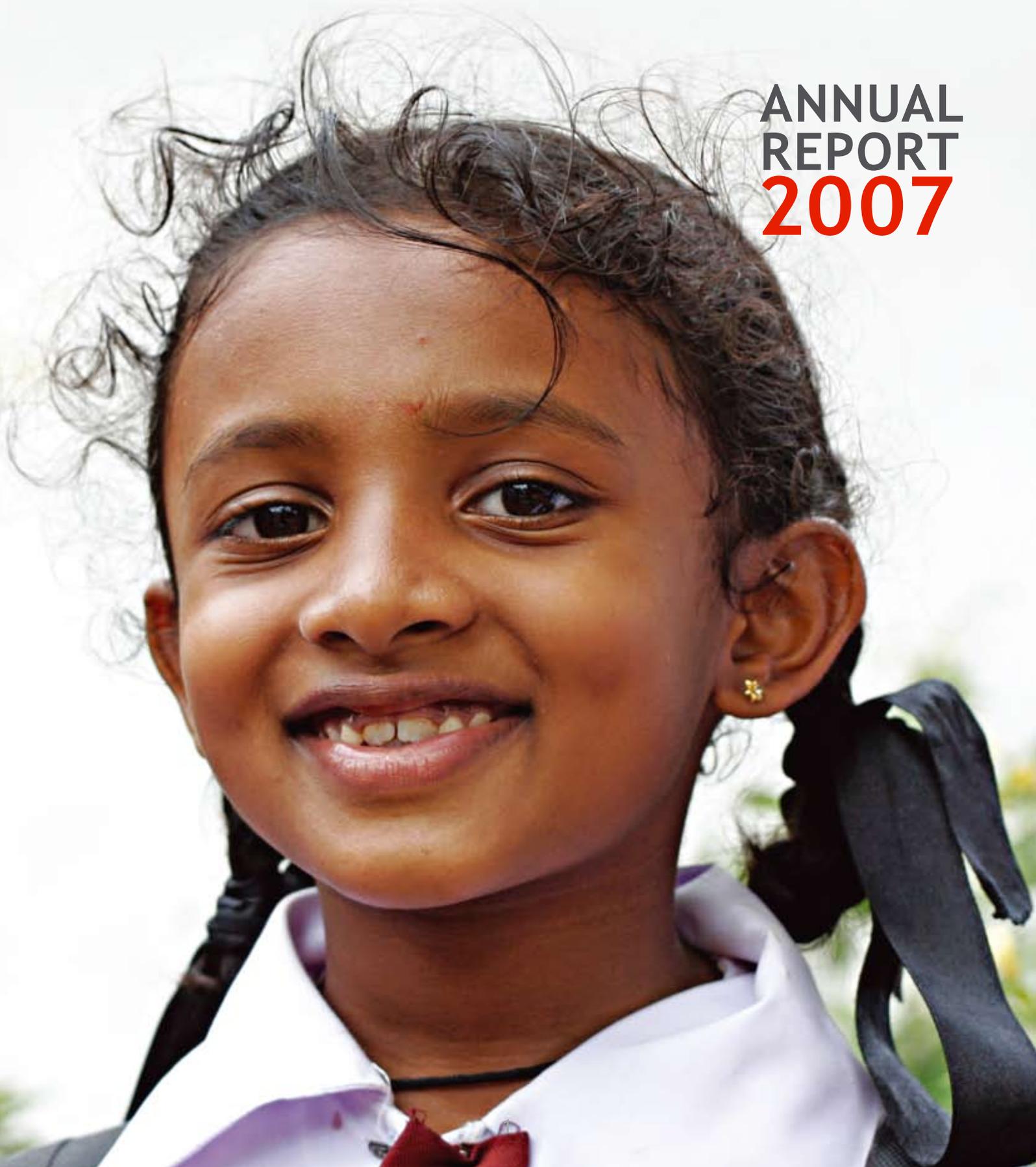




**ANNUAL  
REPORT  
2007**



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Photos: Liz Palm

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**Cover page:** Miss D.K.G. Sanjeevani Swarnamalee Chandrasekara from Batuyaya in Dambulla DS division, Sri Lanka. Her parents got benefited from holistic development program implemented by Surekuma (local NGO) funded by Stromme Foundation, Regional office - Asia (FK partner). FK participant Mr. Athik Mahamud associated with this project in 2006.

## Facts about FK Norway

FK Norway is a governmental body under the Ministry of Foreign Affairs (MFA). FK Norway's core activity focuses on the exchange of personnel between Norway and developing countries within the framework of institutional cooperation. 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 conditions 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 reciprocal 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.

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

# Foreword

2007 was a successful year for Fredskorpset (FK Norway) with new programs especially within the South-South program area, with fresh participants and partners, and enhanced networking activities. FK had notable achievements in countries and regions both in Africa, Asia and Latin America, with strong participation and partner satisfaction. These are featured in this report.

At the dawn of a new four-year cycle with a new main development strategy for 2007 – 2011, we are excited by the opportunities and aware of the challenges highlighted in the positive evaluation of FK made in 2006.

FK is an important contributor to both Norwegian and international development cooperation in which our participants and partners form the main pillars, contributing to development in a constructive way. Thus FK is an important link and outreach in our joint efforts to promote development and to mitigate poverty.

It is also important that FK is present through partners and participants in post-conflict areas and participates in the daily development dialogue. Participation in theatre groups in Afghanistan and journalist exchange

programs in Nepal and Pakistan, are all good examples of our dialogue activities.

A new FK board was appointed in May 2007. In September, the Board carried out a mission to Tanzania and South Africa in order to meet partners, participants and have talks with Norwegian embassies, among others. Several new initiatives were taken on this trip, and these will be followed up in 2008.

Regrettably, the chairperson of the Board, Per Kristian Lunden, decided to resign from the Board at the end of the year, and the Deputy Chairperson, Marianne Damhaug, took over the position as Chair of the Board in November 2007. We would like to thank Per Kristian Lunden for his efforts and involvement in FK during his years as member and Chair of the Board. With renewed support from The Ministry of Foreign Affairs we are confident that we shall be adequately equipped to effectively respond to our partners - both existing and future ones. We enter this new period with high expectations, encouraged by positive response from all our partners in cooperation.

*Marianne Damhaug* *Per Kristian Lunden*



# PARTNERS IN DEVELOPMENT

## Programs and priorities

FK Norway supports the exchange of personnel between private companies, organisations and institutions in Norway and the South, and direct between countries in the South. FK Norway has three main programmes: the FK North-South programme, the FK South-South programme and FK Youth. The senior programme was phased out during 2007. The table below provides facts about the different programmes.

**Expected outcomes.** FK Norway's programmes produce outcomes in a number of areas. According to FK Norway's Main Strategy for 2007-09, the programmes are intended to contribute towards:

- building institutional capacity.
- increased understanding between individuals, institutions and nations, building bridges and promoting peace.

- promoting global networking and increased strategic cooperation between institutions and individuals.
- management training and individual competence-building in order to secure change agents for a more just world.

The various programme areas contribute to varying degrees towards achieving results in these four areas. While institutional capacity-building is an important goal in most of the projects in the North-South and South-South programmes, FK Youth focuses more on individual learning and on fostering commitment among young people.

**Priority areas.** In line with the priorities of the Official Norwegian Development Cooperation, FK Norway has focused on the following areas in 2007:

- education
- health issues including HIV/AIDS
- private sector development, and trade

|                          | FK North-South  | FK South-South   | FK Youth  |
|--------------------------|---|--|---|
| Direction of exchange    | North-South<br>South-North<br>Sometimes incl. South-South   | South-South  | North-South<br>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. |
| Size                     | Approx. 70 partnerships, approx. 180 participants p.a.  | Approx. 20 partnerships. Approx. 120 participants p.a.   | Approx. 20 partnerships<br>Approx. 230 participants p.a.  |
| Age limits               | 22-35 years   | 22-35 years  | 18-25 years   |
| 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   |
| Costs (NOK)              | 300.000-350.000 per participant   | Approx. 250.000 per participant  | Approx. 100.000 per participant   |



FK participants Elisabeth Kathleen Ofstad og Mau Don (Betty) Nguyen

- good governance
- peace-building
- sustainable development
- women and equality of opportunity.

The statistics at the end of this chapter reflect these policies.

**Partners.** Since FK Norway assumed its present form in 2000, one of the objectives has been to involve new actors in development cooperation. FK Norway's partners come from all sectors of society and work within a wide range of professions. The diversity of partners is broadest in the North-South programme. Partners in this programme include voluntary organisations within environmentalism, development, NGOs, civil rights organisations, municipalities, schools and universities. Governmental organisations are also involved as are private industries within the manufacturing sector, consultancy, and technology development. Partner organisations in the South-South programme derive primarily from civil society but some governmental or semi-governmental organisations and commercial actors also participate. In FK Youth, many of the partners are development NGOs, church-based and solidarity organisations, but other sectors are also represented.

**Agreement structure.** The partners sign a partnership agreement with each other in which they agree on the objectives of the exchange and on what specific tasks the participants will be undertaking. On the basis of the partnership agreement, FK Norway signs a collaboration agreement with one of the partners, referred to as the primary partner. The other partner or partners are referred to as secondary partners. In some instances, the participant's place of work is not with the primary or secondary partner, but with an affiliated institution referred to as co-partner. Where a Norwegian partner is involved in such cooperation, the primary partner will usually, though not necessarily, be based in Norway.

### Extending the impact of FK exchange - the follow-up work

The exchange does not end upon the participants' return home. An important phase commences when participants return to their original workplace or to their home community. The time has then come to share their new knowledge and experience with colleagues in the sending institution or a wider audience. The success of an exchange very much depends on well planned and carefully implemented follow-up work.

### Different types of follow-up work

There are two main types of follow-up activities:

- 1) Institutional development through the transfer of professional competence: the participants share their experiences, new ways of doing things and fresh knowledge and ideas, with colleagues at the workplace or members of a professional network. This can be done through training-programs created by the participants, resource-material concerning relevant issues, training courses, seminars/conferences, articles, lectures, etc.
- 2) Information activities aimed at changing attitudes and mobilising people: The overall aim of such information activities is to interest and involve people working on North-South issues, and to spread knowledge of North-South issues in general. The main target group for such activities may be staff or members of an organisation, an external audience or society at large. Methods vary: lectures, video, drama, exhibitions, role play etc. are used.

