

A man in a workshop wearing safety gear (hard hat, earmuffs, glasses) and a white t-shirt is working on a piece of wood. He is using a tool to shape the wood. The background shows a workshop environment with wooden beams and various tools.

**:fk**  
norway

ANNUAL REPORT  
FK NORWAY / FREDSKORPSET  
**2011**



## Making the world a smaller and better place

*"I want to use my new knowledge to help the people in my own country."*

● **THIS STRAIGHT-FORWARD** and moving quote by one of FK's participants during the last year is among the testimonies which continue to inspire and inform the work we do. Each year, FK Norway, along with our partners, continues to nurture the aspirations of more than 500 young change agents. Through the work we do together, we are fostering leadership for global justice, creating change on the ground and in our minds.

**IN 2011**, FK Norway conducted surveys among our partners and exchange participants. Both provided evidence that speaks of individual as well as institutional growth. Increased language proficiency, technical and leadership skills, elevated job motivation, cross-cultural learning and enhanced awareness about North-South issues are among the factors mentioned.

**TWO EXTERNAL REVIEWS** conducted in 2011 also show favourable results. Scanteam's analysis of the FK Health Exchange Programme (Esther) concludes that the programme fills a perceived funding gap in Norwegian health assistance. The reciprocal exchanges promote capacity-building, increased knowledge and motivation on all sides. Another review, "Changes in the Mind", undertaken by Nordic Consulting Group, probed the

effects of our exchange programmes on Norwegian institutions and communities. Also here, we see that organisations have established a number of internal processes in connection with, or as a result of, the FK programme. The long term effects at the community level are increased interest in diversity and a positive attitude toward North-South relations.

**THESE REVIEWS** are not only an encouragement for FK Norway, but most importantly a boost for the method of exchange as a concept within Norwegian foreign policy. Our accountability depends on being able to demonstrate the outcome and impact of our work.

**THE YEAR 2011** saw a number of milestones in the development of FK methodology. We revised our project cycle and training programme. From now on, FK Norway's training courses in Asia, Africa and Norway will all be fully harmonised. In 2011, for the first time, we gathered all FK youth participants for a three day Youth Camp. The response was overwhelmingly positive!

**THROUGHOUT 2011**, FK Norway's programme strategy has been focused and concentrated. While maintaining diversity, we will strengthen certain thematic areas and reduce the number of countries in

which we are represented. Toward 2014, we will focus our efforts particularly in the areas of health, climate, environment, private sector and youth exchange. We will also introduce three-year framework agreements with partners to increase predictability and sustainability.

**IN LOOKING BACK** at a productive year, I wish to thank all our supportive partners and my dedicated staffs in Kampala, Bangkok and Oslo for your enthusiasm in bringing people together to learn, share and create common understanding. In a world which sadly continues to face tension, conflict and injustice, our work is needed more than ever. As a large and growing family, I am so proud that together, we are contributing to make the world a smaller and better place!

Nita Kapoor  
Director General,  
Fredskorpset/FK Norway

### FRONT PAGE:

FK-participant Sichoeun To is grinding the trimlines on a prosthetic socket so it will fit exactly to the patients leg.





## DESIGN WITHOUT BORDERS

4/5

FK participants and designers Marianne Boye and Ivan Barigye have changed places for a year, to speed up the pineapple and mango export to the international market.



## RESEARCH FOR BIOSAFETY

6

The University of Santa Catarina in Brazil exchanges scientists with GenØk in Norway. Meet Brazilian Daniel F. Holderbaum that spent one year as a scientist in Northern Norway.



## BUILDING A CULTURAL BRIDGE

7

Chinese FK participant Xiang Yang Tang works as a feature journalist in Thailand's largest English-language newspaper, Bangkok Post. On China's National Day, Tang was invited to attend the formal banquet at the Chinese Embassy in Bangkok, as an acknowledgement of her work to bring the two countries closer together.



REVIEW:

## FK EXCHANGE SHARPENS PROFESSIONAL ATTITUDES

8

Scanteam was in 2011 commissioned by Norad to do a review of the FK Health Exchange Programme (Esther). The aim of the review was to see whether the program is fit for its purpose and goal, and to learn from the experiences accumulated so far.



## KNOWLEDGE FOR DEVELOPMENT

9

"There would not have been even one prosthesis if we had sent only money. We have to transfer knowledge and people", says Head of Department at Sophies Minde, Rune Nilsen. Sophies Minde Ortopedi in Norway exchanges prosthetist orthotists with the Cambodian School of Prosthetics and Orthotics and Tanzanian Training Centre for Orthopaedic Technologists.



