

Annual report 2004



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Content

Part I Exchange for development	3	Part III Bringing People Together	11
1. External framework	3	6.1 Participants and programme lines.....	11
1.1 Goals, objectives and tasks	3	6.3 Mutual balance	12
1.2 Directions from the MFA	3	6.4 Professional diversity.....	13
1.3 UN Millennium Development Goals.....	4	6.5 Gender equality	13
1.4 Fighting poverty together	4	6.6 Age	13
Part II Partnership for development	5	7 Meeting points and communication channels	13
2 Partnerships and programmes	5	7.1 Preparatory courses	13
2.1 Partnerships.....	5	7.2 Homecoming seminars	14
2.2 Programme lines	5	7.3 Follow-up work.....	14
2.3 The partnership structure	5	7.4 Network seminars in the South	14
2.4 Demand, plans and goal achievement	6	7.5 Bringing People Together	14
2.5 Equality between partners	6	7.6 The Oslo North-South forum	14
2.6 Gender balance	6	7.7 Conferences	15
3. Diversity and focal areas	6	7.8 IVSO	15
3.1 Public, private and civil sector	6	7.9 Website	15
3.2 Focal areas of Norwegian development policy	7	Part IV Organisation and Finances	16
3.3 Boldness	7	8.1 Board.....	16
3.4 Coordination with Norwegian embassies	7	8.2 Council Meeting	16
4. Global network	8	8.3 The Director General	16
4.1 Partnerships, by continent	8	8.4 Organisation	16
4.2 Partnerships in countries	8	Expenditures 2004	17
4.3 Poverty orientation: LDCs	8		
4.4 Fredskorpset in Norway's development coop. countries	9		
4.5 New programmes	9		
5. Exchange for development	9		
5.1 Goal definition within partnerships	9		
5.2 Goal achievements	10		
5.3 Quality assurance	10		

Part I

Exchange for development

1. External framework

Fredskorpset (FK) is a governmental body under the Norwegian Ministry of Foreign Affairs (MFA). As such, it serves as an instrument for achieving the development policy goals of the Norwegian government. FK's core activity today centres on the exchange of personnel between Norway and developing countries in the South, within the framework of institutional cooperation.

Directions for the work of Fredskorpset are set out in its statutes, approved by the Cabinet, supplemented by directions and guidelines provided by the MFA on an ongoing basis. Further important guidelines for our work in 2004 have come from the MFA's report No. 35 to the Norwegian Parliament, Fighting Poverty Together, and from the UN Millennium Development Goals.

1.1 Goals, objectives and tasks

The main goal of Norwegian development cooperation is to contribute towards lasting improvements in the economic, social and political conditions under which people live in developing countries, with special emphasis on assistance which benefits the poorest sector of the community, and with the realization of human rights for all.

This is by default the overall goal for FK's activities. In addition, FK works to facilitate contact and cooperation between individuals, organisations and institutions in Norway and in developing countries, based on solidarity, equality and mutuality.

From these goals, the FK statutes have defined the following tasks:

- promote mutual learning
- contribute to the development and strengthening of civil society in developing countries,
- strengthen local organisations and democratic structures in developing countries,
- improve people's possibility to define and achieve their own development goals,
- contribute to increased participation of developing countries in international fora.

The statutes also underline that the transfer of knowledge and experience back to the participant's home society is an important part of FK's tasks.

In other words, Fredskorpset has a development policy agenda in the South, as well as a solidarity and awareness agenda in Norway.

1.2 Directions from the MFA

Fredskorpset's annual budget is proposed by the Norwegian Government and determined by the Parliament. In 2004, FK was allocated Norwegian kroner 135 million. The MFA has specified six main strategic areas for Norwegian development policy, and has requested FK to direct its activities in accordance with these:

- education
- HIV/AIDS
- private sector development, including agriculture
- sustainable development
- good governance
- peace building.

As part of its solidarity and awareness agenda, FK is also to contribute to the establishment of local North–South networks, and to take part in the UN Millennium Development Goals campaign.

1.3 UN Millennium Development Goals

Norwegian development policy has included the UN Millennium Development goals in its basic premises. These goals are:

- eradicate extreme poverty and hunger
- achieve universal primary education
- promote gender equality and empower women
- reduce child mortality
- improve maternal health
- combat HIV/AIDS, malaria and other diseases
- ensure environmental sustainability
- develop a global partnership for development.

1.4 Fighting poverty together

The MFA report No. 35 (2003–04) to the Norwegian Parliament, *Fighting Poverty Together*, is the first White Paper on development policy in eight years. The report proposes a policy that has direct implications for Fredskorpset. The UN Millennium Development Goals and various strategies for reaching these goals are outlined, with four groups of reforms as central:

- Reform of international framework conditions, including debt cancellation, reduction of subsidies and toll barriers, and promoting increased investment in developing countries.
- Donor reform – more assistance and more effective assistance. This includes a gradual transition from project support to programme and budget support, joint donor financing and reporting, and concentrating development measures on national PRSPs (Poverty Reduction Strategy Papers)
- Governance reform, democracy and efficient administration, including respect for human rights and combating corruption.
- Reforms in the development of trade and commerce and civil society, where special mention is made of Fredskorpset.

In sum, this recent White Paper proposes a thematic and geographic concentration of development assistance, as well as coordination with other development actors.

