



ANNUAL REPORT 2006

Pupils at Bambino School in Lilongwe, Malawi.

Photo: Liz Palm



Left: Participant Tommy Paulsen at a fishpond project in Nkhotakota, Malawi.

Right: Pupils at Bambino School, a cooperation partner in Malawi.

Photo: Liz Palm

Left: Reza Rahman from Bangladesh, former participant, at the Advisory Council Meeting in Oslo.

Right: Amalie Tofte, participant at Bunda College University in Lilongwe, Malawi.

Photo: Liz Palm



Left: The Spor project in Tanzania  
Photo: Mwanzo Millinga

Right: Former FK participant Wang Ning



Left: FK participant Bjarne Lindebø in Kenya.

Right: From the Spor programme in Tanzania. Photo: Mwanzo Millinga



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FK Norway's annual report 2006

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The cover shows Iva Mugalela, FK participant at Fredrikstad School of Cultural Studies. Photo: Espen Gresvik Schei.



# Foreword

FK Norway is a success!

An independent evaluation published in 2006 concludes that FK Norway is returning very good results. We are being challenged, not least by our many partners, to focus even more closely on further improvement. A new strategy for FK Norway was formulated during 2006 and this will demonstrate that we can both learn from experience and innovate.

FK Norway has once again had a year of extensive and varied activity. Naturally, this annual report concentrates on some of the year's many highlights. Nonetheless, we remain humble in the face of the many challenges involved in performing development work through partnerships based on exchanges of participants from a range of countries.

**Evaluation.** In 2006, FK Norway was subject to a very comprehensive independent evaluation, carried out by the Danish consultancy company PEM in collaboration with NUPI, the Norwegian Institute of International Affairs. The main conclusion is that «FK Norway is a relevant and reasonably effective instrument for achieving the overarching goals of Norway's cooperation with developing countries».

Important aspects of our activities, such as the South-South programmes, received a very high score, but the newly established FK Senior was seen as, so far, less successful. FK Norway is characterised as «a small, un-bureaucratic, flexible and service oriented organisation».

The evaluation shows that counselling of the partners, the partner networks and experience exchange must be given greater emphasis. What produces positive results for FK Norway as a whole is that partners and hence FK participants are supported in the task of building knowledge, competence and capacity.



Tor Elden  
Director General



Per Kr. Lunden  
Chair of the Board

**Strategy.** When FK Norway was established in 2000, it was decided that 2006 should mark the end of the current FK strategy. The Board, on the basis of both the conclusions of the evaluation and the wide variety of experience FK has garnered during the establishment phase, has initiated work on a new core strategy. This will come into operation in the first half of 2007 through a very concrete strategic development plan for 2007-2009.

At the end of 2006, FK Norway celebrated participant no. 2,500. The large number of participants shows that

*«FK Norway is a small, un-bureaucratic, flexible and service oriented organisation»*

FK Norway is a large organisation which has demonstrated its legitimacy through its new partnership model. Becoming a FK participant is usually a major and decisive leap in life. Young people are challenged and stimulated to think in new ways and seize the opportunities for change and development.

**The South perspective** – taking positions, opinions and proposals from the South seriously is one of FK's trademarks. At FK Norway, we believe that the developing countries' strong ownership and management of their own development is crucial for the success of Norway's development policy. Norway's objective for development cooperation should constantly be «stirred up» by alternative viewpoints and critical voices from the South.

**Bringing People Together.** What characterises FK Norway, in addition to partnerships and the exchange of FK participants, is networking.

As FK grows, there are even more opportunities for networking. With FK's bilateral objective - development in the South and changing attitudes in Norway – it is important to develop and strengthen North-South networks in Norway. «Bringing People Together» events throughout the country - foster many new networks and international commitment. FK Norway is also one of the driving forces of the Millennium Goals Campaign which provides further opportunities to bring people together, the watchword for all our networks in the North and the South.

**The FK North-South Forum.** The largest network is the Oslo North-South Forum. Every other year, all our partners and many of our friends meet up in Oslo, for several days of talks, conferences, seminars and informal encounters. The highlight in 2006 was the event in Oslo City Hall, with speeches from three Nobel laureates and our own Minister of International Development. It is through such gatherings that all the FK partners really come to see what it is they are part of and develop a sense of fellowship and pride in belonging to something large and important. Global challenges – both short and long term – appear more manageable with the backing of international fellowships. FK Norway stands out as an important instrument for development. FK Norway's Board, management and staff manage the organisational challenge. But the key work is done by our many partners, participants and networks across the world and in Norway.

# Organisation and core policies

FK Norway is a governmental body under the Ministry of Foreign Affairs (MFA). FK Norway's core activity centres on the exchange of personnel between Norway and developing countries with the aid of partnerships between different enterprises. FK Norway administers the Norwegian Parliament's annual appropriation for this purpose through an applications-based grants scheme.

## Under its statutes, FK Norway shall:

- contribute to lasting improvement in the economic, social and political circumstances of people in the developing countries
- work for a more just world in which fundamental human rights are realised
- promote contact and cooperation between individuals, organisations and institutions in Norway and in the developing countries.

## FK Norway has two primary goals

- a development goal, which is in accordance with the overarching goals for Norway's cooperation with the developing countries
- a commitment goal, which aims at strengthening contacts, partnership and solidarity between people and institutions in Norway and in the developing countries.

FK Norway represents a new approach to aid and development cooperation: no longer a one-way transfer from Norway to other countries, but equitable exchange where well-qualified professionals from countries in the South also lend their expertise to Norwegian institutions and companies. Such exchanges also take place between countries in the South.

FK Norway today represents a unique network of partners and participants in 55 countries in Africa, Asia and Latin America.

The map shows the 55 countries where FK Norway has partners, coloured yellow.



# PARTNERSHIPS FOR DEVELOPMENT

## Priority areas

FK Norway supports the exchange of personnel between organisations and institutions in Norway and in countries in the South, and between countries in the South. FK Norway's policies derive from its statutes and the annual letter of instruction from the Ministry of Foreign Affairs (MFA). In its letter of instruction for 2006, the MFA requests FK Norway to focus on the following areas: education, health, HIV/AIDS, commercial development including agriculture, good governance, peace building, sustainable development, as well as women and equal opportunities. Under the present political leadership, the following areas have been designated as especially relevant for FK Norway: the environment and sustainable development, peace building, good governance and women and equal opportunities. The statistics at the end of this chapter reflect these policies.

**The programme series.** FK Norway has four programme series: the North-South programme (also called the primary programme), the South-South programme, FK Youth and FK Senior. The table below provides facts about the different programme series.

**Partners.** Since FK Norway was started in its present form, one of the objectives was to involve new actors in the development cooperation. The cooperation partners in FK Norway come from all sectors of society and work within a range of specialisms. The widest range of partners is in the North-South programme. The partners in Norway and the South include voluntary organisations within environmentalism, aid and civil rights. Municipalities, schools, universities and governmental organisa-

	FK North-South	FK South-South	FK Youth	FK Senior
Direction of exchange	North-South South-North Sometimes incl. South-South	South-South	North-South South-North	North-South South-North
Expected outcomes	Institutional competence building and bridge building. International experience and contracts. Management training.	Institutional competence building and bridge building. International experience and contracts. Management training	Individual learning, international experience and increased individual commitment. In particular, focus on follow-up activities and feedback of North-South info to the home country. Increased understanding, contact and cooperation between partners in the North and South.	Institutional competence building through strengthening of key specialists or people in managerial positions.
Size	Approx. 70 partnerships, approx. 180 participants p.a.	Approx. 20 partnerships. Approx. 120 participants p.a.	Approx. 20 partnerships Approx. 230 participants p.a.	Approx. 10 partnerships Approx. 20 participants
Age limits	22-35 years	22-35 years	18-25 years	55-70 years (45-70 years for South participants)
Duration of the exchange	Min. one year, incl. course and follow-up	Min. one year, incl. course and follow-up	Posting abroad 3-9 months, follow-up min. 2 months, plus course	Min. one year, incl. course and follow-up, may be split into several periods
Costs (NOK)	300,000-350,000 per participant	Approx. 250,000 per participant	Approx. 100,000 per participant	Approx. 500,000 per participant



Pupils of Iva Mugalela at the Fredrikstad School of Cultural Studies



FK participant Iva Mugalela from Mozambique performing in Fredrikstad



FK participant Martha Kazeke from Zimbabwe with pupils of the Fredrikstad School of Cultural Studies. All photos: Espen Gresvik Schei.

tions are also involved and there are also private companies within manufacturing, consultancy and technology development. The partner organisations in the South-South programme are primarily from civil society, but some governmental or semi-governmental organisations and commercial actors are also included. In FK Youth, many of the partners are from aid, church and solidarity organisations, but here too there is a broad range. FK Senior is specially focused on health, education and commercial development.

**Expected outcomes.** FK Norway's programmes produce outcomes in a number of areas: In its work on a new strategy, FK Norway points to the following areas where its programmes contribute to:

- Building capacity in institutions
- Increasing understanding between different individuals, institutions and nations, building bridges and promoting peace
- Promoting global networking and increased strategic cooperation between institutions and individuals
- Overseeing management training and individual competence building in order to produce change agents for a more just world

The different programme lines contribute in different degrees to achieving results in these four areas. While institutional capacity building is an important goal in most of the projects in the North-South, South-South and Senior programmes, FK Youth is more focused on individual learning and on fostering commitment among young people. The participants' feedback of knowledge and experience post-return is important in all the programme series, and especially in FK Youth, where the focus is on North-South public relations work. Partners and participants perform follow-up work in different ways, from internal seminars to organising festivals.

**Agreement structure.** The partners sign a partnership agreement with each other, in which they agree on the objectives of the exchange and what tasks the participants will be undertaking. On the basis of the partnership agreement, FK Norway signs a collaboration

agreement with one of the partners, the one referred to as the primary partner. The other partner or partners in the cooperation are called secondary partners. In some instances, the participant works elsewhere than at the primary or secondary partner's location, for the whole posting or part of it, and in this case works with a co-partner. The primary partner will usually, though not necessarily, be based in Norway if a Norwegian partner is involved in the cooperation.

## A criss-cross of cultural expression

### North-South programme

The municipality of Fredrikstad was named the School of Cultural Studies Municipality of 2006. One supporting argument for the award was the school's international commitment. For more than a decade, the Fredrikstad School of Cultural Studies has cooperated with institutions and organisations from a number of Southern African countries. From a tentative beginning in Zimbabwe in 1993 with the involvement of just a few individuals, today African music and dance teachers are part of everyday schooling for several hundred pupils, not just in Fredrikstad, but throughout the Østfold region. Similarly, Norwegian music teachers are active in Zimbabwe and Mozambique, while dance teachers from Mozambique are teaching in Zimbabwe.

**The Fredrikstad School of Cultural Studies** works with the Zimbabwe Association of Music Educators, the Zimbabwe College of Music, and, in Mozambique, the Escola Nacional de Artes Visuais, the Escola Nacional de Danca and the Escola Nacional de Musica. In the FK MONOZI programme, both North and South partners aim to build competence within the areas of music, dance and the visual arts, both African and Western. The partners aim to explore and learn about each other's culture and exchange teaching methods.

