



Norway /
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ANNUAL REPORT

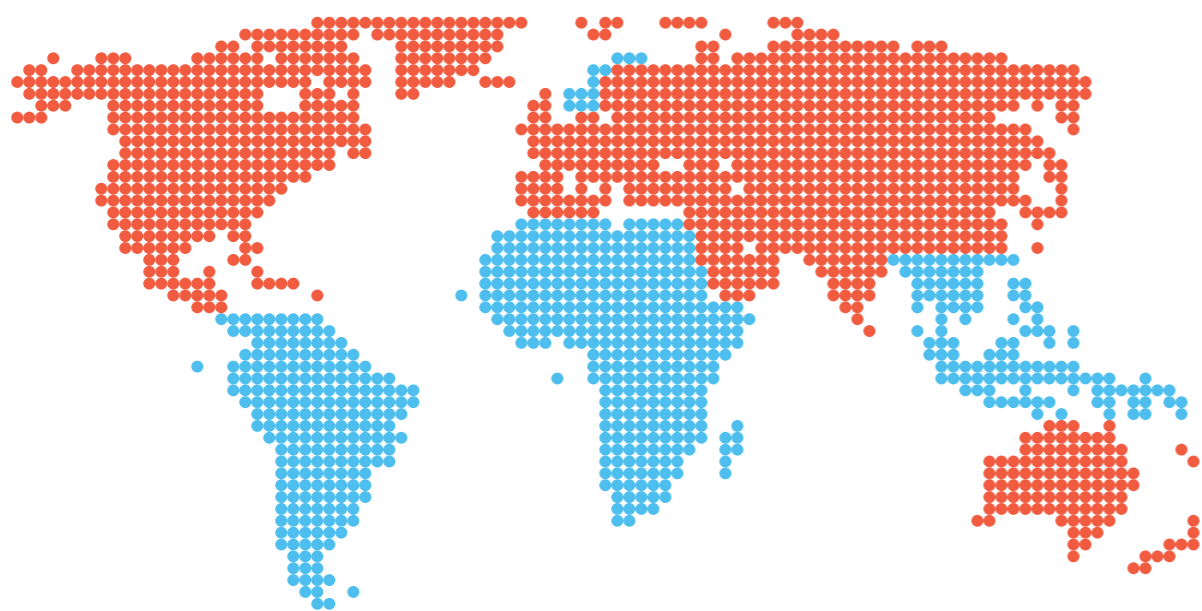


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Front Page Photo: Design without Borders workshop in Uganda Photo: DWB

Page 3 Photo: The Director General with FK participants at FAWE in Kenya Photo: Nita Kapoor

CUTTING EDGE OF INTERNATIONAL EXCHANGE



- Our world is increasingly in need of greater understanding between people across geographic, cultural and political borders. More than ever, we need opportunities to personally experience another reality than the one we are normally embedded in. This form of inter-personal sharing increases tolerance and awareness of the fact that other perspectives and solutions may be as good as, or even better than, our own.

FK Norway facilitates the mutual exchange of staff and volunteers across borders, within the framework of institutional partnerships. Though they may span across a diversity of sectors, countries and directionalities, the exchanges are all guided by the principles of reciprocity, solidarity and equity. FK Norway represents an inclusive approach to development which encourages positive change and civic engagement both on individual and institutional level.

Our partnership model lies at the heart of the Sustainable Development Goals. The unique methodology of reciprocal exchange is internationally acknowledged, and we have greatly appreciated the recognition of our work which sister organisations have continued to show us.

Our insightful and competent staff members are dedicated to providing technical assistance to FK partners and participants so that they achieve meaningful exchanges as part of their development goals. I am in awe of the accumulated knowledge and capacity which our organization and staff represents. This is a constant area of focus and growth.

FK Norway's programmatic and administrative results during 2016 have been very satisfactory. Existing and new collaboration agreements have kept us active. Our training schemes have been boosted to strengthen long-term development results of our exchanges. Numerous events, both in Norway and abroad, have consolidated and strengthened our networks.

