

**: ANNUAL REPORT 2010**

*Fostering leadership for global justice, creating change on the ground and in our minds*





## Fostering leadership for global justice

**In summing up** an active and eventful year for FK Norway, I am proud to note that in 2010 we managed to produce excellent results for institutional exchange, as well as consolidating our organization strategically.

**Quantitatively**, we witnessed more than 500 institutions and organizations in Norway, Africa, Asia and Latin America partnering up to create opportunities for mutual exchange, development and capacity building. Thus 576 committed young people and professionals were given the opportunity to live and work in another country, thereby contributing towards a better world in a personally fulfilling way. Qualitatively, they contributed within the areas of youth and community work, health, human rights, good governance, climate, environment, business development, education, culture and sports.

**Hearing their accounts** in face-to-face meetings or reading their blogs on [www.fk-world.com](http://www.fk-world.com) proves without a doubt that international exchange facilitated by FK Norway is inspiring a large number of individuals and institutions to work towards our vision of “Fostering leader-

ship for global justice – creating change on the ground and in our minds.”

**2010 also marked** ten years since the remodelling of the “new” Fredskorpset by the Norwegian Parliament, as a courageous move towards a new paradigm within the realm of international volunteering. Having previously been a one-sided mechanism for sending resource people from Norway to the South, FK Norway was rebuilt on the principle of reciprocity and exchange through institutional partnership as the fundamental ideal for this development cooperation tool. Now, partners in the global North and South both receive and send participants at the same time. Another cutting-edge aspect of the FK model is the South-South exchange, based on the same ideals of reciprocity and mutual responsibility.

**Our key driver** is that mutuality is about action and not just words. This involves listening, sharing and acting on ideas – and thus supporting each other towards greater equity, sustainability and a common respect for human rights.

**I would like to** take this opportunity to thank each of our partner institutions and

every single exchange participant for their contribution and dedication to achieving our common goals.

**Through 2010**, FK Norway’s long-term strategy for the period 2010-2014 was established through a comprehensive interactive process. It contains five focus areas, each with strategic ambitions, goals and action plans. During the autumn of 2010, we also carried out a reorganization in FK Norway in order to better meet our future goals, to be able to provide our partners and participants with stronger and more unified services, and to continue to grow as a transparent, efficient and knowledge-based organization. Our organizational development will continue through 2011, including revisions within a number of strategic areas of our work.

**I therefore also extend** my gratitude to the passionate and highly professional staff in Kampala, Bangkok and Oslo for their performance throughout a busy year. Together, we remain committed to facilitating mutual learning, development of capacity, and change for the common good.

Nita Kapoor  
Director General, Fredskorpset

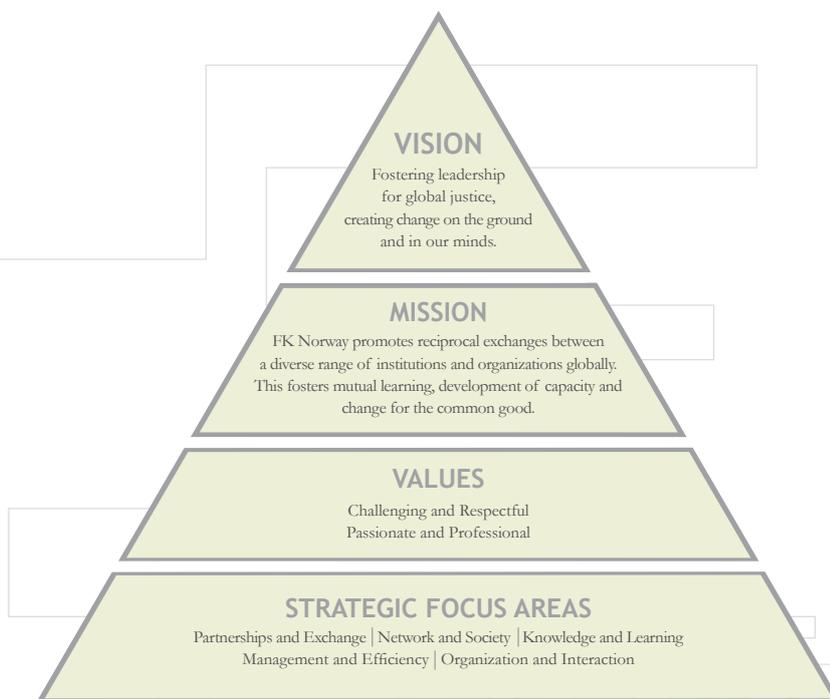
## About FK Norway

**FK Norway (Fredskorpset)** creates change through global exchange of young people and professionals. We facilitate exchange between partnering institutions in Norway, Africa, Asia and Latin America. Individuals and institutions share competence and experience across cultures. Our task is to facilitate reciprocal learning and development in organizations and communities.

**FK Norway is a tool** for Norwegian development cooperation, and is fully financed from the National Budget. For 2010, the

budget allocation was NOK 185.2 million, and 576 participants were exchanged between more than 500 organizations in 56 countries. These organizations work in a wide variety of sectors, ranging from business development, environment and governance to health, education and culture.

**FK Norway represents** a unique international program, in that the exchange of personnel is bilateral and is done through institutional partnerships. Over the past 10 years more than 4,800 participants have been exchanged.



