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Front page: Channa Ton from the project Blue Dragon. Photo: Liz Palm Following page: Director General Jan Olav Baarøy. Photo: Liz Palm.

WHAT MAKES A DIFFERENCE? HOW DOES THAT DIFFERENCE HAPPEN?



- In today's discussion about development there is a tendency to focus on the big investments which create jobs; the large-scale vaccination programmes which save the lives of millions of children; the massive programmes for sustaining the rainforest; similar huge initiatives which ultimately make a big difference.
- A common denominator preceding all big initiatives is the coming together of a few people who share an interest in making a difference: a few people who are given the opportunity to excel, to communicate their ideas and to begin a journey, who eventually join up with many other similar initiatives and ultimately make a difference. Having a common interest and making a journey together is how a large number of people can make a difference.

We often forget that the big-impact projects that involve many people begin with the efforts of just a few: a few who were given the opportunity to explore, to communicate and to let their ideas bloom.

In 2017, FK Norway supported 620 young women and men to travel, work and live in different countries. They were challenged, professionally and privately, to engage with new colleagues and neighbours, and in the course of their tenure they established lifelong relations with distant colleagues. Great ideas emerged which, in the years to come, may be the things that makes a difference.

In 2018, FK Norway will continue its work facilitating the exchange of people between institutions, businesses and organisations in order to create strong partnerships which will make a difference for the people involved and their larger communities.

As of August this year, the administration of FK Norway will be based in Førde, a small city on the west coast of Norway. I wholeheartedly thank all of our staff who have contributed to making the FK model of exchange possible from our Oslo office, and I warmly welcome those who have decided to follow FK Norway as it relocates to Førde.

Thank you all for staying with FK Norway this far. We are looking forward to the journey ahead!

Jan Olav Baarøy Director General FK Nørway

MUTUAL EXCHANGE FOR LASTING DEVELOPMENT

ABOUT FK NORWAY

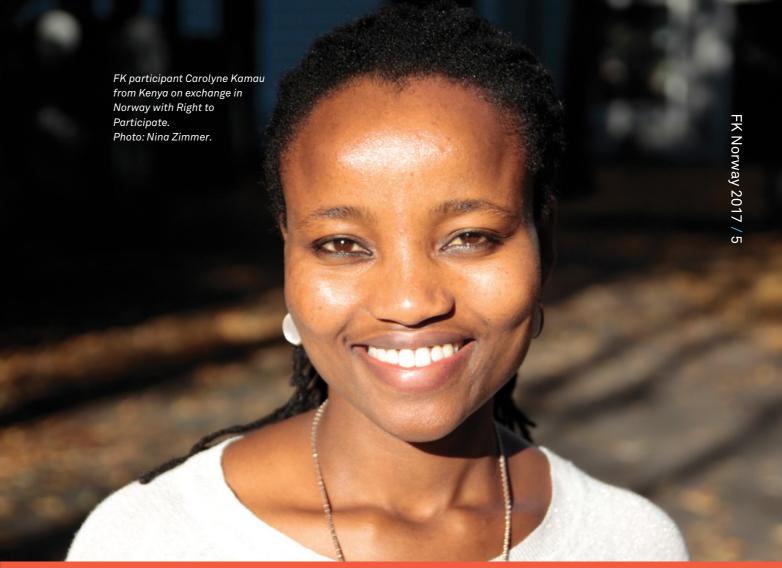
FK Norway finances and facilitates the exchange of professionals and volunteers between organisations, institutions and businesses in Norway and countries in Africa, Asia and Latin America. Through innovative collaboration, our partners share knowledge, learn from each other and build stronger bonds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

Our goal is to create positive changes for individuals as well as institutions. We know that young people who go on an exchange experience changes in their perspectives and values, and increase their cultural understanding. Partner institutions that host young people on exchange gain new insights, broaden their networks, strengthen their ability to cooperate and acquire new knowledge. The result is more tolerant, open and knowledgeable societies.

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

FK participants Preciosa Luraas and Arja Bjørn from Norway are working on the HOPE project in Livingstone, Zambia: Hope, Opportunity, Participation and Empowerment. The aim of the project is to build competence in preventing and coping with incest and sexual abuse. Photo: Nina Zimmer.