I would like to extend my gratitude to partners, participants, collaborators and the FK staff for their contribution to our collective efforts. We know that FK participants are highly efficient change-agents. During 2016, 933 young people were serving and giving of themselves in another country through an FK exchange – of these, 543 were new exchange participants. We are proud of and have faith in each one of them.

Nita Kapoor
Director General
FK Norway

MUTUAL EXCHANGE FOR LASTING DEVELOPMENT

ABOUT FK NORWAY

FK Norway finances and facilitates the exchange of professionals and volunteers between organisations, institutions and businesses in Norway and countries in Africa, Asia and Latin America. Through innovative collaboration, our partners share knowledge, learn from each other, and build stronger bonds of cooperation.

Our goal is to create positive changes for individuals as well as institutions. We know that young people who go on exchange change their perspectives and values, and increase their cultural understanding. Partner institutions that host youth on exchange gain new impulses, establish greater networks, strengthen their ability to cooperate and achieve new knowledge. This leads to more tolerant, open and knowledgeable communities.

All our projects are initiated and established by institutions locally. The partner organizations set their own goals, in cooperation with their partners. Local ownership secures long-term solutions and a more sustainable approach to global challenges.

Since 2014, the Kumudzi Kuwale project has provided solar energy to 1500 families. Photo: Javier Auris



Collaboration between Nhhotakota Youth Organisation and Flora Upper Secondary School, with exchange of teachers in vocational training and entrepreneurship. Photo: Javier Auris

KEY WORDS

OUR PRIORITIES: EDUCATION, PRIVATE SECTOR, HEALTH AND CIVIL SOCIETY

Partners = Businesses, institutions and organisations that receive exchange stipends from FK Norway.

Participants = Young people who travel to another country to work. The participants are either professionals or volunteers recruited by our partners.

Project = All the activities, teaching, learning and experiences coming out of the participants' exchanges. Our partners develop content and goals for our projects and report their progress back to FK Norway annually.

North-South/South-North = Exchange of participants between partners in Norway and partners in Africa, Asia or Latin-America.

South-South = Exchange of participants between partners in two or more countries in Africa, Asia or Latin-America. The exchanges can take place regionally or across continents.

Mutual/Reciprocal Exchange = All partners send and receive one or more participants in the exchange. Our experience is that everyone has something to learn from each other.

Some exchanges include multiple partners in several countries. To get a complete overview of partners and projects, please visit our website: www.fredskorpset.no/en/

GOOD HEALTH IS MORE THAN THE ABSENCE OF DISEASE

HEALTH EXCHANGES

One of the biggest challenges in global health work is the lack of qualified health personnel. In line with other Norwegian development efforts, FK Norway work towards reducing this crisis. We recruit partners who present new and creative solutions to the global challenge of securing safe and accessible health services for everyone.

Good health is more than the absence of disease. Good health includes access to, and knowledge about, services that prevent HIV, drug addiction and other health related challenges. Good health includes facilitation and inclusion of people with disabilities. And finally, good health also means good mental health.

FK Norway cooperates with established health institutions, organisations, as well as research and educational institutions. All partners are focusing on the safety of patients and health personnel.



People lining up to receive help outside the health clinic where FK Participant Roesmary works. Photo: Global Link Africa

RENOVATION OF HEALTH CLINICS FROM THE COLONIAL ERA IN RURAL EAST AFRICA

Rosemary from Kenya is a newly graduated nurse. After finishing her studies, she felt a calling to use her education to help others.

There are several abandoned health clinics in remote villages in Kenya and Uganda, stemming from the British colonial era. The lack of qualified health personnel in rural areas has resulted in a growing need for access to basic health services.

