

# Annual Report

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**Annual Report**  
**Published by KIYO**

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EMPOWERING YOUTH TOGETHER



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# A letter to our supporters.

## At the start of 2020 the world stood still because of the COVID-19 pandemic.

KIYO immediately understood we had to continue our important work for children and youth. Although they are not directly in the main line of fire of the pandemic, they risk being among its biggest victims, as children's lives are nonetheless being changed in profound ways. All children, of all ages, and in all countries, are being affected, in particular by the socio-economic impacts and, in some cases, by mitigation measures that may inadvertently do more harm than good.

This is a global crisis and, for some children and youth, the impact will be lifelong.

We quickly shifted to virtual ways to connect with colleagues and partners around the globe, and looked for creative solutions to continue to support children and youth in vulnerable situations. We proved to be the agile organisation we envisage to be.

We encouraged and challenged our partners to find new ways to continue to empower children and youth under these new realities. They came up with great ideas such as developing young leaders as health agents, installing digital hubs, providing support to stranded students, intensifying radio programmes, organising online TVET courses, etc.

2020 was a year that put us on our toes and opened our eyes for new ways of working. It was also a year in which we got to appreciate so much things we always took for granted. Thanks to the immense commitment, flexibility and dedication of our global team and partners, we realised an enormous amount of work under challenging circumstances.

**Prioritizing the education, empowerment and protection of children and youth is the best investment we can make** – for children and youth themselves and their fundamental rights– and for peace and sustainable development for all of us and the planet we inhabit.

## Empowering Youth Together

**Jan de Paepe**  
Chair of the Board

**Mélodie Arts**  
Director

# Our impact.

**KIYO focuses on empowering children and youth** as we fully believe in their potential as active agents of change. Youth are experts on their own lives and experiences. We want to put them in the driver seat to be able to create a better world for themselves. We recognise that while talent is universal, opportunity is not. We believe in all of them and it is our mission to provide them with **opportunities to take charge of their lives and realise their rights.**



In 2020...  
we were active in

# 6 countries



# 56.388

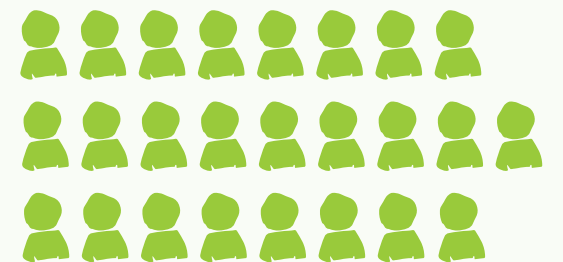
## Children & Youth



were directly supported  
by our programme.

# 25

## Local Partners



We adapted over **50** of our projects to respond to the Coronavirus pandemic



# Highlights of 2020.

2020 came with many challenges, but also with many **opportunities for innovation** in the implementation of our projects and in strengthening our organisation. We continued our ambitious journey for a more just world that promotes children's rights.

2020



## January

We moved our HQ office to the Impact house, a house that surrounds us with interesting people all dedicated to work for a better planet.



## July

We opened an office in Bukavu and now have a running KIYO office in DRC with a highly motivated local team.



## April

Our board became very dynamic, with members dedicating a lot of time & expertise in a voluntary way with regards to integrity, fundraising, good governance, introducing KIYO with policy makers & youth organisations.



## August

We launched a new website, much more in line with our new strategy and values.



## September

We demonstrated that we are playing a pioneering role within the development sector on equal partnerships and on overcoming the North/South division within development cooperation.



## November

We welcomed 10 new members to our General Assembly, most of them being young, female or from a diverse background!



## December

We managed to realise some big and successful steps with regards to the development of the new DGD programme together with Djapo.

2021

# Youth Voices.

**KIYO aims to empower youth** by providing them with the skills and tools they need to become the future entrepreneurs, the future work force, and the future leaders of their countries. Together with our local partners, we help them transition successfully from childhood to adulthood.



## Sabir

Student Action4Rights in Belgium

The exchange with the Brazilian youth was very inspiring. I learned a lot about how they live and what their daily problems are.



