescarenico and Barona Municipio 6 (IC Capponi), and Lorenteggio (IC Narcisi) Municipio 6 districts. Holiday campuses were added at IC Capponi in the Pescarenico Municipio 5 district and at IC Narcisi at Lorenteggio Municipio 6.

Educational projects are carried out in co-operation with schools and parents' associations, City Councils, parishes and private social institutions.

DONORS

Municipality of Milan Sport Central Authority, Wellness and Quality of Life (Open School Project), Municipio 4, Tavola Valdese, Fondazione Cariplo (Community Welfare Project).

BENEFICIARIES

279 school children and teenagers grouped into 21 classes;

45 teachers;

9 schools in Milan.

IMPACT

Supply of operating tools

- 1 educational kit for learning and consolidating mathematical logic-math skills in middle school was supplied to 124 pupils.
- 1 educational kit for the development of study method in middle school was supplied to 124 pupils.
- 1 educational kit for language facilitation in elementary and middle school comprising word games, songs, fairy tales, and text simplification was supplied to 55 pupils.
- 2 educational kits for the implementation of holiday campuses were supplied to 8 organisers.
- 1 evaluation test of school support service effectiveness for 124 pupils in middle school was supplied.
- 1 test for language skill assessment for 55 pupils in primary and secondary school was supplied.

Educational activities

School support activities and skills enhancement for 62 pupils.

Play- recreational activities for 44 pupils.

Language support for 20 pupils.

Educational activities during holidays for 100 children and teenagers.

CHANGE

Contribution to cultural and social development

Improvement of the school skills of the most vulnerable students.

Improvement of foreign students' integration.

Broadening the number of users by introducing new middle school pupils.

Public events involving schools, communities and



local authorities were held.

The most effective didactic practices were documented for the purpose of allowing their diffusion and repetition.

4. GUIDANCE, SELECTION AND TRAINING ACTIVITIES

With regard to information and guidance, the following should be noted:

- o CELIM is part of the Rete Orientamento al Volontariato (ROV) [Network of Volunteering Guidance] promoted at Provincial level by Centro Servizi Volontariato (CiEsseVi) [Centre for Volunteering Services] of Milan. In the last year this activity has not seen much development.
- The cooperation with ISPI has continued, through educational events as part of their summer and winter school proposals in NGO and Development Diplomas at ISPI of Milan and Master in International Affairs (MIA), generating specific individual guidance for training and civil service activities.
- Group and individual civil service guidance sessions were organised, in view of the annual call notice, published in May 2015, which were attended by about 40 interested volunteers.
- First drafting of a real CELIM volunteer plan in Italy, which will be developed starting from 2017. Starting from a substantial investment in fund raising activities CELIM has been making since 2016, the programme envisages a volunteer loyalty-building path and offers training and information packages to be delivered to existing and new companies and entities.

As far as Selection is concerned:

- The selection activity continued according to previously tested standards, this service being supplied particularly to CELIM and to the Missionary Office.
- Selection of international aid workers Mozambique: Project Leader for the SuppOrti Maxixe Project with specific interviews and transfer of the chosen subject in April 2016; the Project Leader for the Quelimane drought emergency started service in September 2016. Lebanon: the Project leader in partnership with Caritas Ambrosiana left in July 2016.
- Selection of 12 international civil service volunteers (8 in Zambia, 2 in Mozambique, 2 in Albania), who left in October 2016 following an assessment of 110 CVs, which generated 20 applicants who were interviewed at least twice.
- Selection of the 4 civil service volunteers in Italy who left in October 2016, after an assessment of 6 candidates who applied and were given at least two interviews.
- •The activity generally carried out throughout the year broadly followed the previous year's activity and achieved the following macro-results: assessment of 357 curricula (130 for civil service, 48 for the selection of aid-workers, 179 were given information on co-operation: 157 were guided to co-operation, 22 invited to follow other paths), which led to 45 interviews in total being held and the selection of persons to cover the above-mentioned specific positions.
- •The activity of the European Volunteer Service (EVS) carried on throughout 2016, in cooperation with the partner association Join. The two volunteers (one Brazilian and one Kosovar) selected in 2015 concluded their mandate with good results and a new call was announced for one volunteer in the association's intercultural communication area.