## FK World - opening FK to the world

How does a Kenyan cope with the Norwegian winter? How many Norwegians are currently posted in China? How can international cooperation between IT companies contribute to development?

**FK World is Fredskorpset's** web community, tailor-made for participants, partners and employees. FK World enables participants and partners worldwide to stay in touch and to share experiences, thereby creating a global network of individuals and institutions

interested in global issues. FK World is a showcase for anyone interested in our activities, whether you want to read a participant's blog from Brazil and see pictures from Malawi, or you need to search for a particular project or partner in a country of interest.

Please visit our world at [www.fk-world.com](http://www.fk-world.com)



**FK WORLD:** Lisa Brodshaug and Thomas Olafsen are in charge of FK World, our own web community.

# FIGHTING FOR THE RIGHT TO BREATHE

The air quality in Kathmandu is getting worse, and may already be a threat to the health of its citizens. A small team of young people are alone in monitoring the situation.



Pankaj KC  
Program Director

- **The problem** of air pollution in Kathmandu valley is very bad, and the situation is getting worse. The biggest threat to air quality is vehicle emissions, and the traffic is increasing day by day, said Program Director Pankaj KC of Clean Air Network Nepal (CANN), a small team of people dedicated to combating the rapid increase in air pollution in Nepal's capital - a fight that might seem unwinnable.

**The short ten-minute** car ride to get here, to CANN's office on the 5th floor of a narrow yellow-painted building in the heart of Kathmandu, was sufficient to make us feel that air pollution is an urgent issue. We zigzagged through a mish-mash of cars, bicycles, motorcycles, and an occasional cow, while exposed to what can be called "the soundtrack of Kathmandu": thousands of horns, all at a different pitch, honking simultaneously.

- **The traffic is increasing**, while the development of the road network is

stagnant. And, even if the road networks are extended, since Kathmandu lies in a valley, it can only stretch so far. So the only way to proceed is to think of a strategy that significantly reduces the number of vehicles. Air pollution is one of the fastest growing problems of our city, and it is bound to reach a stage where it is irreversible, Pankaj KC said.

Population growth and increasing industrial pollution also contribute to the worsening of air quality, and to climate change.

**The external knowledge** and expertise the FK partnership has brought has been crucial to CANN, an organization operating with very limited resources. During her exchange to Hong Kong, Deputy Director Anjila Manandhar (30) travelled back to Kathmandu for one month, bringing equipment to measure the air quality of her hometown.

**Until 2008** there were six active monitoring stations around the city, but lack of money and political will, according to Pankaj KC, have prevented the stations from operating for the last couple of years. Air pollution is

not a priority area for the government, and the data Anjila has collected is therefore unique.

- We received significant media attention about this research and it gained us quite high credibility within the government. The authorities now recognize us as one of the experts in this field. They consult us on matters of air quality, and are interested in obtaining the data we've collected. I would say that this attention is the most significant achievement of the exchange program, Pankaj said.

**Anjila Manandhar is still working** on the final analysis of her research, but you don't have to be a scientist to know that the air quality in the city has worsened. You smell the pollution. And you feel it, as a layer of dust collects in your mouth every time you walk along a sidewalk. That's why more and more people on the streets of Kathmandu are wearing facial masks.

- *What are your thoughts about the future?*

- I think we are already on track to gain significant awareness amongst the public, which will make the government change its policies, said Pankaj KC.

## : THE FK SOUTH-SOUTH PROGRAM

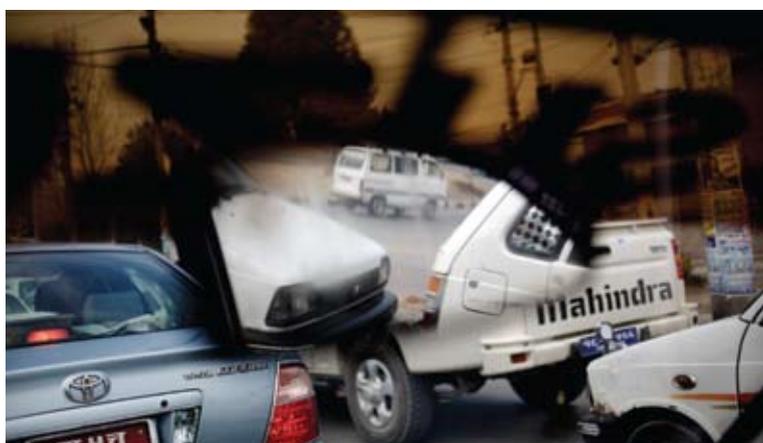
**PROMOTES MUTUAL CAPACITY BUILDING** through exchange of staff between African and Asian organizations, institutions and companies. Exposure to a different culture and working environment gives participants and partner organizations new perspectives and a broader understanding. The participants in the exchange, mainly in the 22-35 age group, learn and share skills and knowledge while with their host organizations and after returning home.

## : THE PARTNERS

**CLEAN AIR NETWORK NEPAL** is exchanging personnel through the FK South-South Program. Clean Air Network Nepal is part of an extensive Asian network working towards the reduction of air pollution and greenhouse gas emissions, together with Clean Air Initiative for Asian Cities Center in the Philippines, CSE Hong Kong PolyU, Clean Air Sri Lanka, Komite Penghapusan Bensin Bertimbel (KPBB) in Indonesia, and Vietnam Clean Air Partnership.