## "A LIFE-CHANGING EXPERIENCE"

10/11

The Field Band Foundation in South Africa exchanges music instructors with the Norwegian Band Federation. Since the FK programme started ten years ago, almost a hundred band instructors have been on exchange. Through music and dance, the instructor Neville Arnolds and all the other instructors inspire the kids, help them build their self-esteem and offer encouragement.



## PROUD TO BE A TEACHER

14

Movedupce in Nicaragua exchanges preschool teachers with Tønsberg municipality in Norway. "Our FK-exchange participants this year have been very creative", says Maritza Gutiérrez, president of Movement of Community Preschool Teachers in Nicaraguan.



STUDY:

## CHANGES IN THE MIND

15

Nordic Consulting Group was in 2011 commissioned to conduct a study on the impact of Fredskorpset (FK)'s exchange programmes in Norway. The study concludes that partner organisations that conduct repeated exchanges, sending and receiving participants from the South, build up an international commitment, and new social bonds are forged.



## ENCOURAGING YOUNG LEADERSHIP

16/17

August 2011 was the date of the first-ever FK Youth Camp. 98 young people affiliated with nine youth organisations gathered in Sørmarka outside Oslo for three days.



## STATISTICS 2011

18/19

For 2011, the budget allocation was NOK 187.2 million, and 577 participants were exchanged between 380 organizations in 50 countries.

## DESIGN WITHOUT BORDERS

Uganda abounds with fruit and vegetables. Nevertheless, only 9% is exported to the international market. FK participants and designers Marianne Boye and Ivan Barigye have changed places for a year, to speed up the pineapple and mango export to the international market.



Ivan Barigye  
FK participant

### LUSH FOOD

In 2011, the Norwegian industrial designer Marianne Boye has been exchanged with graphic designer Ivan Barigye from Uganda. They have co-operated on developing new products, packaging and food strategies for

the company Reco Industries in Uganda. The objective is to lift Ugandan food production and create products which can compete on an international level. Uganda is one of the world's most lush agricultural countries, but only 9% of the fruits and vegetables are export goods at present.

### NEW COMPETENCE

"The products have a large potential", says Marianne from Reco Industries' head office in Kampala. Marianne designs strategies and works with user testing of how products such as pineapple, mango and coffee shall reach an international market. "I have learned an enormous amount during this process, about how to

lift a product up and out into the world. I have gained competence which I never would have gained in Norway", she says.

### INTERNATIONAL KNOWLEDGE

7000 kilometer further north, Ivan works with the Norwegian advertising agency OneZero. Ivan is a graphic designer, and his task is to design the packing for Reco's products.

"I know Ugandan design in and out", says Ivan, "and with the competence I have gained by working in a Norwegian advertising agency, I am developing a packaging design that can reach the international market, as well as the Ugandan market". The Managing Director of OneZero advertising agency, Kristian Grønevet, says that it is a great resource to have designers with different cultures and design expressions working for them for a year.

### EXCHANGE OF DESIGNERS – A TOOL FOR DEVELOPMENT

Marianne and Ivan work for Norsk Form and Makerere University in Kampala, as a part of the project Design Without

Borders. The project's objective is to utilise designers' creativity and analytical abilities to solve the challenges in developing countries.

Since its inception in 2001, Design Without Borders has contributed with design competence in more than 20 projects in countries such as Uganda, Guatemala and Mozambique. The aim has been to give better living conditions, business development and more effective humanitarian aid in developing countries by using design methods.

### COOPERATION

"These projects would never have come into being if the competence of south and north had not been brought together through the cooperation in partnerships, says head of project for Design Without Borders, Kristoffer Leivestad Olsen.

In the Autumn of 2011, four of Design Without Borders' projects were selected for the UN's prestigious exhibition Design with the Other 90%: CITIES Autumn 2011.

"These projects would never have come into being if the **competence of south and north** had not been brought together through the cooperation in partnerships"

*Head of project Design Without Borders,  
Kristoffer Leivestad Olsen.*



Photo: Kjersti G. Vangberg



Photo: Anne Aagaard



Photo: Kjersti G. Vangberg



Photo: Anne Aagaard

**THE NORWEGIAN** industrial designer Marianne Boye has been exchanged with graphic designer Ivan Barigye from Uganda. They have co-operated on developing new products, packaging and food strategies for the company Reco Industries in Uganda.

Marianne's approach to develop new products is user testing as well as working in the fields finding that perfect pineapple. At the same time, Ivan has been developing the package design at an advertising company in Norway.



## RESEARCH FOR BIOSAFETY

The University of Santa Catarina is one of few institutions in Brazil doing research on genetically modified organisms (GMOs) and through the cooperation with the GenØk Centre for Biosafety in Tromsø, USC has been able to establish new research lines.

The cooperation between the two institutions aims at increasing knowledge and data collection regarding possible health and environmental effects from GMOs.