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. Participants are either professionals or volunteers recruited by our partners.

Project = A collaboration between two or more partners with a mutual goal to aim for within the exchange project. Each project develops their own goal and reports their progress back to FK Norway.

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 an exchange. Our experience is that everyone has something to learn from someone else. Some exchanges include multiple partners in multiple countries. To get a complete overview of partners and projects, please visit our website: www.fredskorpset.no/en/

EDUCATION

FK Norway 2017 / 6

In 2017 FK Norway saw an increase in projects in education, as a response to FK's strategic objective of strengthening the sector in line with Norwegian and global efforts to ensure a relevant education for all. By prioritising education, FK Norway has committed itself to contributing to the alleviation of poverty and creating new job opportunities for young people. FK Norway focuses both on vocational education and entrepreneurship as motors for economic growth and on education as a precondition for development and a human right. Our scope is broad and our education projects range from the rehabilitation of prisoners through vocational training, via circus and acrobatics training for marginalised youth to the inclusion of girls in schools and higher education.

FK participant Naula Joyce from Uganda on exchange in Kenya, where she works with iServe. The project focuses on community-based health-care services and leadership training. Photo: Private.

PRIORITIES

We support projects that:

- raise the quality and status of vocational education in response to the demand for a qualified labour force and the employment of
- develop a more practical and relevant education that responds to local needs and promotes innovation and entrepreneurship.

WHO CAN APPLY?

- upper secondary institutions
- technical training institutes
- health education institutes
- · higher education institutions
- public sector institutions that provide instruction in specific fields
- civil society/community-based organisations that focus on education and economic development for young people and other marginalised groups
- rights-based organisations
- private businesses that provide on-the-job training



HELPING YOUNG PEOPLE FIND A PROFESSION THROUGH ART

The Blue Dragon Children's Foundation in Hanoi, Vietnam works with children and families in crisis, providing practical solutions to daily problems.

The institution was founded in 2003 and now has 88 staff working directly with 1,500 children and young people from all over Vietnam. Blue Dragon and the Phare Ponleu Selpak Association (PPSA) in Cambodia became FK partners in 2017. The project involves four participants working with circus, theatre and urban dance. The project aim is to build capacity in the performing arts for future employability. The two organisations will share their strengths in order to build young people's capacity.

"Art is a tool for human development. The discovery of new skills is an important part of this effort," says Skye Maconachie, the programme development leader and FK partner contact.

Kirirachana Tor and Channa Ton are the first FK participants from Cambodia to work in Vietnam.

"We hope that we can pass our skills on to the kids and help them to develop themselves. This was our own story too. Now we have a profession. We can earn money ourselves and support our families."

 "THE FK EXCHANGE PROGRAMME GIVES THE KIDS THE OPPORTUNITY TO GET INVOLVED IN PHYSICAL ACTIVITIES, TO GET THERAPY OF A KIND AND TO FIND A PROFESSION."

SKYE MACONACHIE, PROGRAMME DEVELOPMENT LEADER

REACHING OUT TO FACTORY WORKERS THROUGH PEER EDUCATORS

The Life Centre in Vietnam has two main programme areas: community health and resilience, and worker support. The mission of both programmes is to enhance the quality of life of vulnerable people and communities. The worker support programme is aimed at improving the quality of life of factory workers by providing life skills for better wellbeing.

Vietnam's top exports include clothing, footwear and accessories. This means there are a huge number of factory workers in the country, 80% of them women. Working conditions are often harsh, with a heavy workload and long days.

"We provide peer health educators: a selected group of workers with a basic knowledge of nutrition and diet, breast cancer, birth care, family-planning matters and sexually transmitted infections, in addition to communication skills so that they can share this knowledge with their colleagues on the production floor," says Nguyen Nguyen Nhu Trang, Executive Director at Life Centre. Sharmila Pudasaini and Dharma Raj Rimal from Nepal are the first participants on exchange to Vietnam in this project. Their background is in public health and social

"By supporting peer educators in factories we reach out to a huge number of workers," says Nguyen Nguyen Nhu Trang.



Huy (13) learns how to master juggling from participant and instructor Kirirachana Tor from Cambodia. Photo: Liz Palm.



"The exchange is a great learning opportunity. We're planning to conduct a pilot project when we come back, targeting small factories that produce shoes, carpets and silk," Dharma says. Photo: Liz Palm.