### Classification of different types of follow-up activities related to various programme areas

|                       | Transfer of competence                                 | Information work   |
|-----------------------|--|--|
| Internal target group | Main focus for the North-South and South-South program | FK Youth program. To some extent North-South and South-South |
| External target group | North-South and South-South program                    | Main focus for the FK Youth program                          |

A survey mapping follow-up work among partners in the FK Youth program revealed that the majority of the partners involved have developed comprehensive plans for the participants' follow-up activities, thus reaching a wider audience. In a similar survey of the North-South program, the partners emphasise that follow-up work is useful in building organisational competence. It also contributes to a stronger feeling of ownership of the project among staff, increases interest in the exchange, and makes recruitment easier. In addition, follow-up activities help to develop a strong link with other partners, and expands both the participants' and the institutions' international network. Some institutions have also used follow-up work as part of their general information strategy.

### Success criteria

The following are some criteria for successful follow-up activities («Partner Survey on follow-up work 2007»):

- Partners and participants must focus on the follow-up work from day one of a project.
- Activities must be carefully thought through and well prepared.
- Partners need to follow up planning and implementation carefully.
- The exchange should be rooted in the organisation.
- Partners must involve enthusiastic and motivated participants who are capable of sharing their experiences.
- Participants are given freedom to use the communication methods that they are comfortable with.
- Cooperation with FK partners in similar partnerships concerned with follow-up work, can be useful.

Bellow is a general presentation of some partners in the South and the North, and how these partners have designed and used their follow-up work.

# THE PROJECT CYCLUS

The partners apply for funds for a feasibility study for joint planning of the development project

The feasibility study is performed, with reciprocal meetings

The partners apply for a collaboration agreement with FK

The collaboration agreement is signed

Partner participates in a partner course under the auspices of FK

Participants are recruited by partner

Participants take part in preparatory course under the auspices of FK and travel to host country

The participants arrive at host partner's, work there

The partners hold a partner meeting to evaluate the project to date. Possible application to FK for new exchange

FK staff visit the project for project review, and/or partner and participant take part in FK's network meeting in the country

Participant finishes his/her posting with host partner

Participant takes part in homecoming seminar under the auspices of FK, along with representative from partner

Participant undertakes follow-up activities in the home country to communicate his/her experiences

Partner submits final report to FK

Partner applies to continue exchange programme if appropriate. FK approves and signs new agreement

# Examples of partnerships

## Forum-Asia (human rights)

South-South Partnership

The Forum-Asia project exchanges people between human rights organisations which are members of the Asian Forum for Human Rights and Development (Forum-Asia) network. The exchange project started in 2004. The current Exchange Phase 3 involves five human rights partners: from Nepal (Informal Sector Service Centre), Sri Lanka (Community Trust Fund), Mongolia (Centre for Human Rights and Development), Thailand (Asian Forum for Human Rights and Development -which is the network secretariat), and India (People's Watch).

Since the start of the project, sixteen participants have completed their exchange programmes and seven are participating in the current round of exchange.

The current overall objective of such exchanges is to strengthen the partner organisation's human rights doc-



Sayeed Ahmad has been promoted to head the new Media and International Advocacy unit of ASK, his home organisation in Bangladesh. Sayeed is also the coordinator for the FK network in Bangladesh.

umentation and monitoring capabilities, and to develop its regional and international human rights advocacy skills, particularly through UN mechanisms.

Below are some examples of how partner organisations have strategically used the skills acquired in the exchange programme.

**In Bangladesh,** Ain O Salish Kendra (ASK) has revised its communication strategy from localised advocacy and information about human rights issues in the country to include systematically using the UN human rights mechanisms and treaty monitoring to draw international attention to the violations. As a result of its new advocacy skills, in 2008 ASK launched a new working unit called Media and International Advocacy to conduct this international lobbying, specially with the UN using the organisation's ECOSOC consultative status. Through this unit ASK is lobbying the government to



Ariunchimeg Luvsanjams has been promoted to Program Director of her home organisation in Mongolia after her exchange. She expressed that her new position has given her the opportunity to put into practice in her own country what she learned from abroad.

maintain its international commitments and submit periodic reports to the Human Rights Council on different treaties signed by the Bangladesh government. The unit is also lobbying the government to form a National Human Rights Commission in Bangladesh.

Sayeed Ahmad, a FK participant posted to Forum-Asia secretariat in Thailand in 2004-2005 has been assigned to head this new international advocacy unit. Prior to his exchange Sayeed was a human rights trainer in the office. "Through the exchange, my horizon of thinking as well as skill of work has been greatly expanded. My exposure both at national and international level has been increased. And experience of vast diversity of culture, concept and way of work has changed me a lot," Sayeed reflected.

**In Mongolia,** skills and knowledge gained from the exchange have contributed to improvement in the Centre for Human Rights and Development's (CHRD) advocacy strategies, and strengthened its human rights intervention at both national and regional levels. Since her successful participation in the exchange, Ariunchimeg Luvsanjams, who was a researcher during her posting at Forum-Asia secretariat in 2005-2006, has been promoted to Programme Director of CHRD.

In connection with the organisation's human trafficking programme, Ariunchimeg has used her improved knowledge of UN human rights mechanisms learned from the exchange, to explore suitable ways of bringing Mongolian women's rights issues into the international arena. While she was participating in this exchange, Ariunchimeg became more closely involved with the National Human Rights Commission of Mongolia; today the relationship she cultivated has brought some positive outcomes to the work of CHRD.

**In Nepal,** the project partner has also strategically used the exchange in expanding its work. With the experience acquired in regional and international advocacy, Informal Sector Service Centre (INSEC) has established a «Policy and Advocacy Desk» for which the former FK participant, Prakash Gnyawali, was promoted to senior officer with responsibility for overseeing all programmes within that unit. Through this new advocacy unit, Prakash engaged in a national campaign in Nepal, a regional campaign for ratification of the International Criminal Court (ICC), and a campaign for human rights treaty monitoring. "This unit looks after all the national and regional mechanisms, one of the major achievements of the FK exchange programme," Bijay Raj Gautam, a director of INSEC, told Fredskorpset.

## Communication for Change YWCA-YMCA

Youth Program

In 2007, YWCA-YMCA's and Norwegian Church Aid's (NCA) exchange programme, Communication for Change, celebrated its 10th anniversary. The main aim of the programme is to bring young people together in order for change to take place through engaging with the world-wide YWCA-YMCA movement. Communication for Change has been part of FK's Youth programme since 2003. The YWCA-YMCA programme consists of a preparatory course, three months posting abroad and extensive follow-up work. The participants are offered the possibility of taking an exam in Global Understanding at the Oslo University College at the end of the exchange programme. Rønningen Folk High-school facilitates the preparatory and subject-related training of the participants.

Follow-up work is a fundamental component of the Communication for Change year, and aims at disseminating information, changing attitudes, and getting people involved in North-South issues. In 2007, the follow-up activities took place between January to June. After a six-week course in communications, the participants went on an information tour, followed by a campaign week, a faith and dialogue week and a teenage encounter, in addition to several thematic weeks focusing on North-South issues. The South participants attended a leadership training camp for youth at YWCA in Madagascar as part of their follow-up work.

The subject of the information tour in 2007 was HIV/AIDS, as well as a fundraising campaign for a pre-school project in the Kibera slum in Nairobi, organised by the Kenyan YMCA. FK participants played a vital part in the organisation and promotion of the campaign.

FK participants also visited 9 out of YWCA-YMCA Norway's Winter festivals. Thousands of children and youths participate every year in the organisation's festivals. The Winter festivals are important arenas for reaching many of YWCA-YMCA Norway's 17,000 members. The participants also visited children groups, confirmation classes, scouts, and Ten-Sing groups.

The information tour has contributed to increased international awareness and involvement with YWCA-YMCA Norway. Furthermore, the participants gained experience through the planning and performance of different types of communication tasks.

## Re-turn AS

North-South Programme

Re-Turn AS, a Fredrikstad-based company, and Stellenbosch Automotive Engineering (CAE) in South-Africa,

started in 2006 an exchange programme focusing on composite design, production technology and nano-based technology. The exchange project aims at establishing peer learning and benchmarking within each partners' distinctive competence: Re-Turn AS, a boat-design company, has over the years acquired cutting-edge competence in composite design, production technology, and new nano-technology. In the same line of technology, the South African partner has developed hydrofoil technology and designed a fuel-efficient and eco-friendly high-speed marine craft. The partners assumed that a strategic partnership would add value to their respective companies and facilitate access to new markets for their products. In this regard, two FK-participants, respectively from Norway and South Africa, were exchanged, starting from February 2006.

The Norwegian participant, Hans Jørgen Fjeldvik's core competence is industrial design. The tasks of the Norwegian participant include testing products designed by Re-Turn in the tank at the University of Stellenbosch, and UV-testing of environmentally friendly paint products developed for boats. This experience offered an excellent platform for Fjeldvik to continue the involvement with Re-Turn AS, and co-partner Hydrolift upon return to Norway.

After returning to Norway, he joined a team which studies and implements new composite technology. Drawing from his experiences in working with composites and nano-epoxy coating for marine and aero-space applications at the University of Stellenbosch, Fjeldvik had as part of his follow-up work provided strategic information to Re-Turn AS and its co-partner Hydrolift for the improvement of their products. As a resource person, the Norwegian participant has collaborated with Re-Turn in designing a new product, the beneficiaries of which are disable children. The project, known as Nano Walker engages different stakeholders including Re-Turn AS, Ekro and Eo Systems in Porsgrunn. Mr. Fjeldvik provided services to some of these companies. The work carried out by Fjeldvik has made it easier for Re-Turn AS and its new partner, Icarus Marine, to identify the main priorities for the second round of the exchange.

## Stavanger municipality and Antsirabe municipality

### North-South Programme

In the autumn of 2004, Stavanger municipality and Antsirabe municipality in Madagascar, signed a Partnership Agreement aiming at joint efforts in promoting sustainable development and good waste-management. In addition, the two partners wished to enhance cultural un-

derstanding between Norway and Madagascar. Drawing on the guidelines outlined in Agenda 21, both municipalities are motivated to gearing their policies and activities to a more environmentally friendly and sustainable urban development.

The participants sent from Madagascar to Stavanger have been working on environmental issues related to management of waste, water management, and tree planting, along with ecological food processing such as jam and juice. The participants also learned more about sustainable management of the environment on a more general level. Norwegian participants, simultaneously sent to Madagascar, were working with the municipality of Antsirabe and local NGOs (Non Governmental Organisations) on environmentally related issues.

Antsirabe is the second largest city in Madagascar in which a Norwegian missionary, G.T. Rosaas, settled around 1872. The city is one of the economic centres in Madagascar with well-built and diversified industry, it also has dynamic tourism, with exclusive minerals as export products.