Through the FK-exchange, Global Link Uganda and iServe Kenya connect young passionate people as Rosemary to the abandoned health clinics both in Uganda and Kenya. The villagers in Yivu Abea, Uganda have been lining up outside Rosemary's office to receive health services and vaccines. Simultaneously, Rosemary secures access to health service in the future by training some of the villagers in basic health work.

FACTS

GLOBAL LINK UGANDA – ISERVE KENYA

- EXCHANGE BETWEEN CIVIL SOCIETY ORGANISATIONS FOCUSING ON HEALTH SERVICES AND LEADERSHIP.
- YOUNG AND NEWLY GRADUATED VOLUNTEER HEALTH WORKERS SECURE PRIMARY HEALTH SERVICES IN MARGINALIZED COMMUNITIES.

THONA (27) HAS SPINAL CORD INJURY – NOW HE HELPS NORWEGIAN PATIENTS WITH THE SAME DIAGNOSIS

Thona (27) from Cambodia suffers from a spinal cord injury. After an accident, he was paralyzed in both legs and bound to a wheelchair. A spinal cord injury turns your life upside down. The injury requires advanced medical treatment and rehabilitation, starting right after the accident. The patient also requires continuous follow-up to prevent life threatening complications.

With quality treatment, rehabilitation and adjustments, spinal cord patients can live a fully functional life. Today, Thona is on exchange at Sunnaas Hospital and works as a user consultant to patients with the same diagnosis. Hearing from someone who has been through a similar process is invaluable for the patients at the hospital.

In Cambodia, FK participants have been focusing on hygiene and how they can prevent bedsores. Among other things, the participants have developed a disinfectant, as this is expensive in Cambodia.

FK-participant Thona is demonstrating wheelchair techniques at a camp for youth with Spinal Cord injuries in Norway. Photo: Javier Auris

FACTS

SUNNAAS HOSPITAL (NORWAY) – PEOPLE WITH DISABILITIES FOUNDATION (CAMBODIA)

- EXCHANGE PHYSICAL THERAPISTS AND SPINAL CORD INJURY WHEELCHAIR USERS TO WORK WITH REHABILITATION.
- WANT TO IMPROVE TREATMENT AND QUALITY OF LIFE FOR PATIENTS.



A SUSTAINABLE AND SOCIALLY RESPONSIBLE PRIVATE SECTOR FOR THE FUTURE

PRIVATE SECTOR EXCHANGES

To achieve the Sustainable Development Goals within 2030, the private sector must play a crucial role. FK Norway supports socially responsible businesses that contribute to achieving these goals.

To receive support from FK Norway, the vision and values of the businesses are essential. Our private sector partners are characteristically offering new solutions to social and environmental challenges. In addition to supporting sustainable businesses, we also support networks of private organisations that facilitate and promote increased social responsibility in businesses.

Exchange of personnel is a unique way of acquiring international competence and experience for the private sector. Through cross-border exchange the companies benefit by gaining new techniques and methods. In addition, they acquire a greater understanding of emerging markets and groups.

LOW COST SANITARY PADS ENABLE GIRLS TO CONTINUE THEIR STUDIES

Young girls are the world's most important resource. Unfortunately, many of them are unable to attend school when they have their periods. Sanitary pads are expensive, and most provisional solutions are not good enough.

Design without Borders (DwB) and a Ugandan technology company have developed Makapads, a high absorbing, low cost sanitary pad. This product alone has enabled more girls to finish their education as these quality sanitary pads enable girls to attend school despite having their periods.

Design without Borders cooperates with businesses that aim at developing Uganda for the better. To reduce the dependency on imports, they exclusively support and work with local companies and producers. Of the numerous projects Design without borders are involved in, Makapads is just one shining example. They also work closely with architecture students at Makerere University in Kampala. Here, they train students in user-involved product design, which is a cornerstone for DwB.



FK participant Erik and designer Dennis explain a Makapads factory employee how to assemble the sanitary pads. Photo: Design without Borders.