Part II

Partnership for development

2 Partnerships and programmes

2.1 Partnerships - the backbone of FK exchange programmes

FK facilitates exchange of personnel within the framework of institutional cooperation, through partnerships. The partnership is the operative part of the exchange, and is responsible for recruiting the participants to be exchanged. FK's role is to allocate funding for each partnership.

Three types of agreements can be made on the basis of FK's allocations:

- partnership agreement: between the two or more partners, on goals, scope, content and various practical arrangements.
- cooperation agreement: between FK and primary partner (on behalf of the partnership), on allocations
- participant agreement: between participant and recruiting partner.

Each partnership has a primary partner, which is legally, financially and professionally responsible vis-à-vis FK.

2.2 Programme lines

FK has four programme lines: North–South (also called the primary programme), South–South, FK Youth and FK Senior. Each of the programme lines has partnership and exchange as their core areas, but while North–South facilitates institutional cooperation between Norwegian organisations and similar institutions in the South, the South–South does not involve Norwegian partners. In South–South, partnerships are built between organisations inside or across regions in Africa, Asia and Latin-

America, and this is often accomplished within larger networks involving more than 2 partners. The age limit for North–South and South–South is 22–35 years. FK Youth is directed towards partnerships between Norway and the South, with participants between 18 and 25 years old. The exchange period for FK Youth is usually shorter than within North–South and South–South, and the focus on awareness and mutual learning is stronger. FK Senior is aiming at participants with a long professional career, who may contribute as mentors or coaches.

One partner may be involved in partnerships within more than one programme line, with various kinds of exchange. The most common combination model consists of North–South and South–South exchanges.

Exchange of personnel is the main tool for achieving the objectives set within each partnership. The exchange also serves as an instrument for creating international cooperation, solidarity and awareness. Partnerships are thus crucial instruments to enable FK to achieve its own objectives. Importantly, however, the partners are independent legal and operative bodies: FK can only indirectly determine the formulation of goals, the recruitment of participants, job descriptions, housing, etc. Maintaining this balance is one of FK's structural challenges.

2.3 The partnership structure

As of the end of 2004, FK had on-going cooperation agreements with 104 primary partners. Forty agreements were signed in 2004, and 12 were ended.

These 104 primary partners had in total 291 secondary partners. In addition, 37 partners had received or applied for funding for feasibility studies. This means that 442 institutions are – in one way or another – involved in implementing or planning FK exchanges. North–South

is FK's largest programme, with 75 active cooperation agreements. South–South had 22, FK Youth 17 and FK Senior had 7 cooperation agreements in 2004.

Each partnership consists on the average of three partners, although in South–South programmes, networks of six to eight are more common.

There are several reasons why partnerships may come to an end. In some cases, the stated objectives have been reached. In other cases the partners may decide to terminate after the first round. This might be due to lack of resources, or that goal achievement has not been according to expectations. Some partnerships have not had their allocations renewed by FK, due to lack of satisfactory results.

2.4 Demand, plans and goal achievement

The role of Fredskorpset is based on demand. Potential partners design project applications for FK, on the basis of new initiatives or existing partnerships with shared objectives. FK does not define programmes, nor does it recruit participants directly. And although the partners' overall goals will have to accord with the overall goals, values and additional guidelines of Fredskorpset, the focus on applicant or "customer" demands may imply a limitation to any direct influence that FK can exert – on the choice of countries involved in the exchange; on thematic focus; on goal formulations and even on the question of de-centralisation within Norway.

The focus on demand may be a good way of obtaining diversity – which is one of FK's specific values. The focus on goal achievement, and the fact that the MFA increasingly stresses the need for coordination and concentration, mean that demand must be balanced against central planning. This is one of the key challenges facing Fredskorpset: to obtain the desired results and achievements without compromising the customers' initiatives, wishes and needs – and to open up for innovation and venturesome thinking.

2.5 Equality between partners

Equality is a central value for FK, and equality between the partners in a partnership is essential. Although each partnership nominates a primary partner who is responsible for the contact with FK, all partners are expected

to participate on equal terms when the project is designed; in determining the goals and objectives, as well as in planning and implementation of exchanges. Being a primary partner does not bestow any special authority in relation to the secondary partners other than what the partnership itself might decide. Primary as well as secondary partners are invited to participate in FK's biannual council meetings.

2.6 Gender balance

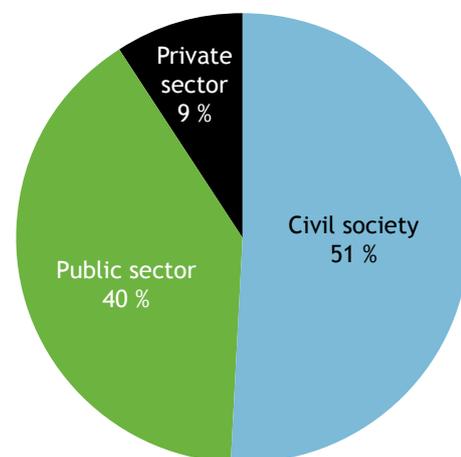
Ever since its inception, FK has promoted a balanced distribution of participants in terms of gender. Concerning the gender balance between partner representatives, no systematic survey has been carried out so far. FK considers it of great importance that women are recruited into managerial positions. This may be achieved gradually, but situations may also emerge in which FK requires a gender-balanced management as a precondition for funding.