PRIVATE SECTOR

FK Norway has a strategic goal of being an instrument in strengthening private sector entities that provide solutions for today's social and environmental challenges. In 2017, FK Norway achieved the objective of having a private sector portfolio comprised of socially responsible businesses and related institutions only. This is the result of strategic efforts, developing a theoretical framework and reaching out with information to a whole new segment of business in FK Norway's countries of collaboration.

Our scope is broad, and we collaborate with partners in the areas of responsible tourism, renewable energy and rural electrification, waste management and recycling, microcredit for smallholding farmers, and fair trade organisations, as well as with umbrella organisations and networks for social entrepreneurs.

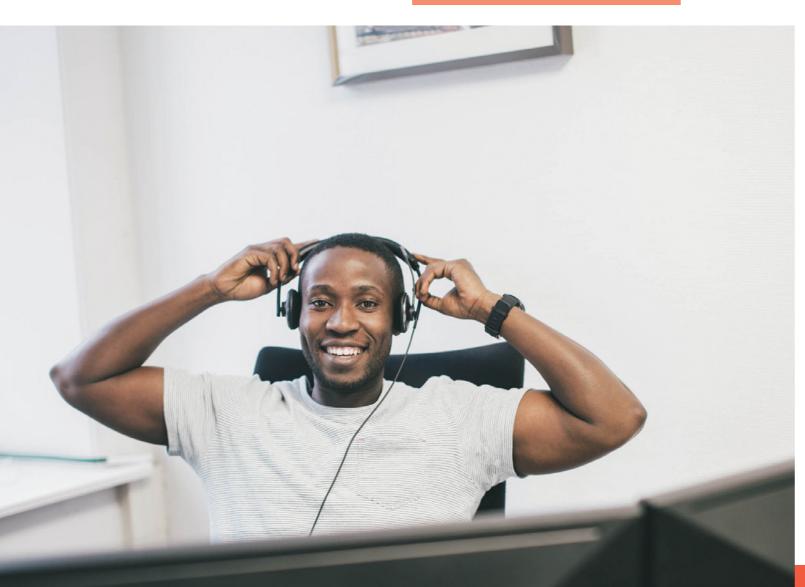
FK participant Paul Mugeere from Uganda is working on IT solutions in Norway. He is on exchange at Laboremus in Oslo. Photo: Laboremus.

PRIORITIES

 companies, organisations or institutions working as or with a socially responsible business

WHO CAN APPLY?

- responsible companies of different sizes in all sectors, including renewable energy, environment, waste management, agriculture, fishery, tourism and fair trade
- actors promoting or enhancing responsible business behaviour, such as umbrella and network organisations, NGOs, industry associations and other business-related institutions



JOINT FORCES FOR SUSTAINABLE TRAVEL

Hosteling International (HI) is a worldwide network of not-for-profit youth hostel associations.

HI Brazil and HI Norway are both part of the same international network and since 2017 have been FK partners. The aim of the project is to foster sustainable travel and focus on the importance of local products, services and activities.

Fernanda Tenorio and Vanessa Costa, both from Brazil, are on exchange in Norway. Through Hosteling International, a north-south FK exchange project, they have had the opportunity to change their workplace for a year.

"The exchange programme with FK is giving me the opportunity to share experience, create new things in collaboration with others and learn a lot," says Vanessa.

Hosteling International Norway has worked on a defined strategy for promoting sustainability among its hostels. During their exchange period, Fernanda and Vanessa will focus on sustainability and conscientious tourism.

"We are here to contribute a different perspective and find new solutions. At the same time, we are also learning quite a lot. This is knowledge we will take home with us," says Fernanda.

TRANSFORMING WASTE INTO FERTILIZERS

Vu Nguyen explains enthusiastically how private companies can benefit from the exchange programme.

"The exchange of personnel is very valuable to the development of small companies," he says. He emphasises how capacity-building and investing in people is crucial for their business. They need to know the market in the country where they do business and also how to communicate.

Vu is Chief Representative at Høst Asia, a company handling waste and producing organic fertilisers. They are in their first round of exchange between Norway and Vietnam. At the moment they are testing a new organic fertiliser called Minorga, which is made of sewage sludge. Big cities currently spend a lot of money disposing of sewage sludge from households. The potential is huge if the waste can be recovered and reused in agriculture.