FACTS DESIGN WITHOUT BORDERS – NORWAY AND UGANDA

- DESIGNERS FOCUSING ON SOCIAL RESPONSIBILITY, USER INVOLVEMENT AND SHARING OF KNOWLEDGE.
- EXCHANGE AIMING AT ESTABLISHING A PROFESSIONAL ENVIRONMENT FOR DESIGNERS IN UGANDA.

FROM STRICTLY OUTSOURCED PROJECTS TO NUMEROUS EAST AFRICAN ASSIGNMENTS

Initially there were only five employees at Laboremus' office in Uganda. Most of their assignments were outsourced from the Oslo office. They started an FK-exchange to meet the local needs for IT-solutions developed with local expertise.

The office rapidly expanded to 19 employees. The local and regional demand for their services is steadily increasing. Fast organisational growth is challenging. The focus of the exchange project now includes ensuring a good work environment and strengthening HR-skills. Many of the new employees are young graduates. Developing young talent sets high demands for follow-up and cooperation in the office.

Simplifying communication between the offices in Norway and Uganda have been an overall goal for the project. Both offices report that internal and external communication has improved drastically as a result of the FK exchange.

FK participant Caesar posing for the photographer while working at Laboremus' Oslo office. Photo: Laboremus

FACTS LABOREMUS NORWAY – LABOREMUS UGANDA

- BUSINESS PARTNERS OFFERING SOFTWARE DEVELOPMENT IN NORWAY AND EAST AFRICA.
- SEEKING INCREASED EFFICIENCY IN COOPERATION THROUGH EXCHANGING EMPLOYEES.



ENABLING VULNERABLE GROUPS TO OBTAIN INCOME-GENERATING WORK

EDUCATION EXCHANGES

Educational offers need to adapt more strongly to requirements from local labour markets, both in Norway and other countries. Simultaneously, both employment and trade are becoming more international. Hence, it is crucial that educational institutions adapt new values, cultural perspectives and methods of learning from other countries.

FK Norway facilitates exchange of personnel between educational institutions. We also support exchange between organisations and businesses who contribute to strengthening young people's right and access to education. The purpose of the exchange is to provide youth with necessary skills to both create and perform the jobs of the future.

In 2016, we recruited innovative partners who enable vulnerable groups to obtain income-generating work. Our partners work across sectors to develop new and better educational services.



At Kyambogo University in Kampala the collaboration with HiOA is strengthening the education of teachers, kindergarten teachers and arts and crafts teachers. Photo: HiOA

LEARNING THROUGH PLAY AND ENVIRONMENTALLY-FRIENDLY TEACHING METHODS

For a teacher in Norway, it might be easy to take a fully equipped and modern class room for granted. While on exchange in Uganda, FK participant Gina learned how to teach art and craft-classes with less equipment at hand. Now that she's back in Norway, she uses this knowledge to make her pupils reflect on consumption and sustainability.

Norwegian kindergartens are among the world leaders in the pedagogical field known as learning through play. FK participants focus on how to ensure the quality of childrens' development through play, when the access to material resources is limited.

Additionally, the FK participants at Kyambogo University have developed an internationalisation office to ensure the continued cross-border cooperation. Bureaucratical processes and forms can be challenging when you work with international exchange. FK participants have been through this process before. They have greatly contributed to raising the level of expertise on internationalisation in both institutions.

FACTS
OSLO AND AKERSHUS UNIVERSITY COLLEGE OF APPLIED SCIENCES – KYAMBOGO UNIVERSITY, UGANDA.

- DEVELOP TRAINING OF TEACHERS WITHIN PRE-SCHOOL, AND ART & CRAFT.
- FACILITATE INCREASED INTERNATIONAL COOPERATION AND EXCHANGE OF STUDENTS.