3. Diversity and focal areas

According to its statutes, FK is to ensure that a wide range of private and public organisations and institutions are represented in its programmes. Diversity is a central value, and diversity has many dimensions:

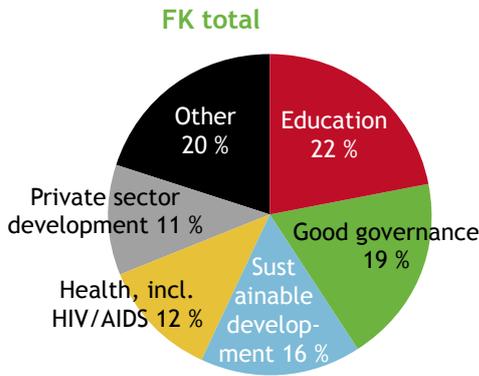
3.1 Public, private and civil sector

The figure shows diversity in terms of sector, within the present, active partnerships:

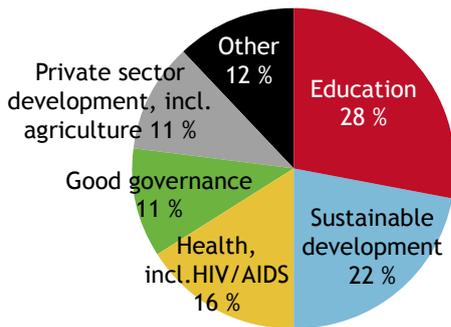


3.2 Focal areas of Norwegian development policy

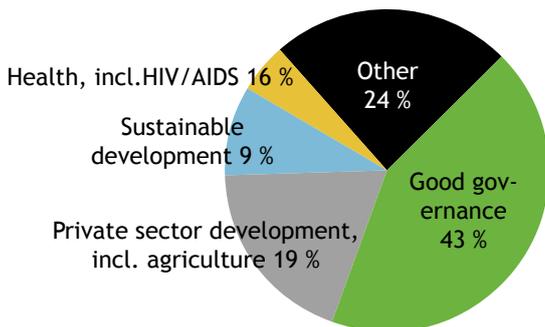
The six focal areas of Norway’s development policy have been defined in relation to the UN Millennium Development Goals and the White Paper Fighting Poverty Together: education, HIV/AIDS, private sector development, sustainable development, good governance and peace building. The figure shows FK’s status today in relation to these areas.



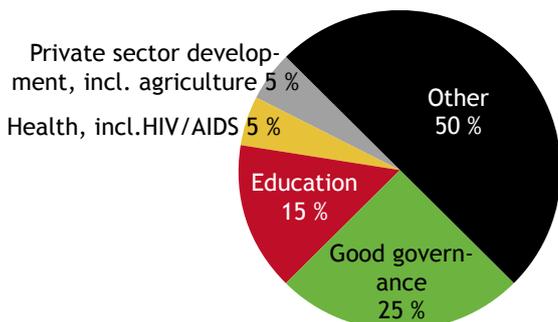
FK North/South



FK South/South



FK Youth



We see that five out of the six focal areas are well represented. Peace building is lacking, but it may be argued that FK’s basic concept – institutional cooperation and personnel exchange across borders – promotes contact and understanding, and may thus be seen as peace-building efforts.

3.3 Boldness

One out of five partnerships falls outside the scope of the defined focal areas. This sector may be defined as experimental, characterized by attributes like boldness, innovation and willingness to try out new ideas. In this category we find organisations and groups within the fields of culture, sports, religion and advocacy work. These tend to be small partnerships, many of which require more follow-up and support than the average, in the planning as well as in the implementation period.

FK sees it as desirable to have a number of experimental partnerships within its portfolio, not least because these partnerships may take us into parts of society not traditionally involved in North/South issues. Experimental partnerships may also serve to stimulate further conceptual development within FK.

3.4 Coordination with Norwegian embassies

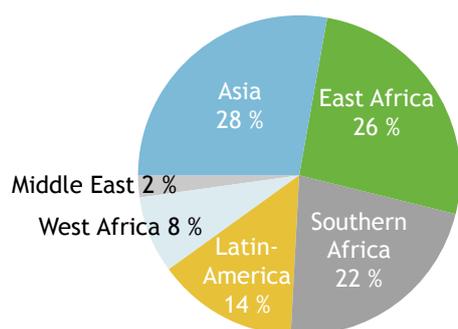
The MFA has underlined the importance of coordinating FK with Norwegian embassies abroad, in order to ensure that FK’s activities are in line with national plans and programmes. FK representatives visit Norwegian embassies on a regular basis: in 2004, FK met with the embassies to the ten major countries involved in FK exchanges. In some cases, embassies have had suggestions for exchange programmes that FK has been able to realize later. The contact frequency with embassies will be increased in the future, with special priority to those in the partner countries of Norwegian development assistance.

4. Global network

Geographical diversity is also important for Fredskorpset. This diversity is restricted only by the requirement that FK allocations be reserved for countries classified by the OECD as ODA countries (Official Development Assistance), and that at least half of FK's allocations shall go to programmes involving the Least Developed Countries (LDCs). Additionally, with new initiatives, priority is to be given to the partner countries of Norwegian development policy.