**LIMITING POLLUTION** Former FK participants Anjila Manandhar (30), in the foreground, and Charina Cabrido (31) are dedicated to fighting air pollution. After her exchange, Charina decided to move permanently from Manila, Philippines to Kathmandu, Nepal.



**TRAFFIC JAM** The number of cars in Kathmandu is increasing, rapidly worsening the city's air quality.



**CREATING AWARENESS** Public awareness of the issue of air pollution is increasing, and more and more people can be observed wearing facial masks on the streets of Kathmandu.

Two pairs of teachers traveled 7000 kilometres to swap workplaces for a year. We visited both.

## THE OTHER SIDE OF AFRICA

Two well educated Ugandans challenge attitudes in a small Norwegian community.



**INTERCULTURAL RELATIONSHIP** English language and literature teacher Bernard Butare Buteera in a classroom with students at Rjukan upper secondary school.

- **The perception of Africans** is changing. When I teach, the students can see that I am as good as any other, said English language and literature teacher Bernard Butare Buteera, sitting down with his co-participant, construction teacher Edward Kajumba, in the staff room at Rjukan upper secondary school. They are in Norway on an exchange from Mengo Senior School and St. Joseph Technical Institute in Uganda.

**Rjukan is a small Norwegian town.** When the locals, of whom there are 3,400, see the FK participants on the street, many tend to think that they are from the town's refugee center. Bernard's colleague, career adviser Tom Nilsen, thinks this is important to challenge.

- **Normally we place Africans** under

this big umbrella of war, dictators, famine, and all these bad things focused on by the media. When a black person comes into a small community like this, people assume he or she is a refugee. But then, suddenly, here are some people who say, "Hello, I am a teacher of English at Rjukan upper secondary school", and people get to see that teachers from Uganda are very well trained, sometimes better than the Norwegians, and even have a better academic education. I think this has changed the attitude towards Africans in general, Tom said.

**Bernard is not afraid** to use his own personal teaching style, and does not attempt to adjust to a Norwegian way of teaching.

- I do my very best to teach to the best

of my ability. I try to share my culture with the students, to establish an intercultural relationship, so that we will accept each other the way we are. I have given the people of Rjukan the opportunity to see the other side of African people. That we are people like any other, people you can work with, said Bernard Butare Buteera.



**SMALL COMMUNITY** Construction teacher Edward Kajumba and English language and literature teacher Bernard Butare Buteera from Uganda are currently living in Rjukan.

## THE FK NORTH-SOUTH PROGRAM

**PROMOTES MUTUAL CAPACITY BUILDING** through exchange of staff between organizations, institutions and companies in Norway and Africa, Asia and Latin America. Exposure to a different culture and working environment gives participants and partner organizations new perspectives and a broader understanding. The exchange participants, mainly in the 22-35 age group, learn and share skills and knowledge while with their host organizations and after returning home.

## THE PARTNERS

**RJUKAN UPPER SECONDARY SCHOOL** in Norway, St Joseph's Technical Institute and Mengo Secondary School and in Uganda exchange teachers through the FK North-South program, with a focus on vocational training, information technology, gender, democratic school governance and assistance of slow learners. Other neighboring schools have also been part of the collaboration of more than five years, and all schools are public.

# GIRL POWER

Female students in Uganda learn to stick together, and are now ready to challenge the boys.



**STICKING TOGETHER** Randi Mossing with female students inside the main hall at St. Joseph's Technical Institute near Kampala, Uganda.



Annet Nangozi  
Student

- **When the boys** first saw me in the auto mechanical and electrical class, many of them said I wouldn't be able to do it. But I proved them wrong.

Annet Nangozi (19) sat with her fellow female students inside the main hall at St. Joseph's

Technical Institute, just outside Kampala. Technical and mechanical schools in Uganda, as in most other countries, are dominated by boys.

- It is important to take a position and to challenge the boys. There should be gender equality, Annet said.

**Teacher Randi Mossing** sat with the students, listening closely to what Annet

had to say. Randi, on an exchange to St. Joseph's from Rjukan in Norway along with co-participant Trond Grønskei, has involved herself particularly with the 50 female students currently enrolled at the technical institute. She knows that being a girl in a school largely dominated by boys poses great challenges in Uganda, a male dominated society with very low gender equality.

**Randi has established** a connection between the school and the Forum for African Women Educationalists Uganda (FAWEU), an important female network organization. FAWEU gives female students guidance on how to train supervisors responsible for preventing girls from dropping out of school. The student supervisors also get the chance to build important

networks outside the school.

- This project stimulates and motivates the girls to become tough and to stick together, while at the same time it boosts teacher motivation at St. Joseph's, Randi said.

As a woman from a western society, she is aware that the girls in Uganda have a lot to learn from her.

- I trust myself in a totally different way from these girls. It is highly important that girls at St. Joseph's stick together, she said, sitting in the main hall with the group of 20 female students.

Annet Nangozi is the only female student in the motor vehicle department, along with 96 boys.

- In the first year I got a lot of disrespect from the boys, but I stayed confident and now it has changed, she said.





**CONSTRUCTION TEACHER EDWARD KAJUMBA** *pictured with local students during a construction lesson at Rjukan. Rjukan upper secondary school has exchanged teachers with St. Joseph's Technical Institute in Uganda since 2005.*

## CREATING CREATIVITY

Nicaraguan pre-schools have never prioritized cultural education of children. Tania and René are currently exchanged to Vestfold, with a view to change that.