### INTERNATIONAL EXPOSURE

“To publicise new knowledge within this field is one of our highest priorities”, declares professor Rubens Onofre Nodari. “The cooperation with GenØk has contributed to capacity building within our institution. As a result of this exchange of personnel we are better positioned to contribute to the implementation of the Cartagena Protocol on biosafety and, furthermore, the FK exchange represents a great opportunity for our students and staff when it comes to international exposure and to broaden their horizons through increased cultural and professional knowledge”, says Nodari.

### “I WANT TO CONTRIBUTE TO THE GMO DEBATE”

Daniel F. Holderbaum was exchanged to GenØk in 2010-2011. During his stay in Tromsø Daniel was involved in laboratory analysis, practical laboratory work and field work.

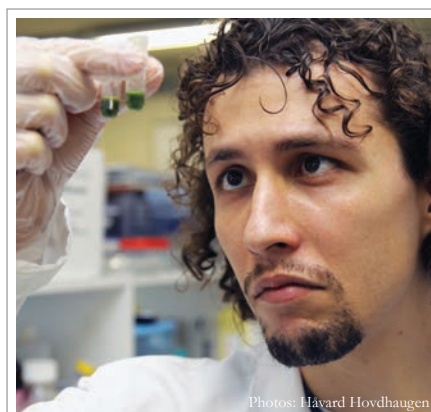
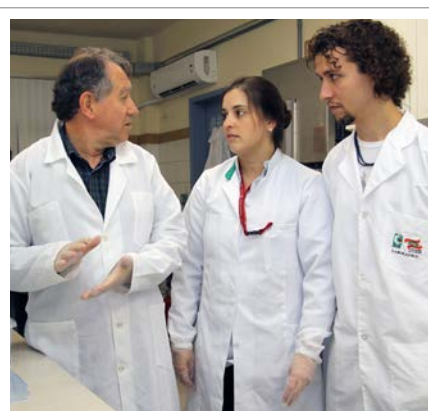
“The most important thing I take home to my institution is knowledge of new techniques and methodologies”, he is convinced. Before the exchange he was a student at the university and upon his return to Brazil he will work on his Master’s thesis. His work is very much based on the experience he gained in Tromsø during his exchange. “For the future I plan to do a Ph.D – maybe I will return to Tromsø for further studies and research”, he surmises. At the same time he is clear about his future after his studies:

“I would like to make an impact on Brazilian society by working and doing

research in Brazil. I want to contribute to the GMO debate in the country and for me it has been a good start to my future career being part of an FK exchange”, Daniel says in conclusion.



**DANIEL F. HOLDERBAUM** brought back useful technical knowledge from his exchange period in Norway.



Photos: Havard Hovdhaugen

## BUILDING A CULTURAL BRIDGE

Chinese FK participant Xiang Yang Tang works as a feature journalist in Thailand's largest English-language newspaper, Bangkok Post. Her work has already caught the attention of her own government.

We met Tang at the towering headquarters of Thailand's largest English-language newspaper. A tiny, tender woman greeted us.

### THAI CULTURE IN CHINA

Tang has shown impressive productivity, delivering sixteen features for Bangkok Post during the first six months of her exchange. She has also written several articles about Thai culture for her Chinese employer. When Tang writes about Thailand, she tries to avoid "usual" subjects like prostitution, drugs and "lady boys". Instead, she has written articles about Thai people, culture, Buddhism, how the general public view the Thaksin family, unwanted pregnancy and charity. Charity is not a familiar concept to the Chinese public, but she has learned the importance of working across borders, volunteering and the role of international organisations during her exchange.

### CROSS CULTURAL UNDERSTANDING

The Chinese economy may be developing at breakneck speed, but it is also leaving cultural understanding quite a long way behind. Tang uses her articles to show that China has many things to learn from Thailand, and to reduce the misunderstandings between the two countries. Looking in the opposite direction, it is pretty clear to Tang that prejudice is still an issue. Many Thai people are of Chinese origin, but do not know much about the culture or language.

Her boss in China has taken notice of her work and Tang has already been promised a better job once she returns from her exchange. With her increased self-esteem and international experience, Tang thinks she is ready to pursue a career in aired media. She says she feels much more comfortable with English now; and believes



"I HAVE GROWN as a person and my new perspective has expanded my professional goals" Xiang Yang Tang says.

she can apply her profession on different platforms. "I also have a renewed interest for culture, and I plan to write book reviews for The Economic Observer once I return to China."

### EDUCATION OPENS UP POSSIBILITIES

Tang is 27, married and grew up in the Hunan province in Southern China. She moved to Beijing when she was 18 to do her bachelor's and master's degrees in journalism. This is not a common career choice for women in China, as most women still work on the family farm. Tang's motivation to study was that she felt it would open up more possibilities for her to make a useful contribution to society.