YOUNG WOMEN TAKE THE LEAD IN GROWING A MORE EFFICIENT AND TRANSPARENT ORGANISATION

At the FAWE office in Malawi, administrative work used to take up a lot of time and resources. Accounting was done manually. Their systems for communication were not optimal. Both the organisation and their financial donors were dissatisfied with the lack of efficiency. They had the necessary IT-equipment, but needed guidance on how to use it.

FK participant Joan from Kenya was recruited. With a background from the IT-business, she built and managed an internal IT department. She guided the organisation to modern, digital solutions. This highly increased efficiency.

The partners describe the FK participants as breaths of fresh air, who make the organisations become more dynamic and inventive. Among other things, they have introduced social media as a method to do information work. Also, both organisational regulations and election routines have been strengthened. FAWE is now a much more transparent organisation.

FK-participant Patricia working at a celebration of the International Women's Day in Uganda. Photo: FAWE

FACTS FORUM FOR AFRICAN WOMEN EDUCATIONALISTS (FAWE)

- PAN-AFRICAN ORGANISATION PROMOTING GIRLS' RIGHT TO EDUCATION AND PROFESSIONAL NETWORKING FOR FEMALE TEACHERS.
- EXCHANGE OF MEMBERS/EMPLOYEES BETWEEN KENYA, UGANDA, MALAWI, TANZANIA AND ZAMBIA.



STRONG CIVIL SOCIETIES REQUIRE ACTIVE AND INVOLVED YOUTH

CIVIL SOCIETY EXCHANGES

Strong and independent civil society organisations contribute to strengthen democracy, human rights and to reduce poverty. FK Norway supports exchange of volunteers between organisations that focus on developing youth and who wish to strengthen youth participation in civil society.

International exchanges between organisations create results both on an individual and an organisational level. Through an FK-exchange, young volunteers gain valuable language skills, cultural knowledge and experiences. They develop their leadership skills and become change agents in their communities and their organisation upon return. To the involved partners, receiving a volunteer adds energy, new ideas and innovative solutions.

The partners also gain a wider international network of like-minded organisations, and this strengthens their work. It builds solidarity and collaboration across borders.



FK participant Pooja was inspired to create some positive change in her community after her exchange. Photo: Private

FACTS
SAHAKARYA: PVCHR INDIA – INSEC NEPAL
 • WISH TO INVOLVE MORE YOUTH IN HUMAN RIGHTS ISSUES.
 • WORKS AT NATIONAL, REGIONAL AND LOCAL LEVELS IN VILLAGES IN NEPAL AND INDIA.

POOJA (23) STARTED EVENING CLASSES FOR DISADVANTAGED WOMEN IN HER VILLAGE

Pooja grew up in a small village, Baghvanala, in India. Few women there have had the opportunity to attend school. When

she returned from her FK-exchange in Nepal, Pooja wanted to change this trend. In October 2016, Pooja established evening classes for three women. By the end of the year 15 women participated in her classes.

The FK volunteers in the Sahakarya-project map out the needs of and situation for marginalised villagers in both India and Nepal. INCEC uses this information in their annual report of the situation for human rights in Nepal. PVCHR in India on the other hand, uses the information to provide customised training in human rights for citizens in different areas.

Several fifth graders in India recently received material on children's rights because of this project. The material is developed by an FK volunteer and distributed to schools PVCHR collaborates with.

TO PREVENT TERRORISM AND EXTREMISM IT IS VITAL TO INCLUDE YOUNG PEOPLE IN THE DISCUSSION

For several years, Mwanaisha (21) witnessed the terrorist organisation Al-Shabaab recruiting members from her home-town of Mombasa, Kenya. This experience made her passionate about working against terrorism and towards a more inclusive society.

In 2016, Mwanaisha, together with three other youths, participated in the exchange programme Right to Participate. Mechanisms behind recruitment to terror organisations are the same, whether it is Islamist terrorism, right-winged terrorism or any other kind of terrorism. Young people who feel left out and marginalized are more easily radicalised.