The first FK Norway exchange began in 2004, when two Zimbabwean musicians and music teachers came





Orthopaedist Marianne Abrahamsen with former FK participants Patric Govati and Wilson Nanungu. Photos: Liz Palm



Wilson Nanungu creates a plaster cast of an amputated foot, in order to make a prosthesis.



Eliza Zhuwawo was bitten by a crocodile while she was washing clothes in the river. Queen Elizabeth Central Hospital.



Marit Mastad tightens up a pipe in a water project in Chiapas, Mexico

to Fredrikstad and two Norwegian music teachers and musicians travelled to Zimbabwe. By the end of 2006, 17 participants had been involved in the exchange programme, 10 from the South and 7 from the North.

**New networks in the North and the South.** One of the positive experiences has been networking activities both in the North and the South. The School of Cultural Studies in Fredrikstad has involved six primary schools, «The Cultural Rucksack» and Oslo National Academy of the Arts as arenas for FK participants. Through this network, it has proved possible to reach children and young people who have benefited throughout the school year from talented musicians, dancers and teachers from Southern Africa.

In addition to a host of smaller performances at schools in 2006 by the FK participants from Zimbabwe and Mozambique, the School mounted two major shows as a finale for the participants' postings. The closing performance of the three Zimbabwean participants, Martha, Lengony and Tipei, filled three halls in Fredrikstad, with attendance from 93 pupils from six primary schools as well as the School of Cultural Studies. The audience was able to experience a cross-section of what the pupils had learnt from their Zimbabwean and Mozambiquan teachers.

From the School's perspective, the performances and concerts comprise an important part of the participants' work. This is a good way of showing the local community what children and the young have learnt from the FK participants.

## Orthopaedists in Malawi

North-South programme

Since 2004, Sophies Minde orthopaedics company has cooperated on exchanges with the Queen Elizabeth Central Hospital in Blantyre, Malawi. Currently, Marianne Abrahamsen is the FK participant in Malawi and is working with, among others, Patric Govati and Wilson

Nanungu, who have both been on an exchange at Sophies Minde in Oslo.

Marianne says it is an advantage to have colleagues who have been in Norway, since it gives them a common frame of reference. The technology for developing prostheses is the same in Malawi and Norway; the difference is only in the materials used. Also, it is a more specialised profession in Norway, explains Patric, since there are only four practising orthopaedic engineers in the whole of Malawi. In comparison, Sophies Minde alone employs 20 engineers. Patric adds that the exchange has provided the hospital in Blantyre with new, improved routines. For example, orthopaedists now visit patients in the countryside once a week, reaching groups which previously received no assistance.

**Something new learnt every day.** Both Wilson and Patric are highly enthusiastic about their posting in Norway and say that they learnt something new every day. Robster Nyrienda, project manager at the Queen Elizabeth Central Hospital, confirms that the exchange strengthens and improves the routines at the hospital and is a good staff motivator.

Previous Norwegian participants Gunhild Aasen and Tone Øygaard did a lot of work on procuring materials, compiling patient records and organising computer training for hospital staff. The Red Cross is donating materials which the orthopaedic engineers need for making prostheses. At this location, polypropylene is used since it is a reasonably priced, durable material, and the Norwegian participants began their posting in Africa with a two-week course in Ethiopia to learn the local prosthesis technology, which uses only this material.

Recently, two Malawians returned from Tanzania, where they had been taking orthopaedics courses not available in Malawi. One of them will be on exchange in Norway in 2007 and the other will be a welcome addition to the hospital in Blantyre. The demand is huge. Wound infections can result in broken bones ending in amputation. The biggest challenge for the orthopaedic

*«The exchange strengthens and improves the routines at the hospital and is a good staff motivator»*





Katrine Sivertsen in the organic cabbage patch with David, Marbella and José



Solidarity festival in Oslo. An important aspect of the brigade members' follow-up activities



Dormitory on Robben Island. Photo: Tor Hultmann

«The way we live here cannot be compared with life back home in Norway. In the country, people live simply: earthen floors, open fires, water in tubs, latrines in the back garden, no electricity, but with chickens and ducks, dogs and pigs all milling round.»

Kari Gardsjord Lio, brigade member in Nicaragua, spring 2006

department at the Queen Elizabeth Central Hospital remains polio patients requiring splints. Polio is a virus that carries the risk of limb paralysis. However, this is a problem which will decline, since everyone nowadays is vaccinated against it.

members also get published in the media before, during and after their posting.

**Solidarity festival.** For the last two years, one important component of the brigades' follow-up activities has been the planning and mounting of a solidarity festival in Cubaparken in Oslo. At this festival, one focus has been on the right to determine one's own development, based on the experiences participants had gained by the end of their brigade posting. By combining the theme of development with concerts, appeals, children's activities, activity workshops and fair trade, LAG's message goes out to many hundreds of people during the festival.

## Latin America

### Youth programme

The Norwegian Committee for Solidarity with Latin America (LAG) has sent solidarity brigades to Latin America for more than 25 years, and, before the establishment of FK Norway, the organisation received support for this work from NORAD, the Norwegian Agency for Development Cooperation. The brigades project is now part of FK Youth. The primary objective of LAG is to raise awareness of and increase commitment towards conditions in Latin America. Exchanges have proved to be a very useful tool in this work.

The knowledge and experience participants acquire contributes to increased insight into and commitment to North-South issues. For Norwegian participants, the brigade posting is often the first step into involvement in the NGO/GO environment and LAG finds that many of them become involved as both activists and board members once the exchange is over. There are also many former brigade members who have become active in other organisations.

**Emphasis on information.** LAG's brigades in Latin America keep a constant focus on information and public relations work during their posting. Participants stay with host families and take part in the day-to-day life of the local population. In this way they gain first-hand knowledge of the conditions in the country they are living in, which they report on in the regular newsletters they send to subscribers in Norway. Many of the brigade

**South focus in Norway.** Through its cooperation with popular movements in Mexico, Central America and Brazil, LAG has managed to place Latin America on the agenda in a number of contexts. Participants from Brazil's Landless Workers Movement (MST) have helped to create contacts with various farmers', environmental and solidarity organisations in Norway. In Brazil, one percent of the population owns 50% of the land. MST points out that this type of agriculture seldom benefits local populations. Large landowners and multinational companies contribute little to local development and economic growth, explain Selma Santos and Tiago Alves, South participants from MST to «Putsj», the magazine of Nature and Youth, the Norwegian environmentalist youth organisation. (Putsj, no. 5/2005)

«I pondered a while on whether it is ethically justifiable it is to live as we do in Norway today: owning so much, consuming so much, travelling so much, when we know that so many people have trouble enough just putting bread on the table. I came to the conclusion that, no, it isn't justifiable.»

Per Ivar Thorstad, brigade member in Nicaragua, autumn 2006

## Peace building

### Senior programme

The Stiftelsen Arkivet foundation in Kristiansand is a centre for the communication of history and peace



# THE PROJECT CYCLUS



Meeting at one of the microfinance projects which is involved in the Drik-exchange programme in Bangladesh. Photo: FK Asia.

building – through documentation, research, education and culture. Based on events that occurred locally during the Second World War, parallels are drawn with current conditions in society. The purpose is to support work on fundamental human rights, democracy and opinion forming. The primary target group is school children. Between five and six thousand pupils in addition to some two thousand others visit the building which, during the war years of 1942-45, served as the Gestapo headquarters in the Sørlandet region. Here they are given guided tours by people who, in various ways, have a close connection to the history of the building. In extension of the guided tour, an education programme in relevant topics is offered.

**Robben Island Museum.** In 2005, the Archive began a cooperation with Robben Island Museum which resulted in an FK exchange under the FK Senior programme. Robben Island Museum (RIM) was established in 1997, and now runs an educational programme for schools, young people and adults; they have a visitor centre and conduct research in peace building. Robben Island receives around 400,000 visitors each year.

The primary goal of the partnership was to share experiences from history and foster institutional cooperation in the interests of mutual learning and networking. In both countries, it is important to communicate to the coming generation that the injustices that occurred in the past must not be repeated, either in South Africa or in Norway.

From the South African side, there is a desire to learn more about how the Archive compiled its library and database and how school forms are taught. The Archive wants to expand its history lessons by drawing comparisons with South Africa's resistance and struggle for freedom.

The Norwegian participant, Tor Hultmann, points out the similarities between the fight against Nazism and the fight against apartheid. In his job on Robben Island, he has taken part in many guided tours and started up the project on comparing Norway and South Africa and on Norway's struggle for liberation during the Second World War. This has sparked interest from visitors, who come from all over the world.

Vusumzi Mcongo, former inmate on Robben Island, is now an FK participant at the Stiftelsen Arkivet foundation.

Vusumzi Mcongo was a prisoner on Robben Island from 1978 to 1990, having been arrested for «sabotage» and «terrorism». He was on Robben Island with Nelson Mandela and Gowan Mbeki (father of the present president of South Africa).

**Former fellow inmate of Mandela.** Vusumzi Mcongo has undertaken school visits in Kristiansand and elsewhere in Norway, visited organisations, and given guided tours in the Archive where, like Tor Hultmann in South Africa, he has compared Norway's and South Africa's history and struggle for freedom.

RIM wishes to continue the exchange programme, among other reasons because they see it as important to have in RIM a white man with a different background to



Child on a preschool microfinance project in Bangladesh, where FK participant Cesaltino is on exchange.



Dissanayaka and East Timorese farmers tend a coffee nursery. He has developed a coffee seed selection for coffee nurseries and provided training to the farmers.



FK participant Subhajit Dasbhaumik with a video script in hand before the hands-on work on the editing.

the white prison guards that RIM 'inherited' after Robben Island was closed down as a prison.

## Microfinance projects in Asia

South-South programme

East Timor is a new country but it has been devastated before and during its independence from Indonesia. Its infrastructure—social, industrial and agricultural have been totally destroyed. The immediate need of the country is to restore the destroyed infrastructure and ensure food security for its people.

**Coffe production in East Timor.** As coffee is one of the home grown crops of farmers in East Timor, improvements in coffee production can help play a part to turn around the country's devastation. Stromme Foundation-Asia Office based in Sri Lanka and its partner in East Timor Stromme Foundation-East Timor are involved in an exchange program that will contribute to developing business opportunities for farmers in the war-torn country.

The Sri Lankan participant posted to East Timor, Dissanayaka Mukiyansele Ranjan Kumarasiri Dissanayaka, has provided technical knowledge to local farmers so that they can develop livelihoods from coffee plantations. Dissanayaka has helped to establish coffee farmer groups and coffee nurseries that can be used to produce coffee seedlings.

Other crops can be added along with the coffee, such as shade trees, fruits and forest trees for the agro forestry system and home garden system.

«Participating in the exchange program is very important for my life. This is my first international experience. I can associate with different people in the world and get different experience»  
Dissanayaka, FK participant in East Timor

Dissanayaka earned his Bachelors' Degree in Agriculture from University of Peradeniya, Sri Lanka with a specialization in Agricultural Crop Science. Before becoming an FK participant, he worked as a farmer development officer at the Small Organic Farmers' Association (SOFA).