Upon their return to Madagascar, the FK participants were affiliated to the municipality and local NGOs. In cooperation with other staff they were looking at ways of implementing planned environment policies. One of the participants carried out training activities for young change agents under the umbrella of TED, an NGO co-partner in the project. The training focused on tree planting and the development of green areas in the municipality and its surroundings. Furthermore, the participants were active in local associations and schools in order to spread information about sustainable development and management of natural resources. They liaised with local companies to gain financial support and goodwill in the task of creating a better living environment.

Ambohimena, one of the most densely populated suburbs in Antsirabe, was the focal point in the preliminary phase of the project. The participants carried out a number of information campaigns aimed at the inhabitants of Ambohimena in order to sensitise them towards sound waste management. This part of the city has had serious challenges related to waste management in past years, but the project has contributed to an improved environment with growing awareness of environmental issues among the dwellers. The city is experiencing a vital commitment of its population and leadership to sound environment management.

The participants are still working on the project as resource personnel for the municipality and other stakeholders in the environmental sector, and monitoring the progress being made in the handling of waste by the urban dwellers on a regular basis.



Micro-finance project in Dambulla, Sri Lanka

## The Ethiopian Media Women Association (EMWA)

### South-South exchange

The Ethiopian Media Women Association (EMWA) is a non-profit professional association established in 1999 with the aim of promoting women's rights and issues of concern to women in and through the media.

EMWA has been part of FK's South-South exchange programme since 2002. The association has been engaging in exchanges with other media women associations in Africa, as well as with two Norwegian institutions; Gimlekollen School of Journalism, and Norwegian Broadcasting Corporation (NRK), though the North to South programme EMWA has served as primary agency for the media women's network in the South to South exchange programs of 2007.

The following are some of the achievements of the FK exchanges in which EMWA has been involved.

**Meeting objectives of establishment:** One of the major objectives of the association is raising the capabilities of women journalists. The FK exchange programme has enabled EMWA to attain this objective. So far, 17 female journalists (13 in the South-South and four in the North-South programmes) have directly benefited from the exchange programmes. Other members of the association have benefited indirectly from the programme through participants who the association has been exchanging, as well as the association's activities with respect to FK.

**Institutional capacity building:** FK exchange programmes have also been enhancing EMWA's capacity in programme/project implementation and administration. The fact that the leadership in the media women's network is rotating among partners, enabled the association to lead the network in 2007, an exercise from which it has learnt a lot.

**In bringing together sister associations in Africa:** The exchanges has brought together sister media-women associations in Ethiopia, Kenya, Uganda, Tanzania and Zambia for the first time. This has laid the foundation for enabling these associations to cooperate in their common causes. The members of the media-women network have now expanded their partnership to engage in children's rights advocacy.

**In building positive image:** Through the partnerships and exchanges, EMWA has been able to build a positive image among media women and stakeholders in- and outside the country as well as with different donors. This has helped the association to attract more media women, and enhance cooperation with media houses, stake holders and donors. When EMWA joined FK in 2002, it was in a small office with one staff member and a limited number of members. EMWA has now about ten employees and over 200 members throughout the country. It is also running various projects.

# Partner statistics

In 2006, FK Norway provided 35 partnerships, involving 472 partners in the South and the North, with the possibility of exchanging personnel. The FK North-South programme included 86 partnerships, while the FK South-South programme had 25 and the FK Youth programme 19 in 2007. Some partners were involved in more than one programme line. In all, the FK partners represented 55 different countries.

### Partners by sector of society

|                               | 2007       | 2006       | 2005       |
|-------------------------------|------------|------------|------------|
| Public and semi-public sector | 40         | 39         | 41         |
| Private sector                | 12         | 13         | 12         |
| Civil society                 | 48         | 48         | 47         |
| <b>Total</b>                  | <b>100</b> | <b>100</b> | <b>100</b> |

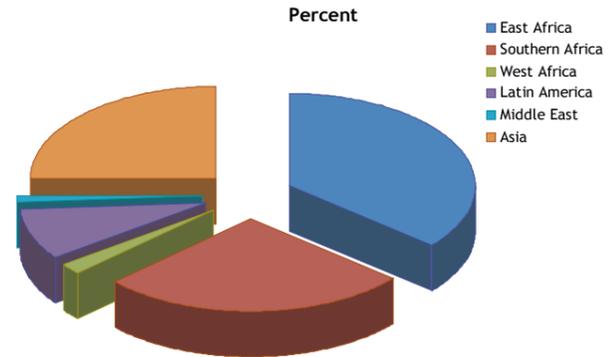
The statistical breakdown of the various sectors has remained virtually unchanged over the past 3 years. Civil society partners account for almost half of the total number of partners. A substantial proportion of the partners within the public and semi-public sphere of society are from the health and education sector. Both of these sectors are within prioritised areas of Norwegian development cooperation.

### Projects by prioritised areas for Official Norwegian Development Cooperation

|  | 2006        | 2007        |
|--|-------------|-------------|
| Education                                  | 22          | 24          |
| Health including HIV/AIDS                  | 16          | 15          |
| Good governance                            | 12          | 10          |
| Private sector development and agriculture | 16          | 13          |
| Environment/sustainable development        | 9           | 13          |
| Peace building                             | 6           | 5           |
| Other areas                                | 19          | 19          |
| <b>Total</b>                               | <b>100%</b> | <b>100%</b> |

81% of FK-projects lie within prioritised areas of Norwegian development cooperation. This is identical with 2006. There are also few changes within the six prioritised areas, with the exception of environment, which constitutes 13% of the projects in 2007, as against 9% in 2006. 32 new partnerships signed a collaboration agreement with FK Norway in 2007. Of these, 23 coincided with FK Norway's main priorities (FK Norway Main Strategy 2007-09); environment, private sector development, peace building, good governance, and gender.

### Partners in the South, by region



Almost two thirds of partners in the South are based in Africa, while 25% are in Asia. This reflects the guiding principle in FK Norway's Statutes, i.e. that at least 50% of FK's budget should be utilised by supporting programs that involve least developed countries (LDCs). Most of these countries lie in Africa.



FK participant Tommy Paulsen at exchange in Nkhotakota, Malawi

# Exchange and beyond

For north-south and south-south partners, the sending and receiving of participants most often involve exchanges of thematic or technical competence as overall stated objective. The participants learn and contribute skills at their foreign work-places, and do follow-up work when they come home. The partners may ideally have complementary strengths and weaknesses, hence increase their institutional knowledge through such exchange. However, many FK partners point out that there are effects of these exchanges that go beyond the direct benefits of sending and receiving participants, and the subsequent follow-up work. There are often indirect and longer-term ac-

companying effects which may not be explicitly stated in project documents. **Partner level** Exchanges may give life, blood and content to international relations and partner networks which have been dormant. FK partnerships help open the partners' eyes to the facts of globalisation. FK partnership offers the partners international strategic networks and contacts. In turn, new ideas generated can be crucial for organisational survival and growth. In many cases, new initiatives are taken as a consequent spin-off of the new contacts made through FK exchanges. Partners start new

forms of cooperation, find new partners, or become involved in new projects. FK also brings together partners both in Norway and South in a variety of international meeting-places, such as the FK North-South Forum, conferences, network meetings, international weeks, and a variety of courses and seminars. The partners often appreciate the cultural learning which comes by hosting a participant from abroad, or meeting others at FK venues. They rate increased intercultural communication and understanding highest among benefits of FK exchanges. Many partners also mention that the way in which FK partnerships and exchanges are organised, planned and implemented, demonstrates a real application of values such



# PARTICIPANTS IN NORTH AND SOUTH

## Participants

The participants are FK Norway's most important resource. FK Norway's overall goals and the partners' objectives can only be achieved through successful exchanges of participants. Through the participants, the home partner as well as the host partner gain new knowledge. In addition, those close to the participants, at home and abroad, will have the opportunity to see the world from new perspectives. 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 the progress of their career. The following is a presentation of some of the participants from 2007 who, in various ways, have used the exchange period as a springboard for further challenges.

as reciprocity and equality. FK strives to accord equal value, power and responsibility to the north and south partners and participants in all its practical work applications. This in itself has created a boost of confidence and a demonstration that true partnership is possible and should also prevail in other relations.

### Participant level

In particular for north-south and south-south participants, the stay abroad usually gives a considerable boost to their career development. Employers value their exposure to an international working environment and the new experiences they now possess.

From the participants' point of view, they sometimes find upon return that they have grown out of their old working environment and that it is difficult to readjust. They

return full of new ideas and inspiration which the work-place is not always able to handle and respond to.

In particular, south participants tend in such cases to leave their organisation some time after coming home. They move on to new challenges in other national or international organisations and almost always to a better and more responsible position.

The FK exchange programme seems to embrace active people with a drive towards upward mobility. Already, former participants may be found as business leaders, heads of organisations, community leaders, representatives -and even politicians! This also applies to youth participants.

There are several meeting-places provided by FK for the participants, the most important ones being the preparatory course, the

home-coming seminar, the national network meetings, and even the new web-site FK World. In particular the preparatory courses, where often 10-15 nations are represented, are venues for the creation of lasting friendships across borders. We have to believe that this increased knowledge and understanding of "the others" contributes its share, however small, towards peace.

The FK exchange programme is thus in a position to equip the leaders of tomorrow with essential leadership skills for a globalised world: international outlook, multi-cultural exposure, and friends all over the world. These are just as important as technical skills!

Hence, the real effects of FK partnerships and personnel exchanges can go a long way, and have a lasting impact upon people and organisations long after the participants have returned home.



Nasrin Sultana from Bangladesh (left) and Khin Lay Lwin from Myanmar. Both exchanged to Stromme Foundation in Sri Lanka.

# Examples of participants

## Leonardo Perdomo (Brazil)

South-South participant. Exchange to Tanzania.

Sweco Grøner (Norway), TaTEDO (Tanzania Traditional Energy Development and Environmental Organisation) and IEI (International Energy Initiative in Brazil) have an exchange programme in which two Norwegians have been working in Brazil in 2007, one Tanzanian in Norway, and one Brazilian in Tanzania. This participant is Leonardo Perdomo.

Leonardo's main task while working in Tanzania was to establish a strategy of biodiesel production in order to improve income and grant access to electricity for far-

mers. The first step was the establishment of a laboratory and the construction of a biodiesel reactor. The biodiesel program was associated with another program called «Piloting Multifunction Platforms» or just MFP. The MFP can use biodiesel, diesel and Jatropha oil that is a wild plant in Tanzania. Some of Leonardo's work was out in the field, installing this new system. Many challenges were found in the village. Things such as where to install the MFP, and lack of information regarding some villages, often had to be faced. However, many houses were soon provided with electricity thanks to the new system that worked first on diesel and then on Jatropha Oil.