**Arts, crafts, handicrafts,** music, dance and drama have never been on the pre-school syllabus in Nicaragua – until now, that is.

- **The Government** has finally realized that cultural activities release children's creativity and provide an outlet for their emotions. Cultural activities also mean that the children enjoy school more and take a greater interest in learning, said René Alfonso Mendoza Fonseca (32), teacher of music and drama at the University of Estelí.

**He is on an eleven-month** FK pre-school teacher training exchange at Vestfold University College, along with art and handicrafts teacher Tania Gutiérrez (28). They are here to learn how Norwegian pre-school teacher training works with art, handicrafts and music. The experience they gain will be passed on to their students of pre-school teacher training at the university in Nicaragua's third largest city, Estelí.



**GAINING KNOWLEDGE** Music and drama teacher René Alfonso Mendoza Fonseca (32) and art and handicrafts teacher Tania Gutiérrez (28) are in Norway to learn about the cultural education of children.

### : THE PARTNERS

**VESTFOLD UNIVERSITY COLLEGE** in Norway and Universidad Nacional Autónoma in Estelí, Nicaragua, exchange pre-school teachers under the FK North-South Program. The aim of the collaboration is to strengthen early childhood education in both institutions.

### : THE FK HEALTH EXCHANGE PROGRAM (ESTHER)

**SUPPORTS INSTITUTIONAL COOPERATION** through the exchange of personnel between health institutions in Norway and countries in the South, primarily in Africa. The aim is to contribute to reaching the health-related Millennium Development Goals, by strengthening service delivery in health and through education of health personnel.

FK is a member of the European Esther network, with similar institutional twinning arrangements between institutions in several European countries and countries in Africa, Asia and Latin America.



### : THE PARTNERS

**SØRLANDET HOSPITAL** in Norway and Haydom Lutheran Hospital in Tanzania are exchanging medical and administrative staff under the FK Health Exchange Program (Esther). Even though health problems are solved differently in resource-poor and resource-rich settings, the exchange creates arenas for both partners to improve skills and service delivery.

# HOSPITAL HOSPITALITY

By observing colleagues in Norway, Nurse Officer Priskila Kaay has acquired new ideas for changes in her workplace in Tanzania.



Technician Nicodemus Barhe Gichard

**Nurse Officer Priskila Kaay (27)**, Laboratory Technician Nicodemus Barhe Gichard (39), and Head of Finance Department Justine Masuja (45) are exchanged from Haydom Lutheran Hospital in

Tanzania to Sørlandet Sykehus in Norway. They are working in different departments at the hospital, gaining experience and getting ideas for changes at Haydom.

**We met Nurse Officer Priskila Kaay (27)** at the maternity ward in Kristiansand, where she gains knowledge through

observing health-care activities.

- I have learnt a lot about being more careful with medications. It is important to double-check that the size of each dose is correct, and that you are actually giving the right medicine to the right patient. Implementation of stricter medication security is something I will propose to the managers at Haydom, Priskila said.

- I will discuss the possibility of implementing more precise recording of what each staff member does every day. It should be more specific than the daily reports we're currently writing, she said.

Priskila has spent time at the hospitals in both Kristiansand and Arendal, and has noted that patients in Norway receive

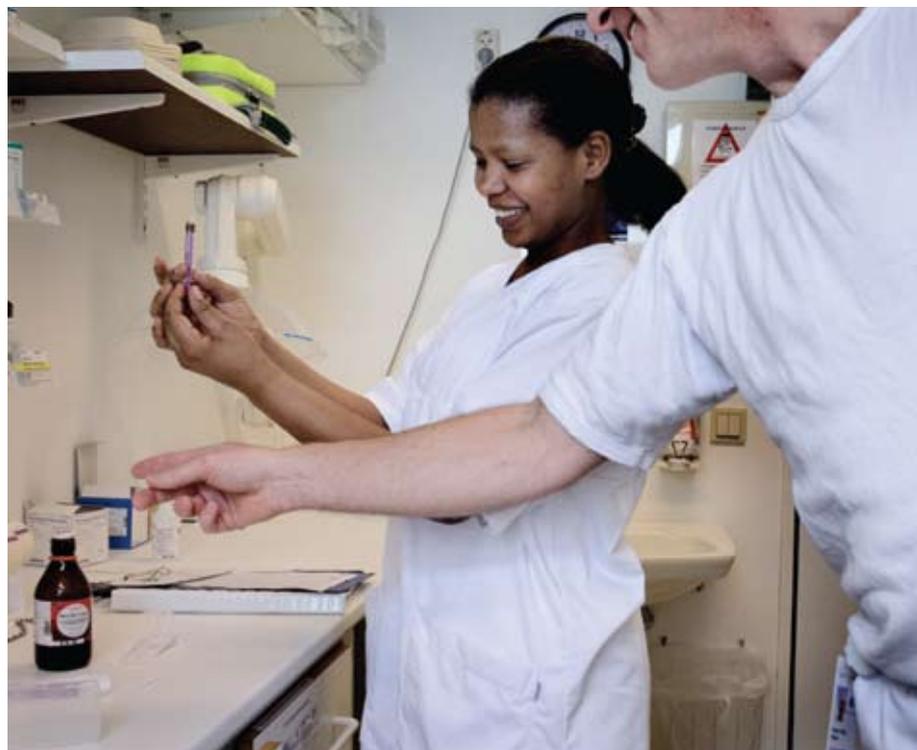
more individual attention from staff than patients in Tanzania. This is a question of resources, she thinks.