**TANG'S WORK** is appreciated. On China's National Day, Tang was invited to attend the formal banquet at the Chinese Embassy in Bangkok, as an acknowledgement of her work to bring the two countries closer together.



## REVIEW: FK HEALTH EXCHANGE

**SOUTHERN PARTNERS** report increased technical capacity, greater awareness of treatment options, improved standards of clinical practice, and higher retention of staff.

**NORWEGIAN PARTNERS** and health workers report greater familiarity with tropical diseases and valuable practice in high-volume clinics. The skills they have learned abroad make them better able to deliver quality care to patients from other cultures in Norwegian hospitals.

# FK HEALTH WORKER EXCHANGE SHARPENS PROFESSIONAL ATTITUDES

Scanteam was in 2011 commissioned by Norad to do a review of the FK Health Exchange Programme (Esther). The aim of the review was to see whether the program is fit for its purpose and goal, and to learn from the experiences accumulated so far.

Conclusions are generally very positive: FK Esther fits its purpose and goals, and has helped fill a perceived funding gap in Norwegian health assistance. The projects create enthusiasm on all sides. Changed professional attitudes and better motivation are some of the key benefits delivered by the programme. International health sector development is promoted. Reciprocity in exchanges is generally beneficial. At the same time, Scanteam points to some weaknesses: Projects may in some cases be gap-filling; there are weaknesses in monitoring; and the programme lacks strategic direction.

### CHANGES IN HEALTH WORKER ATTITUDES

Improved motivation and changed attitudes among exchanged health workers and their institutions were frequent outcomes mentioned by those interviewed and stated in documents. The review team found that improved motivation and changes in professional attitude are likely to enhance the way exchanged health workers and institutions go about their work.

Southern partners also cite improved efficiency, resulting from the changes in attitude. Moreover, new, improved ways of working make for better handling of

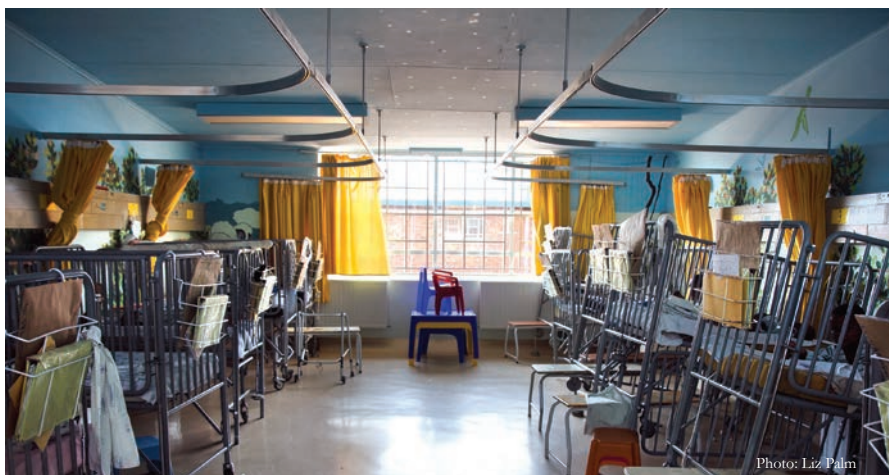
patients, keeping of records, etc.

The review team were particularly impressed with the finding that partnerships and exchanges improve motivation and sharpen professional attitudes. As described extensively in the World Health Report (WHO, 2006), motivation is one of the key determining factors in health worker performance and, consequently, in the quality of health services.

### RECIPROCITY ADDS VALUE

FK's core competence is exchange, and it is here that FK offers a valuable service to partners, says the review team. FK Esther adds value for partners through the use of reciprocal exchanges.

The review team heard many success stories from Southern partners who praised the exchanges to Norway. In return, they found that Norwegian institutions benefit from their staffs' changed values and skills when dealing with patients from other cultures. In this respect FK is the right institution and Esther is the right framework for the projects now within the programme, the report finds.



**MEDUNSA TEACHING HOSPITAL** in South Africa is one of the FK-partners within the FK Health Exchange Programme. The aim is to give doctors from South Sudan knowledge to build up an orthopedic unit at Juba Hospital.





## PROSTHETIST ORTHOTISTS

WITH THE CAMBODIAN SCHOOL OF PROSTHETICS  
AND ORTHOTICS AND TANZANIAN TRAINING  
CENTRE FOR ORTHOPAEDIC TECHNOLOGISTS

# KNOWLEDGE FOR DEVELOPMENT

"There would not have been even one prosthesis if we had sent only money. We have to transfer knowledge and people", says Head of Department at Sophies Minde, Rune Nilsen.



**BOU KY AND SICHOUEN TO** from Cambodia explore the use of different materials at Sophies Minde in Norway.

The orthopaedic clinic exchanges orthopaedic engineers between Malawi, Tanzania, Cambodia and Norway. The main objective is to strengthen the education of prosthetics and orthotics in the involved Tanzania and Cambodia.