4.1 Partnerships, by continent

At the end of 2004, FK had cooperation agreements with partners in 60 countries. In total, 225 partners in the South were involved in exchanges, within partnerships with partners in the North, or within South–South partnerships. The following figure shows the distribution of partners in the South, according to continent:



This distribution is reasonably in line with Norwegian development policy in general. Africa is the poorest continent, and has been of highest priority for Norwegian aid for decades. Five out of Norway's seven main partner countries are in Eastern or Southern Africa. It is only natural that most of FK's efforts are concentrated to these areas, where relations with Norway have been established and developed over a long period of time, in the public and private sectors as well as in the civil sector. There are no political indications that the proportions of this distribution between the continents should be altered.

4.2 Partnerships in countries

There are in total 150 countries officially classed as ODA countries, and all 60 FK countries belong to this group. The table shows our 225 South partners, with Norway's main partner countries marked with a P. LDCs are marked with an L:

#	Countries	Partners
1	Tanzania (P) (L)	22
2	Kenya (P)	14
3	South Africa (P)	13
4	Sri Lanka (P)	13
5	Bangladesh (P) (L)	10
6	Malawi (P) (L)	10
7	Uganda (P) (L)	10
8	India	9
9	Ethiopia (P) (L)	8
10	Guatemala (P)	8
11	Namibia	8
12	Nigeria (P)	7
13	Nepal (P) (L)	6
14	Zimbabwe	5
15	Cambodia (P) (L)	4
16	Thailand	4
17	Zambia (P) (L)	4
18	Brazil	3
19	Kina (P)	3
20	El Salvador	3
21	Peru	3
22	Philippines	3
Sub total		170
17 countries with 2 partners		34
21 countries with 1 partner		21
TOTAL		225

4.3 Poverty orientation: LDCs

Out of the 150 ODA countries, 50 are classified as Least Developed Countries – LDCs. Ever since its inception, FK has accorded high priority to LDCs. Today there are FK programmes within 26 out of the 50 LDCs. The list below shows all LDCs; italics indicate countries with FK programmes:

Afghanistan, *Angola*, *Bangladesh*, *Benin*, Bhutan, Burkina Faso, *Burundi*, *Cambodia*, Cape Verde, Central African Republic, Chad, Comoros, *Democratic Republic of Congo*, Djibouti, Equatorial Guinea, *Eritrea*, *Ethiopia*, *Gambia*, Guinea, Guinea-Bissau, Haiti, Kiribati, *Laos*, *Lesotho*, Liberia, *Madagascar*, *Malawi*, *Maldives*, *Mali*, Mauritania, *Mozambique*, *Myanmar*, *Nepal*, Niger, *Rwanda*, Samoa, São Tomé and Príncipe, *Senegal*, Sierra Leone, Solomon Islands, Somalia, *Sudan*, *Tanzania*, *East Timor*, *Togo*, Tuvalu, *Uganda*, Vanuatu, Yemen, *Zambia*.

FK measures attainment of its LDC goal in terms of allocation of funding. The proportion of FK's allocations

to LDCs has increased continuously. In fact, the 50 % goal was achieved in 2003, with an LDC rate of 54.5 %. In 2004, the funding allocated to programmes including LDCs increased to 65.5 % of total FK allocations.

Caution should be exercised in dealing with the concept of poverty and of LDCs. There will often be big pockets of poverty within countries not classified as LDCs; likewise, there is usually a layer of wealth within most LDCs. FK will always assess the relevance of poverty reduction for new programmes.

4.4 Fredskorpset in Norway's development cooperation countries

Norway has 25 official development cooperation partner countries, out of which 7 are main partner countries. These countries are shown below (countries with FK programmes are marked in italics, and LDCs are underscored):

Main partner countries (7):

Bangladesh, Malawi, Mozambique, Nepal, Tanzania, Uganda, Zambia.

Other partner countries (18):

Afghanistan, Angola, China, East Timor, Ethiopia, Eritrea, Guatemala, Indonesia, Kenya, Madagascar, Mali, Nicaragua, Nigeria, Palestine, Pakistan, South Africa, Sri Lanka, Vietnam.

The following tables show the allocation of FK funding, by the various categories of countries, for the period January 2003 – September 2004:

Allocations 01.03 - 09.04

	%	# of countries	LDC
Main partner countries	28,4 %	7	7
Other partner countries	40,8 %	17	6
Other countries	30,8 %	36	13
TOTAL	100,0 %	60	26

LDC percentage

Programme	LDC
Primary programme	65 %
FK Youth	58 %
South / South	92 %
FK Senior	62 %
FK Total	65 %

4.5 New programmes

FK Senior started in 2004. This is a programme aimed at attracting participants between the ages of 55 and 70. Otherwise, it follows the same procedures as the other programme lines, with exchange of personnel as the main activity. There is a certain flexibility in terms of age limits. An FK senior will have more the role of a mentor or back-player, and the exchange period may be divided into several shorter periods. It is possible to combine FK Senior with other programme lines.

Priority has been given to the business, health and education sectors. The first feasibility study on the FR Senior programme was allocated in April, followed by a few others. The first cooperation agreements were signed late in 2004, and the first participant was ready to set out during the first quarter of 2005. The demand for FK Senior projects is high, in Norway as well as in the South.