**While staying in Norway**, Laboratory Technician Nicodemus Barhe Gichard is gaining competence in cytology – the science that deals with the microscopic examination of blood cells.

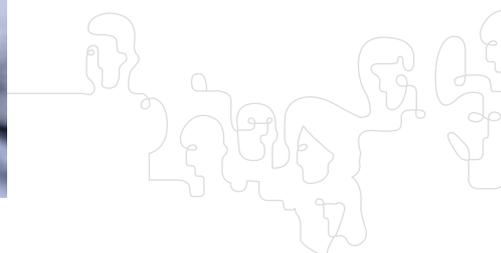
- In 2008 I worked with a Norwegian FK participant in Tanzania. Now I am here to continue building competence in how to detect pre-cancerous cells. Cancer can be treated if you detect the cells at an early stage. Haydom Lutheran Hospital has less competence in this area than Sørlandet Sykehus.

**Haydom Lutheran Hospital** provides the best health service in Tanzania, according to Justine Masuja, Head of Finance. He thinks the two collaboration agreements with FK Norway have made the staff at the hospital even more responsible.

- Haydom has benefited from the exchange. I would say that a small but significant improvement has taken place. By receiving people from Norway, the workers have changed their behavior, they have a greater sense of responsibility for their patients now, said Justine Masuja.



**VALUABLE EXPERIENCE** Nurse officer Priskila Kaay (27) is one of three FK participants currently on exchange from Haydom Lutheran Hospital in Tanzania to Sørlandet Hospital in Norway. Priskila is working at the maternity ward at the hospital in Kristiansand.



## DANCING INTO THE FUTURE

Talented acrobats and dancers from the slums of Nairobi finally get the chance to show why they deserve professional careers.



**GIVING INSTRUCTIONS** *Choreographer and FK participant Pelina Siteo (29) from Mozambique gives instructions during dance rehearsals.*

**1! 2! 3! 4! (...)** The reverberation from 26 feet stamping on the stage floor fills the large dome. Apart from the animal-like movements and the roaring sound made by this synchronized group of dancers, there is little here that evokes the jungle. But trees, green paint and other supplies have been promised within 12 days to give this stage, situated in the old part of Nairobi, the appearance of a real jungle.

**Standing in one of the rows** towards the back of the venue, a girl wearing blue trousers and a light colored t-shirt is following the dancers with deep concentration. Pelina Siteo (29) is the choreographer

of what is planned to be a one-night-only performance with the theme of “the jungle”.

**Pelina is an FK participant** from Mozambique working as a trainer and choreographer at Sarakasi Trust, a training institution and venue aiming to give youths a chance to build a better future. The thoughts of the 13 dancers stomping around the stage in perfect sync, pretending to be tigers, seem far away from their former days as criminals, gang members, and prostitutes.

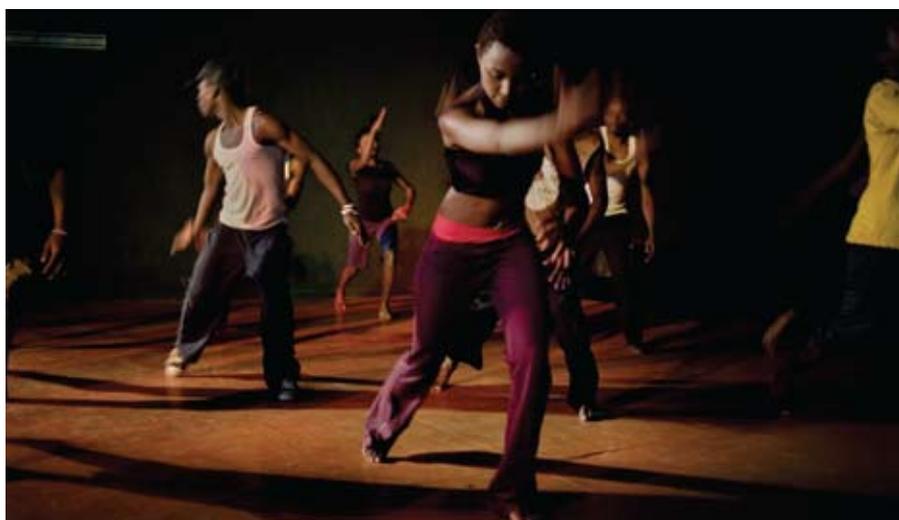
**Pelina eggs the dancers** on to memorize all their steps correctly in time for the show’s performance.

- The boys here are heavily influenced by western culture and hip hop at the moment, and are more eager to practice break-dancing. But for me it is important that they don’t forget their Kenyan roots. The dance steps I have created for this show are inspired by the movements of wild animals, she said.

**Around 2,000 youths** are involved in the outreach work Sarakasi is doing in more than 40 slums around Nairobi, and the dancers rehearsing Pelina’s steps on stage are among the most eager of them. Thanks to Sarakasi they are already making a living as full-time independent professional artists.