### STRENGTHENED TEACHING

"I have learned new methods and used other materials than in Cambodia", says Bou Ky, who has worked at the clinic at Sophies Minde since February. He is educated as an orthopaedic technician in his home country, and when he returns to Phnom Penh in September, in addition to do clinical work, he will also teach at the Cambodian School of Prosthetics and Orthotics.

One of the requirements for an orthopaedic education to be internationally approved is that the students learn to use

the different materials that are to be found in the professional field.

"In Norway we use carbon fibre and titanium, whereas in Africa and Asia they use polypropylene because it is a much cheaper material. However, it functions just as well for prostheses", says Rune Nilsen.

There is a lot of activity at the clinic at Sophies Minde. It buzzes with the sounds of grinding and hammering, and white-coated engineers and technicians walk around carrying arms and legs that are to be fitted and assembled. At the shoe section located at the end of the orthopaedic clinic, soles and footwear are made.

### EDUCATION AS AID

"It is important to strengthen local competence", says Rune Nilsen. He thinks that education is the best form of aid. The

need for rehabilitation is enormous, but is not given priority in developing countries. Fractures and complications that we regard as minor in Norway often end with infections and amputations in countries where the necessary equipment and competence is lacking. Orthopaedic engineers can make daily life far simpler for very many patients.

### SHARING EXPERIENCE

"When I was in Tanzania, I saw what their needs were", says Siv Ulstein. "I learned a lot about which solutions can be used in developing countries". She has been on exchange in Tanzania, where she taught orthopaedics, and is now back as an orthopaedic engineer at Sophies Minde.

"We who have been abroad are often used as teachers at the University College in Oslo, where we can share our experiences from developing countries".

"Exchange is a good method in development cooperation", says Rune Nilsen. He adds that he would have liked there to be funds for scholarships for education and materials for professional environments that wish to contribute to Norwegian development cooperation.

## “A LIFE-CHANGING EXPERIENCE”

Neville Arnolds teaches marimba for the Cape Whalers Field Band in Macassar outside Cape Town. Fourteen years ago he was one of the kids in the township curious about becoming a band-member.



**NEVILLE ARNOLDS** wants to share his knowledge and inspire the kids in Cape Whalers Field Band.

“Neville is a good role model”, says coordinator Belinda Jackson in Cape Whalers. She remembers him from the start of the Field Band Foundation (FBF) in 1997. Today Cape Whalers is one of 38 field bands across South Africa. “We teach values and life skills in a fun way,” Belinda explains.

Through music and dance Neville and all the other instructors inspire the kids, help them build their self-esteem and offer encouragement. To be a band member, kids must embrace cooperation, discipline and a regular routine.

### **IMPACTING ON YOUNG PEOPLE'S LIVES**

“We have the money, but without the knowledge provided by the Norwegian Band Federation and FK Norway, we could never do this”, concedes Bertie Lubner. Together with his brother Ronnie, he founded FBF in 1997. He wanted to do something for the most

disadvantaged youth. The aim of FBF is to positively impact on the lives of economically and socially-challenged young people. The exchange programme with Norway came about in 2001.

Bertie's dedication remains strong after all these years. Tears fill his eyes as he observes what the organisation has grown to be. In October 2011, he opened the National Championship in Johannesburg, where more than 2000 youngsters took part. The mood was euphoric at Wanderers Stadium, which was awash with cheering children, colourful costumes, shiny brass horns, chattering steel drums, lively rhythms and spectacular dance.

### **SHARING HIS KNOWLEDGE**

Neville is now a professional drummer who performs with international and domestic artists. He also teaches marimba at Cape Whalers.

“I want to inspire them, so they also can change their lives”, says Neville when

we meet him in Macassar township in Stellenbosch. In 2003 he spent a year in Norway, learning music theory and teaching young Norwegian musicians how to move and play an instrument at the same time.

“It was a life-changing experience”, says Neville about the exchange period. “I learned to be structured and how to achieve a goal. The Norwegians are so focused”, he says, “it was a challenging year”.

### **BANDS CROSSING BORDERS**

Since the FK programme started ten years ago, almost a hundred band instructors have been on exchange thanks to Bands Crossing Borders. These dedicated musicians have delighted in sharing their knowledge and learning new techniques – inspiring others and becoming remotivated themselves.

No less than five South African musicians are currently living and working on exchange in Norway.



“This organisation uses massed brasswind and drums – including dancers – from 38 South-African townships, to bring home the **life skills** that children need.”



**THE FIELD BAND FOUNDATION (FBF)** is one of journalist Paul Pereira in Business Day’s favourite organisations. In his article about life skills projects, he writes: “This organisation uses massed

brasswind and drums – including dancers – from 38 South-African townships, to bring home the life skills that children need.”