**Microfinance in Bangladesh.** Stromme Foundation-East Timor has sent out their participant to Bangladesh, Cesaltino Guterres Lopes da Cruz, to learn about community development and its many related aspects such as community mobilization, women's empowerment, children's education, rights of indigenous communities, social organization development and community health. Cesaltino is also in there to learn about microfinance in which Bangladesh has much experience.

«My internship in Bangladesh gave me a new perspective, and enriched my knowledge in what happens in the other parts of the world. It will also give me ideas about how I will implement and explain to my fellow Timorese when I go back to my home country» Cesaltino, FK participant in Bangladesh

The Nobel Peace Prize for 2006 was given to Muhammad Yunus, the innovator of microfinance and founder of Grameen Bank, which provides a sustainable income generating opportunity for the poor in Bangladesh. Other organizations around the world have copied his idea. Cesaltino will work with Grameen Bank during the end of his exchange period.

Cesaltino is a community development officer of Stromme Foundation-East Timor. His job includes developing different ways to give field facilitators agricultural skills and providing trainings to the field facilitators on principles of community development, particularly on the participatory rural appraisal (PRA) methods. He previously worked with CARE International, East Timor and University of Hawaii in Honolulu on agro forestry programs.

## Media exchange between India and Bangladesh

South-South programme

Subhajit Dasbhaumik has a quiet, unassuming manner. But under the gentle voice and his easy-going ways the FK exchange participant seems to have enjoyed a new lease in life. Exchanged from Drik India in Kolkata to Drik Picture Library Ltd. in Dhaka, Bangladesh during the second phase of the Drik exchange project, Subhajit

was assigned as a leader of the latter's audio-visual department.

**The Drik partnership** is an exchange within the media sector. The partnership began in 2004 and the project takes a different approach to media and its production. The partners aim to promote greater accountability of the use of images and creation of media content by news and media providers in society and strengthen developing countries' media presence within the global market. In 2006 the partnership was composed of Drik Picture Library in Bangladesh, Drik India, Beyond Information Technology Solutions in Pakistan, College of Journalism and Mass Communication in Nepal, AINA Media and Culture Center in Afghanistan and TVE Asia Pacific in Sri Lanka.

Through the partnership the audio-visual department in Drik Bangladesh has been radically transformed into a robust section. The department had experienced some growing pains before Subhajt's arrival. Subhajt not only took care of several ongoing audiovisual projects but he motivated colleagues to specialize in new areas such as working on documentaries, something that his home organization Drik India has special interest in. And to make sure that what he has developed continues, before his departure he recruited the current audio-visual department leader of Drik Bangladesh. "His exchange to Drik Bangladesh has had created long-term impact on the department," said Rezaur Rahman, FK project coordinator of Drik Bangladesh.

Because of Subhajt's reliable professional attitude and performance, Shahidul Alam, managing director of Drik Bangladesh regards Subhajt as "having created a bridge between Drik India and Bangladesh." The two organizations are now considering future mutual business opportunities by using Drik Bangladesh's now solid audio-visual department as a shared resource.

The new environment polished Subhajt's professional skills, allowing him to immediately take up work in Drik India upon his return to Kolkata "with gained confidence." Subhajt has now been enlisted to take over greater responsibilities from the director and he is now able to independently initiate and manage various tasks for Drik India, such as negotiating with clients or managing interpreters and voice artists for their video productions. Recalling the initial sense of insecurity about working on a foreign land, Subhajt feared he would be left alone to accomplish tasks without supervision or support.

The exchange has forced him to become more mature and responsible. Immediately upon his arrival in Bangladesh, Subhajt, who was used to working at odd hours and entering the office in the afternoon back in Kolkata, changed to a renewed working life in Dhaka by starting his work at six in the morning.

## Partners in statistics

### Number of partners

The total number of partners involved in the planning and implementation phases of FK projects at 31.12.2006 was 468. Of these, 148 are in Norway, 320 in countries in the South (primary, secondary and co-partners). No. of countries: 55

### Partners by sector of society

	2006	2005	2004
Public and semi-public sector	39	41	40
Private sector	13	12	9
Civil sector	48	47	51
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

FK Norway aims to reach out to a wide range of organisations and businesses in society. FK Norway is increasing its activities in the private sector.

### Projects by prioritised areas in Norwegian aid

	2006	2005
Education	22	23
Health and HIV/AIDS	16	12
Good governance	12	16
Private sector development incl. agriculture	16	15
Environment/sustainable development	9	11
Peace building	6	7
Other areas	19	17
<b>Total</b>	<b>100%</b>	<b>100%</b>

The content of FK projects is largely directed at prioritised areas in Norwegian development cooperation, see White Paper 35 (2004-2005) and the new Government's prioritised areas of women and equal opportunities, environment/sustainable development and peace building.

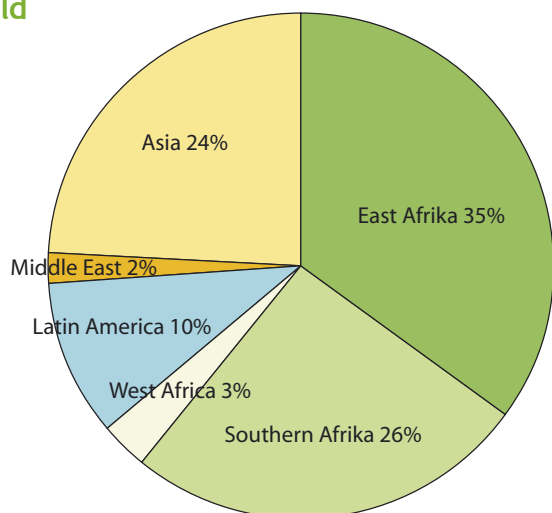
FK Norway's commitment to women and equal opportunities is not reflected in the table above. FK Norway supports a number of women's organisations directly, but sees it as its most important task to ensure women's participation as FK participants on an equal footing with that of men.

### Distribution of partners

Main partner countries	42%
Partner countries	33%
Other countries	25%
<b>Total</b>	<b>100%</b>

75% of the partners which FK Norway supports are in Norway's primary partner countries and other partner countries.

### Partners in the South by region of the world



Nearly two-thirds of the partners in the South are in Africa, while a quarter are in Asia. This distribution is effectively unchanged from 2005.

### Which countries are the partners in?

Country	Number
Uganda	40
Tanzania	33
Malawi	22
Kenya	20
South Africa	18
Sri Lanka	14
Zambia	14
Guatemala	11
Bangladesh	10
India	9
Zimbabwe	9
Ethiopia	8
Nepal	8
China	6
Madagaskar	6
Mozambique	6
Namibia	6
Nicaragua	6
Eritrea	5
Ghana	5
Other countries	64
<b>Total</b>	<b>320</b>

Primary partners and secondary partners in the South in the planning or implementation phases break down by country as shown. The list includes countries with

five or more partners. Nearly all of these countries are among the Norwegian state's primary partner and other partner countries (only Zimbabwe, Namibia and Ghana are not). Even though FK Norway supports projects in a full 55 countries, the main initiatives are aimed at a much smaller number of countries.

### FK Norway's support to the least developed countries (LDCs)

Main programme	72,1%
South-South Africa	99,6%
South-South Asia	83,0%
FK Youth	72,2%
FK Senior	67,9%

Under FK Norway's Statutes, at least 50% of FK Norway's grants must be allocated to projects involving the least developed countries (LDCs), as classified by the OECD's Development Assistance Committee. The proportion of LDCs is high in all programme series and especially so in South-South programmes.

Nearly two-thirds of the partners in the South are in Africa, while a quarter are in Asia. This distribution is effectively unchanged from 2005.

### Norwegian partners by county

County	No. of partners
Oslo	45
Hordaland	14
Vest-Agder	14
Akershus	12
Rogaland	8
Vestfold	8
Sør-Trøndelag	7
Troms	7
Østfold	6
Buskerud	5
Møre og Romsdal	5
Hedmark	4
Telemark	4
Nord-Trøndelag	3
Nordland	2
Sogn og Fjordane	2
Aust-Agder	1
Finnmark	1
<b>Totalt</b>	<b>148</b>

148 Norwegian organisations, companies and institutions are involved in FK work, either as the primary contracting party vis-à-vis FK Norway or as the workplace for FK participants. They are located throughout Norway, which is in line with FK Norway's objective of reaching out across the country.

## THE PARTICIPANTS



Some of the participants in Malawi. From left, Gift Singo, Tommy Paulsen, Marianne Abrahamsen, Stig André Haug and Lise Edvardsen

The participants are FK Norway's most important resource. FK Norway's overarching goals and the partnerships' objectives can only be achieved through successful exchanges of participants.

Through the participants, the home partner and the host partner gain new knowledge. In addition to this, those close to the participants at home and abroad will have the opportunity to see the world from new perspectives. The participants assume the role of change agents who can hopefully create long-term impact. For the individual participant, the exchange is also a unique opportunity to extend his/her own horizons and gain experience with positive consequences for career progression. The following is a round-up of some of the participants from 2006 who, in various ways, have used the exchange period as a springboard for further challenges.

### Journalist Wang Ning (30)

From: China Forum of Environmental Journalists

To: Forum of Environmental Journalists, Bangladesh

In 2005, Wang Ning from China was the only woman working alongside 24 men in Bangladesh. The journalist left her job with the China Economic Times to learn

more about Bangladesh and develop her personal and journalistic skills. For eight months, she took language courses in Bengali, published articles in Bengali, Chinese and English papers and travelled around the country. «Bangladesh is ahead of China when it comes to freedom of the press», says Wang Ning. «I read 18 papers a day while I was working in Dhaka. Bengalis are hard-working and ask tough questions.» Wang Ning explains that, through interviews and discussions with people from different layers of society, she learned a lot about the country's politics, economy, culture and social mores.

The South-South exchange has given Wang Ning, «the Chinese princess» as she is known, both professional and personal experiences which she believes have changed her for ever.

«Compared with the average lifespan of 60 years, eight months is only a short period, but the exchange was so full of impressions, events and experiences that this will be an important period in my life. I have learned from both the positive and the less positive experiences I had in Bangladesh», says Wang Ning.

Participants from the Afghan judo association on an exchange in Norway.



### Jawied Folad, Afghanistan

Comes from the Afghan Judo Federation which is working on «judo for peace» in collaboration with the Norwegian Judo Federation

Jawied, from the Afghan Judo Federation, will be in Norway for three months. He is looking forward to good communication with judokas and other Norwegians.

Jawied wants to find out more about the structure of the judo federation in Norway, how both young and old judokas train, the structure of Norwegian sports administration, the financial support provided and how much is spent on sports in the country.

The way he see it, things are very different from how they are in Afghanistan. Very little is spent on sport, since most funds go towards reconstruction. In Norway, facilities, trainers, referees and State grants are plentiful. He wants to find out more about how financing works in Norway. He has already been to Iran and seen that things are also done differently there.

In Norway, he will also be involved in

communicating about how things are in Afghanistan. He will be visiting various clubs, training children and using his experience from Afghanistan. He will also be meeting the national team and be making suggestions for how to do things differently, demonstrating techniques and taking part in competitions.



Wang Ning is a journalist and spent eight months in Bangladesh as an FK participant.