## Salila

Empowerment workshop participant in Morocco

Thanks to the empowerment activities, I learned how to express myself differently, how to increase my painting skills and how to give voice to my drawings!



## Eduarda

Member of SER Youth circus artist project in Brazil

For me, empowerment is no matter where you walk on earth, being able to make your own decisions



## Ngendakumana

A member of the Peace Club in Burundi

I am happy to be part of the club because it has allowed me to know my rights and to meet other young people of my age with whom I can exchange. Together, we advocate for the rights of all children and youth to be respected.



## Harry

Participant Children in Need of Special Protection programme

Everyone deserves a second change. I am so grateful that someone believed in me and could make it from a gangster to policeman.



## Geoffrey

Member of the radio programme in DR Congo

I became a leader and agent of change in my community thanks to the training on communication and advocacy techniques.



## Neslene

TVET student from the Philippines

What I learned on human rights will help me protect myself. I will also support other children and youth to report abuses.



# Belgium

Beyond the traditional skills of literacy and numeracy, youth require the social, emotional, and cognitive skills that are often absent in traditional classrooms.

Skills like critical thinking, collaboration, and leadership. These help them identify issues in the community and wider society, set goals, and problem-solve with resilience and determination.



# Context & Activities.

## The voice of youth is insufficiently heard

Schools were closed overnight and students were taught remotely. Teachers worked hard to deal with this complex situation. **However, the voices of children and youth were insufficiently heard.** The impact of the quarantine period on the mental well-being of children and youth was, especially in the beginning of the pandemic hardly taken into account. In addition, distance learning was not possible for many children and youth due to lack of access to laptops, internet and/or insufficient parental support.

## High level of adaptability and learning capacity

**KIYO managed to adapt most of its activities to this crisis situation** as the need for it became apparent very quickly. Coaching sessions with teachers linked to the **'School for Rights'** project were held virtually. We also provided teachers with many ways to keep the well-being of students at the forefront. For the **'Action4Rights'** project, we virtually entered the classroom with the students and made good use of the new emerging digital tools, which proved to be of great value especially in this situation. The activities linked to the programme with

**YOUCA** also faced some difficulties, but here too we were able to quickly adapt and reorganise the program activities. An immersion trip that would normally have taken place physically, was now held virtually and, although it is not the same, it proved to be very valuable for both the Belgian and the Brazilian youth. They learned a lot about each other's way of life and how, in difficult circumstances, they still try to be a positive change for themselves and their environment.

## Collaborations

KIYO partners with '4de Pijlersteunpunt', who supports private initiatives on development cooperation. KIYO started five individual coaching cycles in 2020 on integrating children's rights as transversal theme in their work. As an active member of the Platform for Children's Rights in Development Collaboration (PKIO) and the Children's Rights Coalition (KIRECO), KIYO is working on advocacy regarding children's rights within development cooperation and in Belgium. The Children's Rights Coalition published a report on "Invisible Children" in our society. In this publication, KIYO raised awareness on the importance of youth participation in society. KIYO supported UCOS with the development of their inspiration framework on children's rights and international mobility. Finally, we actively collaborated with 11.11.11 in the context of promoting their campaign on change-makers.







# Results

Based on the spirit of indivisibility underlying the SDG framework, we consider our work in Belgium equally important to the work we do in our partner countries. In Belgium, KIYO is working on youth empowerment within and outside the school setting.

## Educational material

The Platform for Children's Rights in Development Cooperation (PKIO) developed an inspiration guide to support Belgian development cooperation actors on integrating children's rights into their programmes. As a member of the platform, KIYO's knowledge and experience was also incorporated, and the guide was used in workshops with other organisations.

## Youth Survey

Interviews were organised with 100 students to better understand how they feel in their school context. Questions asked included: Are youth aware of their rights? Do they feel protected in society and at school? Are they being heard sufficiently? What skills do they think they need to be more confident in life?