In the course of 2004, the potential for new Fredskorpset programme lines has been investigated:

- FK conscientious objectors, which would allow Norwegian conscientious objectors to do their alternative service in a developing country,
- FK plus: with special focus on HIV/AIDS projects,
- FK Corporate Social Responsibility.

5. Exchange for development

5.1 Goal definition within partnerships

What are the goals and objectives of FK exchange programmes? The overall goals of Fredskorpset are set out in its statutes and are given by the MFA. These objectives are to be reached primarily through partnerships and exchanges of personnel. This means that we in FK attain our goals through the activities of our partners, and that our results are created through them. The success of FK very much depends on the success of our partners.

Partners are expected to discuss, define, document and agree upon the goals, objectives and activities of the project in question. The partners' goals should be congruent with FK's goals and directions. The agreements reached between partners and FK are meant to clarify:

- What are the interests of each partner in this exchange?
- What are the expected measurable and specific results of the exchange?
- What are the participants' areas of responsibility, and what are their tasks?

The process towards signing the agreements should be based on equality and reciprocity among partners.

5.2 Goal achievements

For many partners, results that were not foreseen may prove even more important than those originally envisaged. Throughout the partnership period, new possibilities for cooperation are discovered, and the potentials are clarified. Personal contacts and better insight into each other's work make it easier to see how new goals may be achieved. The value of interpersonal contact is often underestimated initially, but exchanges serve to promote such contact. In this way, FK projects may plant seeds that can create new growth.

5.3 Quality assurance

One of FK's objectives is to be a learning organization, and improvements have been sought continuously ever since the start. In 2004, quality improvement was one of our main priority areas. In order to improve quality at all levels, FK offers various kinds of guidance throughout the term of a project. During the introductory stages up to the agreement is signed, close contact and open communication between FK and the potential partners are highly valued. An introductory course for partner contacts was offered for the first time in 2004, with altogether 60 Norwegian partner contacts participating. The course dealt with administrative and monitoring questions, as well as ethical and practical challenges related to sending and receiving personnel. A further feature of the course was exchange of experience between the various partners, combined with lectures by FK representatives and external lecturers. The course received good assessments and will be further developed in 2005. A similar course will also be offered to partners in the South from 2005 on.

Part III

Bringing People Together

According to its statutes, FK is to facilitate contact and cooperation between Norway and the developing countries based on solidarity, equality and reciprocity; and also promote increased participation of developing countries in international cooperation. FK is to create international meeting places, and explore how the experiences of its participants may be utilized in promoting contact between the North and the South.

Fredskorpset brings people together. The participants themselves are FK's primary instrument in combating poverty and promoting the realization of the UN Millennium Development Goals. In this section, we will look at how the expertise and resources of programme participants may be applied towards achieving our goals.

In all, 1202 FK participants have been recruited. When the magic figure of 1000 was reached, this was cause for special notice. David Lyngvær Erichsen was celebrated at the Kongsberg preparatory course in September, and also met with Ms Hilde Frajord Johnsen, Minister of International Development.



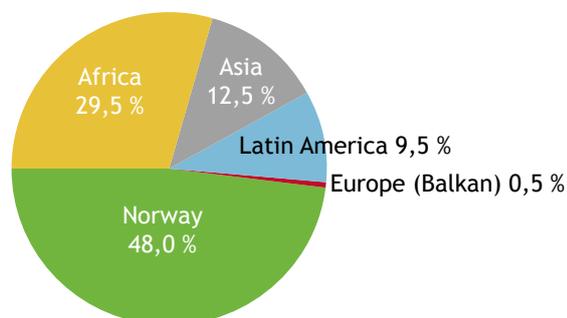
6.1 Participants and programme lines

In 2004, a total of 454 new participants left their home countries and started their exchange period. Participants are distributed on the four programme lines as follows:

Programme	All participants 2001-2004				New participants 2004			
	N-S	S-N	S-S	Sum	N-S	S-N	S-S	Sum
North/South	305	260	67	632	77	68	25	170
Senior	1	0	0	1	1	0	0	1
South/South	1	10	188	199	1	3	102	106
Youth	269	99	2	370	127	48	2	177
TOTAL	576	369	257	1202	206	119	129	454

6.2 Participants from all around the world

At the end of 2004, FK had participants who were recruited from or had been exchanged to 61 countries on four continents. The following table shows participants according to continent of origin and type of exchange:



We see that apart from Norway, Africa is dominant.

The next table shows participants according to country of origin and type of exchange:

	N-S	S-N	S-S	Total
Norway	576	0	0	576
South Africa	0	34	23	57
Tanzania	0	34	22	56
Kenya	0	23	26	49
Uganda	0	9	26	35
Guatemala	0	27	4	31
Zambia	0	8	20	28
Ethiopia	0	13	14	27
India	0	17	8	25
Malawi	0	18	7	25
Sri Lanka	0	13	11	24
Bangladesh	0	7	12	19
Zimbabwe	0	5	14	19
China	0	15	2	17
Brazil	0	14	0	14
Vietnam	0	10	4	14
Colombia	0	11	2	13
Namibia	0	12	0	12
Nigeria	0	2	8	10
Nepal	0	2	7	9
Camdodia	0	6	2	8
Nicaragua	0	6	2	8
Thailand	0	7	1	8
Cameroon	0	7	0	7
Palestine	0	6	1	7
El Salvador	0	4	2	6
Jamaica	0	6	0	6
Lebanon	0	6	0	6
Benin	0	2	3	5
Countries with less than 5 participants	0	45	36	81
Total	576	369	257	1202

Again, we note that the major exchange countries, besides Norway, are all in Africa. South Africa and Tanzania top the list, followed by Kenya and Uganda. Out of the 11 major countries on this list, only India is not one of Norway's official development partner countries. India was, however, among the partner countries up to the end of 2003.