**CARL BRAAF** at rehearsal with  
Cape Whalers Field Band, Macassar township.

Photo: Liz Palm





## PROUD TO BE A TEACHER

Established ten years ago, the Movement of Community Pre-school Teachers in Estelí, Nicaragua (MOVEDUPCE), in 2011 carried out its fourth round of preschool teacher exchanges with the Municipality of Tønsberg in Norway.

“The participants from Norway who have worked with us here in Estelí over the years have made great contributions. The pedagogy evenings, where the pre-school teachers have talked about the teaching philosophies used in Norway, have been particularly useful. Our teachers learn skills that they can apply in their daily work. These professional evenings are also valuable as an arena where the teachers can share their teaching practices with each other,” says Maritza Mercedes Gutiérrez Altamirano, president of MOVEDUPCE.

### TEACHING THROUGH PLAY

During most of 2011, Ylva Bloch-Hoell, Mirjam Brynilsen and André Brynilsen have worked with MOVEDUPCE. The pre-schools in Nicaragua have a much more detailed curriculum and a stronger

focus on learning figures and letters than Norwegian pre-schools. This has been a challenge when wanting to introduce new techniques and focal areas. “We have tried to show that it is possible to use play as a methodology for achieving the required learning goals for the children,” Ylva explains.

### LEARNING FROM CHALLENGES

“From our work with the Nicaraguan pre-school teachers, we have learned a lot ourselves. For instance, the resources available for carrying out activities with the children are much more limited, and our colleagues have taught us how to manage by recycling materials, without buying so many things,” says Mirjam.

“We are also very impressed by how proud the Nicaraguan pre-school

teachers are of the job they do. Our Norwegian counterparts do not always seem to be aware of the importance of their profession in the same way,” Ylva adds.

The exchange has been an important source of personal growth among participants. As André puts it: “It is challenging to be new in a country, without knowing the language and without knowing the social codes. Having lived through this experience, I think I will be able to meet people who are not originally from Norway with new understanding.”

### EX-PARTICIPANTS CONDUCT TRAINING

Since the start of the exchange programme in 2007, eight teachers from MOVEDUPCE have had the opportunity of working in pre-schools in the Tønsberg area. Carolina Yamileth Flores Urbina visited Norway in 2008. “I liked to learn, I liked to share”, she declares. Former exchange teachers from MOVEDUPCE have come together to share new skills within their home institutions. Carolina is a good example: Three years ago she joined other colleagues to form an ex-FK group in MOVEDUPCE. Together they help train other pre-school teachers in the organisation, based on what they have learned as exchange teachers in Norway.

After returning from Norway it is not unusual for the exchange teachers to face new professional challenges. Haissel Maria Rizo Toruño, who was one of the first two participants to visit Norway in 2007, now works as a pedagogy advisor for pre-school teachers for the Ministry of Education.

“Without the experience from Norway, I would probably not have been offered this position,” Haissel believes.



Photos: Mirjam Brynhildsen

“OUR EXCHANGE PARTICIPANTS this year have been very creative”, says MOVEDUPCE president Maritza Gutiérrez.



# CHANGES IN THE MIND

Nordic Consulting Group was in 2011 commissioned to conduct a study on the impact of Fredskorpset (FK)'s exchange programmes in Norway. The NCG team analyzed how the FK exchange programme and presence of FK participants from the South contribute to changes in values and mindset among people in the host organisations and in the Norwegian communities where the participants live.

## DRIVERS FOR CHANGE

The first conclusion is that to see change, certain core-drivers need to be present in the Norwegian partner organisation. The most important core-drivers for change are the culture brokers in the Norwegian partner organisation. These are persons with some sort of cross-cultural experience, being key to integrating FK participants in everyday society in Norway – which again is the key to value change and community impact. The culture brokers are at once the glue and the mediator between the South participant and the Norwegian organisation; and between the South participant and the local community.

The second core-driver for change is when the values of equity and reciprocity are embedded at an institutional level. This gives the project an easy start. The final core-driver for value change is repeated exchanges over time – which may be described as process and accumulation. The team argues that several rounds of exchanges produce a set of experiences and knowledge that become a part of the cumulative effect on the organisation. Ultimately these experiences are consolidated as values within the organisation.