Bjarne Lindebø is a physiotherapist, and was an FK participant in Kenya through KRIK. He is pictured here with Elly from CHRISC Nairobi.



Physiotherapist Bjarne Lindebø at a premier division match.

Even though you might expect the culture shock in a South-South exchange to be less than in a North-South one, Wang Ning found great differences between China and Bangladesh. The challenges she says she had to tackle were communication problems, different working methods/environments, the high expectations of her and the feeling of being a foreigner. But she has some good advice to other FK participants on what to pack for a productive posting: a smile, respect, inner strength, curiosity, patience, a positive attitude, expectations that are not too high, an open mind, affection and sincerity.

The exchange through FK Norway made Wang Ning curious about Scandinavia. Today, she is studying «War and Peace journalism» at Ørebro University, which cooperates with Oslo University College.

## Bjarne Lindebø, physiotherapist (25)

From: KRIK, Norwegian Christian Sports Contact association

To: Mathare Youth Sports Association (MYSA)

«The job in Kenya led on to my dream job here in Norway. I couldn't have had a better start to my career», says Bjarne Lindebø, who now works at Mensendieck Klinikken Fysioterapi AS. Bjarne was an FK participant in Kenya for a year; here is an extract from his blog on FK Norway's website at [www.fredskorpset.no](http://www.fredskorpset.no):

«Since my internship was coming to an end, my wife Kirsti and I started planning for the autumn. We were both interested in travelling overseas for a year. I wanted to use physiotherapy in development work, while she had to produce a field study for her development studies. After considering lots of options, we ended up in Kenya, the country where I spent the first eight years of my life.

Together with another physiotherapist, Marianne Lislevand, I work for MYSA, which is Africa's largest sports organisation, run by young people from the Mathare slum. MYSA currently has around 16,000 members in about 1,000 football squads. We also work for CHRISC East Africa (Christian Sports Contact), KRIK's counterpart organisation. MYSA and CHRISC give young people a chance through sport, but, through a lack of knowledge about sports injuries, we have seen that for many of them, their future is ruined by injury. The exchange of physiotherapists for these two organisations was started in the autumn of 2004 by KRIK and FK Norway. The object of the exchange is primarily to transfer knowledge about the treatment and prevention of sports injuries to key staff in MYSA and CHRISC.

From a Western perspective, knowledge about the body and health here in East Africa is poor. Basic knowledge of the body, health, nutrition and training routines is often lacking. Since education provides for sustainability, we have concentrated most on that. When it comes to acute injury, there is a widespread misconception that

## Qin Wen og Lu Hongyan, China

Work at the Red Cross Nordic United World College in Fjaler. On exchange from Ningxia University in China.

The two Chinese participants have already been in Norway six months. They are teaching pupils Chinese (Mandarin) and English, as well as giving conversation lessons to those who want them. They also organise activities such as calligraphy, Tai Chi, bracelet-making and paper folding, etc.

Hongyan says that it is interesting to see a different style of teaching. Since they are volunteers, they have the chance

to be involved in different things. They have seen that a different methodology is used, teachers are freer to use their own materials in their teaching, they use discussion groups and presentations more than in China. The students also behave totally differently; they sit or even lie on the floor during philosophy lessons, which would be unthinkable in China. There is also a different structure in the classroom, it is more relaxed and the teachers' attire is less formal.

Hongyan did not have much previous teaching experience, but she is finding it interesting to see how teachers and pupils behave and how the pupils learn. She would like the opportunity to study this more. As both Qin Wen and Hongyan say, they are working in an international school and not a Norwegian school. Few of the teachers trained in Scandinavia; most are from elsewhere.



Bjarne Lindebø at a Mathare United match



Bjarne teaching Mathare United



Bjarne Lindebø and Marianne Lislevand both work as physiotherapists in Kenya



it has to be kept warm. So, for example, an acute knee injury will be wrapped in a towel soaked in hot water, or the knee will be smeared with a menthol ointment. When we are giving instruction and holding courses/seminars, we always make time to emphasise that menthol ointment must not be used on acute injuries. The class is always shocked to learn this and can hardly believe their ears.

Our work is varied and challenging, especially when you consider we are both only newly qualified. It is only now that we are seriously starting to understand the context of everything we have learnt at school and during our internship. When you are completely on your own, without a network of colleagues around, you really have to sharpen up your senses. You have to be good at postural and movement analysis. This is when the classes we took on Mensendieck physiotherapy tests come into their own. But you also have to think laterally and improvise. In Norway, we have access to the necessary physiotherapy and medical equipment, but here we use, for example, unwashed football socks as bandages and green papaya peel to draw bacteria out of a wound. We have to learn to use what is available to us and avoid thinking about all the things we don't have access to.

People here in Kenya show pain differently from Norwegians. In Norway, people are generally reticent about showing their feelings, perhaps because they are worried about looking like hypochondriacs. Here it is very different. If a Kenyan is injured, he will show great

pain for something that I, as a Norwegian, would say is a slight injury. This makes it difficult for us when we have to prioritise patients and equipment.

Since October 2005, we have taught classes on two days a week. Since MYSA and CHRISC are concerned with gender equality, the class includes both boys and girls. The classes are primarily on the prevention and treatment of sports injuries, but we also teach basic anatomy, neurology, physiology and nutrition. They will last until June 2006, after which we will finish with a sort of exam. We hope this work will be followed up next year.

The volume of work is substantial, the days can be very long and the days turn into weeks. But I couldn't have had a more challenging, rewarding and interesting job.

## Theology student Mateus Fonseca Pereira (26)

From: Movimento Encontro, Brazil

To: The Norwegian Missionary Society (NMS)

Usually a theology student in Brazil, Mateus Fonesca Pereira is now an FK Youth participant with the host partner NMS. During his stay in Norway, we has written a paper comparing both worship and the Church of Norway with the Brazilian Lutheran church in his home country.

## Sarah Mariam, Bangladesh

Works at Norwegian Church Aid on the Communication for Change project. Exchange with Rangpur Dinajpur Rural Service

Sarah is interested in how the students she meets in Norway view Bangladesh. She explains that she finds people see her as someone from a very poor country, as someone who needs help. She is involved in the Communication for Change project because they wanted someone who could talk about the challenges in Bangladesh.

It is painful to be seen as someone from the world's poorest and most corrupt

country. Sarah wanted to be a doctor and has already studied medicine for five years, but now she realises that she wants to work on development. This is what she has decided she wants to aim for after having finished her three month stay in Norway. After returning to Bangladesh, she wants to complete her medical studies and she will then probably move on to working in health and development. First though, Sarah is going to tour schools in

Norway with two Norwegian girls and tell students about her home country and the challenges it faces.





Fundamentally, Mateus Fonseca Pereira asks, in his paper, why there are so many old people and so few young ones are church-members. He indicates what he believes are the reasons that the Norwegian church is losing its appeal and seems old-fashioned and empty. His main argument is that there is too much professionalised and salaried work, and this leads to a loss of spontaneity and commitment within the church.

The FK participant has also reflected on weak leadership and unclear objectives and visions in parish work. The theology student from Brazil thinks that the liturgy and music is too formal and boring for young people of today and that this is a hindrance to natural rejoicing in worship. This makes the church too introverted. «The extremely traditional liturgy used in the Church of Nor-

way seems best suited for funerals and not for services where the object should be to praise God», writes Mateus Fonseca Pereira. «If people are used to singing along to the guitar and drums in everyday life, why should the church use only the organ for services? Of course organ music sounds very peculiar to young people who are used to other types of music and rhythms on the radio etc. every day», he asserts.

The paper was sent to the Church Council, the supreme body of the Church of Norway, and Mateus had feedback that the material would be used as a supplement to the dossiers of the two fact-finding bodies, «Nemnd for gudstjenesteliv» and «Utvalg for ny salmebok». In other words, the Brazilian student is influencing the on-going development work in the Church of Norway.



Britt Jorunn Myhren, FK participant no. 2,500.  
Photo: Liz Palm

## Graphic designer Britt Jorunn Myhren - participant no. 2,500

From: Fredrikstad School of Cultural Studies

To: Escola Nacional de Artes Visuais, Mozambique

Britt Jorunn Myhren (28) from Saksumdal near Lillehammer was FK participant no. 2,500. She went on a preparatory course in November and will be working as a graphic designer in Mozambique.

Her employer there is the Escola Nacional de Artes Visuais which has an exchange agreement with Fredrikstad School of Cultural Studies. The school where Britt Jorunn will be teaching has 309 pupils and teaches ceramic design, graphic design, textile design and visual arts; it comes under the Ministry of Education and Culture in Mozambique.

Iva Mugalela from Mozambique, pictured on the cover of this annual report, is an FK participant under the same exchange agreement; in 2006 she taught modern ballet at Fredrikstad School of Cultural Studies.

## Linn Benedicte Brubakken, Norway

Works for AIESEC and is going on an exchange to Shanghai in China

Benedicte was recruited to the Make a difference project after having found information about it on global.no. She is glad to be able to use her own background and education for her work in a law firm in Shanghai.

Benedicte graduated in political sciences with a master's thesis in Chinese politics; she was in Shanghai before in connection with her masters and has taken a course in Chinese politics at Shanghai University. Benedicte sees herself working with international customers in the customer

relations department and as being a bridge-builder between China and Norway. She thinks that working in a Chinese firm will give her the opportunity for better integration, being closer to Chinese people and not to other Westerners who are more likely to see things in the same way that she does.

Benedicte thinks that Shanghai is an exciting city which, while being "more modern and westernised than the West", also has its highly contrasting ancient traditions. The traditional and the modern co-exist

more closely than in Norway. Many businesses see Shanghai as the gateway to the Chinese market and a state of 'gold fever' prevails in the city. A lot is done without thinking through the consequences, whether global or local. Benedicte hopes that social scientists will be able to contribute to making businesses aware of this. She considers herself lucky to have got involved with this project, which was exactly what she wanted and in the very country she wanted to visit.

## What happens to the participants afterwards?

FK Norway has started keeping a record of what happens to participants after they return home and what the FK period has meant for their future life and career.

**In Norway** this has been in the form of an electronic questionnaire, which 275 returned participants filled out in August. A full 87% of returned Norwegians say that the FK period was an inspiration for further professional development. One to three years after their return, nearly half of them are in jobs with greater independence and more responsibility than just after their homecoming. 71% say that the FK period provided a professional network and contacts they have been able to make use of since.

Three-quarters of the Norwegian participants say that the FK period was also an inspiration to engage more deeply in voluntary and NGO/GO work. A full 96% say that the FK period was a positive experience and would recommend others to become participants. One says: «I have become much more outward-looking. Perhaps also much more confident. I feel I have an experience that not that many people have.»

**In the South** it is the network coordinators who look up returned participants in the relevant country and send them a questionnaire by hand. At year-end in Africa we had completed questionnaires from 50 returned participants in Ethiopia, Kenya, Uganda, Tanzania, South Africa, Zambia and Zimbabwe. In the South too, nearly everyone (94%) say that the FK period was highly beneficial. The participants comment that they have had the chance of a lifetime for a unique encounter. One says: «The FK exchange programme has completely changed my life, my career and the attitudes I used to have to other people and their culture.»