Vu got into this business by chance when he met the founder of Høst while studying in Norway. His passion is using his knowledge to reduce pollution and connecting the right people as well as using technology to develop new concepts for recycling.

 "YES, IT'S ABOUT A BUSINESS MODEL, ABOUT A
 GOOD PARTNERSHIP, BUT IN THE END IT'S ABOUT PEOPLE AND COMMUNICATION."

VU NGUYEN



Joint forces for sustainable travel FK participants Vanessa Costa and Fernanda Tenorio Photo: Cristina Latini.



Høst Asia is withing the private sector, and manager Vu Nguyen says they gain valuable experience about the local market and communicating in another culture through the exchange project. Photo: Liz Palm.

HEALTH

FK Norway's health programme supports the priorities of the Norwegian Health development policy and foreign affairs, including making a contribution to containing the global health personnel crisis. A main priority for 2016 and 2017 was the implementation of the Sustainable Development Goals for the Post-2015 Agenda.

Strengthening basic health-care services, mother-and-child health, preventive medicine and health promotion with respect to both physical and mental health are other top areas of intervention. FK Norway has emphasised the importance of quality, such as by way of international medical standards and patient and staff safety.

FK Norway has represented Norway in the European ESTHER Alliance (EEA) in collaboration with NORAD. Through the EEA we are strengthening networks in Europe and the south and contributing to the improvement of resource efficiency.

FK participant Anthony Kamau from Kenya on exchange in Uganda through Global Link Africa. Here he is on a medical outreach to provide health care services in Gudu in Northern Uganda. Photo: Private.

PRIORITIES

We particularly welcome project proposals that emphasise one or more of the following:

- strengthening primary health-care institutions and hospitals
- contributing to the education of nurses, doctors and midwives, as well as of specialists in different fields of medicine
- capacity-building within health
 administration, management and technical
 solutions
- strengthening community-based services
- promoting good health and quality of life

WHO CAN APPLY?

FK Norway seeks to collaborate with established health institutions as well as other organisations (e.g. civil society organisations dealing with health):

- public hospitals
- private hospitals
- other health institutions
- health education institutions
- · health research institutions
- local health authorities
- NGOs and other civil society organisations



PULSE - STRONGER TOGETHER

"We are mainly working on the correlation between music and health, how playing or participating in musical activities can benefit your physical, mental and social health. The Field Band Foundation helps create empowered, healthy and self-confident young people who are able to contribute to a vibrant society. We are using music as a tool to achieve this goal," says participant in the PULSE project Sofie Hjertevik.

The Norwegian Band Federation (NMF) and The Field Band Foundation (FBF) will exchange music and health workers between Norway and South Africa for the benefit of both organisations and their communities. Musical activities are used as innovative tools to promote a progressive understanding of health with a focus on social inclusion for all people and an understanding that health is more than just the absence of disease. In South Africa, members of PULSE are working to raise disability awareness among band leaders so as to help people with disabilities be included in bands. Anyone who wants to join a field band should be allowed to, regardless of any disability. By making field bands all-inclusive, staff and participants alike become more accustomed to interacting with different people, thus creating a more open society. In field bands, people are not defined by their disabilities.

Simultaneously, the four PULSE members on exchange to Norway are working to bring children of migrant families into Norwegian school bands. When a child joins a school band in Norway, the parents are often involved and participate in practical tasks or logistics. The idea is to help migrant families and children integrate into Norwegian society, partly through playing in the band and participating in band activities.



Band members from the Field Band Foundation are practising. Photo: Jannicke Rosenberg-Plyhn.

STRENGTHENING EMERGENCY CARE IN SOUTH AFRICA, MALAWI AND NORWAY

Bjørn Christensen and Olav Posch from Norway are on exchange at Dr Georg Mukhari Academic Hospital in Pretoria, South Africa. Bjørn, a surgeon, and Olav, an emergency nurse, are in the first round of the exchange.

Through the FK exchange, health personnel like Bjørn and Olav are able to gain valuable knowledge in the field of trauma care. For Norwegian health-care personnel, who see little or no trauma on a day-to-day basis, the high volume of trauma presented in South Africa offers almost infinite learning potential.