## Action4Rights

In collaboration with **Karama Solidarity**, 32 students were taken on an empowerment journey to positively stand up for their rights. These students exchanged through the online tool [www.action4rights.be](http://www.action4rights.be) with Brazilian peers around different themes important to them.

## School For Rights

The BuSo Don Bosco Halle started a new coaching cycle. They decided to work on **increasing student participation** and to focus on a 'healthy living environment' in their school. The Busleyden Atheneum focused in their coaching cycle on continuing to put the mental well-being of students first. The Athena campus Drie Hofsteden received the label of 'School for Rights' in December 2020 during a press conference, in the presence of the mayor of Kortrijk. Congratulations!



## Sharing of our expertise

KIYO is strengthening the youth empowerment work of organisations having direct access to youth. We have developed a model to support them to shape an enabling environment for youth empowerment based on our experience in different parts of the world. The organisations that have participated in these workshops and coaching programmes come from different sectors such as development cooperation, youth, government, tourism, sports, etc.

In light of our work with Belgian actors in development cooperation, KIYO supported several 4th pillar organisations. While coaching 'Light of the Children', the focus was mainly on the developing an enabling environment for youth participation and empowerment. During the work with Edukado, we focussed on how to integrate the protection principle in policy, in the selection of and negotiations with partners and in the training of the students prior to their departure.

UCOS - University Center  
for Development Cooperation

**“KIYO CONTRIBUTED TO THE FRAMEWORK ON ‘CHILDREN’S RIGHTS AND INTERNSHIPS  IN THE GLOBAL SOUTH’ OF UCOS AND VLHORA. KIYO’S EXPERTISE REGARDING THE IMPLEMENTATION OF A CHILDREN’S RIGHTS APPROACH  WAS AN ADDED VALUE FOR THE DEVELOPMENT OF THIS FRAMEWORK.”** **Bram Cleys UCOS**



# Brazil

Amidst a health and social emergency, youth from our projects organised themselves and launched preventive health campaigns.

They collected and distributed relief goods and hygiene kits to families living in extremely difficult situations in the slums in Rio. They transformed into youth leaders who stand up for their rights and the rights of other children and youth.



# Context & Activities.

## Youth participation to a next level

An important evolution in 2020 was the increase of youth participation in the overall Brazilian programme. Youth became active agents of change who managed to organise and lead preventive health campaigns for families living in vulnerable situations. Youth leaders turned into health agents distributing educational materials, hygiene kits and relief goods. These youth-led actions reached 6.205 families linked to the KIYO projects in seven favelas. More than 100 virtual informative and educational initiatives were developed, such as virtual consultations on gender-based violence and digital courses on social circus.

## Connecting youth across the world

KIYO further developed its international angle on global citizenship education. Brazilian youth were connected with youth from Belgium and the Philippines. Afro Brazilian youth exchanged on youth leadership with Indigenous youth from the Philippines. Virtual cross-country learnings showed that youth ownership is crucial and lacking in the Brazilian context. 'KIYO supports a group of youth to take on more and more responsibilities by becoming a real youth-led organisation. This will enable the future generation even more to be the change leading to better social justice in Brazil.

In 2020...  
a total of

# 3.260



children and youth were reached  
(in-person and virtually)

# 2.614

## Direct actions of partners

Our partner AMAR reintegrated street children back into their families and back to school through their educational care system. Alternative education was provided by partner PAMEN for out-of-school children. Our partner SER provided social circus workshops for children and youth living in the favelas, both virtually and in small groups.

# 646

## Children & youth

were supported through advocacy and legal support. Our partners CEDECA and RRC facilitated the referral of youth in conflict with the law to alternative counselling for rehabilitation. They also guided these youth to accessible TVET courses to be able to leave the informal job market.





# Burundi

More than 50% of the graduates of our TVET programme were girls.

Girls enrolled into the shoemaking profession and boys into the basketry. This helps to overcome the gender-stereotypes that exist among certain professions in Burundi. KIYO further supports them as role models in their communities.