Hence, Kenya and Norway have a lot to learn from each other regarding preventing radicalisation. Understanding how another country works on preventing extremism, strengthens one's own work. Through sharing experiences, they acquire new ideas and best practices on how organisations can become more inclusive.

FK participants Mwanaisha, Laura and Martine at the conference *Extremely Engaged*, about how to prevent radicalization of youth. Photo: Niklas Lello/LNU

FACTS

RIGHT TO PARTICIPATE: LNU – YOUTH ALIVE! KENYA

- PREVENTION OF RADICALISATION AND VIOLENT EXTREMISM THROUGH BUILDING AN INCLUSIVE CIVIL SOCIETY.
- FOUR PARTICIPANTS FROM NORWAY AND KENYA, ON EXCHANGE IN BOTH COUNTRIES.



BRAND NEW FK TRAINING COURSES ENSURE STRONGER IMPACTS FROM EXCHANGE

Thorough preparation and training is a key component for good and useful exchange programmes. Our pre- and post- exchange training for both partners and participants constitutes a necessary and mandatory addition to the project-internal training.

Active participation is central in our training. We believe this strengthens motivation, stimulates learning, critical thinking and problem solving skills. During a preparatory course, we address topics such as global understanding, intercultural communication, health, security and youth leadership. Additionally, our training introduces FK Norway-specific topics like roles, responsibilities, ethical principles, budgetary and reporting routines.

2015 and 2016 saw a major revision of our overall training. The first training session in accordance with the new model was carried out July 2016. All current courses are based on a compact and intense one-week programme, with the exemption of the introductory seminar which last three days. We have increased our focus on the long-term effects an exchange has on the participants. This makes them better equipped to create positive and lasting changes in their local communities.

A part of the revision is also to develop our own e-learning platform. The participants receive eight tutorial videos prior to attending the preparatory training. This way, the preparation process can start long before they even leave their home country.

OUR TRAININGS:

- **INTRODUCTORY SEMINAR FOR NEW APPLICANTS.**
- **FK PARTNER TRAINING FOR NEW PARTNERS.**
- **FK TRAINING PART 1 FOR ALL PARTICIPANTS GOING ON EXCHANGE.**
- **FK TRAINING PART 2 FOR ALL PARTICIPANTS GOING HOME FROM EXCHANGE.**



New FK participants meeting at FK training to prepare for next years exchange. Photo: FK Norway

THROUGH 2016 WE HAVE CARRIED OUT:

INTRODUCTORY SEMINAR:	7
FK PARTNER TRAINING:	3
FK TRAINING PART 1:	7
FK TRAINING PART 2:	6

NETWORK-BUILDING CONFERENCES AND NEW WEBSITE

Throughout 2016 FK Norway have facilitated several network events that have provided us and our partners with new knowledge and useful connections.

During the first half of 2016, we arranged the forth Youth leadership-conference on the topic vocational training. We also hosted a seminar for several European organisations with international exchange as their mandate. Further, we organised two health conferences and co-hosted an international education conference.

We were also present at «The Arendal Week», an annual week-long meeting arena for organisations, businesses and politicians. Here, we conducted two major debates and several panel discussions. We also collaborated with the Films from the South-festival in October, as we have done for several years. During the year, we organised network conferences in collaboration with the Royal Embassies in Nepal and Ethiopia, where previous and future potential partners and former participants were invited. We marked the end of yet a great year with our annual Christmas party for partners on December 7th.

In late 2016, we started a massive update on our website. The new website has been launched in 2017 and includes an improved overview of our projects and partners.