One to three years after homecoming, two-thirds of those surveyed have a better job than when they first returned, even though half of these in turn say that this is due to having left their original employer and advanced their career. Around two-thirds also say that they have increased their voluntary commitment in various ways. As for the Norwegians, practically everyone would recommend others to become participants and would do it again given the chance.

«96% would recommend others to become FK participants»

## Participants in statistics

Number of participants completing FK's preparatory course in 2006 before being posted: 531. Number of participants involved in signed collaboration agreements: 2519.

### Participants who have completed a preparatory course

	North-South	South-North	South-South	Total
FK North-South	78	70	14	162
FK Senior	17	9	0	26
FK South-South	1	0	109	110
FK-ung	144	89	0	233
<b>Totalt</b>	<b>240</b>	<b>168</b>	<b>123</b>	<b>531</b>

The largest programme series in terms of number of participants is FK Youth. Participants in the North-South programme and the South-South programme normally work in the host country for approx. one year. Participants in these two programme series combined make up around half of all FK participants who travelled abroad in 2006. FK Youth participants are in the host country for shorter periods than participants in the other programme series.

### Gender distribution and direction of exchange

	North-South	South-North	South-South	Total
Women	62	48	37	52
Men	38	52	63	48
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

Roughly equal numbers of men and women travel abroad as FK participants. If we break the figures down by direction of exchange, we can see that there is a marked preponderance of women travelling from Norway, and a marked preponderance of men exchanging South-South. The distribution by gender among South-South participants is however less skewed than in 2005 when only 27% were women. FK Norway has worked specifically to equalise the gender balance among participants. A high proportion of women, especially from the South, is important in empowering women to get involved in the development of their own countries.

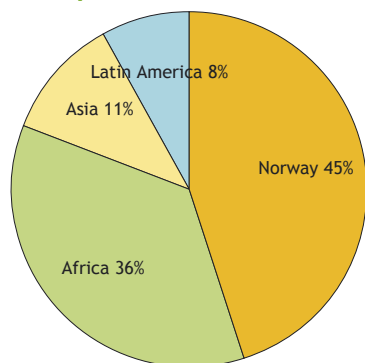
### Kjønnsfordeling og programlinje

	North-South programme	FK Senior	South-South programme	FK Youth	Total
Women	46	19	40	65	52
Men	54	81	60*	35	48
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

\* Some South-South participants are in non-South-South programme series. The totals of participants in the two tables are therefore different.

If we look at the gender distribution by programme series, we see that it is among the youngest that there is a large preponderance of women. FK Senior, on the other hand, has a large preponderance of male participants.

### Where do the participants come from?



Over half of FK participants are from countries in the South. Africa accounts for more than one third of all FK participants, while Asia and Latin America have notably fewer. One reason for this is that Africa is much more involved in all the programme series than Asia, which is primarily involved in South-South programmes.

### Which country do the participants come from?

	North-South	South-North	South-South	2006	2001-2006
Norway	240	0	0	240	1080
Uganda	0	14	14	28	93
South Africa	0	20	7	27	107
Tanzania	0	14	12	26	112
Guatemala	0	15	4	19	67
Kenya	0	9	10	19	87
Malawi	0	10	9	19	66
Zimbabwe	0	6	6	12	41
India	0	5	6	11	50
Ethiopia	0	3	7	10	38
Zambia	0	4	6	10	50
Namibia	0	7	2	9	31
Bangladesh	0	1	7	8	51
Brasil	0	7	1	8	36
Nepal	0	2	6	8	25
Colombia	0	4	3	7	27
Madagaskar	0	7	0	7	21
China	0	4	2	6	28
Mozambique	0	3	2	5	8
Thailand	0	3	2	5	23
Other Countries				47	295

Even though FK Norway supports projects in 55 countries, the majority of participants come from around 20 countries, most of these being Norway's primary cooperation countries and other cooperation countries. This list shows countries which are the home countries of five

or more participants in 2006, with totals for these same countries for 2001-2006. Uganda, South Africa, Tanzania, Guatemala, Kenya and Malawi are in a class apart.

### Participants by sector

	North-South	South-North	South-South	Total
Human rights, peace building, advocacy organisations	12	8	24	44
Agriculture	4	2	4	10
Trade and industry	7	8	11	26
Culture	12	14	9	35
Development cooperation	43	26	11	80
Education - primary and secondary	4	5	0	9
Health	9	13	9	31
Media	2	4	23	29
Political organisations, solidarity organisations	22	2	1	25
Public administration	13	14	4	31
Religious organisations	14	17	0	31
Sport	17	7	8	32
University and research	42	29	6	77
Youth organisations	20	10	0	30
Other	19	3	6	28
Sector not recorded	0	6	7	13
<b>Total</b>	<b>240</b>	<b>168</b>	<b>123</b>	<b>531</b>

FK Norway operates with a broad scope and seeks involvement in many sectors of society and professions. This list shows participants by the sending organisation's sector. Rights organisations, media, culture, sport, trade and industry, educational and research institutions, health, public institutions and religious organisations all post a considerable number of FK participants.

The large number of participants who travel abroad from organisations working in development cooperation can be ascribed to FK Youth participants travelling out under the auspices of aid organisations.

### Where in Norway do the participants come from?

County	Sum	County	Total
Oslo	40	Vestfold	9
Hordaland	26	Buskerud	8
Akershus	24	Telemark	8
Møre og Romsdal	17	Østfold	8
Rogaland	16	Hedmark	7
Sør-Trøndelag	15	Nord-Trøndelag	6
Vest-Agder	13	Aust-Agder	5
Troms	11	Oppland	4
Nordland	10	Finnmark	1
Sogn og Fjordane	10	Data unavailable	2
<b>Total</b>			<b>240</b>

# NETWORKS AND COMMUNICATION

## Forum 2006

The convention in September to which all of FK's partners were invited and which was attended by more than 300 participants from 50 countries was one of the year's great highlights. Under the umbrella title of Forum 2006 a number of different events were mounted. The formal component of Forum is the official Advisory Council Meeting, which constitutes the executive committee prescribed in FK Norway's Statutes. José Ramos-Horta, Rigoberta Menchú Tum and Wangari Maathai, three No-

bel laureates from three continents attended several of the events. The most eminent of these was held at Oslo City Hall, where some 1,250 invited guests were present. Overall, Forum received excellent feedback from those who attended. The importance of experience exchange and further development of FK Norway as a network featured strongly. The events also generated good media coverage, with a series of reports in national and local newspapers and several TV features.

Wangari Maathai at the reception at Oslo City Hall.





Reza Rahman en route to the parade which proceeded up Oslo's main street



Parade from the Royal Christiania Hotel to Oslo City Hall



Latin American singing by Chilean Berta Robles was one of the many cultural highlights of Forum 2006. All photos: Liz Palm

## Programme 6-11 September

<p>6 September</p>	<p>Participant Forum, Norwegian Red Cross</p> <p>Youth conference: "Norway's role as a peace nation and armament manufacturer", Norwegian Red Cross</p> <p>Participant party, Gloria Flames rock bar</p>	<p>A convention for approx. 40 past and present participants at which the establishment of a participant association was discussed.</p> <p>Approx. 150 participants Keynote address and debate by Petter Eide, Kjetil Skogrand, Erling Borgen, Tomas Colin Archer, Kai F. Brandt-Jacobsen. The debate was chaired by Magnus Marsdal</p>
<p>7 september</p>	<p>Advisory Council Meeting, Royal Christiania Hotel</p> <p>Parade</p> <p>Official luncheon at Oslo City Hall</p> <p>The FK North South Forum 2006, Oslo City Hall</p> <p>Reception, Oslo City Hall</p>	<p>More than 300 representatives of FK's partners and employees. Talks by Erik Solheim, Minister of International Development, Per Kristian Lunden, Chair of the Board and Tor Elden, Director General. Cultural features.</p> <p>Street parade from the square in front of Oslo Central Station to Oslo City Hall, led by musicians from the Norwegian Band Federation and Field Band Foundation</p> <p>City of Oslo hosted invited guests from Norwegian politics and NGOs/GOs.</p> <p>Approx. 1,250 invited guests. Speeches by Minister of International Development Erik Solheim and the three Nobel laureates José Ramos-Horta, Rigoberta Menchú Tum and Wangari Maathai.</p>
<p>8 september</p>	<p>Workshops</p> <p>Lecture Series</p> <p>Fast Track Meeting Session ("Speed-dating FK Norway-style")</p> <p>Banquet</p>	<p>Exchanging experiences See separate feature</p> <p>Four different lectures under the main theme of peace building and conflict resolution: Elisabeth Rehn, Vasu Gounden, Nazneen Khan-Østrem and Henrik Syse</p> <p>Fast presentation round and networking for partners. See separate feature</p> <p>Formal dinner for the delegates, Nobel laureates and other invited guests Speeches and cultural entertainment.</p>
<p>9-11 september</p>	<p>FK Youth Forum, Oscarsborg Fortress</p> <p>FK South-South Forum, Geiranger</p>	<p>Conference for partners in the Youth programme. See separate feature</p> <p>Conference for partners in the South-South programme. See separate feature</p>





A full house for the Advisory Council Meeting



New connections and new networks are created at a "speed-dating" event for partners.



FK participants. Photos: Liz Palm

## Workshops

An important component of the Forum 2006 programme consisted of the workshops attended by all the partners. The object, through participatory methods, was to share experiences and to provide advice and proposals for FK Norway's Board and secretariat. The participants were assigned the following challenges:

- FK Norway's values are solidarity, reciprocity, equality and openness. As partners, are we succeeding in incorporating these values in our day-to-day work, and how can we improve still further?
- As a partner, what have you learnt from the exchanges and how do we ensure that the participants' new insights are put to use at institutional level?

**Selected proposals.** Here are some of the recommendations to emerge from the group sessions:

### Extend institutional cooperation beyond the exchange programmes

- Involve a larger proportion of staff in the partner organisations, especially senior employees. Involve management. Draw up career plans for the participants.
- FK Norway should continue establishment of regional partner networks.

### More selective participant screening and additional focus on retaining participants in the organisation post-return.

- Both partners must be involved in recruitment.

- Recruitment must have a long-term perspective.
- Reassess the age limits, accept more seniors for shorter-term participation.
- Provide financial support for follow-up activities

### Intensify focus on the gender balance

- Select projects that attract both sexes.
- Impose a gender balance requirement when recruiting.
- Extend the age limits for women.

### More frequent partner meetings

- Organise more partner meetings
- Develop partner course more

### Increased openness, solidarity and equality

- Partners must ensure good governance in their own organisation.
- Ensure good communication with the participants, in which questions are encouraged.
- Preparatory courses for participants should include information about the rules concerning financial support for participants and respect for the partner organisations.
- Focus on FK Norway's values on the partner courses.
- FK Norway's regional offices should have contact with the South partners in North-South programmes.
- Prepare a toolbox with examples of best practice.

**To strategy work.** Input from the workshops was used in FK Norway's work on a new strategy in the autumn of 2006.

## Speed-dating

FK Norway is a large network of leaders from Africa, Asia, Latin America and Norway. To allow as many of them as possible to meet other leaders within their sectors, a huge meeting place was created in order to generate new networks.