In total, these participants constitute a vivid patchwork of different cultures, personalities, abilities and competence. By bringing some 60 participants together at a preparatory course or a network meeting, a melting pot of ideas, cross-cultural friendship and international understanding is created. This comes as added value to the achievements gained through the professional exchange itself.

6.3 Mutual balance

Mutuality or reciprocity is a value specifically mentioned in FK's statutes. A central indicator of whether this has been achieved is the balance between the number of participants recruited and received in Norway and in the South. Although this balance is not even in each programme, it is important that Fredskorpset as a whole should not be dominated by participants from Norway at the expense of participants from the South.

More than half of the participants are now recruited in the South. More and more of these participants are exchanged to countries in the South, and not to Norway.

6.4 Professional diversity

Diversity is another value specified in the FK statutes. One aspect of diversity is the wide scope of knowledge and competence that participants contribute during the exchange. We do not have exact data on the profession each participant exercises during the abroad. What the table shows is the kind of organisation participants have worked in, which should provide a fair indication of the professional diversity involved in FK exchange activity.

Type	N-S	S-N	S-S	Total
Development cooperation	127	74	30	231
Universities/Research	72	67	7	146
Media	22	18	86	126
Business	27	45	20	92
Religion	39	47	3	89
Advocacy	33	17	38	88
Sports	41	11	28	80
Public sector	30	31	8	69
Solidarity movements	50	10	7	67
Youth organisations	50	8	4	62
Culture and Arts	24	13	4	41
Health	11	10	7	28
Primary education	7	11	0	18
Labour organisations	2	1	0	3
Other	41	6	15	62
TOTAL	576	369	257	1202

6.5 Gender equality

Gender equality is a central value in Norwegian development policy, an over-arching topic element that is to permeate all activities and initiatives. Thus, it is essential that men and women, in the North and in the South, have equal access to our programmes. As the table shows, the slight male majority of the South is lessening, whereas the reverse situation applies in the North: the female majority here has been strengthened. It is worth asking if and why FK Norway is not as attractive to young Norwegian men as we might wish, and how this situation may be improved.

6.6 Age

All FK programme lines have strict age limits. A main purpose of the re-thinking and re-establishment of FK in 2000 was to strengthen enthusiasm and awareness among participants by lowering the average age level. Current age limits are 22–35 years for North–South and South–South, and 18–25 for FK Youth. Reports show that these limits are well observed, with exceptions made only under few and very specific circumstances. We may therefore conclude that FK has achieved its goal of creating a youthful organisation. Here it should be noted that FK Senior has been established with other guidelines and other age limits.

7 Meeting points and communication channels

According to its statutes, Fredskorpset is to contribute to contact and cooperation between individuals, organisations and institutions within Norway, as well as between Norway and developing countries, based on solidarity, equality and mutuality.

Network-building is an important tool for reaching this goal. By bringing people together – whether at courses, seminars or other activities – enthusiasm, awareness and understanding are created. Through the establishment of new networks, old fences and prejudices are broken down.

7.1 Preparatory courses

The overall aim of FK's preparatory courses is to support our partners and participants in their preparations for successful fulfilment of the partnership goals.

In 2004, all preparatory courses were conducted according to plan, with six North–South courses, seven FK

Participants according to gender and type of exchange

	All participants 2001-04				New participants 2004			
	N-S	S-N	S-S	SUM	N-S	S-N	S-S	SUM
Female	368	155	113	636 (53 %)	140	54	57	251 (55 %)
Male	208	214	144	566 (47 %)	66	65	72	203 (45 %)
TOTAL	576	369	257	1202 (100 %)	206	119	129	454 (100 %)

Youth courses, and four South–South courses (held in Uganda, South Africa, Ethiopia and Thailand). In general, courses in the South have participants from only South–South programmes, although some Norwegian participants have attended as well. Courses generally get good assessments, but an internal evaluation was carried out in 2004, and will form the basis for a revision of course content, duration and logistics.

7.2 Homecoming seminars

Five homecoming seminars took place in 2004, with in total 104 participants and 44 partner contacts attending. The purpose of these seminars is to review the exchange programmes at all levels of the organisation: on the participant, partner and FK levels. The seminars were revised in 2004, and have now received very good assessments. These events are regarded as relevant fora for internal assessments, exchange of experience and for debriefing.

7.3 Follow-up work

In all Fredskorpset programme lines, the participants are obliged to do follow-up work during and after their exchanges. This work is shaped in many ways, and is carried out in a range of fora. Focus for the follow-up work within North-South and South-South is primarily transfer of knowledge and experiences, and one month is reserved for this work. Within FK Youth, awareness and information work is stressed, and Youth participants spend two months of their total FK period doing follow-up work.