**A DIFFERENT FUTURE** *The Sarakasi Trust gives under-privileged youth from the slums of Nairobi a chance to display their talents and create a future as professional acrobats and dancers.*



**UNIQUE OPPORTUNITIES** *Around 150 young acrobats and dancers are currently enrolled with the Sarakasi Trust.*

### THE PARTNERS

**SARAKASI TRUST** is a performing arts development organization working toward building capacity in the arts sector in Kenya. As part of the FK North-South Program, Sarakasi Trust collaborates with Fredrikstad Culture School, Escola Nacional de Artes Visuais in Mozambique, and Zimbabwe Association of Music Educators. Through the exchange, the institutions develop competence in the areas of African and western music, dance and the visual arts. A participant from Sarakasi Trust is currently exchanged to Fredrikstad, Norway.

# BREAKING THE NORM

At the software company Escenic in Dhaka, the employees have to brew the coffee themselves.

- **We have no servants in our office.** The staff here have to make their own coffee, said Chief Operating Officer Momenul Islam Milton, as he showed us around the open office landscape.

**Having to prepare** your own beverage in the workplace might seem a matter of course to most Europeans, but in Bangladesh it is normal to have servants. In Escenic it is different. Every morning the employees find bread, mayonnaise and butter on the counter in the shared kitchen. They also have access to tea and coffee. But nobody prepares the meal for them.

- **In Bangladesh,** those who can afford it have somebody to serve them. That's the norm. We have had this tradition ever since

we were under British rule.

- *Why are so many Bangladeshi people still maintaining this old practice?*

- Because it is part of our mentality, and of course because it is convenient to have somebody to do the dirty work for you. Norwegians staying here for long periods also benefit from the same facilities. But this idea of having servants is not appropriate anymore. Look at what happened in Egypt, the turmoil. Globalization and social networking on the internet expose people to different cultures, and make them realize that they want a flat structure. People want to be treated equally, Momenul Islam Milton said.

**Escenic has very good** working conditions compared to many other



**MORNING EXERCISE** Dag Henning Rinden's morning exercise often involves a game of badminton.

Bangladeshi companies. Fixed working hours from 8 am to 5 pm, salaries described as "good", and 20 days' paid vacation annually for all employees. Escenic has exchanged Bangladeshi and Norwegian FK participants between Dhaka and Oslo since 2007.

- **The collaboration with FK** is one the key factors in our success. Through the exchanges we have learned about the high demands and expectations of our customers in Europe, and about their culture. You cannot learn that by reading a book, said Momenul Islam Milton.

**Dag Henning Rinden** is the current FK participant from Escenic Norway. During his stay in Dhaka, he is in charge of eight staff, but he doesn't want his colleagues to perceive him as their boss.

- **I held the diagram** of the organizational structure upside down, so that the boss appeared to be lowest ranked in the hierarchy. I did that to show the staff that they are the ones who are important - they are the ones doing the job. My function is to facilitate them to perform as well as possible. We want a flat structure in this company; that is the reason why I sit with the other employees in the open landscape. My desk is no larger than theirs, said Dag Henning Rinden.



**EQUAL TREATMENT** Dag Henning Rinden wants a flat structure inside his company Escenic, and expects to be treated no differently from the eight staff he manages during his exchange to Dhaka.

## • THE PARTNERS

**ESCENIC ASIA LTD** in Bangladesh, Escenic in Norway, and **VIZRT** Thailand swap staff members through the FK North-South Program. Through the exchange, Escenic strengthens its ability to

manage offshoring and virtual collaboration in a global market, while Escenic Asia Ltd. strengthens its ability to independently manage software development and consulting processes.



**CORRUPTION FIGHTERS** Executive Director Ashish Thapa with former FK participant Dina Nath Bhattarai. Mr. Bhattarai was on an FK exchange to his company's branch in Bangladesh.

## THE PARTNERS

**TRANSPARENCY INTERNATIONAL** in Bangladesh, Nepal, Pakistan, India, Sri Lanka and Maldives is exchanging participants through the FK South-South Program. Transparency International is a global network of civil society organizations, with a mission to create change towards a world free of corruption.



**HOTLINE** Transparency International Nepal has set up the 'corruption hotline', a number people can call to report suspected cases of corruption in Nepal. It's free to call: (+977) 1660-01-22211.

## TRANSPARENT EXPERIENCES

The flow of information used to go through the management; now the regular staff members are also sharing experiences.

- **We have really bonded**, and the communication now flows very frequently. There has been a dramatic increase in communication between the branches in South Asia.

Executive Director Ashish Thapa sat behind his desk in Kathmandu, Nepal, one of the most corrupt countries in the world, discussing how the FK exchange program has enabled a much freer flow of communication between the South Asian chapters of the global civil society organization Transparency International (TI). It's no longer just the senior management who share experiences; the information now flows easily between offices in Pakistan, India, Sri Lanka, the Maldives, Bangladesh and Nepal on a staff level, Thapa explained.

- **The exchange program** has connected all the TI chapters, not only at a policy level, not only as a chapter of TI in Berlin, but from person to person, expertise to expertise. This is a new dimension for us.

- *Why is this new connection important?*

- We are a worldwide movement on anti-corruption, but before we joined the FK program we were only connected policy-wise, through our affiliation to TI. Before we started to exchange personnel, there was no communication between chapters on a staff level.