He saw great differences in the Tanzanian villages they worked in, both when it came to the economy and to the number of businesses/shops in the area. In the first village where he worked, he felt that they were introducing something new and incredible. In the second village he felt that they were providing a basic necessity that the villagers had been deprived of for a long time.

Leonardo also thought about using the reactor to convert used oil from kitchens to biodiesel, but that proved to be impossible, simply because he could not find a way of collecting this oil. Apparently Tanzanians do not have the custom of replacing old oil by new, they just keep using it, adding more oil when the old has been depleted.

During the period he worked for TaTEDO, he was also involved in daily activities such as maintaining the website, receiving guests, participating in meetings etc. During this time, he took part in some special events such as workshops and trade fairs, and held presentations of his work for two Tanzanian ministers and many ambassadors.

Leonardo is now back in Brazil and IEI. As follow-up activities he participated in the «Brazil Japan International Workshop». He wrote a comprehensive article and presented a poster describing some of the activities in



Leonardo Perdomo was working in Tanzania to establish a strategy of biodiesel production.



Archana Gurung (left) with some members of the Nepali migrant community in India. She worked in the project areas of Okhla industrial area, central Delhi, and southwest Delhi.

which he had been involved in Tanzania. As a result of this presentation, he interviewed, a transcript of which was published in an important Brazilian newspaper (O Estado de São Paulo). There is also a page in the IEI-web explaining the project. One more such activity is scheduled for the beginning of March. It includes three presentations at various universities around the country, telling of his experiences as a south-south FK-participant in Tanzania.

## Archana Gurung, community development worker (Nepal)

South-South participant. Exchange to India.

Archana Gurung was assigned by Pourakhi, a Nepalese migrant workers organisation, to the South Asia Research and Development Initiative in India. She worked with Nepali migrant-worker communities in New Delhi. Archana's father himself was formerly a migrant worker.

SARDI's areas of work are HIV/Aids, violence against women, child health, economic literacy, and safe migration. One project provides comprehensive HIV/Aids prevention, care and support among Nepali migrant workers and their families, including sex workers in Delhi. Archana's work focused on reducing vulnerability to HIV/Aids among migrant and sex workers and their families. As the project population is Nepalese, it was easier for her to mobilize and sensitize the Nepal community. During the first two months she was devoted to building rapport with the Nepalese community, discover the vulnerability factors, and organise group meetings with the female members of the Nepalese migrants.

She says that she facilitated project activities and conducted interviews on the radio with Nepalese migrants in order to raise awareness, learned how to document

the project and enhanced her skills in developing strategies for community development. In addition, despite some initial resistance and suspicion on the part of the local center staff, Archana set up a counselling room and became a community health counsellor providing individual pre- and post-HIV/Aids test counselling. The work included office management, maintaining case records, networking with security agencies, research, and outreach to youth. The counselling work extended to home-based care for people living with HIV/Aids, and their families. She became a community mobilizer sensitizing people concerning HIV/Aids, and supporting those living with HIV/Aids. Sometimes she would also use her own allowance to help those who were experiencing financial difficulties, but that was not a difficult decision for her. "They are Nepalese I am Nepalese, how can I not help them?" she reflected afterwards.

She reports that through her experience she has developed her counselling skills, and has a deeper understanding of gender and medical issues related to HIV/Aids. "Whatever skills I have will help my organisation (Pourakhi) to design different projects relating to HIV and Aids and other related issues and also help Pourakhi to develop a good and effective monitoring system," she said. She has "learned to see life from a different perspective and find options to solve our problems." Archana recounts that one of the HIV/Aids patients had eventually passed away in her care but the family was poor and there was no money to provide for her funeral. "I was successful in helping a client to experience a peaceful death in the lap of Christ," she said. Archana, with support from SARDI, used her own money to pay for the funeral expenses.

## Ingeborg Hauge (Norway)

North-South Participant. Exchange to Kenya.

- In our diverse society I believe the ability to be able to understand other ways of life than the one you grew up with, is very important. You can always learn from





FK participant Ingeborg Hauge teaching in Sigowet, Kenya, where she was exchanged for 10 months.

intercultural studies at university, but experiencing it is a completely different thing and, in my opinion, much more valuable. Moreover, I read about FK's values and objectives and liked the idea of exchange of experience, ideas and skills. This is Ingeborg Hauge's answer when someone asks the question, "Why did you apply to become an FK participant?"

Together with Mari Haugland Ådnøy, she lived in Sigowet in Western Kenya for 10 months. The exchange between Samnager and Sigowet is based on a friendship

Ingeborg Hauge and Mari Haugland Ådnøy in Sigowet, Kenya



agreement between the two municipalities, and 2007 was the second year of teacher exchange. «A normal working day started at eight in the morning. I went to the staff room, shook hands with all my colleagues, we would chat for some minutes about the morning, the cold and the news, then start classes at 8.20. On many days my colleagues started teaching at 5.20 in the morning, so there were already some stories to tell when I arrived. Teaching, preparing classes, correcting tests and compositions, normally kept me busy until four p.m.. Naturally in the beginning it took more time. I remember we were exhausted by 7 p.m. and could easily fall asleep by 8 p.m.. But after some months, things became routine, I knew what worked and what didn't in the classroom, and so work went more smoothly.»

**Girls' talks.** - Once a week we invited girls from the 8th class eight to our house for "girls' talks", says Ingeborg, which meant discussing issues like puberty, rape, HIV, romantic relationships, love and other emotions, education etc. We found that there was a great need for the girls to raise issues like that with other women. Their teachers were mainly men and as they live in a boarding school they have little contact with mothers, aunts and

other important female role models. The girls would anonymously write questions on paper and give them to us a day ahead of our meetings. We would then have time to consider how to reply or discuss their questions. In many cases we also had to consult other girls and women we knew in order to be able to give good advices. What does it mean to have a boyfriend in Kenya, for example? In Norway we would probably talk about things you can do with a boyfriend, talk about the girl's right to say no to sex, for instance. In Kenya we learnt that a boyfriend for these girls was likely to be much older than themselves, and that he would pay for having "a relationship" with the girls. In other words, we could not give the same advice as we would in Norway. We learnt a lot from the group work and I think it was rewarding for the girls.

One of the great challenges they faced during their stay in Sigowet was how to deal with the leadership system in Kenya. There was little room for feedback and discussion, once a decision was taken no one could question it, although many of my colleagues had strong opinions when we discussed the issue in the staff room, says Ingeborg. - I am used to a more democratic way of managing a school and struggled sometimes to find out how to deal with this; adapt silently - or challenge the management of the school?

Obviously there are great differences between being a teacher in Kenya and Norway. Ingeborg relates that Kenyan children really appreciated education and considered themselves very lucky to be able to learn. "I never experienced that they didn't like what I suggested or that they didn't do their homework. I also found that children in Kenya are more used to giving presentations and performing in front of their class mates. We could quite easily use role play as a method of learning. I guess multiple choice tests are considerably more common in Kenya than in Norway. Easy for teachers to correct, but difficult for us to figure out what the pupils understand and misunderstand as you can't follow their reasoning."

Ingeborg made a lot of friends during her months in Sigowet, friends who will most probably remain so for the rest of her life. Since she came home in October 2007, she has been in contact with them every week. - "We are very different in terms of experience, wealth and culture, but nevertheless these friendships remain the best experience I had in Kenya."

### Luis Perez og Tomas Quino (Guatemala)

FK Youth participants. Exchange to Norway.

Kab'awil is an NGO based on the Mayan world view and on the principles of freedom, justice and cultural identity. The organisation works mainly with the peasant population of Guatemala. Kab'awil has recently started



a Folk High School in Western Guatemala. Kab'awil was able to exchange experiences with Christ College in India, as well as with the Folk High School at Sund. In total, more than 30 young people participate in this FK Youth exchange in one year.

Luis and Tomas did not know much about Norway before leaving Guatemala in August 2007. "Well, they informed us about the content of the programme, the role of FK Norway and Sund Folk High School. We understood that the most important thing about this exchange was to learn from each other, as individuals and institutions."

"Although the conditions we come from in Guatemala are very different in terms of infrastructure and finances, we feel that we are contributing and at the same time learning a lot," they say. We are visiting several High Schools in the area where we inform about our country, its culture and history. Since Kab'awil is an NGO for farmers it is also very interesting to visit farms in Norway so as to share experiences on how farming is done in our two countries.

The two FK youth participants tell that they have learned a lot about Norwegian and Indian culture through the other participants and students at Sund. "Through our participation in this exchange we have learnt more about development in general as well as north/south issues, and we have also been introduced to various programs focusing on environment."

Tomas and Luis tell that they have also faced some challenges during their months in Norway. They mainly point out the language, climate and adaptation to a culture very different from their own, as being the most challenging.

"For us the greatest experience while being participants in this FK Youth exchange has been to meet new people and organisations who are interested in knowing more about our country and about Kab'awil. To be able to live in another culture for such a long time has been a privilege for the two of us," they say.

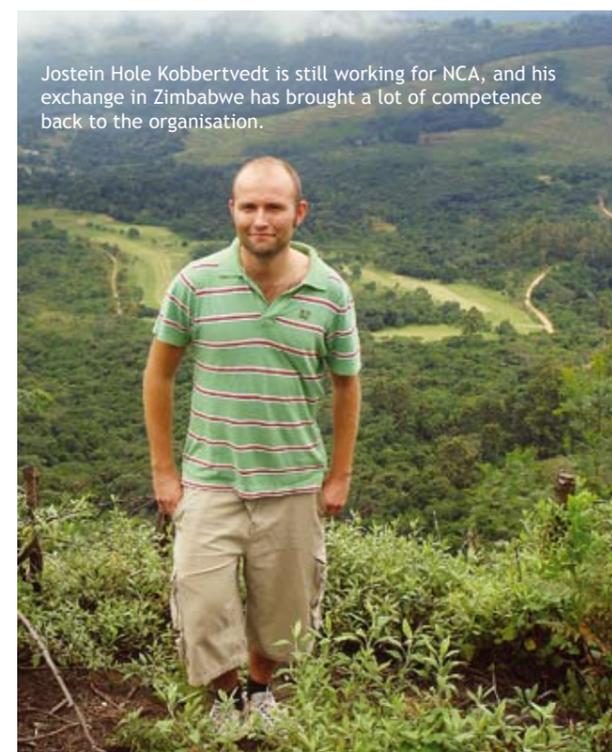
## Moloko Malakalaka (South Africa)

South-South participant. Personal Reflections and Experiences after exchange to Uganda.

“My participation in the Programme started in 2006 through the Centre for the Study of Violence and Reconciliation in South Africa, where I worked in research and community interventions. The role there was very enriching in strengthening my skills and development in action-oriented research and facilitation in community interventions in the areas of reconciliation and peace-building.