The value of this work is beyond question. Participants are especially valuable as resources for further engagement in North–South issues, as was also underlined by the FK Board in 2004. Systematic coordination of the participants' visits to schools in Norway started in 2004 and will be further developed in the coming years.

7.4 Network seminars in the South

The concept of homecoming and network seminars in the South, new in 2003, was followed up as planned in 2004, with seminars in Bangkok (with participants from Vietnam, the Philippines, Laos, Cambodia, Nepal and Bangladesh), Tanzania, South Africa, Namibia, Malawi and Guatemala (with participants from El Salvador, Nicaragua, Mexico and Guatemala). These arrangements

serve partly as homecoming seminars similar to those held in Norway, but are also arenas where the various partnerships get to know each other and can start building relationships. In some of the countries involved, national networks have now been created. Although the formal set-up of these networks may vary, their value as fora enabling the exchange of experience is highly appreciated. This may be a question of solving practical questions regarding sending and receiving participants, for instance, or – not least – of serving as a forum for returning and current participants in the country.

In the future, these networks may become important resources for Fredskorpset. In some countries, key partners take on such responsibilities as organising courses, conferences and network seminars; facilitating visits; supervising new partners during feasibility studies, etc. In Sri Lanka, FK is working together with the national network in coordinating responses to the tsunami catastrophe.

7.5 Bringing People Together

Bringing People Together is a series of FK arrangements in Norway which started in 2003 and continued with a total of five events in 2004. These include visits to schools, a “workshop for the future” and a evening celebration. During the latter, international food is served, and music, dancing and other cultural elements are combined with reports from the school visits and workshops. The purpose of these arrangements is to create awareness and enthusiasm towards North–South questions and the UN Millennium Development Goals. By spreading information, new networks may be created, and existing networks may be strengthened. It is also important to integrate FK's partners and participants in these networks.

7.6 The Oslo North-South forum

In connection with the Fredskorpset Council Meeting, a North–South forum was organized in Oslo City Hall in August, with more than 1100 people attending. There were speeches by HRH Crown Prince Haakon of Norway; by the Mayor of Oslo, Mr. Per Ditlev Simonsen; the Minister of International Development, Ms. Hilde Frøfjord Johnson; former president of Zambia, Dr. Kenneth Kaunda, and Nobel Laureate Archbishop Desmond Tutu on the topic “Re-imaging Africa”.

7.7 Conferences

FK's first conference in the South was arranged in Kenya in March 2004, with the title *The Role of Media in fighting corruption*. More than 80 participants from FK partners and media institutions within Kenya and the surrounding countries participated. The conference got relatively good media coverage, and feedback from the participants was positive. A follow-up conference was organized in Uganda in October on the same topic. The approximately 60 participants here focused on the challenges facing the media in Uganda. Both conferences featured high-profile lecturers, and representatives from the Norwegian embassies along with top-level politicians in the host countries participated. Both conferences employed a practical approach, with group discussions on specific issues.

In Norway, FK arranged two conferences in 2004: one on the creation and development of networks, and one on entrepreneurship and small-scale business development in the South. FK also acted as co-organizer of several other seminars and conferences on North–South issues.

7.8 IVSO

Since the start in 2000, FK has been active in the international meetings of IVSO, the group of *International Volunteer Sending Organisations*. These meetings are very useful, as the international movement is changing rapidly – from being a traditional organisation for sending-agencies, to giving more priority to South–South programmes. The Director General of Fredskorpset is a member of the Board of IVSO.

In 2004, the annual IVSO meeting took place in Oslo, hosted by FK. “Cooperation for change” was the main topic of the meeting, which was attended by participants from Canada, Denmark, Germany, Japan, Nepal, Sweden, Switzerland and UK. FK is looking forward to closer cooperation with VSO of Great Britain on HIV-AIDS related work in Southern Africa.

7.9 Website

Our website, www.fredskorpset.net, is the most important channel for updated and relevant information towards partners, participants and other external target groups. Participants within the North–South and South–South programmes are encouraged to establish their own

personal websites in connection with the main site, to spread information about their work. The creation and maintenance of websites is taught during the preparatory courses. The FK website today has approximately 17,000 unique sites, most of which have been created by FK participants.

Part IV

Organisation and Finances

8.1 Board

The Board of Fredskorpset in 2004 consisted of:

Ragnar Kleiven (Director of the Board)
Per Kr. Lunden
Marianne Damhaug
Wenche Fladen
Nina Emaus
Svein Fjellheim
Arne Sandnes

Deputies:

Einar Graff Hugo
Øivind Engh
Nina Birkeland
Anne Veiteberg
Laila Dalhaug
Vigdís Ravnøy
Hanne Marstrand

In addition, Tutu (Torhild) Jacobsen had the status of observer to the Board on behalf of the trade union. Kristine Alsvik was her deputy.

Nine meetings were held in 2004. The Board also had its annual meeting with the Norwegian Minister of International Development, and the Director of the Board took part in other central meetings with the MFA.

In December 2004, the FK statutes were amended. From now on, there is an ordinary seat on the Board for a representative of the FK staff.