**The office in Kathmandu** recently sent a staff member to work for ten months as an FK participant with TI in Bangladesh. Nepal and Bangladesh are decidedly among the most corrupt countries in the world, respectively ranked as 146 and 134 out of 178 countries listed in Transparency International's own index. Corruption has been institutionalized, and permeates all levels of society.

- **Corruption is one of the biggest** problems in Nepal. You can link corruption with all the social, economic, political, legal, and administrative problems that Nepal has faced, and the problems which have helped categorize Nepal as a near failed state, Ashish Thapa explained, and

added that the state of impunity that prevails because of lack of political will to combat corruption, has helped corruption to be institutionalized.

**The contrast is striking** between Thapa's small office on the top floor of a narrow building in Kathmandu, and the shiny TI headquarters in Dhaka, Bangladesh. In fact, the number of drivers employed by TI in Dhaka almost exceeds the whole Kathmandu staff. The 280 staff members in Bangladesh make it the largest TI chapter in the world.

- **The chapters in other** Asian countries should not learn from us just because we are bigger than them; it is very important that the exchange is mutual, said Executive Director of Transparency International Bangladesh, Iftekhar Zaman, sitting in his office in Dhaka.

- We learn a lot from colleagues coming from the outside. They see our work from a different angle, giving us a good evaluation of what we do, he said.



**EYE CATARACT SURGERY** Impact Foundation Bangladesh works to prevent disability. Through the Jibon Tari Floating Hospital the foundation provides clinical and surgical services to the population of remote riverine areas of Bangladesh.

Through the FK South-South Program exchange with Prince of Songkla University in Thailand, Sekwa Eye Hospital in China, Center for Research Training and International Relations in Nepal and State Research Center on Maternal and Child Health and Human Reproduction in Mongolia, Impact Foundation Bangladesh has established a research and evaluation unit.



## BLOGGING TO FOSTER UNDERSTANDING

Ingvild Austgulen (21) and Hilde Ur (23) call for global education in Norwegian schools. During the exchange period they are working to share knowledge on Bangladesh.

- **Many think that Bangladesh** is a city in India, Ingvild Austgulen from Bodø in Norway said.

She and Hilde Ur, from Lier, are staying in Dhaka for four months, on an exchange between Buskerud YWCA-YMCA and Bangladesh YWCA (Young Women's Christian Association). The girls are writing a blog of their stay, in order to disseminate information about a country that very few Norwegians know much about.

- We want to create a greater understanding of Bangladesh. At home in Norway many people are prejudiced against religion, but religion is important to society here. If you want to understand this society, you have to understand the religion, Hilde said.

- **Norwegian schools should focus** more on the challenges outside our own country and history. It shouldn't be necessary to

travel outside your own country, as we do now, to understand how the world works, Ingvild said.

The dismantling of Norwegian shipwrecks on the beach in Bangladesh, the criticism directed at Nobel Peace Prize laureate Muhammad Yunus in an Norwegian television documentary, and the country's HIV/AIDS problem, are current issues that the girls are considering blogging about. Before travelling here they immersed themselves in Bangladeshi politics, history and religion.

An important part of their work during the exchange period is to visit YWCA chapters in other parts of the country. The girls want to do interviews for the website, and talk about the work being done locally.

**Ingvild and Hilde** agree that seen from Norway, Bangladesh appears to be more conservative in terms of religion than what

is actually the case.

- It isn't that strict here. For instance, before coming here we had the impression that a girl and a boy can scarcely walk down the street together, or that you can't wear jeans, but neither of these is true. The dress code is much freer than we had expected. We also see a lot of HIV/AIDS advertising campaigns on the streets, which indicates that more people than you might think, especially young people, are having extra-marital sex, Ingvild said.

- It could be that English speakers in this country are generally the least conservative, and that we would have a different impression of the society if we could speak to everyone, said Ingvild. The girls are therefore learning Bengali, as well as they can, with a dictionary. They also dress in local clothes in an attempt to get closer to the culture and to stand out as little as possible.



**LIVING CLOSE TOGETHER** Hilde Ur (23) shares room with her co-participant Ingvild Austgulen (21).



**FOUR MONTHS IN DHAKA** During her exchange to Bangladesh, Ingvild Austgulen learns a lot about understanding foreign cultures.



**LOCAL CLOTHING** *Ingvild Austgulen (21) and Hilde Ur (23) walking through the streets of Dhaka wearing the so-called shalwar kameez.*

## • THE FK YOUTH PROGRAM

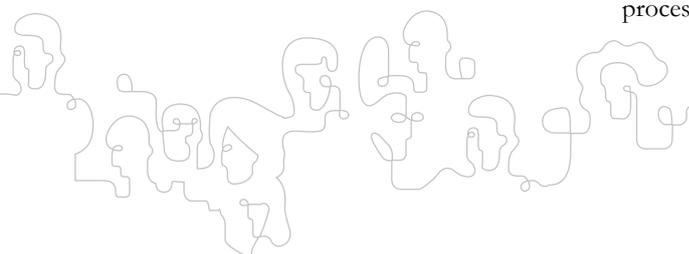
### **SUPPORTS THE ORGANIZATIONAL EXCHANGE**

of young people aged 18-25. In the host country, the FK youth participants gain experience through working and living in a totally different setting from home. Exposure to a new culture and work situation gives a broader understanding and enhances the participants' leadership skills. An important part of the participants' activity is information work, sharing experiences and knowledge about north-south issues in their home communities and organizations.