# Context & Activities.

## Covid-19?

Despite the pandemic, there was no lockdown and the implementation of our programme activities was only slightly impacted by a slowdown in inter-provincial traffic, which limited monitoring and evaluation missions. Our focus remained on the development of children's and youth forums enabling them to know their rights and to claim them. Since children and youth coordinate the work within these frameworks themselves, they become actors of change in their community by finding solutions to the problems they have identified.

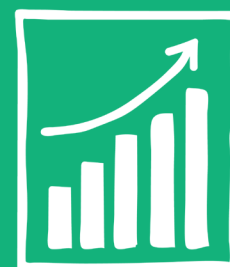
## Facts & Figures

- 105 children and youth have informed their communities of their rights through the language of dance and theatre arts.
- 1450 students participated in awareness raising workshops on sexual and reproductive health in their schools.
- 516 savings groups set up in 8 communes, enabled 24 891 children to receive financial support.
- 61 out-of-school children and youth managed to return to school thanks to literacy and school readiness courses.

# Results

KIYO has supported its partners APRODEM, FVS-Amie des Enfants, JJB and OIDEB in order to:

- Establish **youth participation frameworks** in schools to address both school-based rights violations and school dropout.
- Support **community structures** to fully realise their role in caring for children and youth in vulnerable situations and to take into account the voice of the youth when exchanging with the local government.
- Promote the **empowerment of children and youth** by supporting youth clubs that encourage them to participate in awareness-raising activities and claim respect for their rights. These youth clubs use among others theatre and respectful dialogues to promote their rights.
- Provide **psycho-social and legal assistance** to children victims of abuse.
- Develop **mixed committees** between students and teachers to increase the participation of children within the school environment.
- Contribute to **job creation and social cohesion** through organising vocational training, supporting income generating activities and peacebuilding activities in the communities.







In 2020, the project called 'socio-economic empowerment of youth increasing peace and social cohesion' with the support of the European Union came to an end. KIYO together with its partners FVS-Amie des Enfants and JJB offered 480 youth from Bujumbura-Marie et Gitega stepping stones to enter the labour market and actively engaged them as role models in their communities.

In 2020...  
a total of

**480** youth  
were reached



**469**

**youth (55% girls)  
TVET graduates**

Gained new technical and life skills thanks to the inclusive TVET trainings, on the job training and individual job coaching from the 480 youth participants. The youth received trainings to increase their entrepreneurship skills. They also were accompanied in their job search and in starting up their own small businesses.

**424**

**youth (54% girls)  
trained in how  
to set-up saving  
groups**

Saving and loan groups have been set up to enable youth to develop credit and savings strategies within their respective communities, to avoid overdepending on an unstable job-market and to facilitate access to credit at lower costs. Thanks to the coaching received within the peace clubs, the trained youth became involved in their neighbourhoods and contributed to social cohesion through the promotion of a more inclusive and supportive socio-cultural and professional environment.



# DR Congo

KIYO supports youth from North & South Kivu who are excluded from the formal education system in their process of economic empowerment and realisation of their rights.

We want to make agriculture attractive as a decent and sustainable source of income among youth, especially for girls, by organising trainings on agro-entrepreneurship.





# Context & Activities.

## Radio programmes to reach youth

KIYO and its partners quickly adapted and continued to ensure the participation of children and youth in awareness raising on their rights through the use of radio programmes and social media. In particular, for the radio programme, a call-in number for feedback and requests for information on children's rights issues was set up.

## Sustainable youth forums

Children and youth taking charge of their own situation is key for the achievement of the social sustainability of the programme. Structures like the Village Saving & Loan Associations and the youth parliaments, are integrated in their communities and are widening the social base for the message on children's rights in the daily life in the communities.



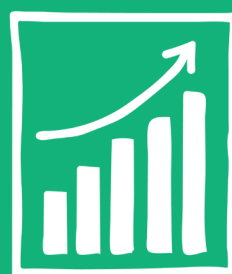
# Results

KIYO continued to work with its partners OCET, AVREO and ADED to achieve:

- Monitoring of child rights violations and the care of children in need of **legal assistance**;
- **Reinforcement of the community capacities & structures**, and awareness raising on the protection of children's rights within these community structures;
- Awareness raising and advocacy for the removal of children from places of exploitation;
- Youth empowerment by promoting income-generating activities, particularly **agricultural entrepreneurship**.