Debate on women in private sector during one of our live breakfast meetings at The Arendal Week. Photo: FK Norway



FACTS AND FIGURES 2016

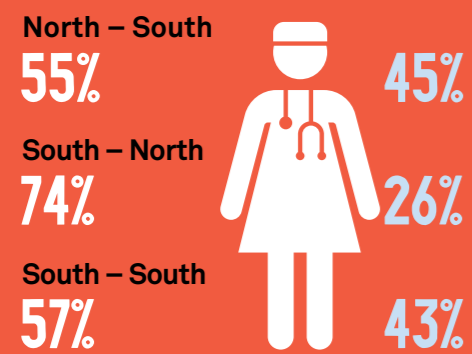
543 DEPARTED IN 2016
63 IN A TOTAL OF PROJECTS
193 INVOLVING PARTNERS
3 AVERAGE OF PARTNERS IN EACH PROJECT

WHERE DO PARTICIPANTS COME FROM?



GENDER DISTRIBUTION:

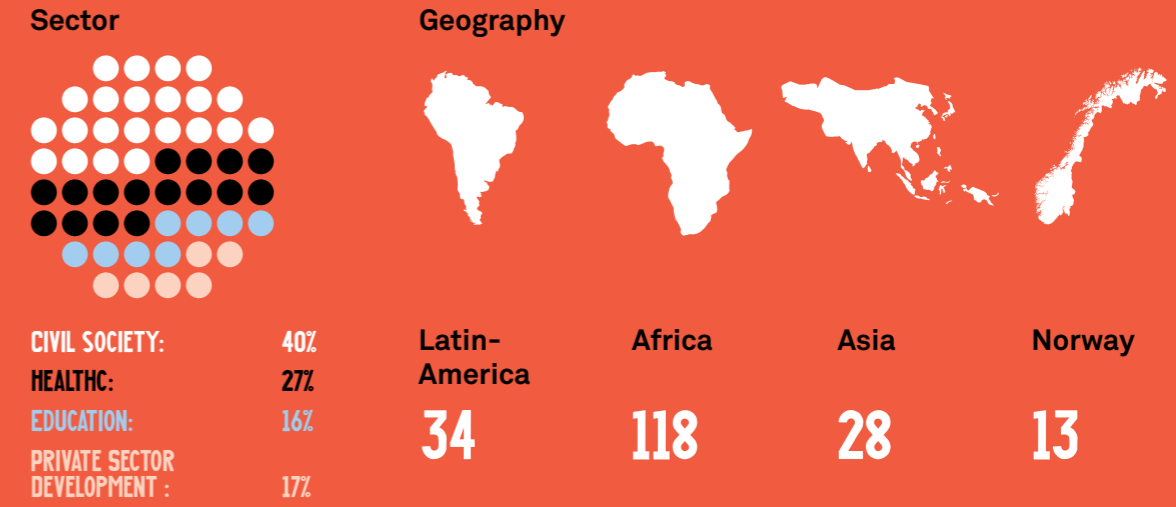
FEMALE: 61% MALE: 39%



AVERAGE PARTICIPANT AGE: 26

NORTH - SOUTH: 26
 SOUTH - NORTH: 27
 SOUTH - SOUTH: 28

PARTICIPANTS BY PRIORITY AREA:



AVERAGE AGE BY PRIORITY AREA:

CIVIL SOCIETY: 23
 HEALTH: 32
 EDUCATION AND PRIVATE SECTOR DEVELOPMENT: 30

WHERE ARE THE PARTNERS FROM?

CIVIL SOCIETY: 115
 PUBLIC/SEMI-PUBLIC: 28
 PRIVATE: 25
 OTHER: 8

EXPENDITURE 2016

GRANTS:

Feasibility Studies	2,0
Health	34,5
Education and Private Sector Dev.	17,0
Civil Society	34,4
South-South Health	15,1
South-South Education and Private Sector Development	13,8
South-South Civil Society	10,4
South-South Africa	2,3
South-South Asia	0,8
Training for participants and partners	8,1
Project evaluation	0,3
Introduction seminars	0,6
Total:	140,7

OPERATING EXPENSES:

Salaries and Social Expenses	27,8
Travel expenses	2,0
Other running expenses	14,6
Total:	44,4

All figures in MNOK

All figures in MNOK



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