As far as Training is concerned: training underwent a rather significant development within CELIM, particularly with regards to the pre-departure training of the selected civil service volunteers and aid workers, thanks to the use of training packages established through time.

5. COMMUNICATION AND FUND-RAISING ACTIVITIES

COMMUNICATION

5.1. Co-ordinated image

At the end of the year, the **logo underwent restyling**, with the aim of making it more modern, solid, incisive and flexible with respect to new media, and easily reproducible also on small formats.

It was agreed that a logotype change would make the association more recognizable, would improve



its visibility and the communication of its mission.

The pictogram underwent a complete change and was simplified, in an attempt to express in a single symbol the Association's characteristics: C stands for CELIM, and for Change, which is our mission, but it is also an arrow symbolizing the transition from a starting situation to a different one.

To preserve continuity with the previous version and with the elements of the coordinated image created in 2013, the lower part (with the Association's name and claim) was kept but the claim 's font was changed (thus conforming the logo with the new website) and was made more easily readable. All institutional and promotional material was changed accordingly.

5.2. Paper communication to private stakeholders

The half-yearly publication **Ad Lucem** is still being published; it is sent to about 700 active donors and emailed to all newsletter subscribers, just over 2,500 contacts in total.

The first issue focused on meeting and coexisting with the Other, and included reports from the realities where we operate: from refugee camps in Lebanon, where Lebanese, Palestinian and Syrian are coexisting, to the outer neighbourhoods of Milan. The second issue focused on migration as an emergency that needs to be dealt with, with our projects in Lebanon and Turkey, or as an opportunity for returning migrants, as witnessed by our latest projects in Albania, or by young people joining the European Voluntary Service, in which CELIM also takes part.

Alternating with the newsletter, the **publication** is sent by mail twice a year to active donors and by email to all newsletter subscribers and has the purpose of providing updates on a specific intervention or intervention area and to raise funds for the same. The first one focused on the Abbiamo RISO per una cosa seria campaign and the activities that, through this campaign, we have implemented in favour of Syrian refugees in Lebanon. The second issue focused on activities of protection of economic migrant women as part of the same project in Lebanon.

5.3. On-line communication

The **newsletter** is emailed with non-defined frequency to all subscribers, that is just over 2,500 contacts. It features news on events, campaigns, projects and appeals.



In December the **new site** of the Association (always *at www.celim.it*) went live: it's a responsive site, which means that it can be used by all fixed and mobile devices, featuring a new graphic design matching the restyled logo, with an original section dedicated to e-commerce that offers visitors the chance to purchase handicraft products and favours from the countries where we work.

The navigation tree was completely re-organised and all the texts were reviewed to improve the users' enjoyment and understanding of the content, to make information more transparent and to simplify direct contact between users and Association (through forms to be filled out by those wishing to volunteer, work or simply be kept updated, and through call to actions to donate, to share on social medias,

to undertake volunteer work in Italy).

The Association's presence on **social networks** continues and is stronger than ever:

- our constant presence on Facebook led to a significant increase in Likes to the page (from 1320 to 1747 Likes);
- our occasional presence on Twitter increased our followers from 472 to 580;
- the number of people in our Google Plus circles did not increase (from 40 to 50), essentially due to lack of use of this platform;
- the LinkedIn page, which is mostly used for personal or volunteer search only, went from 93 to 153 Followers;
- YouTube: 38 subscribers to the channel, where 2 new videos were uploaded, one on the activities and services of the educational sector in Milan, the other a video-recipe of the CELIM testimonial for the campaign Abbiamo RISO per una cosa seria;
- o an account was opened on Instagram: 120 Followers at 31/12.

Lastly, CELIM's **Financial Statement** was drawn up for the third year, by choice not on paper, and all data were also published on the Open-cooperazione.it portal too, to show the Association's willingness to be ever more transparent and to promote its accountability.

FUND-RAISING

5.4. Traditional donation methods

The number of people who choose to donate and/or pay their membership fee through bank standing order has not changed, similarly to the number of those who choose postal orders; the number of people opting for an online transfer, or who continue to donate cash mostly at events has increased.