## Facts & Figures

- 188 children and youth have been released from exploitative situations thanks to advocacy by AVREO and community structures.
- 28 radio programmes were produced in three different cities (Uvira, Bukavu and Goma).
- 20 lawyers, experts in children's rights, provided legal and judicial support to children and youth in conflict with the law.
- 450 cases of violations of children's rights were monitored and managed by OCET.
- 97 girls gained access to family land and obtained a land session deed issued by their parents as proof of access to this land.
- 240 children and youth participated in 12 Village Saving & Loan Associations and 2 cooperatives and were reinforced on the agricultural entrepreneurship approach by ADED.





# Philippines

The Covid-19 pandemic has shown the tenacity, agility and innovativeness of KIYO and its partners in responding to the realities in the Philippines.

With the support of KIYO, a digital learning hub was created for TVET learners in response to the uncertainty of opening of TVET schools and service providers.






# Context & Activities.

## New reality

KIYO and partners transferred some of their activities to online platforms and shifted where possible to blended or face-to-face modes, to ensure participation of children and youth in the implementation of project activities. Activities which could not be implemented were either deferred, cancelled or redesigned. Budgets were realigned to accommodate the adjustments in project implementation as well as equipment needed. Partners engaged in Covid-19-related responses through provision of relief goods, protective equipment and face masks, conducting psycho-social activities, and online sharing of information on coping with Covid-19, mental health, online safety tips and creation of online reporting on child rights abuses. KIYO also created its Facebook page to serve as a platform for children and youth to voice out their opinions and disseminate information on children rights.

## Youth participation

Despite the challenges and constraints brought about by the covid-19 pandemic, KIYO continued to assist children and youth in the community and school settings in exercising their right to participation, especially amid the reality of being confined in their homes. We continued to train more children and youth with leadership, advocacy and organisational skills needed in voicing out and upholding their rights. In addition, we created a space for civil society to advocate on children rights and issues to the broader public, and to play a watchdog role on government in effecting policy changes on children's rights and human rights issues, particularly at the local level. Moreover, we helped economically disadvantaged youth to gain economic stability and rights awareness through access to technical, vocational and educational courses and life skills training.

“ DURING THE PANDEMIC, MANY CHILDREN  FORGOT THEIR RIGHTS. THAT IS WHY WE USED DIFFERENT ONLINE PLATFORMS TO PROMOTE THE CHILDREN'S RIGHTS CONVENTION. I NEVER IMAGINED MYSELF  BEING INTERVIEWED ON RADIO. AS A GRADUATE FROM HIGH SCHOOL, I SHALL CONTINUE INFLUENCING OTHER CHILDREN AND YOUTH IN MY  COMMUNITY AND IN MY FUTURE UNIVERSITY TO HAVE A VOICE AND IMPACT IN SOCIETY, AND TO LIVE WITH PRIDE AND DIGNITY. ” **Kelvin de la Pena, Iloilo City**



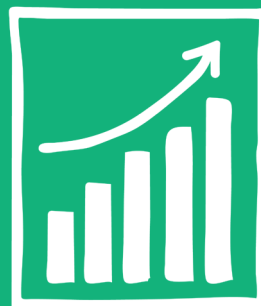
# Results

KIYO continued its work on enhancing children's rights at the national and local levels. Together with our four partners (Bidlisiw, CLB, CYC and ICWF):

- Strengthened youth leaders and adult child rights advocates on children's rights, human rights, and laws protecting children; and developed the skills of children and youth on leadership, advocacy work, public speaking, radio advocacy, mobile journalism and video vlogging, and online platforms;
- Raised public awareness through traditional and social media, public events, online forum and educational materials on children's rights and issues such as child trafficking, and mental health;
- **Strengthened** community and school-based, cultural and LGBTQ+ **youth organisations** to lead on advocating for their rights and welfare;
- **Facilitated acquisition of technical and life skills** as well as access to government social services of economically disadvantaged youth, and victims of child labour or human rights violations.