"We see more gunshots and stab wounds in one week here than in two years in Bergen."

While Norway offers world-class medical treatment, emergency care professionals often lack hands-on experience of these kinds of injuries, simply because there are so few patients with such injuries. You don't get experience like this in Norway. Only those spending time abroad can see trauma on this scale. "We see those patients here, and this is experience we want to take back and share with our colleagues in Norway."

Haukeland University Hospital, Dr Georg Mukhari Academic Hospital, Sefako Magkatho Health Sciences University and Kamuzu Central Hospital are collaborating to improve competence in the area of trauma, with a focus on physiotherapy, radiology and emergency care. The aim is to improve trauma competence and emergency care for personnel from the institutions involved.



"One year abroad in South Africa working with extreme volumes of trauma, the part of my profession which I love the most, has offered me both professional and personal development and the chance to ses a place and culture that is almost the diametrical opposite of my own. Here I have the chance to directly affect individuals' lives and deaths on an entirely different level than at home," FK participant Olav Posch. Photo: Jannicke Rosenberg-Plyhn.

CIVIL SOCIETY

FK Norway 2017 / 12

Partner organisations become stronger when young leaders with new knowledge and skills are given responsibility and assume the role of change agents in their organisations and communities. For this reason FK Norway has focused more intently on the role that volunteer exchanges can play as arenas for leadership development and how the organisations involved can benefit from these "new" resources. In our operations, this has meant focusing on recruitment processes, integration with host organisations and follow-up with volunteers after the exchange, as well as aiming for results at both the individual and organisational levels. The majority of our support in the civil society sector is now channelled into south-south or triangular partnerships, and FK Norway is experiencing growing demand for these types of partnerships.

FK participant Patricia Mwalwanda from Malawi on exchange in Uganda through Forum of African Women Educationalists (FAWE). The project aims at gender equality in education. Photo: FAWE.

PRIORITIES

- partnerships that emphasise the institutional benefits of the exchanges
- initiatives to develop young leaders for, and strengthen the participation of the youth in, an active civil society
- initiatives to increase youth participation in decision-making processes at the local, national and/or international levels
- initiatives to strengthen the role of young people in advocacy efforts

WHO CAN APPLY?

- a diverse range of civil society networks/ organisations that aim to strengthen their efforts with youth leadership and youth participation in civil society
- youth-led organisations and networks
- human rights institutions/organisations
- · campaign/advocacy-based networks and organisations



EMPOWERING YOUNG WOMEN

The Young Women Leadership Exchange is a volunteer exchange between SAIH (Norway), Katswe Sistahood (Zimbabwe) and the 1in9 Campaign (South Africa). The programme involves six young women in each round, two from each partner organisation. The exchange programme focuses on women's rights. Through the exchange both the individual participants and the organisations are given a platform to develop their knowledge of women's rights, build alliances with other organisations and strengthen their information and advocacy work.

In the case of Katswe Sistahood, the participants' engagement with documentaries and video projects has contributed to strengthening Katswe's position as a feminist organisation in Zimbabwe. The participants' work has also led to the formation of new partnerships with others working on sexual and reproductive health and rights, such as the Gays and Lesbians of Zimbabwe (GALZ).

The 1in9 Campaign has become more visible as a result of the exchange, as participants have engaged with other feminist organisations in developing a new lesson plan for political education curricula. Participants have also developed new advocacy material, contributing to the strengthening of 1in9's advocacy work. This helps to guide victims through the legal system and contributes to educating local authorities about women's rights. However, some of the results are less tangible. One of the great things about international exchange cooperation is that new colleagues from other countries and cultures can challenge your way of thinking. The 1in9 campaign reports that hosting participants from partner organisations has led to reflection and new debate. The discussions and conversations that arise when interacting with participants who are in a new context lead to increased reflection on the work that is being done, challenging the established way of thinking and introducing new ideas and perspectives.

ENGAGING YOUNG PEOPLE WITH DISABILITIES

Bulemazi is a collaboration between Podcam in Malawi and ZPHCA in Zimbabwe. The project aims at engaging young people with disabilities to build their capacity in leadership, lobbying and advocacy. There are eight participants in each round. The FK participants have different types of disability.