5.5. New ways to donate

CELIM is now part of the NGOs brought to notice by the newly-created (in Italy) PC application Help-freely.org: subscribers can donate automatically, and at no extra cost, a percentage of the cost of their online purchases to the chosen NPOs. By the end of the year CELIM's Supporters were 27 and their donations totalled about 60 euros (not all approved yet).

The collection for the project in Lebanon through the mobile app HUG- Tap to donate ended in the year. No new projects were submitted.

5.6. 5 x 1000

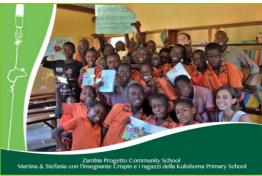
The new campaign has been characterised by the volunteers' activity on various projects, as well as the staff in Italy and the CELIM testimonial for the campaign Abbiamo RISO per una cosa seria.

The results of the 2014 5x1000 campaign were made public throughout the year: there was a constant drop in the number of choices (from 332 signatures in 2011 to 305) but, on the other hand, the monetary consideration increased (total amount of Euro 18,231.64 against 14,723 Euros of 2013).









5.7. Fair trade favours

There was a slight increase in funds raised in favour of projects in Developing Countries through the purchase of wedding favours made in those countries where we operate or from the fair-trade network.

5.8. Fair-trade gifts

With the exclusion of the Christmas period, the year did not offer many opportunities to propose handicrafts for fund-raising purposes: the new **e-commerce** page on the site should compensate for this shortfall.

Because of the office move and therefore the lack of adequate space, the traditional Christmas marketexhibition was set up in unused, privately-owned premises in the city centre, for which we were granted

life tenancy. [Karibu! see point 5.10]



There have been numerous collaborations: the social enterprise Di mano in mano, the co-operatives Radici nel Fiume and Equo mercato, the consortium Altro Mercato, the associations Liberamente, La Nostra Comunità, Operazione Mato Grosso and La Strada, the foundation Mission Bambini, the independent bookshop Isola Libri and the local agricultural enterprises of the Coldiretti circuit.

The market show was open to the public every day from 21st November to 23rd December to provide financial support to the Association's activities, but also to make CELIM projects known through products made in the countries where the Association operates and, this year, to support other social realities. A photo exhibition on the activities carried out in Mongu, Zambia in recent years accompanied customers through their visit.

The event was promoted with the volunteer help of the NPO 12 Secondi, a team of creatives who devised the name (Karibu!) and the visual, and also produced poster and flyers.

CELIM volunteers set up stalls also within CRAL host structures in Milan's area. [see point 5.9]

5.9. Companies

Thanks to the strengthening of our staff in the Promotion sector, we have finally managed to make ourselves known in several companies in the Milan's area, starting with their CRALs (Allianz, BPM, CNR, Città Metropolitana, Italtel, Mondadori, Novartis, Ospedale Niguarda, Polimi, RCS, UBI Banca, Vittoria Assicurazioni): for this first acquaintance stage we set up promotional stalls as part of the campaign Abbiamo RISO per una cosa seria and Karibu!, which were met with good success. Only one company (Frigerio Food Ingredients), which has been supporting us for several years, chose our personalised Christmas cards.

5.10. Events and campaigns

Fa' la cosa giusta (Do the right thing) - Milan - 18/20 March

CELIM had a stall at the biggest Responsible consumption fair in Italy with the objective of making known our activities in Italy and abroad to a public who is already sensitive to issues related to our mission and raising funds for the same.