I was hosted in Jamii Ya Kupatanisha (Fellowship of Reconciliation) in Uganda, Kampala. I found the organisation very interesting and responsive to my personal and organisational needs and expectations which revolve around reciprocal sharing, networking and understanding of peace-building and reconciliation initiatives in Uganda, capacity building around training, project-fundraising and financial management. These I achieved through fundraising and managing a project in “National Reconciliation in Uganda”, capacity building workshops, and organisational development strategies.

As a South African coming fresh from a history of apartheid and isolation from the rest of Africa in particular and the world in general, I came to this programme with pre-conceived ideas about the continent and my country. However, I found that the learning was very significant both at personal and organisational levels. This contributed greatly to my current role in the organisation which includes coordination and management of mul-



Jostein Hole Kobbertvedt is still working for NCA, and his exchange in Zimbabwe has brought a lot of competence back to the organisation.

iple projects as a Regional Projects Coordinator. This may be attributed to exposure and participation

Moloko Malakalaka is currently the Regional Projects Coordinator in the Peace Building Programme of the Centre for the Study of Violence and Reconciliation.

## Jostein Hole Kobbertvedt (Norway)

North-South participant. Follow-up work after exchange to Zimbabwe

Norwegian Church Aid (NCA) is a FK-partner with experience of a number of differing exchange projects, both in the Youth-, Senior- and Primary programmes. NCA emphasises the great potential for the involved organisations in an FK Norway exchange to learn from each other. At the same time, one of NCA's main experiences through these exchanges is how to make sure that the whole organisation, and not only the participants, benefit from the programmes. A well-prepared follow-up after homecoming is a very important tool in making this happen.

One of the participants who has been able to transfer competence back to his sending partner is Jostein Hole Kobbeltvedt. He was sent by NCA to Zimbabwe for a year, working for the African Forum & Network On Debt And Development (AFRODAD). In his follow-up work after he came home, he did a presentation for the Department of Development Policy, and a joint presentation with the South participant who was in Norway, for all the NCA staff. Josten has also lectured and shared experiences in seminars with the Debt Cancellation Campaign in Norway (Slett U-landsgjelda) and NCA's youth organisation, Changemaker. He has continued the cooperation with AFRODAD, including having meetings with AFRODAD staff in Oslo, Washington and Geneva. In connection with the annual meeting of the European debt network, EURODAD in Oslo, he had an article published in Morgenbladet. In addition, Jostein also helped preparing the next round of exchanges between AFRODAD and NCA.

Since he is still working for NCA, his follow-up activities have become an integrated part of his work doing. Jostein is involved with a lot of different partners abroad, and his posting in Africa has given him a better understanding of their situation, and to see what it is like to work with fewer resources, more technological and financial constraints, and different ways of solving practical issues. NCA is also taking advantage of the network that Jostein has established. For NCA it is important that the follow-up work fits in with the work they normally do, and that it can be planned according to the needs of the organisation in the period in which the follow-up activities takes place.

# Participant statistics

In 2007, 581 participants were involved in FK exchanges, which is 50 more than the previous year. Since the introduction of the new FK model in 2000 which focuses on partnership and exchange, almost 3000 persons have travelled abroad as part of an FK exchange. This is twice the number who were sent out by the “old” FK over a period of more than 30 years, which shows the ability of current concepts to mobilise a much wider audience for international cooperation than the previous model in which FK was involved all the way from recruitment to receiving the participants back home.

## Participants completed FK's preparatory course

|                | North-South | South-North | South-South | Total      |
|----------------|-------------|-------------|-------------|------------|
| FK North-South | 88          | 103         | 18          | 209        |
| FK Senior      | 10          | 7           | 0           | 17         |
| FK South-South | 0           | 0           | 104         | 104        |
| FK Youth       | 156         | 91          | 4           | 251        |
| <b>Total</b>   | <b>254</b>  | <b>201</b>  | <b>126</b>  | <b>581</b> |

A majority of the participants are from countries in the South. This is due to the South-South program. If we exclude this program, there are 53 more participants coming from the North, which is due to the FK Youth program. One of this program's main aim is to make Norwegian youths more aware of and engaged in North-South issues.

While the FK North-South program is the largest in terms of funds, FK Youth is the one sending out most participants. This is due to the Youth participants' shorter stay abroad and the lower costs per participant.

## Gender distribution, direction of exchange

|              | North-South | South-North | South-South | Total       |
|--------------|-------------|-------------|-------------|-------------|
| Female       | 67          | 48          | 51          | 57          |
| Male         | 33          | 52          | 49          | 43          |
| <b>Total</b> | <b>100%</b> | <b>100%</b> | <b>100%</b> | <b>100%</b> |

In 2007 the overall number of female participants increased from 52% to 57%. While there was a good gender balance among the South-South and South-North participants, it is the participation from Norway that accounts for the imbalance in gender distribution. The reason for this is the fact that a significant majority of the Youth participants recruited in Norway are women. This reflects a general trend that North-South and development issues are becoming more popular among Norwegian women than among Norwegian men.

## Which country do the participants come from?

| Country      | 2007 | Country         | 2007       |
|--------------|------|-----------------|------------|
| Norway       | 252  | Guatemala       | 10         |
| Tanzania     | 36   | India           | 10         |
| Uganda       | 30   | Thailand        | 10         |
| South Africa | 22   | China           | 9          |
| Malawi       | 20   | Ethiopia        | 9          |
| Zambia       | 18   | Afghanistan     | 7          |
| Kenya        | 17   | Brazil          | 7          |
| Bangladesh   | 16   | Madagascar      | 6          |
| Nepal        | 12   | Namibia         | 6          |
| Zimbabwe     | 11   | Other countries | 73         |
|              |      | <b>Total</b>    | <b>581</b> |

Though FK Norway supports projects in 55 countries, the majority of the participants come from around 15 countries. The list clearly indicates the dominant position of countries in Southern- and Eastern Africa. This is a reflection of the fact that the majority of Norway's partners in cooperation sort under these two regions. The majority of the other top 15 are also important countries for Norwegian development cooperation.

# NETWORKS BRINGING PEOPLE TOGETHER

## FK network in Latin-America

The FK network for partners and participants in Central America including Cuba has gradually grown stronger since the first partner conference in the region in 2003. In December 2007 two separate but partly overlapping network conferences took place in Antigua, Guatemala with the active participation of partners and participants, mainly from Nicaragua and Guatemala, and also with presence from El Salvador and Honduras.

The conferences were arranged by FUNDATED, FK's network coordinating partner in the region. For the participant conference, a committee consisting of former FK participants from Guatemala, Nicaragua and El Salvador had prepared the conference together with FUNDATED, and also chaired the conference.

Partners and participants met with a vision of contributing to a better society for everybody in the region and strengthening the effect of the FK programs that they are part of. Issues dealt with at the conferences were: defining possible areas for collaboration based on common interests, sharing of experiences on common challenges, recruitment and preparation of participants, and how to use participants after home-coming as resources



in the partner organisations. This last issue was dealt with in a mixed group of partners and participants. In the participant conference the main focus was on how returned participants can contribute in their communities, through focusing on current important problems and challenges in the region, and through defining work groups based on the individual interests of the participants. Both partners and participants also looked into how internet can help them staying in contact in periods between the conferences.

## Networks in Asia

In 2007 there were 7 networks in Asia. We have 5 country-based networks: Bangladesh network, China network, India network, Nepal network, Sri Lanka network, and a sub-regional network (Cambodia, Laos, Thailand, Vietnam). We also have a thematic network, the HIV/AIDS network of FK partners involved or supporting HIV/AIDS initiatives in Asia.

The networks have been active to varying degrees; all the country-based networks held at least one meeting during 2007, some held more.

Network coordinators have been delegated for Bangladesh, India, Nepal, Sri Lanka and the sub-regional network. In September 2007 the network coordinators from Africa and Asia were invited to Oslo to attend the first general meeting to share FK network experiences in Africa, Asia and Norway.

In Asia, though there are varying degrees of activity there are some common trends. FK partners and participants have learned that is possible to learn and collaborate with each other, sometimes partners have benefited from bilateral cooperation. The interaction has moved out of the meeting room. Network meetings or activities are held in different partner locations, in the field where partners work with their local partners. The network members are also learning that the activities and inte-

Constituent Assembly workshop conducted by FK network partners in Nepal. This photo shows the workshop conducted by Nepal Institute of Development Studies in Humla, one of the most remote and poor of the districts in Nepal.

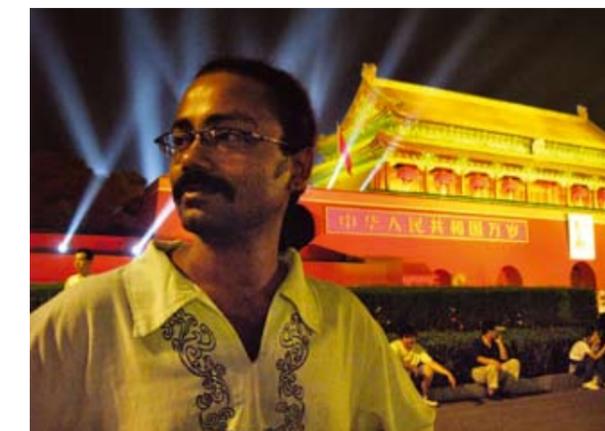


raction can also be socially relevant. Alumni and foreign participants, who are also part of the network, are also starting to initiate their own social interaction. Network coordinators are sometimes invited to network events in other countries to share experiences and ideas with each other. This has benefited the development of the networks.

In Nepal the network members have conducted a series of workshops on the new Constituent Assembly to be created in Nepal. The elected members of the Assembly will draft Nepal's Constitution, which will ensure the rights of dalits, women, disadvantaged, and ethnic groups. The workshops therefore will raise awareness (to these groups) about the Assembly and the Constitution drafting process. "It depends entirely on the people of the country how they envision new Nepal to be. For this, every Nepalese should be oriented, aware of it," reported Radhaa Gurung the Nepal network coordinator. Workshops were first conducted among FK's partners and then in turn with each partner's local communities.

In Sri Lanka the members of the network see themselves as part of the larger civil society mobilization. They have identified some common national concerns related to water management and will develop network activities related to that with emphasis on using and sharing local skills and knowledge. "How can we be more conscious to things around us? Sensitivity and awareness towards our environment is our responsibility," said Nimal Martinus, Director of Stromme Foundation Asia Regional Office.