Inspired by speed-dating, the participants had four minutes to present their organisation and then select someone to meet and talk with more. Many new connections were created and future cooperation agreed on in this way.



The results of the workshop activities were presented in the form of newspaper articles.



Partners with South-South exchanges met in a separate forum in Geiranger. Photo: Per Steinar Moen.



Serena Chiting Chuang from the Asian office with one of the participants at the South-South forum.



An FK partner at the Youth Forum at Oscarsborg. Photo: Liz Palm

## FK South Forum at Geiranger

For the second time, the partners in the FK South-South programme had their own forum in conjunction with the Advisory Council Meeting. A total of 85 partners from 27 countries had a roundtrip via Ålesund to Geiranger and then over the mountain and through Gudbrandsdal back to Oslo.

The theme for the forum was Norwegian development; how, over the previous century, Norway grew from being one of Europe's poorest countries to become one of the world's richest. The trip itself, guided tours, talks and discussions shed light from different perspectives on how this rapid growth in economic and social standards was possible, what costs it had and what challenges Norway faces today. This theme was chosen because both development and growth in living standards are on the agenda in all the South-South partners' home countries. The talks «The Norwegian success story: women's access to power in Norway» by Anne Havnør of the Ministry of Foreign Affairs and «Equality and moderation – Norwegian values in welfare development» by Andreas Aase from Agder University College were especially well received.

The purpose of the trip was to inspire the participants in their own development work at home, but also to help FK Norway's different partners to make new connections across professional divides and national borders,

not least in order to discuss their experiences of partnership and exchange.

## FK Youth Forum at Oscarsborg

More than 60 participants from FK's Norway's partners in Norway, Africa, Asia and Latin America met up at the Oscarsborg Fortress from 9-11 September. Common to all was that they had FK participants under the age of 25 on exchange with them.

For the first time, this was a separate event exclusively for FK Youth partners following the Advisory Council Meeting. The purpose of bringing together FK Youth partners in this way was both to focus on problems relating to being a Youth partner, and to organise a meeting between different Youth partners involved in the FK exchanges.

There was a varied programme comprising a mixture of talks, presentations, group work, outdoor activities and Norwegian culture and history.

The weekend was rounded off by Pellegrino Riccardi who talked about what we need to take into account when working in other cultures; how our way of communicating and acting can be interpreted and misinterpreted.

One of the partners subsequently said that «the FK Youth Forum was a positive meeting place and arena



for discussion, and it is excellent that FK Youth is being prioritised in this way».

Participants at the FK Youth Forum at Oscarsborg Fortress. Photo: Liz Palm





A teatire group perform at «Bringing people together» in Skodje Community



Eid is one of sixteen communities in Norway which has been awarded the prize International Community in 2006.



Workshop i Samnanger community. All photos: Liz Palm

## Bringing people together

«Bringing People Together» is a network event organised in association with municipalities throughout Norway. The event may last several days and is aimed at promoting international commitment in the municipality and creating new meeting places.

»Bringing People Together» might involve school visits, workshops, performances, film shows, courses, exhibitions and talks. In 2006, FK Norway put on 30 such network events. 16 of the country's 465 municipalities have won the International Community mark of distinction, based on their wide-ranging and strong commitment to international issues and their active inclusion of refugees and asylum-seekers

**School visits.** In 2006, FK Norway visited 4,355 school children in 23 municipalities. The visits consist of an educational event focusing on the UN Millennium Development Goals and the problem of equitable distribution in the world.

Current and former FK participants take part in the school visits.

**Future workshops.** «How can the municipality become an even better international municipality?» This question is discussed in a two-hour-long creative workshop. Participants are people living where a Bringing People Together event is organised. The outcome is four or five challenges presented by the workshop leader, which assign the municipality specific tasks.

**Millennium Development Goals.** In most »Bringing People Together» events, there are different activities which aim to provide information about and commitment to the UN Millennium Development Goals (MDGs). Our Prime Minister has also signed the UN's pledge to halve extreme poverty by 2015, and we want to keep this pledge in the public eye.

### Evening performances.

Evening performances are often a finale to »Bringing People Together» events and feature samples of what has happened during the event week. School visits, future workshops and MDGs are presented, and there are music, dance and other cultural contributions.



Safia Yusuf Abdi in Harstad

In 2006, across the country, there were 5,150 spectators at 19 performances.

**International Community.** Sixteen communities has in 2006 been awarded the mark of distinction of International Community. The prize rewards international commitment. To encourage the community to keep on the international involvement, the future workshop is linked to the prize, to give the municipality new challenges.



A poster to market an evening performance in Oppegård community.





The Millennium Development Goals campaign is aimed at the family. Here, an event organised by the Norwegian Band Federation in Sandefjord, June 2006. Photo: Liz Palm

## Media/communication

### The Millennium Development Goals

In 2006 the Millennium Development Goals campaign continued working towards a number of target groups and through various channels. FK Norway was a campaign leader for nearly the whole of 2006. The campaign leader also has his desk at FK Norway. Several major event organisers collaborated with the campaign over summer: the National Shooting Championship in Målselv, the St. Olav Festival in Trondheim, the Norway Cup, the Gymnastics Festival/Cultural Carnival in Kristiansand and the Norwegian Band Federation in Sandefjord and Stavanger, as well as the Children's Cultural Festival at Hellerudsletta in Skjetten and Oslo Gay Pride.

In 2006, the campaign followed up its work with the campaign song «Et løfte er et løfte - Keep the promise» and began a collaboration with children's artist Asgeir Borgemoen. Asgeir recorded the song on a CD single, nearly 10,000 copies of which were distributed free throughout Norway.

Facsimile of an article about FK participant no. 2,500 in the newspaper Vårt Land



Campaign announcements appeared in regional and national newspaper and relevant magazines. The message is that a year as an FK participant offers possibilities unlimited.

## Possibilities unlimited

In 2006, the «Extreme Makeover» campaign ran nationwide in regional newspapers and the national media. The campaign underpins FK Norway's «possibilities unlimited» activities.

## Other public relations activities

The FK participants have been very active in local media and also receive training in this. At the time of the Advisory Council Meeting and Forum 2006, FK Norway was well represented by the Nobel laureates in the national media, including the national broadcaster's breakfast TV show and «First and Last» programme, and TV2's «Friday». Participant no. 2,500, Britt Myhren, was on the national broadcaster's breakfast show.

Through its «Bringing People Together» events, FK Norway visited 30 different locations in Norway in 2006. These covered public relations activities concerning the Millennium Development Goals and FK Norway's work and North-South issues in general. The awarding of the International Community mark of distinction attracted a lot of attention in local media.



## Grenseløse muligheter

Å jobbe ett år i et annet land gjør noe med deg. Gjennom Fredskorpset kan du gjøre forandringer som faktisk betyr noe.

Fredskorpset er en statlig etat tilknyttet UD som arbeider med gjensidig utveksling av arbeidskraft mellom Norge og land i Afrika, Asia og Latin-Amerika. Utvekslinga skjer innenfor rammen av forpliktende samarbeid mellom bedrifter og organisasjoner. Utenlandsoppholdet varer gjerne omtrent et år. For mer informasjon, se [www.fredskorpset.no](http://www.fredskorpset.no)



Political Advisor to the Minister of Development of Norway, Torbjørn Urfjell, urged the Nepali people to maintain their commitment to dialog: «To enter dialog is not a sign of weakness. It is a sign of strength»



The one and a half day conference was widely covered by television and newspapers in Nepal.



200 Nepali and international participants attended the peace conference.

## Regional Conference on Sustaining Peace in Nepal

### Conference in the South

Although the successful people's movement for democracy in April 2006 has paved the way for dialogue, cooperation and increased commitments by the Nepalese people to establish peace, justice, free and fair elections and state restructuring for an inclusive democracy in Nepal, numbers of challenges persist in the process. Transitional justice, election of constituent assembly, state restructuring, observing socio-economic, political and human rights, interim mechanisms during the transitional phase and arms management are still the foremost concerns of the country.

In October 2006, the Regional Conference on Sustaining Peace in Nepal was jointly organized by FK partner Informal Sector Service Centre (INSEC) and FK

*«Building of sustained peace could not be achieved without providing adequate justice to the people affected by the violence»*

Norway as a platform for key stakeholders of peace building to share experiences, discuss and come up with ideas as well as action for a sustainable and just peace in Nepal.

Deputy Prime Minister and Minister of Foreign Affairs of Nepal K. P. Sharma Oli, Chief Political Advisor to Minister of Development of Norway Torbjørn Urfjell and the Ambassador of Norway to Nepal Tore Toreng opened the conference.

Several renowned experts on peace process and post-war peace building from various countries were invited to share their experiences that might be useful for constructively facilitating sustainable peace in Nepal.

Minister K. P. Sharma Oli said at the conference that Nepal is undergoing a transition to the peaceful resolution of the conflict, following the restoration of democracy through the People's Movement in April. The key challenges in building peace in Nepal are arms management and related issues, as well as drafting a new constitution. He also added that the building of sustained peace could not be achieved without providing adequate

justice to the people affected by the violence. Therefore, sustainable peace calls for "reconciliation initiatives that sufficiently address the concerns of the victims of the conflicts."

The conference provided the opportunity for people from different walks of life and countries to share experiences about how to deal with a violent past.

The conference was attended by over 200 Nepali and international participants from government agencies, political parties, judiciary, diplomatic and UN missions, donor agencies, academia, media, NGOs and civil society.

## Networks in the South

Network meetings are organised in the largest of the partner countries in the South.

To these are invited former participants who have returned home, national partners in the various programme series, and participants from Norway and other countries in the South who are currently undertaking their FK stay in the country.

Country	Key partner	Network-meetings 2006
Ethiopia	EMWA	2
Kenya	ANPPCAN Regional	2
Malawi	(FK)	1
Sough Africa	Score	2
Tanzania	TAMWA	2
Uganda	(FK)	1
Zambia	(FK)	2
India	Drik	2
Bangladesh	SisuTech	1
Sri Lanka	Strømme	1
South-east Asia	(FK)	1
Nepal	(FK)	1
Guatemala	Fundated	1

Oversikt over land og antall møter i 2006



Promotion material for the National Seminar on Interlinking the Rivers - Priority or Challenge (article next page)



Dr. Shyam Sundar Mishra shares his concern with the audience that while infection rates among the 15-24 age group coming down, the prevailing stigma underscores the sociological nature of the problem.

The purpose of the meetings includes the creation of a meeting place for FK partners and participants in the country in question, the exchange of experience and the use of common resources.

The networks are in different stages of development: in a couple of countries, they have developed into separate organisations and are run independently by the country's alumni – former participants. These largely set their own agendas based on their own interests. In other countries, FK Norway remains a driving force and uses the network meetings to follow up on the exchange programme in progress.

FK Norway has a key partner in the country in question and finances a post with them, which is used, as needs dictate, for network activities and other FK objectives in the country. This concept is being extended as more countries acquire many returning participants, and it is envisaged to gradually extend it to all of Norway's 25 partner countries.

### HIV/AIDS network in Asia

In Asia FK has a network of partners who share a common concern about HIV/AIDS. The members are partners from within the South and Southeast Asia region who are in some way involved in or touched by HIV/AIDS related issues in their own countries. The FK partners are using their FK links to focus attention on the cross border nature of HIV/AIDS.