## Facts & Figures:

- 748 children and youth and 59 civil society organizations joined activities and advocacies on children's rights.
- 208 children and youth became skilled child rights advocates.
- 549 children and youth joined youth organisations.
- Children's rights issues were featured 173 times in newspapers, radio and TV, and gathered almost 8,000 shares and likes in social media.
- Our partners were invited 75 times by media and other child rights actors to give their opinion on arising children's rights issues.
- 33 local government officials supported children's rights issues.







# Morocco

KIYO is contributing to the lives of hearing-impaired children, child victims of sexual violence and single moms and their children.

To empower them we use education through sign language, work on expression skills through theatre and other artistic skills and introduce them to different professions and income generating activities.






# Context & Activities.

## New realities

Discover here some of the innovative ways KIYO and its partners used to continue the implementation of our programme activities during the pandemic realities.

- Increased use of social networks to disseminate awareness and advocacy messages ;
- Organisation of online conferences, trainings and webinars for child rights actors;
- Productions of accessible videos on non-discrimination of single mothers and their children and awareness raising on deafness during quarantine;
- Development of tools on digital media for wide dissemination.

Salila Ajrir - participant in activities of partner Attawasol

“ WHO AM I? BELIEVE ME I DON'T KNOW,  I HARDLY KNOW MYSELF! I HAVE JUST COMPLETED MY 18TH YEAR IN THIS WORLD WITH JOY AND SILENCE, AS  I AM NOW ENTERING MY 6TH YEAR OF PRIMARY SCHOOL FOR HEARING IMPAIRED CHILDREN IN TANGIER. I HAVE BEEN TAUGHT THAT I AM  SPECIAL AND UNIQUE, THAT NO ONE IS PERFECT AND THAT IN MY OWN WAY I COULD OVERCOME THE LIMITATIONS OF MY VOICE! ”

# Results

Under the coordination of our partner Patriotic Relief Maroc (PRM) and through the mobilisation of our operational partners (Attawasol for Hearing Impaired Children, Karama pour le Développement de la Femme (KPDF) and the Association Meilleur Avenir pour Nos Enfants (AMANE)), our programme supports children who face discrimination due to their hearing impairment, children who are considered illegitimate because they were born outside of marriage and children who are victims of sexual violence to access their rights:

- By developing children's **creativity and self-confidence** through participatory educational activities so that they can feel like citizens and actors of change;
- By **making the population aware of their responsibilities** through communication campaigns, family mediation or the dissemination of messages on social networks;
- By bringing together other key actors to give **credibility** to the situation of the Rights of the Child in Morocco;
- By **questioning decision-makers** on their responsibilities and by supporting them in their efforts to better integrate the Rights of the Child into public policies and service provision.



## Facts & Figures

- Two trainings were organised on the concepts of domestic violence and sexual violence against children to strengthen the capacities of government agencies and specialised associations.
- A documentary was produced with hearing impaired youth to raise parents' awareness of the importance of schooling for this specific group.
- Attawasol lobbied towards the Ministry of Education to adapt examinations for hearing impaired children to their needs.
- The 29 member associations of the Platform for the Rights of the Child in Morocco have intensively used the database on violence against children developed by AMANE. The statistics drawn from the database will be used to illustrate, give credibility to and argue the positions taken by the Platform when drafting the next alternative report on the Rights of the Child in Morocco.
- KPDF raised awareness against domestic violence.





# Financial Overview.

## 2020 in a financial overview

KIYO can count on the financial support and generosity of institutions, associations, companies and private supporters.

Your donations make the difference. Thanks to your support, KIYO and its partners are able to work on the empowerment of many children and youth worldwide.

### Which donations and grants did we receive in 2020?

As in previous years, institutional grants are the main source of revenue for KIYO. Our two biggest institutional donors in 2020 were the Belgian Government (DGD) and the European Union. In 2020 they accounted for 81% of our total revenue.