The India network in collaboration with FK have co-organized an International Conference on Women in Emerging Indian Economy—Silence to Voice: Problems and Possibilities (26-27 November 2007), Christ College, India. The international conference invited 120 delegates from government, civil society and private sector from all parts of India; in addition international guests from Tanzania, China, Bangladesh, Sri Lanka and



Subhajit Dasbhaumik, coordinator of the India network was invited to the China network meeting in August 2007. In 2007 FK network coordinators in Asia were invited to other country network meetings to share their experiences and ideas. - I was representing the FK Indian Partners' Network to share the experiences of the most successful national network of FK. And I cannot stop without mentioning the sense of pride that I felt in having been able to represent the success of my country, recounts Subhajit.

other parts of Asia, including FK partners and participants joined in the discussion.

In China, similarly to the India network, the participants organised a gathering at Hainan Island in southern China. Grethe Bergsland, a Norwegian participant posted at ECCO stated “I met Ingri Revheim [a Norwegian participant posted at AIESEC Mainland China] for the first time and maybe I can help her to get some support for her organization from the international business community in Beijing.” Ingri reported that “I got many new ideas by talking to the other FK participants, and hope to cooperate with them and keep contact during my stay here. It will be useful both for my organization and me.” Qin Wen an alumni participant at Ningxia University said “I feel more confident for the FK network this time. I was afraid that after we finished the post year the network would die gradually. Since there were 3 FK

meetings already we slowly have built up a strong link with each other. Now I think more people are thinking of exploiting [opportunities for] future cooperation.

### Sri Lanka network

In Sri Lanka the members of the network see themselves as part of the larger civil society mobilization. They have identified some common national concerns related to water management and will develop network activities related to that with emphasis on using and sharing local skills and knowledge. “How can we be more conscious to things around us? Sensitivity and awareness towards our environment is our responsibility,” said Nimal Martinus, Director of Stromme Foundation Asia Regional Office.

Nimal is interested in how the networks members can approach the FK program as a team. In this regard, Nimal raised some challenges to the network members:

A successful micro-credit group in Dambulla, Sri Lanka, set up by expertise from a participant from Bangladesh. The partner is Stromme Foundation Asia.



Young women perform a traditional dance to welcome the Sri Lanka network members to their village.

how can the network play a role in reviving civil society in Sri Lanka, how can members contribute as individuals to this movement, how can members remember their cultural values when doing so.

The network sees many interrelated issues under water resource management that they can collaborate on in the future, for example: the impact of proposed new laws and its effects on local community access and use; how to promote production of clean drinking water by communities in tourist areas instead of using plastic bottled water; the impact of agro chemical contamination.

The network members held a meeting at Dambulla, in central Sri Lanka in June 2007. This included field visits to partner projects in the area to see first hand the work of one of the partners. At one village the community were conducting their regular micro-credit meeting. This successful micro-credit group had been set up by an FK participant from Bangladesh Md. Atikuzzaman, who was posted to Sri Lanka. When the network members arrived at the village the micro-credit beneficiaries still remembered the FK participant Atik and were eager to get from us any news of their old friend. The network members visited other micro-finance projects of Stromme Foundation Asia and joined in a traditional lunch with a local partner community.

### FK India network

The FK network partners in India and Fredskorpset co-organized an International Conference on Women in Emerging Indian Economy—Silence to Voice: Problems and Possibilities (26-27 November 2007), Christ College, India.

Globalization has made India one of the fastest growing economies in Asia. Globalization has brought sig-

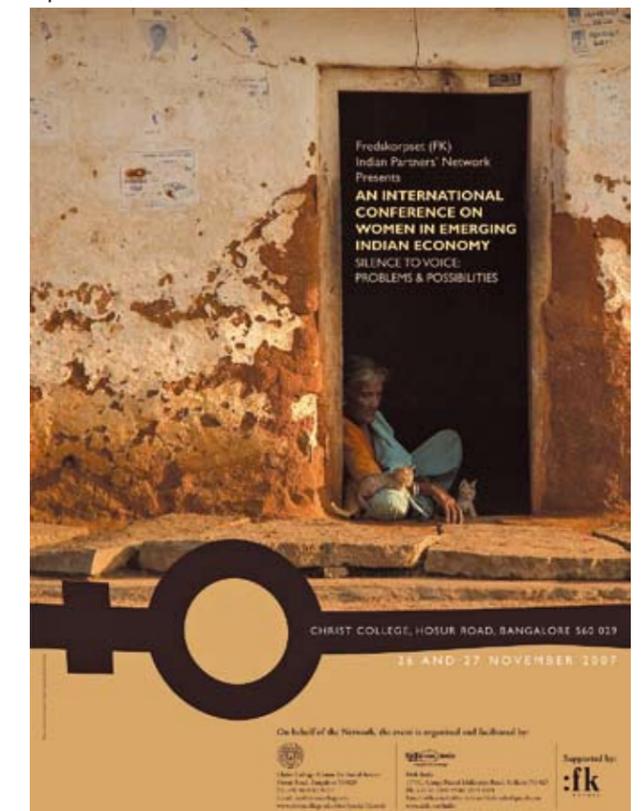
nificant changes in the lives of women who have been able to take the opportunities that have opened up in various sectors of development: prospects of higher and quality education, employment in technological and other advanced sectors, changing attitude towards women especially in the urban areas, women enjoying a more egalitarian gender relationship, intensification of women’s movements and attitudinal changes towards women’s role in the society.

However, on the other hand, various findings also reveal that liberalization and globalization of the economy have marginalized a majority of women in India because of reduction of employment opportunities, reduction of wages and exclusion of women from the modernized production processes.

The experience in India shows that a changing economy can potentially be a major force for prosperity only if it is supported by adequate policies and favorable socio-cultural-political and economic environment.

“The India we live in today is identified as experiencing rapid economic transition. It is believed that the country is undergoing an economic boom and will soon reach the status of a superpower. There seems to be a great sense of excitement and adventure in the economic condition of India, with the future holding an un-

A poster for the conference



limited store of economic enthusiasm. But what does all this mean for the average citizen and the historically marginalized groups, including women? This is the key question to be deliberated," remarked Johny Joseph FK partner from Christ College.

What does all this mean for the average citizen and the historically marginalized groups including women? This is the key question deliberated on during the two days of the conference. Attempts were made during the conference to identify the challenges in the emerging Indian economy and the institutional mechanisms and individual practices required to strengthen gender relations in developing countries. The focus was on the roles of the State, markets and civil society in creating this environment. The visionaries, activists and academics shared their understanding, presented their positions and explored the ways and means by which change must be brought about in the emerging Indian economy towards a better life for all, including women.

The conference was hosted and facilitated by Christ College, Centre for Social Action and Drik India on behalf of the FK network. Suvendu Chatterjee an FK partner at Drik India explained that "the role of women in contributing to the growth of an evolving economy has never been more highlighted. Since the beginning of time women have played a crucial role in the agricultural sector but the new avatar of women as spearheading industrial icons is a fresh development to reckon with. Our conference addresses the strong involvement of women in the present economy and tries to identify obstacles, solutions and future possibilities."

"Amidst the booming economy and other glamorous images one needs to draw attention to look at the lives of women and take stock. The purpose is to see where we stand and recognize the grey areas," remarked Antony Raju FK partner from Christ College.

"Back home, women are restricted to their homes and dependent on men folk. Such a conference inspires us to look at solutions," said Bal Kumari, an FK participant from Nepal posted to India.

Torbjørn Urfjell, Political Advisor to Minister of Development Cooperation of Norway, and Ann Ollestad, Ambassador of Norway to India, were among the invited dignitaries to open the conference. Torbjørn Urfjell traced the history of his country's struggles for equality and pointed out that even in developed nations, equality was a battle fought, and won, by women and men; it is not something that is a natural or inevitable in any society. "One hundred years ago, Norwegian women had no right to vote. Now we have the first government where the majority are women," he said. He said the Millennium Development Goals need to be realized, especially to eradicate extreme poverty, enable economic empowerment



Torbjørn Urfjell, Political Advisor to Minister of Development Cooperation of Norway and other conference guests visit the international photography exhibition inaugurated during the conference.

and create the opportunity for social development so as to ensure women have greater control over their lives.

Ambassador Ollestad said that economic development has given a golden opportunity for the upliftment of women. She said that Norway is engaged in two projects, the Norway-India Partnership Initiative and the Norwegian Association of Local and Regional Authority. The former aims to contribute to the reduction of infant, child and maternal mortality in India and latter aims to strengthen women's participation in local governance. "During my visit to rural India, I have met a lot of these strong, empowered women who have the ability to look directly at me and give clear messages about development: how to combat poverty and what is required to save children's lives. Having met these strong women, I know that it is possible to make a difference," she said.

The video address specially given to the conference by Wangari Mathai, Noble Peace Laureate from Kenya, was also shown at the conference opening ceremony. "The struggles that women go through are very similar across the world, in different cultures. We all share the same kind of history where we are almost 50% of the population of the country and yet our voice is in the minority," she said. Wangari Mathai said that earlier women had silenced themselves but "now we have women in major positions, which illustrates the fact that they have broken their silence."

Father Thomas Chathamparampil, Principal and Director of Christ College pointed out that although the college has educated vast numbers of women, it remained a moot point how many of them were contributing to society. He urged women to enter the mainstream and be agents of change in ensuring other marginalized groups are brought to the same status in this country. "We have

sent many women into the world but how many are contributing to it? Those who are educated are not necessarily contributing to it. Of course in India, motherhood is great – 99 % of the students reply 'mother educated me' when I ask them who educated them. Educated women should come to the mainstream and empower the country," he said.

Padmashree Leena Poonawala said that change was so great in India today that women could break through any barrier in the world today to do and become what and who they want to be. She spoke about her experiences in the corporate world.

Padmashree Patricia Mary Mukhim agreed that barriers are being broken but she raised the question for whom? Those who have made it to a certain economic bracket are not even 1% of the mass of Indian women whose work remains unaccounted for and is not considered 'work' in economic terms. She emphasized that unless these mindsets change and women assert their right to earn incomes and for shared parenthood within the home, economic empowerment will still be an ideal that we can only be striving for but never achieve. "A conference like this provides a platform to understand

different issues. Every place may have its own way of dealing with a problem; this one helps to break out of the shell and think differently," said Padmashree Mary Patricia.

Around 120 of researchers, academicians, policy makers, gender experts, NGOs, and media from almost all parts of India. International guests and speakers came from Tanzania, China, Sri Lanka, Bangladesh and other parts of Asia.

Shoma Chatterji, a speaker at the conference remarked that "While new methods are invented to make life easier for less privileged women, their degree of empowerment remains a matter of grave concern. The conference drew attention to this issue with feeling, objectivity and diversity."