The partners believe that other national or international networks may not have the space to fully discuss or examine the cross border aspect of the HIV/AIDS problem across the multiple sectors represented by the FK network. Our partners believe we can collaborate to address this gap in the discussion.

FK's partners have created the first venue for discussion through a seminar on Migration and HIV in Nepal, which examines the cross border nature of a problem that affects both Nepal and India.

On 27 October, 2006 in Kathmandu, the Nepal Institute of Development Studies organized and hosted a seminar on behalf of the FK partners HIV/AIDS network.

NIDS will use the discussions and knowledge from the seminar to make recommendations to relevant Nepali agencies such as the Ministry of Health and Population and the Ministry of Labor and Transport, whose representatives participated in the seminar including Hon. Ramesh Lelehak, Minister of Labor and Transport Management. NIDS believes that the government in Nepal is receptive to a migrant labor friendly HIV policy and now is the time to advocate.

**Nepal and India** share an open border. For both countries mobility is synonymous with development but in this context along with it comes great risk, according to Dr. D.R. Sahu, of Lucknow University, India. Foreign employment plays a big role in Nepal's economy and Dr. Bhanu Timilsina of Nepal's Tribhuvan University recalls that migration is a tradition in Nepal. It is a geopolitical condition and historical pattern; but while there is migration out of Nepal there is also inflow of skilled and semi-skilled Indian labor into Nepal. Those Nepalis who work abroad do so as either formally registered workers or informally. To add to the threat of HIV/AIDS spreading through migrant workers, migrants in the informal sector lack legal and social protection. Dr. Shankar Talwar research at the Action Research Center, India shows that when migrant workers become infected they can bring the illness back to their communities and homes. Women and girls are more vulnerable to HIV/AIDS due to their marginalization but they are at the center of the crisis. There is scarcity of health care in remote areas in Nepal and the social stigma attached to the illness is prevalent. This is why Tribhuvan University's Dr. Timilsina calls HIV/AIDS a social product, a chain of negative consequences.

Through the collaboration of FK partners, resource persons from Nepal, India and Bangladesh from a cross section of backgrounds were invited to the seminar to share their knowledge with representatives from a cross section of Nepalese counterparts.





## India Network

India network and the National Seminar on Interlinking the Rivers—Priority or Challenge

In India the proposal to link the country's rivers is a controversial issue. It is a mega-project that has attracted both promises of rewards and warnings of loss; and valid but conflicting interests of national against local needs and environmental conservation against economic growth have prolonged the argument. "At present the debate is not only confined in the periphery of planners of development but at various policy avenues... Policy makers, development practitioners, scientists, environmentalists and the activists, all have become engaged with this issue," remarked Suvendu Chatterjee, Director of Drik India and one of the FK network partners.

The debate is not academic but has real life implications. "The sharing of river waters has also led to tensions among some states in the country, the most outstanding example being Karnataka and Tamil Nadu. These two southern states have been fighting for over a century over the Cauvery River. Also there is dispute at the international level involving the countries Bangladesh, Nepal and Bhutan," reports Suvendu.

While the debate has generated much national attention it has generated misconceptions due to the confusing mix of information. The FK partners have decided to create a venue to bring the diverse opinions and information to the discussion table.

According to our partners, the Indian Government plans to undertake a project which will connect nearly 30 rivers in the country. The plan envisages diverting water from surplus river basins to water deficient areas. Floods and drought have become a recurring problem in India and the project is aimed at improving the situation. It's a very common scenario that almost every year severe drought hits several Indian states, while floods destroy people's harvests in many other areas. The interlinking of rivers would be a long-term solution to many of these problems.

While the "benefits of such a scheme are obvious--it would add 35-37 million hectares of irrigated land, generate 34,000 million kilowatts of electricity and increase

navigational efficiency," reports our partner, critics say the scheme has the "potential to cause large and irreparable damage on a scale that is unimaginable. There would be loss of biodiversity, reduction in downstream flows, damage to fisheries and wild life, displacement of people, conflicts over water sharing and pressure created on land."

A National Seminar on Interlinking the Rivers—Priority or Challenge held 12-13 December 2006 was organized by the India network and was hosted by FK partner Christ College, Bangalore, Center for Social Action. The idea for the seminar was proposed during the first India network meeting in Chennai in 2005. There was initially some hesitation among the partners to get caught between two opposite camps of the controversy, but after some debate and deliberation among themselves they "decided to take a national level initiative not with the intention of reaching to a consensus, rather to spearhead the debate at the national level," explains Suvendu.

People from Bangalore and all over India from a diverse range of backgrounds were invited—policy makers, development practitioners, scientists, environmentalists and activists. Participants could find themselves on either side of the debate or come undecided but everyone was keen to share and to learn.

High ranking officials from both the state ruling and opposition parties were invited and Leader of Opposition and former Minister of Water Resources, Government of Karnataka H.K. Patil attended the inaugural session along with Shatavadhani Dr. R. Ganesh, Dean of Faculty of Values, Academy for Creative Teaching, Bangalore and FK partner Dr. Fr. Thomas Chathampampil, Principal of Christ College.

"The partners are committed to travel like the rivers themselves, bending, changing, finding a way along their banks. It is our aim to bring forth this tale of the rivers for all to see and to interpret in their own way, through a national initiative. The initiative could be an archive of facts and food for thought for the future of our rivers, and hence the future of the sub-continent," Suvendu reflected.

# QUALITY ASSURANCE

## Evaluation of FK Norway

After 6 years of operations and 2,500 participants, an evaluation team from PEM Consult in Denmark and NUPI in Oslo carried out a comprehensive evaluation of FK Norway. More than 90 partners in South Africa, Tanzania, Kenya, Uganda and Norway were interviewed during the summer of 2006.



FK Youth preparatory course. Photo: Maria Gossé

**Very positive results** The evaluation team stresses that FK Norway contributes to development through raising competence that has substantial and relevant impact on countries in the South. The team praises the work model for information dissemination and networking in Norway and the South, based on the exchange of labour and skills.

The South-South programme in particular is described as a relevant and effective development. It is encouraging that such a pioneering programme, which is effectively unique to FK Norway, should receive such a positive assessment.

**Cost effectiveness.** FK Norway is characterised as a cost effective development instrument and the evaluation team describes the organisation as non-bureaucratic, flexible and service-oriented. FK Norway is also descri-

bed as a learning organisation, which, during its short existence to date, has continually improved its working methods.

The evaluation team thinks that FK Norway can increase capacity building for partners in the South still further. It recommends removing the age limits and merging the North-South and Senior programmes. The team is also concerned that the participants' informational activities at their own workplaces after the posting could be improved, so that the partners derive greater benefit from the exchange.

The evaluation team also sees benefits in developing and strengthening the methods for planning, following up and measuring outcomes in partnerships, which will require increased staff. The report is available at [www.fredskorpset.no](http://www.fredskorpset.no) and will be followed up on by FK Norway and the MFA in 2007.

## Quality assurance of projects

FK Norway has both a support function and a control function vis-à-vis the partners. The administrative officer at FK Norway is in close dialogue with the partner during the process, provides advice and guidance and will readily link new partners to experienced ones within the same field.

As far as possible, the FK administrative officer meets the partners together during the feasibility study so as to be able to guide the partners at the same time, not just the Norwegian partner, and quality assure the process. In the South-South partnerships, the FK Africa and Asia staff are on hand during the partnership's joint planning meeting, where they quality-assure the planning process and documents.

**Network meetings** are also an arena for quality assurance. FK Norway organises network meetings (in Norway and in the largest programme countries in the

South) and partner courses (in Norway) for partners. On courses and in network meetings, relevant themes can be taken up, such as:

- How to find the right participant
- How to achieve an equitable cooperation, a genuine partnership
- How to follow-up participants
- Cross-cultural communication
- Managing the programmes, practical factors

The partners have their proficiency raised at the same time as they share experiences, by focusing on shared problems relating to managing FK programmes.

**Review at the partners'.** FK Norway's programme staff perform annual project reviews through a meeting with the primary partner in Norway using a special template. The programme staff also undertake visits to selected partners in the South. The South-South offices also have connections with external consultants who perform some monitoring. The dialogue between partners and FK Norway brings up potential improvements which can be implemented either in the current exchange round or the next.

FK Norway requires a report from the partnership on conclusion of the exchange round, whereby both partners must submit written and financial reports.

In addition to internal project follow-up, on a number of occasions, FK Norway has used external consultants to perform impact surveys of selected projects (NUPI 2003 and 2004, Scanteam 2005, KUDI 2005).

## Course activities

FK Norway's course activities are closely linked to the partners' implementation of exchanges. The courses need to support the partners and participants in their efforts to achieve the goals of the different partnerships. The content of the courses is designed to give the participants insights into theoretical and practical problems relating to the exchanges and partnerships. By meeting on courses, the FK partners and participants also have the opportunity to exchange experience at the start and end of the exchange, both within and between the partnerships.

### Courses held in 2006

Course type	Number
Preparatory courses North-South programme	5
Preparatory courses FK Youth in Norway	9
Preparatory courses in the South	5
Preparatory courses FK Senior	4
Homecoming seminars	8
Partner courses	5
Network meetings FK Youth	3
Total	39

**Courses and meetings for partners.** The North partners are offered a partner course as an introduction to the FK exchange. The focus for the course is both the partnership as a method for development and a practical instrument for carrying out a partnership cooperation, also linked to the recruitment and management of participants. As an extension of the preparatory course, network meetings are held for partners in the Youth programme and joint meetings for partners in the primary and Senior programmes. The themes for the meetings are defined by FK Norway, often on the basis of direct input from the partners.

**Participant courses.** For the Youth programme, the major responsibility for preparing the participants rests with the partners. FK Norway approves the partners' course plans and is responsible for one week of the participants' preparation. The partners are also responsible for the homecoming seminars for their respective participants.

On the primary programme, all the participants attend a course organised by FK Norway. Courses for North-South exchanges take place mainly in Norway, while for participants on South-South exchanges they are held in Africa and Asia. The courses have the same design and themes, but their length varies.

For the Senior programme, there have so far been courses lasting from one to four days, specially adapted to the participants going on the exchange.

The objective of all participant courses is for the participants to understand the development policy context they are entering into as FK participants, and for them to acquire specific tools for working and living in a different cultural context. To achieve these objectives, FK Norway uses interactive instruction in development-related issues, cross-cultural communication, health and safety, and an introduction the FK itself, media, and public-relations and follow-up activities.

**Homecoming seminars.** Homecoming seminars are held in Norway for participants in the North-South programme. In the South-South programme, these are appended to the preparatory courses, before the next exchange, and make for a good transfer of experience between participants who are going on an exchange and those who are returning home. For homecoming seminars, both the participant and a representative from the partner (the participant's employer) take part. The homecoming seminars are both oriented to the individual and tied in with a personal summary of the exchange, as well as homecoming issues at participant level. The seminars also have a project focus which provides an opportunity to discuss challenges relating to the programme and any improvements for the next exchange round.