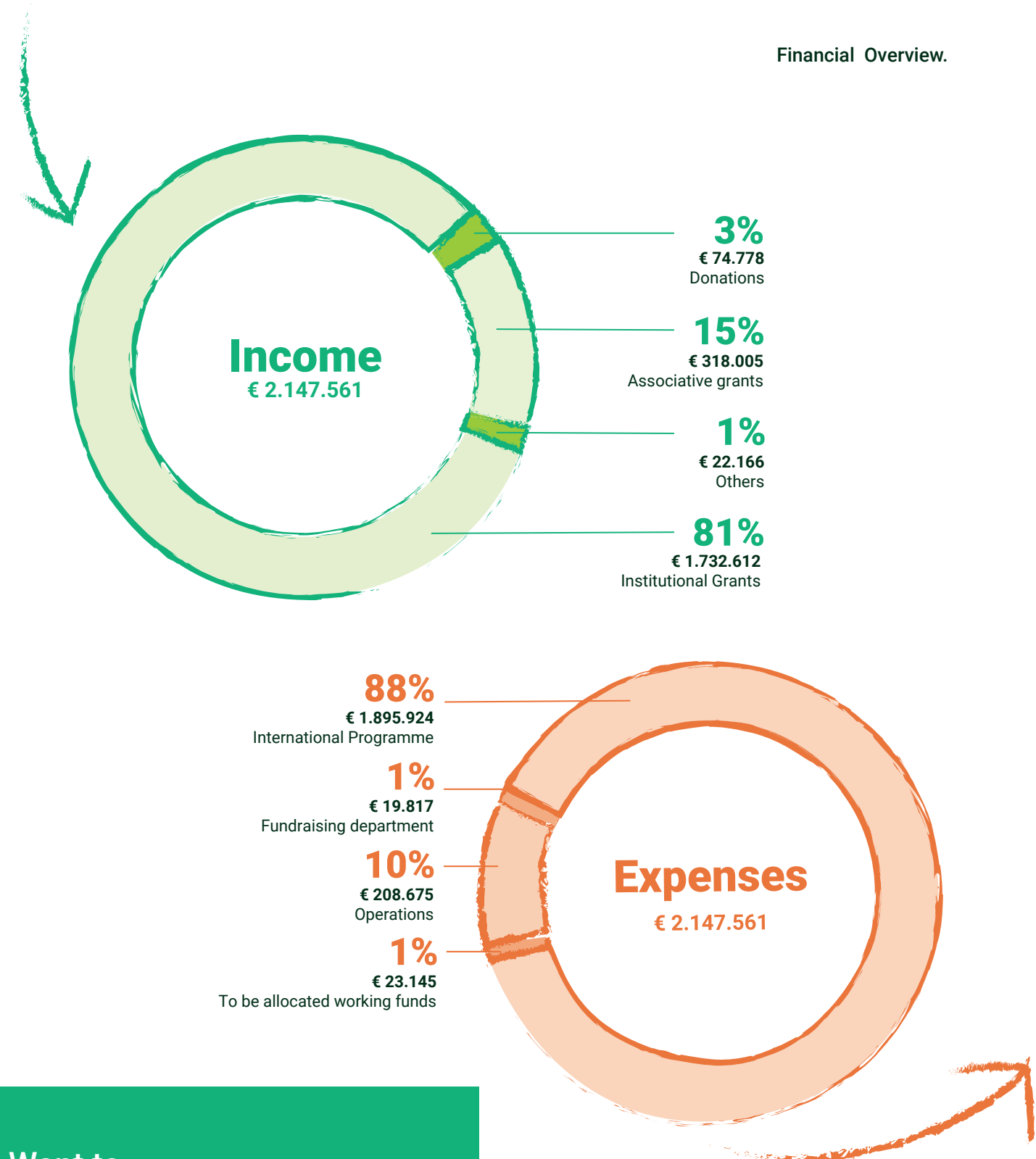
Furthermore, KIYO receives a lot of grants from associative associations and support groups. In 2020 they represent 15% of our 2020 revenue.