## • THE PARTNERS

**YWCA OF BANGLADESH** and YMCA/YWCA Buskerud in Norway exchange young people in collaboration with The Norwegian Children and Youth Council (LNU). LNU facilitates exchange between their member organizations and youth organizations in Africa, Asia and Latin America under the FK Youth Program.

The organizations learn from each other's way of thinking and working. The exchange also leads to increased involvement and knowledge of North-South issues, democratic working methods and young peoples' participation in decision making processes.



## STATISTICS 2010

### PARTICIPANTS WITH DEPARTURE 2010 ACCORDING TO PROGRAM

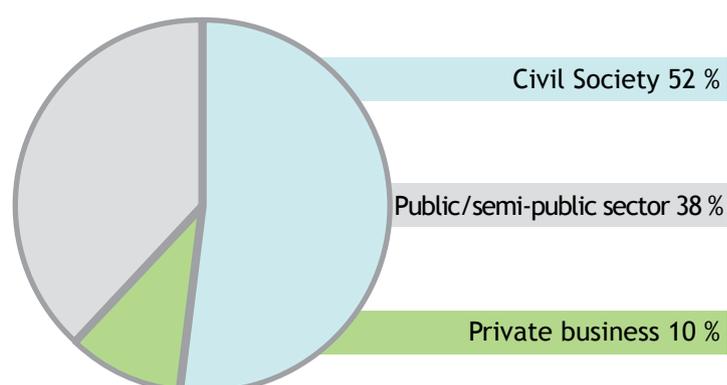
	2010	2001-2010
FK Health Exchange program (Esther)	41	78
North-South programme	143	1770
Senior programme	-	58
South-South programme	159	1028
FK Youth programme	233	1884
<b>Total</b>	<b>576</b>	<b>4818</b>

### GENDER DISTRIBUTION OF PARTICIPANTS ACCORDING TO DIRECTION OF EXCHANGE

Gender	DIRECTION OF EXCHANGE			Total
	NORTH-SOUTH	SOUTH-NORTH	SOUTH-SOUTH	
Female	70 %	53 %	51 %	58 %
Male	30 %	47 %	49 %	42 %
<b>Grand Total</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

Priority Area	% of projects
Business development, incl. agriculture	14 %
Culture and sports	13 %
Education	11 %
Environment	19 %
Good governance, incl. media and HR	11 %
Health, incl. HIV/AIDS	12 %
Peace building	6 %
Women and gender equality	5 %
Other	9 %
<b>Grand Total</b>	<b>100 %</b>

### PARTNERS BY SECTOR OF SOCIETY



## STATISTICS 2010

### WHERE DO THE PARTICIPANTS COME FROM\*?

COUNTRY	
Norway	198
Tanzania	36
Kenya	33
Uganda	26
Nepal	19
Bangladesh	17
South Africa	17
Zambia	17
Madagascar	15
Ethiopia	11
Malawi	11
Sudan	10
Thailand	9
China	8
Guatemala	8
India	7
Namibia	7
Vietnam	7
Brazil	6
Indonesia	6
Laos	6
Philippines	6
Sri Lanka	6
Zimbabwe	6
El Salvador	6

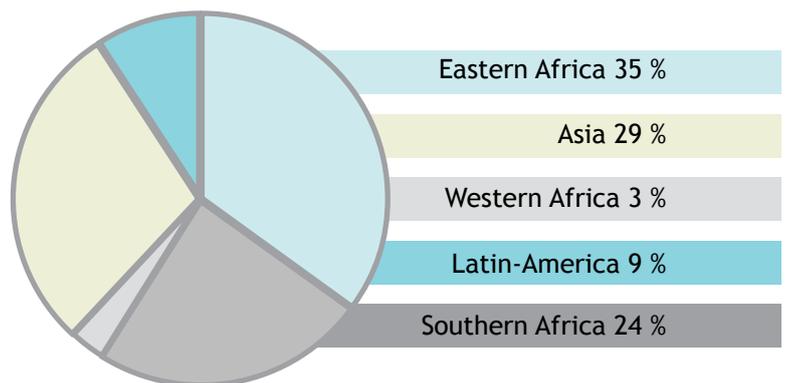
(\*Showing countries with six or more participants)

### EXPENDITURE 2010 (Expenditures in million Norwegian kroner)

Expenditure 2010 grants	
North-South program	62.1
South-South program	32.6
FK Health Exchange program	9.8
FK Youth program	27.7
<b>TOTAL:</b>	<b>132.2</b>

Expenditure 2010 running expences	
Running expences South-South	5.3
Monitoring and evaluation	1.4
Training of participants and partners	7.0
Partner networks	2.1
Conferences, external networks	0.6
Salaries	20.4
Strategy and organizational development	1.9
Other running expences	10.5
<b>TOTAL:</b>	<b>49.2</b>

### SOUTH PARTNERS BY REGION





**FAR NORTH** Ethel Phiri (31) and Martha Precious Ngoza Mazula (35) from Zambia are posted 11.000 kilometers away from home, during their exchange to Nordkapp in Norway. Nordkapp Municipality and Livingstone/Kazungula District have exchanged personnel since 2006.



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**:fk**  
norway

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