As a child, Memory Charumbira (21) from Zimbabwe had to stay at home while other children went out to play. Because of her disability, she was never included. Through the FK project Bulemazi, Memory has gained recognition, motivation and self-belief.

"The most important thing I've learned during this programme is that just because we have a disability doesn't mean we're not capable. I have come to believe that given the opportunity, we can perform equally well as able-bodied people. During our stay in Malawi we were privileged to meet colleagues with disabilities who are doing well in life. For example, we had a talk from Simon Munde, Programme Manager of the Federation of Disabled People Organization. This really motivated me and rekindled my belief that, indeed, disability is not inability."

Everyone has the right to an education, but not everyone gets an education, as the FK participants discovered. Several schools did not accommodate people with disabilities. By mobilising educational authorities, local community leaders and parents, the FK participants managed to provide disabled children with access to education and wheelchairs. In addition, the everyday life of children with intellectual disabilities was improved by way of an awareness programme.

After the FK project, Memory wants to continue empowering disabled young people to fight for their rights, and to challenge attitudes in society that exclude a rather large group of its members.

An active and inclusive civil society functions



FK participants Tapiwa and Chengetayi from Zimbabwe on exhange in South Africa. Photo: Jannicke Rosenberg-Plyhn.



Participants with pupils of Bangwe Catholic and Namatapa primary school in Malawi. Photo: Private

as an important corrective to the authorities and is a prerequisite for democratic development. It is important to strengthen civil society as the driving force in achieving both national and international development goals. The Bulemazi project is a splendid example of the great resources that societies are missing out on when certain groups are excluded from development issues. It is often the case that other people speak on behalf of people with disabilities. The Bulemazi project allows these youtng people to speak for themselves.

YOUTH LEADERSHIP AND PARTICIPATION

In March 2017, volunteer programme partners gathered in Norway for the annual Youth Summit. 109 partner contacts from 21 countries shared their experiences and inspired each other to develop the exchange programmes in the civil society sector even further.

"We must equip youth to be in the driving seat, to shape the future that we want in Africa," says Gill Harper of YMCA/YMWA Global in South Africa, an FK partner. Gill Harper promotes their project Subject 2 Citizen, which provides mentorship and skills support to young people to help them become

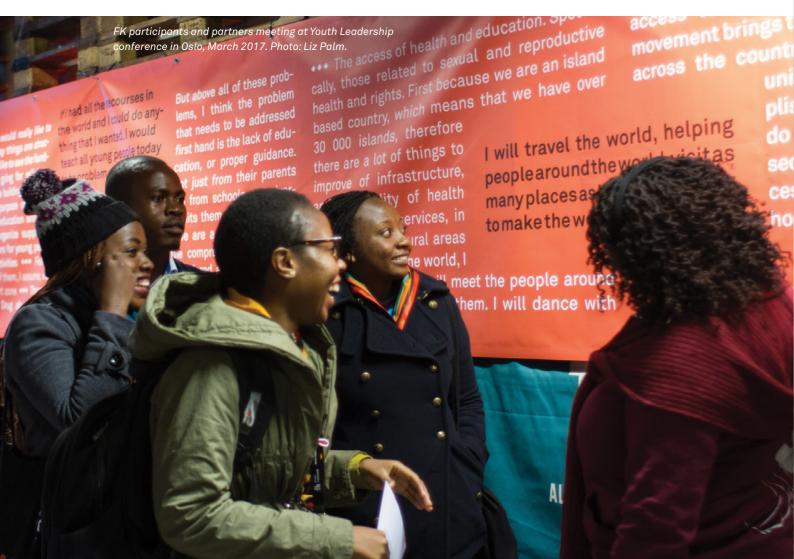
entrepreneurs. Gill says youth participation is crucial, especially in the many African countries where 50% of the population are under 25 years of age.

YOUTH LEADERSHIP CONFERENCE - BREAKING THROUGH BARRIERS

The partner course ended at the FK Norway Youth Leadership Conference (YLC). The conference is an annual event bringing together young people from all over the world to engage in constructive dialogue on how to develop young leaders for the future.

FK Norway's overriding aim for the conference is to showcase remarkable examples of youth leadership and invite decision-makers to engage in meaningful dialogue with young leaders. The 2017 edition of the YLC, called Breaking the Barriers, brought together approximately 250 people at Vulkan Arena in Oslo.