## Networks in Africa

FK-Africa network meetings are fora for sustaining the sharing of knowledge and skills among partners and participants even long after the participants have come home from the exchange in the host country. The motto "Once FK - Always FK" becomes relevant at the an-

Network meeting in Kampala, December 2007. FK partners and participants from Uganda shared their experiences. Also former participants, who is back from exchange, attended. The meeting was facilitated by Uganda Media Women's Association, who is FK partner.



nual network meetings. These meetings, although they happen once or twice a year, form the focal point for discussing the ever continuing process of the sharing of experience.

In the year 2007, the FK Africa regional office, in collaboration with key partners, organized twelve network meetings in eight countries. Kenya, Tanzania, Uganda and Zimbabwe had two network meetings while Ethiopia, Malawi, South Africa and Zambia had one each during the year. A network coordinator has been appointed in all the eight countries, the coordinators being employees of a partner organization which allocates time for FK activities.

The FK five year evaluation results have been on the agenda at most of the gatherings, and have generated useful discussions.

### FK Network Kenya

A two-day network meeting was organized by ANPP-CAN Head Office in Nairobi, Kenya on May 17-18, 2007. The meeting was organised under the theme "Networking for sustainable development". A paper on "Youth as change agents in Kenya's socio-economic and political development" was presented by Hon. Dr. Mohamed Abdi Kuti, Minister of State for Youth Affairs of Kenya. The presentation was so inspiring that it charged the participants with energy and optimism.

### FK Network Ethiopia

The network meeting in Ethiopia was held in Addis Ababa on April 23, 2008. The Ethiopia Media Women Association (EMWA) was the organizing FK partner. The two major agenda items were the FK five year evaluation results, and finalization of FK Network of Ethiopia (FRENET) constitution and work plan. The meeting was concluded by adopting the draft network constitution, and the selection of the working team consisting of former participants' and partner representatives.

### FK Network Tanzania

The first FK network meeting for the year 2007 was organized by the Tanzania Media Women's Association (TAMWA) on March 12. The second network meeting took place in Dar es Salaam on 13th August. Presentation of the FK evaluation and FK programme policy areas of focus were on the agenda.

### FK Network Zimbabwe

The first Zimbabwe FK network meeting was organized by the FK partner, Public Affairs and Parliamentary Support Trust (PAPST) in Harare on February 28, 2007. After the official opening, the regional director presented FK Africa regional office experience with FK

networks in the region, then posed the question "Do we need FK network in Zimbabwe?". The house unanimously agreed that we did, which led to the establishment of the FK network in Zimbabwe, ZIMNET-FK. It was agreed that the network was to consist of a loose voluntary association governed by a constitution.

### FK Network Uganda

In the year 2007, Uganda organized two network meetings, on March 29 and December 10. The Hon. Maria Matembe presented the topic "When good governance in Africa becomes myth even for new breeds of leaders". The first meeting focused on passing the draft Uganda FK constitution with amendments for adoption by the members, and discussion on the presentation made by Ms. Irene Ovonji on "Globalization and regionalization, and how individuals can benefit from the current trends". The presentation was inspirational and created enthusiasm for personal preparation of participants in facing the future.

### FK Network South Africa

South Africa FK Alumni (SAFKA) conducted two meetings in 2007; one in March, the other in October. At the former, the FK 5-year evaluation results were presented and the draft constitution was adopted, together with recommendations relating to the annual work plan. Present at the meeting were former and active participants.

### FK Network Malawi

The network meeting was organized to take place on May 2007. An invitation was extended to active and former participants as well as partner representatives. However, due to late communication the turn-out was below expectation, which affected the quality of the meeting that day. To redress this matter, a network coordinator was appointed from among FK participants in Malawi, namely the Christian Health Association of Malawi (CHAM) which has provided updated data and organized communication so as to ensure quality network meetings in the coming year.

### FK Network Zambia

Two network meetings were conducted in Zambia, in March and in August, 2007. The March meeting focused on discussions concerning strengthening the network. This called for the appointment of an FK Network coordinator from FK partner, Agribusiness Forum. The August meeting was very successful in calling together a high number of partner representatives and participants. It generated discussion and valid points in strengthening the spirit of networking.



Fjell and Sund was two of fourteen municipalities that got the prize «International Municipality» in 2007. From left: Director Tor Elden, Mayor Jan Utkilen, Minister Erik Solheim and Mayor Albrigh Sangolt.

## Networking in Norway

Throughout 2007, FK has hosted and participated in many different events, conferences and seminars. Some of these are regular events such as DMM and network seminars, while others are events which occur once a year, from time to time, or maybe only once. Below is a brief overview over this year's total production and in some cases illustrated.

### Bringing People Together (DMM)

This concept has resulted in 14 different events of varying size. In 2007, FK arranged, together with local committees, events in Fjaler, Namsos, Lillehammer, Tinn, Steinkjer, Vefsn, Drammen, Rana, Tønsberg, Horten, Longyearbyen (Spitsbergen/Svalbard), Fjell, Sund and Alta. The variety and multitude of events and groups, and the consequences of all these, can be found in reports, news coverage and other documentation. If there is a need for more documentation on any of these events, FK will be happy to provide this. In this report, we intend to look into one of the largest events ever organised

by ourselves in order to provide the public with a deeper understanding of what this concept encompasses.

### DMM in Lillehammer

During an intense and hectic week, the people in Lillehammer managed to highlight, discuss and engage in international initiatives and activities.

The week commenced with a free international breakfast in the main street of Lillehammer on Monday morning. The food was prepared by Lillehammer citizens from all over the world, the breakfast event was opened by the Lillehammer mayor, Synnøve Brenden Klemetrud, and the local branch of Red Cross coordinated the event. Later that morning a seminar discussing communication between locals and refugees was hosted at the Town Hall, while the local branch of Rotary and Frivillighetsstyret staged an "international night" matching refugees and asylum seekers with local employers on Monday evening. During Monday April 6th, three exhibitions and an international café opened at Fabrikken which lasted throughout the whole week.

On Tuesday April 17th, Norsk Fredssenter arranged a seminar and workshop with Manuela Ramin-Osmund-



Future workshop in Lillehammer, where a group of people from the community put up four new challenges for the municipality.

sen under the heading “Refugees - a resource for their home country”, while Lillehammer Voksenopplærings-senter arranged an “open-day”.

On Wednesday Lillehammer municipality arranged a conference at which cooperation with the Bujanovac municipality was presented.

Thursday hosted the Future Workshop, a Red Cross role-play called “On the run” (which stages refugees crossing borders while being harassed by border police/military, etc.), and finally the main event in Maihaugsalen, Lillehammer.

The Future Workshop resulted in four-feature international challenges to the Lillehammer community: Create a position as “Immigrantcubator”, “Integration-and leisure consultant for children and youth”, “10% Immigrants on all political election lists”, “Centre for leisure and integration for Children and youth”. The Future Workshop was put together by representatives of a wide variety of organisations and employers.

The main event on Thursday evening had HRH Crown Prince Haakon as its guest of honour, while Norman Mubashir chaired the event. Many talented and skilled artists contributed, among them traditional folk music performers, the Somalian hip-hop group Young Playaz, and the Lillehammer School of Ballet, while Abdulrahman Surizehi played an Asian string instrument.

The Lillehammer Municipality, represented by Mayor Synnøve Brenden Klemetrud, was also awarded the coveted International Municipality Prize. HRH Crown Prince Haakon made the presentation.

On Friday April 20th, Nansenskolen hosted an open seminar on “Integration and Diversity in Education” at which Fjell Skole from Drammen shared their experiences with the audience.

On Friday and Saturday at the Lillehammer Library, the audience could listen to Somalian fairytales, bor-

row “human books” from many different parts of the world, and witness a ground-breaking «digital meeting» between Palestinian students and students from Lillehammer University College taking place on the screen.

On Friday night, the Lillehammer Cultural School staged a show called “Adventurous – a show” while the Youth House Plan B organised a multicultural youth event.

During the entire week schools in Lillehammer received visits from FK-participants who informed them about the UN Millennium goals and FK-exchanges.

Throughout the whole project-period and the international week, FK and the local project group were visible in the local and regional media, and also jointly published a DMM newspaper which was distributed to most households in the region.

### International Municipality Conference 2007

February 13th 2007 FK arranged a conference held at the Norwegian Red Cross’ Conference Centre in Oslo. The target group for this conference was the political leadership and those who are internationally involved round about in the many Norwegian municipalities. All the various local project groups with which FK has cooperated in Norway under the heading of DMM are always invited.

The 2007 version of this conference was opened by the band «Minor Majority», followed by FK Director Tor Elden and chairman of the FK Board, Per Kristian Lunden.

Manuela Ramin-Osmundsen – then project manager for MFA – addressed the issue of Migration and Development in relation to municipalities in Norway. Raymond Sereba then entertained those present with songs from the Ivory Coast before the audience were provided with a description of the municipality cooperation between Voi, Kenya and Skodje, Norway.

Sharing of best practises from different municipalities



People from forty municipalities mingle at the Municipality Conference in Oslo.

In the absence of the Minister of Development cooperation, Erik Solheim, his Political Advisor, Torbjørn Urfjell, stepped into the breach after lunch and gave an address on the political views concerning international work in Norwegian municipalities.

The remaining day was spent networking and inter-linking with the many projects run by Norwegian municipalities, FK and their many FK partners.

Eventually FK hopes to give all the many devoted and skilled internationally actors in Norway, a common arena for learning, teaching, and helping each other in the years and challenges to come.

### Summer Event

On Thursday June 7th, FK hosted a conference and party for our participants and partners in Oslo. The venue was Fabrikken by the Akerselva riverside, and the day was bathed in sun and summer. The Summer Event was a joint project in which representatives from all the departments in FK Norway, together with several partners as well as members of our South offices, played different roles.

The audience was addressed by the Norwegian politician, Anette Trettebergstuen, former Assistant Secretary General of the United Nations Jan Egeland, before the always lively Norwegian journalist, Erling Borgen, interviewed four FK-participants.

The Norwegian comedian, Pål Østby, portrayed a young and bewildered FK-participant, before FK-partners presented themselves and their project in a crowded and hectic session. Our in-house band of musicians con-

sisting of FK-participants, entertained us during the day before Banjo Mosle and the Veterans provided us with music for the rest of the night.

### Network Conference in Fredrikstad

When & where: 3-5. September Fredrikstad

During the first week of September 2007 twenty-four representatives from Asian, African and South-American FK-networks met in the old town of Fredrikstad, Norway. Members of FK staff from Norway, Asia and Africa were also present.

During this week the conference addressed issues concerning status, progress, challenges and the way ahead for our various networks. A lot of useful experiences were shared among the participants through entertaining presentations of both the many networks as well as the different organisations functioning as their secretariat. FK-staff also presented the initial ideas and work concerning a web-based community called FK World intended for all FK-contacts worldwide. FK also asked the participants for advices for the networking in the years to come and received very useful feedback.