## VALUE CHANGES OCCUR

The second conclusion found by the team is this: when the drivers for change are present in the Norwegian partner organisation, value changes occur. It is not possible to confirm a new value, since values are neither static nor limited. The value changes are however reflected in phases and patterns, which in the study have been categorized as value changes. Such changes are both processual and cumulative. They are processual because the mindset changes seem to start with

one particular value change, which in turn leads to a next value change. The team found that the value changes start off with an awakened interest in otherness. The second step is self-reflection. The third value change identified is motivation for new knowledge. This value change occurs in particular when the FK participants from the South are selected on the basis of relevant skills and competence. This, in turn, tends to create a desire and motivation for new learning among the Norwegians who come into contact with the participants. The simple fact of the FK participant being here sparks a desire to learn more about the society and culture he or she represents. Norwegians who interact with the participant seem to develop an interest in political, social and cultural questions related to the participant's background.

## IMPACT ON ORGANISATION AND SOCIETY

The third and final conclusion the team drew is that these value changes do have an impact on the partner organisations and the local communities around them. Partner organisations that frequently send people on exchange to the South, and receive exchange participants from the South in return, steadily build up an international commitment at both the individual and organisational level. New social bonds are forged – and these in turn inspire other individuals and organisations in the community to show solidarity. Finally, the team argues that the sheer presence of FK exchange participants in the local community is a driver for greater tolerance and understanding of other cultural minorities in Norway – in particular immigrants and refugees from the South.



Photo: Liz Palm

**PARTNER ORGANISATIONS** that conduct repeated exchanges, sending and receiving participants from the South, build up an international commitment, and new social bonds are forged. Jon (10) has played drums for two years in Olsvik School Band. "It's fun to learn African rhythms" he says, as he drums to a new melody, supervised by the South African band instructors at a Norwegian Band Federation seminar in Bergen, Norway.

NINETY-EIGHT YOUNG PEOPLE  
FROM NINE YOUTH ORGANISATIONS  
ATTENDED

## YOUTH CAMP IN NORWAY



# ENCOURAGING YOUNG LEADERSHIP

August 2011 saw the first-ever FK Youth Camp. 98 young people affiliated with nine youth organisations gathered in Sørmarka outside Oslo for three days.

The feedback from participants was extremely positive: “Brilliant lectures”, “great speakers”, “interesting, fun and educational”, were just some of the comments.

Communication and follow-up are important parts of the FK Youth exchange. Students and professionals on exchange are given the tools to tell their stories, as well as to understand those of others. Indeed, storytelling, blogging and social media were among the topics discussed at Youth Camp, together with global issues such as poverty and wealth, human rights and the environment.

“We also hope that by visiting the Youth Camp, the participants will learn about FK Norway and see themselves as part of a broader picture”, explains Vigdis Holm, FK Youth Team Leader.

### **CULTURAL KNOWLEDGE CANNOT BE OVEREMPHASISED**

“Exchanging knowledge across borders

is essential” was the keynote message from Kirsti Bergstø, Norway’s Deputy Minister for Children, Equality and Social Inclusion in her opening speech. “We need your commitment in order to achieve a better understanding between cultures” she continued, noting that the youth of today are the people who will decide the agenda of tomorrow.

### **CHANGE AGENTS**

The FK Youth programme is aimed at young people aged 18-25 years old. In FK Norway, young leadership is a key focus. The main objective is for young people to develop a new approach to global challenges and opportunities. Hopefully, then, FK and our international partner organisations can offer a deeper understanding of other cultures by providing an opportunity to work and live in another country. Living abroad also offers new insights about one’s own culture.

### **STRONG COMMITMENT**

Christian and Heidi from Queer Youth travelled to Kenya to work for recognition and acceptance of gays and lesbians, along with the Gay and Lesbian Coalition of Kenya.

Asenath and Mary from Kenya went on exchange to YWCA Madagascar. They are taking part in the project Communication for Change, aiming at getting young people engaged in local and global development issues.

Mary and Lisa from YMCA Buskerud travelled to YWCA Bangladesh, an organisation that is dedicated to promoting development on behalf of women and girls irrespective of race, creed or culture.

Common to all FK-youth participants is a strong commitment to improve the world coupled with a burning desire to learn and a determination to contribute. Working in a new country and living with a new family for a period of many months will inevitably challenge the youth to see the world from a different angle.



“Exchanging knowledge across borders is essential. We need your commitment in order to achieve a **better understanding** between cultures. Noting that the youth of today are the people who will decide the agenda of tomorrow”

*Kirsti Bergstø,  
Norway's Deputy Minister for Children, Equality and Social Inclusion*



Photos: Liz Palm



**ALMOST 100 YOUNG PEOPLE** provided a great atmosphere at FK Youth Camp in August. During three days they discussed new topics, shared stories, played games and got new friends. 61 of the

participants travelled from Norway, while the remaining 37 arrived from countries in Asia, Africa and Latin America.