With the launch of the Sustainable Development Goals, collaboration across national borders and different sectors of society has never been more important. Achieving these ambitious goals demands the increased mobilisation of young people according to new types of youth leadership, enabling them to break through barriers and overcome existing obstacles to the development of society.







FK TRAINING 2017

Successful exchanges depend on proper preparation of and by participants and partners, and FK training is a necessary and compulsory supplement to "in-house" training. A feature common to all FK training is the participatory method. We strive for a variety of methodological approaches, which include plenary and group discussions, role play, self-study and reflection, as well as the more traditional lectures.

In the course of an intensive week, cultural prejudices and stereotypes are revealed, challenged and debated, and long-lasting friendships and international networks are developed on the basis of reciprocity and common understanding.

FK Training includes the FK Introductory Seminar and FK Partner Training for partner contacts and FK Training parts 1 and 2 for participants. Learning outcomes include familiarity with subjects such as: global understanding and sustainable development goals; intercultural communication and adjustment; health, safety and security; and leadership and mentoring, along with more FK-specific subject matter: roles and responsibilities, ethical principles and budgets and reports.

In 2017, eight introductory seminars, four partner training courses and eight FK Training 1 and seven FK Training 2 courses were organised. In addition to this training, an eight-module e-learning platform gives participants the opportunity to begin their preparations before leaving home to start the exchange.

All training is followed up with an online evaluation, which has an average response rate of 63%. 94% of respondents say they are satisfied or very satisfied with the FK training, and 96% say they feel better prepared for their exchange, for coming home, or for being an FK partner.

COMMUNICATION AND NETWORK

2017 was in many ways an exceptional year for FK Norway. We had more media coverage in Norway than ever before, although this was mostly due to discussions about the future location of the administration.

At FK Norway we believe that we have managed to use this attention to tell the stories of our amazing partners, participants and projects to even more followers, on social media in Norway and all over the globe.

In 2017 we launched our new website, where you can find all our projects on a map and read more about what our participants do. We hope our partners will also find the new website useful for obtaining necessary documents and information.

In addition to the annual Youth Leadership Conference in Oslo, a series of network conferences were organised in Guatemala, Colombia, Bangladesh, Madagascar and Zambia. These events were collaborations with the Royal Norwegian Embassies that brought together former participants and partners as well as potential new FK partners to spread the word about the benefits of mutual exchanges.

The Arendal Week has become an annual networking event at which FK Norway is making its mark. At the week-long political festival, FK Norway and partners have organised two major debates addressing the issue of stereotyping and discussing the role of the private sector in Norwegian development policy.



PROJECTS

WHERE DID THE PARTICIPANTS GO?

DEPARTED IN 2017



GENDER DISTRIBUTION:

FEMALE: 60%

North - South 55% South - North 74%

South - South 57%

45%

MALE: 40%

AVERAGE PARTICIPANT AGE: 26

NORTH - SOUTH

SOUTH - NORTH

SOUTH - SOUTH

PARTNERS BY PRIORITY AREA:

CIVIL SOCIETY: 43%

28%

EDUCATION: 19%

HEALTH:

PRIVATE SECTOR DEVELOPMENT: 10%

Location

Latin **America**



Asia

24

Africa

55

Norway

13

AVERAGE AGE BY PRIORITY AREA:

CIVIL SOCIETY

HEALTH

EDUCATION AND PRIVATE SECTOR DEVELOPMENT

WHICH SECTOR DO THE PARTNERS **BELONG TO?**

CIVIL SOCIETY 115

PUBLIC/SEMI-PUBLIC

PRIVATE

25

OTHER

EXPENDITURE 2017

GRANTS:

Feasibility Studies	1.7
Health	27.8
Education and Private Sector Dev	11.2
Civil Society	30.4
South-South Health	16.3
South-South Education and	
Private Sector Development	16.8
South-South Civil Society	13.9
Training for participants and partners Project Evaluation	
Total:	127.3

All figures in NOK million

OPERATING EXPENSES:

Salaries and Social Expenses	29.5
Travel Expenses	2.5
Other Running Expenses	13.8
Total:	45.8

All figures in NOK million





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