And even though, our private individual donations only represent 3% of our revenue. For a small organisation like KIYO, they definitely make a difference.

### What did we do with these donations and grants in 2020?

The main part of all donations and grants goes directly to our international programmes, namely 88%. The largest programme is our DGD programme called 'Standing up together for every one's rights' that we implement in Belgium, Brazil, Burundi, DR Congo, Morocco and the Philippines. Next to that, we also have a programme on peacebuilding supported by the European Union in Burundi.

In addition 10% is spent on operations and 1% on fundraising.



## Want to know more?

Go to [www.kiyo-ngo.be](http://www.kiyo-ngo.be) to find our annual accounts. Specific questions on our finances? Send us your question via [info@kiyo-ngo.be](mailto:info@kiyo-ngo.be). We are happy to answer in complete transparency.



# Good Governance.

The Governance board consists of a maximum of 10 members. They are appointed for a three years term. The Board ensures a balanced representation of competencies, gender and generations. The mandates are exercised on a voluntary basis.

On an annual basis, the Board evaluates its functioning and analyzes it against the principles of good governance and the Belgian law.

This year, the Board developed a new guide which sets out the main principles of good governance, the actors involved and their responsibilities. Clear 'Terms of Reference' were also drafted for Board members to respond to KIYO's needs to ensure good governance.

Kaat Boon was a member until November 2020 and resigned to become the director of Djapo vzw. We would like to thank her for her active role within the Board and in particular around good governance.

Current members of  
Governance Board



**JAN DE PAEPE** CHAIR



**WERNER GILLIS**



**KATRIEN VAN HOOYDONK**



**PHILIPPE SCHIETSE**



**HELEEN CALLENS**



**JAN TRUYENS**



**HANNAH CARLOTA OSAER**



**JAMAL ZAHRI**



**TREES VAN EYKEREN**



# Integrity



## Ethical code

KIYO subscribes to the ethical code of the VEF. The VEF is the Association for Ethics in Fundraising. Members of the VEF label inform donors, staff and employees at least on an annual basis about how raised funds are spent. Our annual report is a concrete translation of this obligation. Want to know more? [www.vef-aerf.be](http://www.vef-aerf.be)

## Annual accounts 2020

KIYO's 2020 financial statements and balance sheet have been drafted by our Governance Board, approved by the auditor and filed at the National Bank of Belgium where they can be consulted.

## Integrity

Integrity is key to KIYO. A code of conduct is in place to guide our processes and day to day decisions. Based on the value statement, the code describes basic principles of ethical behaviour and conduct and should guide all members of the General Assembly, Governance Board, Director, staff, volunteers, interns, partners and others involved with KIYO in their thoughts, decisions and actions. You can view the full version of this document at <https://www.kiyo-ngo.be/who-we-are/integrity>. In 2020, one moral, two financial and two HR related concerns were reported. Three of these concerns were reported thanks to the increased awareness on integrity within the organisation.





# Thank you,

Your support enabled us to change the lives of many children and youth around the world

With your support KIYO managed to develop youth into problem-solvers, decision-makers, and critical thinkers in both local and global contexts, which contributes to a nation's strength and progress.

Empowering Youth Together



With the support of





KIYO empowers children and youth to take charge of their lives and realise their rights. Together with its partners, KIYO strengthens life and technical skills of children and youth. This enables them to bring about positive individual and societal change as global citizens.

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 [KIYOempoweringyouthtogether](https://www.facebook.com/KIYOempoweringyouthtogether)

 [KIYO\\_ngo](https://www.instagram.com/KIYO_ngo)

 [KIYO-ngo.be](http://KIYO-ngo.be)

## **Annual Report**

### **Published by KIYO**

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The logo for KIYO is rendered in a white, hand-drawn, brush-stroke style. The letters are thick and have a textured, slightly irregular appearance, giving it a sense of movement and energy. The 'K' is the tallest, followed by 'i', 'y', and 'o'.