The flags show the FK partner countries at a Norwegian network meeting in Rjukan, Tinn municipality.

### Other events

In 2007 were also held hundreds of initiating meetings, contacts, conference-participation, joint projects management- such as the big conference in Fredrikstad celebrating the ten year old peace agreement in Guatemala. Present were world-famous guests, hosting an MFA-course for delegates from Norwegian embassies, etc.

# ADMINISTRATION

## FINANCIAL STATEMENT

## Financial Statement 2007

### Board members and employees 2007

#### FK Norway employees

Tor Elden, Director General  
Helge Espe, Deputy Director General

#### Dept. of Programmes

Live Bjørge, Head of Dept.  
Hans Inge Corneliusen (on leave until 15 Nov)  
Håvard Hovdhaugen  
Saliou Kane  
Jorunn Stokke  
Julia Trochez (from 1 Dec)  
Vigdis Holm (from 1 Feb)  
Susanne Hvidsten (from 1 Feb)  
Synnøve Seljeflot (on leave from 1 Sep)  
Kristine Ø. Alsvik (- 1 Feb)

#### Regional offices

**Asia**  
Sacha Jotisalikorn  
Nisa Chamsuwan  
Saowalak Jingjungvisut

**Africa**  
Fikre Hailemeskel  
Yonathan Fikre  
David Matovu  
Debritu Mekuria  
Eden Tsegaye  
Edwidge Mutale

#### Dept. of Courses, Conferences

and Networks  
Knut Jostein Berglyd, Head of Dept.

Cristina Latini  
Jørn Henning Lien  
Ole Bjørn Ileby (from 16 Apr)  
Tutu Jacobsen  
Øyvind Sunde (from 24 Sep)  
Ellen Linde  
Anne Marit Træland  
Nahuel Polesel (from 11 April)  
Thore Anton Bredeveien  
Kristine Hoddevik  
Marit Elverland (on leave)  
Espen Foss (- 9 April)

#### Dept. of Administration

Grete Thingelstad, Head of Dept.  
Sonali Mehta (on leave)  
Berit Wærn Hansen  
Marianne Kvisvik  
Elisabet Eikheim  
Ine B. Dalseg (- 1 Nov)

#### Dept. of Communication

Håkon Ødegaard, Head of Dept.  
Liz Palm  
Kine Fredheim (on contract from 1 Aug)  
Tonje Westby (- 3 Aug)  
Per Steinar Moen (on leave)

#### Board Advisory Group (BAG)

Stefan Howells, SCORE, South Africa  
Ananilea Nkeya, TAMWA, Tanzania  
Ruth Mwandira, CHAM, Malawi  
Suvendu Chatterjee, DRIK India

#### Board members

##### Members until May

Per Kristian Lund, Chair  
Marianne Damhaug,  
Deputy Chair  
Wenche Fladen  
Arne Sandnes  
Vigdis Ravnøy  
Sten Rino Bonsaksen  
Tutu Jacobsen

##### Members from May

Per Kristian Lunden, Chair  
(- 26 Nov)  
Marianne Damhaug, (Chair  
from 26 Nov)  
Sten Rino Bonsaksen  
Vigdis Ravnøy  
Noralv Pedersen  
Christine Øverli Eriksen  
Ermin Krehic (from 26 Nov)  
Kristine Hoddevik

##### Deputies until May

Eyolf Jul-Larsen  
Nina Birkeland  
Reidar Karlsen  
Hanne Marstrand  
Karl Tore Hareide  
Laila Dalhaug  
Saliou Kane

##### Deputies from May

Karl Tore Hareide  
Christine E. Parker  
Hanne Marstrand  
Karen Landmark  
Kjersti Koffeld  
Tutu Jacobsen  
Ermin Krehic

The financial statement is set out in conformity with the requirements of the Office of the Auditor General of Norway. During the preparation of the annual report, requirements relative to FK Norway as a governmental administrative organ with specific powers, have been followed.

FK Norway is, by virtue of the nature of its activities, enabled to devote funds for the succeeding year by means of entering into agreements with its partners. This implies that only a portion of the agreed amounts are disbursed during the year when the agreements are entered into. The remainder of the allocated funds is disbursed during the succeeding year conforming with the agreed transfer schedule. The approved amounts related to preliminary feasibility investigations are disbursed in their entirety at the time when the feasibility study has been concluded. The total cost of multi-year agreements are recorded in their entirety at the commencement of each agreement, while yet undisbursed funds are reflected in the balance as debts to the partners in cooperation, and represent future cash needs.

### Result

The overall available funds allocated for the year 2007 consisted of allocations from the Norwegian Ministry of Foreign Affairs to FK Norway, amounted to NOK 165,000,000 -see Letter of instruction, transfer from UN Organisation in terms of the Millennium Goal Campaign amounting to NOK 250,000, and the Norad allocation amounting to NOK 280,000 in support of network meetings in the South relating to evaluation follow-up. The accounts for 2007

### Financial Statement 2007, balance sheet

| Account | Account name  |             |                   |
|---------|---|-------------|-------------------|
| 1571    | Travel and salary advances                                | 80 397      |                   |
| 1700    | Compensation for increased rent                           | -1 263 216  |                   |
| 1710    | Advances to Norwegian networks                            | 101 465     |                   |
| 1720    | Advances to regional office Afrika                        | 284 874     |                   |
| 1721    | Advances to regional office Asia                          | 1 836 974   |                   |
| 1795    | Telephone deductions                                      | 3 609       |                   |
| 1928    | Bank deposits   | 2 011 770   |                   |
|         | <b>1 Assets</b>   |             | <b>3 055 872</b>  |
|         | Equity 01.01.2007   | 59 228 003  |                   |
|         | Profit loss 2007  | 18 555 150  |                   |
|         | Equity at 31.12.2007                                      | 77 783 153  | 77 783 153        |
| 2400    | Accounts payable, domestic                                | -475 061    |                   |
| 2401    | Accounts payable, foreign                                 | -2 592      |                   |
| 2402    | Accounts payable, feasibility studies                     | -509 471    |                   |
| 2403    | Accounts payable, collaboration agreements                | -76 925 211 |                   |
| 2419    | Ledger for personal account                               | -6 520      |                   |
| 2600    | Withholding tax   | -653 452    |                   |
| 2630    | Pension deductions (2%)                                   | -68 513     |                   |
| 2640    | Allocated NI contributions                                | -29 912     |                   |
| 2686    | Pension allocation  | -337 683    |                   |
| 2690    | Other deductions  | 27 628      |                   |
| 2770    | NI contributions due                                      | -331 351    |                   |
| 2771    | National insurance contributions on allocated holiday pay | -188 686    |                   |
| 2930    | Holiday pay owed 2008                                     | -1 338 201  |                   |
|         | <b>2 Liabilities and equity</b>                           |             | <b>-3 055 872</b> |



reflect a deficit amounting to NOK 18.5 million. This means that, compared with 2006, FK Norway has increased its commitments in relation to its partners in cooperation. During 2007 agreements relating to feasibility studies and cooperative agreements amounted to NOK 136 million as opposed to NOK 106.9 in the preceding year. Supplier debts at the beginning of the year for payment in 2007, relate to agreements entered into in previous years.

### Advances/claims

Claims arise from advances made to the Regional Offices in Afrika and Asia as working capital for January 2008, and as advance for Easter in connection with "Bringing People Together". In connection with the relocation from Torggt. 2 to Stortorvet 10, we transferred NOK 1.408.614 from Thon Eienendom as compensation for increased rent. This amount will be spread over 6 years. The remaining amount of NOK 1 263 216 will partially cover the rent for the period 2008-2012.

### Debt and net capital

In addition to highlighting FK Norway's debt to partners and suppliers, the balance reveals in accordance to allocations made in 2007 with respect to existing resolutions. Disbursements relating to holiday pay the following year, employee contributions and tax advances are to be covered by allocations relating to current years.

### Liquidity

The result, adjusted for changes relating to debts and claims/demands, results in an annual cash flow amounting to NOK 1.1 million. An opening liquidity amounting to NOK 3.1 million provides a year-end liquidity balance amounting to NOK 2 million. This balance is to cover payments in 2008 related to holiday pay accumulated during 2007, as well as 6th term employer's fee and advance tax relating to 2007 for disbursement in January 2008.

### Financial Statement 2007, profit and loss

| Account | Account name                         |              |           |
|---------|--------------------------------------|--------------|-----------|
|         | Grant for 2007                       | -165 000 000 |           |
|         | Norad-evaluation                     | -280 000     |           |
|         | Millennium Goals Campaign            | -250 000     |           |
| 3       | Revenues                             | -165 530 000 |           |
| 4610    | Feasibility studies Main Programme   | 1 124 123    |           |
| 4611    | Feasibility studies - FK Youth       | 217 950      |           |
| 4612    | Feasibility studies - FK Senior      | 29 773       |           |
| 4613    | Feasibility studies Africa           | 374 151      |           |
| 4614    | Feasibility studies Asia             | 406 361      |           |
| 461     | Feasibility studies                  | 2 152 357    |           |
| 4620    | Cooperation agreement Main Programme | 81 048 627   |           |
| 4621    | Cooperation agreement - FK Youth     | 25 279 770   |           |
| 4622    | Cooperation agreement - FK Senior    | 3 374 012    |           |
| 4623    | Cooperation agreement Africa         | 12 836 047   |           |
| 4624    | Cooperation agreement Asia           | 11 356 600   |           |
| 462     | Cooperation agreement                | 133 895 056  |           |
| 463     | Programme support                    | 4 217 854    | 4 217 854 |
| 464     | Monitoring and evaluating            | 1 357 398    | 1 357 398 |
| 465     | Courses                              | 8 210 393    | 8 210 393 |
| 466     | Partner networks                     | 1 642 101    | 1 642 101 |
| 467     | Eksternal networks                   | 5 778 967    | 5 778 967 |
| 4       | Programme costs                      | 157 254 126  |           |
| 5       | Salary expenses                      | 16 853 356   |           |
| 6       | Administration and operations        | 7 134 063    |           |
| 7       | Other operating costs                | 3 038 214    |           |
| 8       | Financial income and expenditure     | 194 610      |           |
|         | Total revenues                       | -165 530 000 |           |
|         | Total costs                          | 184 085 150  |           |
|         | Year-end result                      | 18 555 150   |           |

Jan Karstensen



Valborg Svaanaa



Einar Bjarko



Leonard M. Bruiani



Agripina Mkami, Ruth Hjellum, Eric Nema



Kristin Offer-Ohlson



Towandi Manda

Kari S. Janson



Shemsia M. Shifa

Photos: Liz Palm



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