Abbiamo riso per una cosa seria - Milan - 14/15 May

For the 11th consecutive year, CELIM joined the national awareness and fundraising campaign for the right-to-food projects devised by FOCSIV and realised in co-operation with Coldiretti and sponsored by the Ministry of agriculture: CELIM dedicated the collection to the project 'Migrant and refugee women in Lebanon' [see project at point 2.4], in particular to the activities of support to women and children refugees. The rice packs distributed at the end of May enabled the purchase of **500 food and hygiene kits**. In May dozens of volunteers were involved and over **2,300 packets of rice were distributed by 25 stalls**: 20 in squares, churchyards, schools and markets of Campagna Amica in Milan and surrounding areas, 3 in other provinces of Lombardy and 2 in other regions. Other stalls were set up in the following months in parishes and at corporate CRALs of the Milan's area [see point 5.9], and this led to a good increase in the number of distributed packets and raised funds compared to previous years. For the first time, CELIM had its own testimonial: Andrea Torelli, competitor of Master Chef Italia 6, who

cooked his personal version of a Lebanese sweet in the shape of risotto, thus joining the campaign's two elements (rice and Lebanon).

Concert of laVerdi (Rachmaninov - Concert for piano and orchestra n.4 in G minor op.40 &
 Mozart - Symphony No.40 in G minor k.550) - Milan, Auditorium Fondazione Cariplo - 20th November

The concert had already been programmed by Fondazione Verdi which, for the sixth consecutive year, donated some tickets to CELIM: the profit from the 142 bookings, an increase compared to the previous years, went to support the project 'Let's grow the future in Mozambique'.

HUMANITY - Essere umani con gli esseri umani (Being human with human beings)

This campaign was launched in October by FOCSIV along with six of its partners in the Middle East, including CELIM, with the aim of expanding, co-ordinating and strengthening humanitarian intervention in Kurdistan, Syria, Lebanon and Turkey.

Thanks also to the co-operation with Avvenire, in the first three months of media campaigning the interest generated and the funds raised were good. The campaign will end in 2017.

[Karibu! II mercatino dei regali in movimento (The market of moving gifts) - Milan, via delle Ore 2 - from 21/11 to 23/12

Christmas market show in support of the NGO's activities in Developing Countries and in Italy. [see point 5.8] Of particular note the campaign **Panettoni per la Siria (Panettone for Syria**): by distributing 200 Vergani Panettone and 200 small Panettone, we were able to purchase commodities for refugee women and children living in reception camps in Lebanon and Turkey.

5.11. Support from other associations

- The association **AMICI CELIM** is struggling to find new members: the few remaining resources are insufficient to devise and implement new activities in support of the NGO, but are always available to help it for fundraising and information and educational events.
- The Milanese Association **Bethesda** of via Cannero continues to support CELIM's activities with a specific collection during the Christmas period: this year the 'River fishing' project [see project at point 2.6] in Mozambique was chosen.
- The **Benvenuto Club** has for the first time decided to support CELIM, along with two other Charities, and started to raise funds during their traditional Christmas Fair. The fundraising activity is ongoing and will end in 2017.

6. ASSOCIATION'S ACTIVITIES

6.1. Shareholders ' meeting in April

The association's annual meeting was held on 16th April 2016 with a total number of 31 voting members. As part of the Meeting's work, the 2015 Statement of Account and the 2016 budget were reviewed. All sectors showed the activities' trend from their point of view. International projects are still active in Zambia, Mozambique, Albania, Kosovo, and Lebanon; the project in Kenya is being consolidated, whereas the new ones in Haiti, Senegal and Turkey are being developed. The ECM activity focused on traditional intercultural work, but also provided services to schools and the Community. Promotion and fundraising aimed at effective communication to increase supporters and funds. The main guidelines are: coordinated image, differentiated communication with a new database, enhancement of 2.0 tools, transparency through the association's balance sheet, stable relationship with foundations and companies, and good event scheduling. To do this, the number of collaborators was strengthened. For the human resources area, the strategic importance of civil service both abroad and in Italy should be emphasised, but there is a need for diversification, given that there is still some uncertainty about opening the annual calls and the relative limitations.

Following the Ordinary Shareholders' Meeting, an extraordinary session was held in which the new articles of association were approved in response to the requirements of the regulations on NGOs. CELIM subsequently also gained recognition as legal entity with decree by the President of the Republic.

6.2. Other activities with the active participation of members

The association's members and supporters had other opportunities to meet and actively participate in

other events reported in the 'Communication and Fundraising' section.

6.3. Meetings of the Board of Governors

The association's board of governors met eight times throughout the year.

Milan, April 2016 - www.celim.it