# STATISTICS 2011

## PARTICIPANTS WITH DEPARTURE 2011 ACCORDING TO PROGRAM

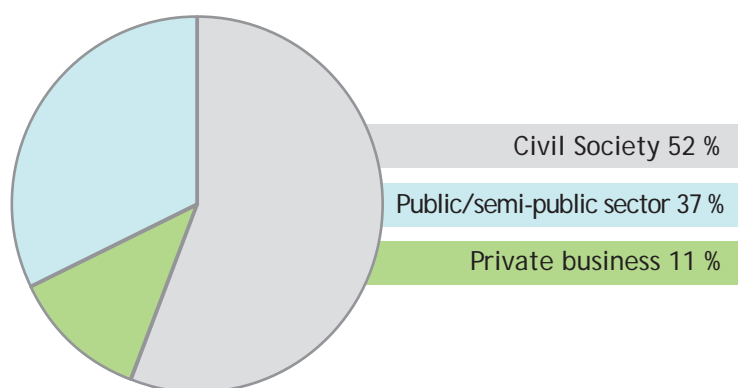
	2011	2001-2011
FK Health Exchange program (Esther)	39	82
North-South programme	135	1813
Senior programme	-	55
South-South programme	156	1161
FK Youth programme	247	2085
<b>Total</b>	<b>577</b>	<b>5196</b>

## GENDER DISTRIBUTION OF PARTICIPANTS ACCORDING TO DIRECTION OF EXCHANGE

Gender	DIRECTION OF EXCHANGE			
	NORTH-SOUTH	SOUTH-NORTH	SOUTH-SOUTH	TOTAL
Female	74 % (159)	42 % (70)	48 % (94)	56 % (323)
Male	26 % (57)	58 % (95)	52 % (102)	44 % (254)
<b>Grand Total</b>	<b>100% (216)</b>	<b>100% (165)</b>	<b>100% (196)</b>	<b>100% (577)</b>

Priority Area	% of projects
Business development, incl. agriculture	12 %
Culture and sports	11 %
Education	11 %
Environment	17 %
Good governance, incl. media and HR	12 %
Health, incl. HIV/AIDS	14 %
Peace building	6 %
Women and gender equality	4 %
Other	15 %
<b>Grand Total</b>	<b>100 %</b>

## PARTNERS BY SECTOR OF SOCIETY



## FK NORWAY PROGRAMMES:

### North-South programme:

Exchange of professionals aged 22-35 between organisations in Norway and developing countries.

### South-South programme:

Exchange of professionals aged 22-35 between organisations in developing countries.

# STATISTICS 2011

## WHERE DO THE PARTICIPANTS COME FROM\*?

COUNTRY	
Norway	213
Kenya	37
Tanzania	33
Uganda	33
Nepal	28
Zambia	15
Cambodia	14
Bangladesh	13
South Africa	13
Guatemala	10
Madagascar	10
India	9
Philippines	9
Thailand	9
El Salvador	8
Malawi	8
Nicaragua	8
Sudan	7
Vietnam	7
Colombia	6
Laos	6
Sri Lanka	6
Zimbabwe	6

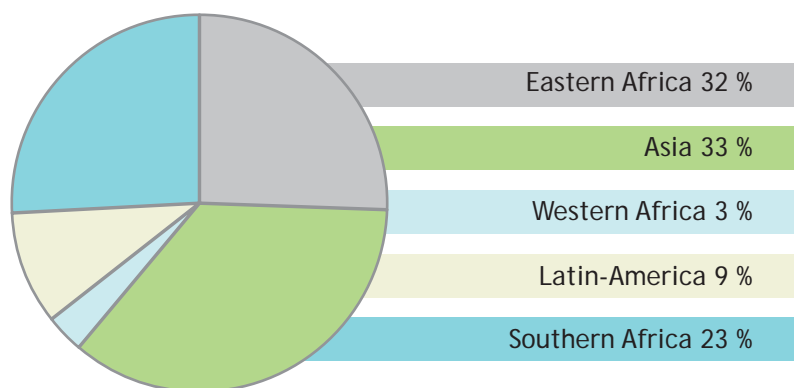
(\*Showing countries with six or more participants)

## EXPENDITURE 2011 (Expenditures in million Norwegian kroner)

Expenditure 2011 grants	
North-South program	53.5
South-South program	33.9
FK Health Exchange program	22.4
FK Youth program	29.7
<b>TOTAL:</b>	<b>139.5</b>

Expenditure 2011 running expences	
Running expences South-South	6.0
Monitoring and evaluation	0.8
Training of participants and partners	8.8
Partner- and participant networks	1.4
Strategy and organizational development	0.4
Salaries	20.8
Other running expences	9.5
<b>TOTAL:</b>	<b>47.7</b>

## SOUTH PARTNERS BY REGION



### FK Health Exchange programme

**(Esther):** Exchange of health professionals between organisations in Norway and developing countries.

### FK Youth Programme:

Exchange of young people aged 18-25 between organisations in Norway and developing countries.





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