# ADMINISTRATION AND FINANCIAL STATEMENT

## Board members and employees in 2006

### The Board of FK Norway

#### Permanent members:

Per Kristian Lunden (Chair)  
 Marianne Damhaug (deputy chair)  
 Wenche Fladen  
 Arne Sandnes  
 Vigdis Ravnøy  
 Sten Rino Bonsaksen  
 Tutu Jacobsen (staff representative)

#### Personal deputies:

Eyolf Jul-Larsen  
 Nina Birkeland  
 Reidar Karlsen  
 Hanne Marstrand  
 Karl Tore Hareide  
 Laila Dalhaug  
 Saliou Kane (staff deputy representative)

### Staff

Tor Elden (Direktor General)  
 Helge Espe (Asst. Director)  
 Stefan Midteide (- 1.3)

#### Department of Programmes

Live Bjørge (Head of Department)  
 Kristine Ø. Alsvik  
 Hans-Inge Corneliussen (on leave from 1.8)  
 Håvard Hovdhaugen (deputy from 23.10.)  
 Saliou Kane  
 Synnøve S. Seljeflot  
 Jorunn Stokke

#### Department of Courses, Conferences and Networks

Knut Jostein Berglyd (Head of Department)  
 Marit Elverland  
 Espen Marius Foss  
 Kari Siwe Haugen  
 Kristine Hoddevik  
 Tutu Jacobsen

Ellen Linde  
 Jørn Henning Lien  
 Maria Cristina Latini (deputy)  
 Anne Marit Træland (deputy)  
 Øyvind Sunde (on contract)  
 Solrun Samnøy (on leave)

#### Department of Communications

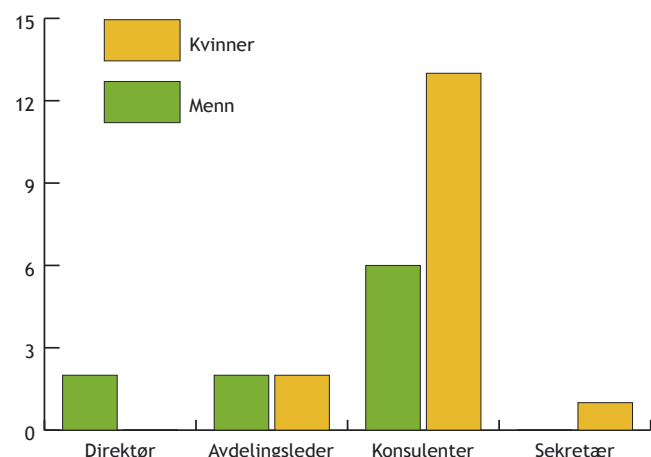
Håkon Ødegaard (Head of Department)  
 Per Steinar Moen  
 Liz Palm (on contract from 18.4.)  
 Tonje Westbye (on leave)

#### Department of Administration

Grete Thingelstad (Head of Department)  
 Ine B. Dalseg  
 Elisabet Eikheim  
 Berit Wærn Hansen  
 Sonali Mehta  
 Marianne Kvisvik (deputy from 26.9.)  
 Martin S. Drevvatne (on civilian national service)

### Equality

Of the 26 employees in FK Norway's secretariat at 31.12.2006, 10 were men and 16 women. All are full-time positions. The distribution of the genders in terms of positions in the organisation is as follows:



### Regional offices

#### Regional office in Asia

Sacha Jotisalikor (regional representative)  
 Nisa Chamsuwan  
 Serena Chiting Chuang

#### Regional office in Africa

Fikre Haile Meskel (regional representative)  
 Yonathan Fikre  
 Edwidge Mutale  
 Georgina A. Manuyuru

### Other

Norwegian Centre for Democracy Support (shared offices until 1.10.)

Astrid Thomassen (deputy)  
 Anja Riiser (on leave)  
 Eva Langslet (on leave from 7.4)

Millennium Goals Campaign  
 Gert Danielsen

## Representation and governance

Eight board meetings were held, one of which included a management seminar to which deputy representatives were also invited. Eight meetings of the representation committee were also held.

FK Norway has applied for local negotiating rights, but the application was not processed in time for negotiation rights to be granted for the current negotiations period. In connection with the annual wage negotiations, provisional local negotiations were undertaken

### FK Norway's environmental policy

All of FK Norway's employees are obliged to assume "Green Responsibility".

FK Norway's management will ensure that environmentally friendly measures are prioritised in our activities. FK Norway will assess the environmental impact of all procurements, waste management, choice of transport and use of energy.

Through its commitment, FK Norway will seek to communicate Green Responsibility to its cooperation partners.

within FK Norway, and the outcome was finally adopted by the MFA. The proportion of women in FK Norway was 70% at the time of the negotiations. The outcome of the wage negotiation resulted in a share of 80% of the wage increase being allocated to women.

## Location

FK Norway relocated to new offices on 1 October. The relocation was due to internal circumstances concerning the previous landlord, who paid all the costs incurred by the relocation. We are now located at Glasmagasingården, Stortorvet 10, 6th floor.

## Environmental management

Environmental management was introduced as a management tool in 2005 and the action plan carried forward in 2006 is based on the following key aims:

- Reducing paper consumption
- Reducing the volume of waste
- Reducing power consumption
- Further increasing use of public transport and cycling
- Increasing awareness of and requirements pertaining to environmental concerns in the secretariat and by our suppliers

## Financial Statement for 2006

### Notes to the financial statement

The Financial Statement for 2006 is prepared in line with the guidelines issued by the Office of the Auditor General of Norway. In preparing the Financial Statement, account is taken of the provisions that apply to FK Norway as a governmental body with separate authority.

On the basis of its activities, FK Norway is authorised to commit funds for subsequent years through entering into collaboration agreements with partners. This means that only a certain proportion of the contracted total is disbursed in the year in which the agreement is signed. The remainder of the allocated funds are disbursed in the following year in accordance with an agreed transfer plan. The contracted total for feasibility studies is disbursed in its entirety once the feasibility study has been concluded. The total cost liability for multi-year agreements is accounted for in its entirety when the agreement is signed, but unpaid balances appear in the balance sheet as liabilities to collaboration partners, and will represent a future cash requirement.

**Profit and loss.** Total available funds in 2006 consisted of the annual appropriation from the Norwegian Ministry of Foreign Affairs to FK Norway of NOK 165,000,000, cf. letter of instruction; a transfer from the

Ministry of Foreign Affairs to the Norwegian Centre for Democracy Support of NOK 4,446,175 for operation of the centre, and projects under the auspices of the Norwegian Centre for Democracy Support, and a transfer from the Millennium Development Goals Campaign of NOK 290,000.

The financial statement for 2006 shows a deficit of NOK 18.6m. Accounts payable at the start of the year of NOK 77.6m, of which NOK 68.9m were due in 2006, meant that the freedom to commit funds for the current and following years by entering into new collaboration agreements in 2006 was limited. In 2006, agreements for feasibility studies and collaboration agreements were signed for a total of NOK 106.9m, against NOK 135.7m in the preceding year. Accounts payable at the start of year for payment in 2006 relate to agreements concluded in the year before.

**Receivables/bank deposits.** Receivables derive from advances paid to the regional offices in Africa and Asia for use as working capital for January 2007.

**Liabilities and equity.** In addition to stating FK Norway's liability to partners and suppliers, the balance



sheet shows the provisions made in 2006 in accordance with applicable regulations. Payments in the following year for holiday pay and the 6th instalment of National Insurance contributions are to be covered through the present year's appropriation.

**Liquidity.** The result, adjusted for changes in liabilities and receivables, produces a cash flow from the year's

operations of NOK 1.7m. With an opening liquidity of NOK 1.4m, this produces liquidity at year-end of NOK 3.1m. These funds are to cover payments in 2007 linked to holiday pay earned in 2006 and the 6th instalment of NI contributions for 2006 to be paid in January 2007. The funds also need to cover a transfer of unused funds for the Norwegian Centre for Democracy Support of NOK 0.3m. The remaining NOK 1.1m will cover the costs linked to activities deferred from 2006 to 2007.

## Financial Statement 2006, balance sheet

Account	Account name	2006	
1520	Travel and salary advances		-5.134
1521	Salary loans without interest		0
1571	Salary advances		-15.829
1720	Advances to regional office Africa		257.992
1721	Advances to regional office Asia		886.314
1795	Telephone deductions		2.528
1799	Other temporary receivables		-16.954
1928	Bank deposits		3.120.045
1	Assets		4.228.961
	Equity 01.01.2006	77.821.808	
	Profit 2006	-18.593.805	
	Equity at 31.12.2006	59.228.003	59.228.003
2400	Accounts payable in Norway		-990.664
2401	Accounts payable abroad		-5.744
2402	Accounts payable, Feasibility Studies		-342.920
2403	Accounts payable, Collaboration Agreements		-59.413.729
2419	Ledger for personal account		-312
2600	Withholding tax		-768.430
2610	Attachment of earnings		0
2630	Pension deductions (2%)		-71.379
2640	Allocated NI contributions		-33.084
2680	Net payroll payments		0
2686	Pension allocation		-221.991
2690	Other deductions		45.301
2770	NI contributions due		-129.960
2771	National insurance contributions on allocated holiday pay		-202.765
2930	Holiday pay owing this year		-1.321.286
2931	Holiday pay owing last year		0
2933	Payment of holiday pay accrued this year		0
2	Liabilities and equity		-4.228.961

## Financial Statement 2006, profit and loss

Account	Account name	2006
	Appropriation for the year	165.000.000
	Operating revenues NDS	4.446.175
	Millennium Goals Campaign	290.000
3	Revenues	169.736.175
461	Feasibility Studies	
4610	Feasibility Studies Main Programme	1.202.552
4611	Feasibility Studies FK Youth	69.600
4612	Feasibility Studies FK Senior	267.431
4613	Feasibility Studies FK South-South Africa	214.143
4614	Feasibility Studies FK South-South Asia	494.831
4615	Feasibility Studies FK South-South Latin America	0
4619	Feasibility Studies NDS	224.624
462	Cooperating Agreements	
4620	Cooperating Agreements Main Programme	53.764.240
4621	Cooperating Agreements FK Youth	21.931.353
4622	Cooperating Agreements FK Senior	9.799.137
4623	Cooperating Agreements FK South-South Africa	11.104.147
4624	Cooperating Agreements FK South-South Asia	3.941.981
4625	Cooperating Agreements FK South-South Latin America	1.130.098
4629	Cooperating Agreements NDS	2.796.629
463	Programme support	3.599.493
464	Monitoring and evaluation	922.843
465	Course	5.961.740
466	Partner networks	1.436.579
467	Eksterne nettverk	8.236.266
4	Programme costs	127.097.687
5	Payroll costs	14.557.930
6	Management and operations	6.766.823
7	Other operating costs	2.836.281
8/9	Financial income and expenditure	-116.350
	Total revenues	169.736.175
	Total costs	151.142.370
	Result of the year	18.593.805

Exchange in the Spor programme, Tanzania.  
Photo: Mwanzo Millinga



Pupils at Bambino School, an FK partner in Malawi.  
Photo: Liz Palm

Experience exchange between FK partners. Workshop, Forum 2006.  
Photo: Liz Palm



Participants on an FK Youth preparatory course. Photo (left): Maria Gossé





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