8.2 Council Meeting

In August 2004, Fredskorpset held the second Council Meeting in its history. It was attended by a total of 227

partner representatives: 103 Norwegian and 124 South partners. State Secretary Olav Kjørven gave the welcome address. Several workshops were organized, with the intention of preparing advice and recommendations to the FK Board and the Secretariat. A lecture series was also offered. The advice from the general assembly has been well received by the Board, and has been forwarded to all partners. The Board has now adopted a plan for follow-up work in this respect.

8.3 The Director General

After the amendments of the statutes in December 2004, the Board decided to change the management titles from Secretary General and Assistant Secretary General, to Director General and Deputy Director General.

The Director General is responsible for the daily management of FK's work, and for formal contact between FK's governing bodies and the Secretariat. He also serves as spokesperson for Fredskorpset. In addition to the daily work, with responsibility for the implementation of work plans, for financial management and good working relations throughout the organisation, the director is also responsible for developing new programme ideas. Moreover, he is actively involved in building North–South networks in Norway and in the South.

8.4 Organisation

In 2004, the FK Secretariat was organized in four departments: programmes, courses and networks, communication and administration. The organisation was streamlined during the autumn. As of 1 January 2005, this is the Fredskorpset administration:

Director General Tor Elden

Deputy Director General Helge Espe

Quality Assurance

Stefan Midteide, Senior Executive Officer

Department of Communications

Håkon Ødegaard, Head of Department

Per Steinar Moen, Higher Executive Officer

Department of Administration

Grete Thingelstad, Head of Department

Ine B. Dalseg, Higher Executive Officer

Sonali Mehta, Secretary

Elisabet Nossen, Higher Executive Officer

Jan Mathias Raaheim, Conscientious Objector

Department of Programmes

Live Bjørge, Head of Department

Hans Inge Corneliussen, Senior Executive Officer

Kristine Ø. Alsvik, Higher Executive Officer

Saliou Kane, Higher Executive Officer

Synnøve S. Seljeftot, Higher Executive Officer

Jorunn Stokke, Secretary

Department of Courses, Conferences and Networks

Knut Jostein Berglyd, Head of Department

Marit Elverland, Higher Executive Officer

Kari Siwe Haugen, Higher Executive Officer

Kristine Hoddevik, Secretary

Tutu (Torhild) Jacobsen, Senior Executive Officer

Cristina Latini, Higher Executive Officer

Jørn Henning Lien, Higher Executive Officer

Ellen Linde, Senior Executive Officer

Fredskorpset, Regional office, Africa

Fikre Haile Meskel, Regional Representative

Fredskorpset, Regional office, Asia

Sacha Jotisalikor, Regional Representative

On leave:

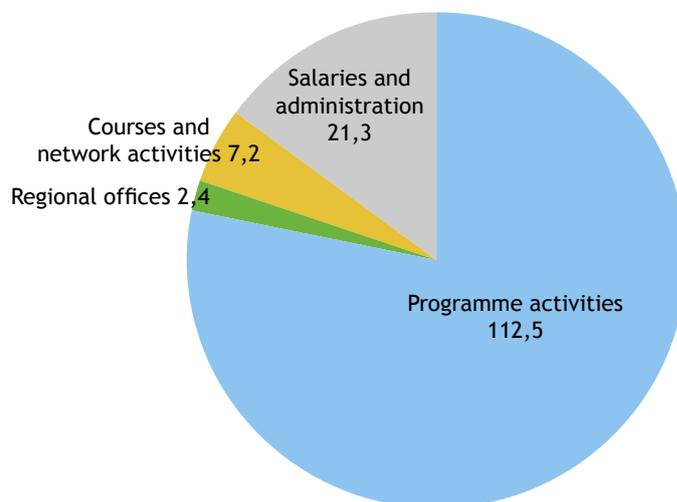
Berit Wærn Hansen

Solrun Samnøy

Tonje Westbye

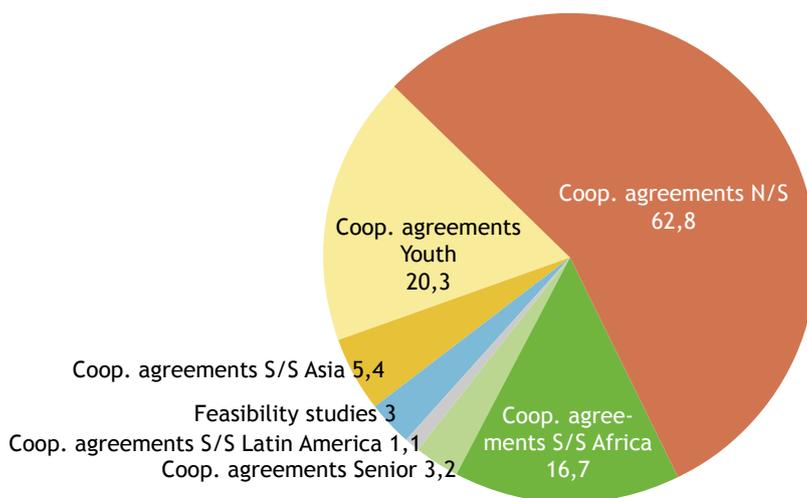
Expenditures 2004

Total expenditures 2004



Expenditures in million Norwegian kroner.

Programme activities 2004



Expenditures in million Norwegian kroner.

Fredskorpset Annual Report 2004

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