



Participant Survey - Career

Introduction

Fredskorpset is a governmental agency possessing separate powers of authority, under the aegis of the Ministry of Foreign Affairs (MFA). The objective is to assist in implementing the overarching aims of Norway's collaboration with the development countries. FK shall contribute to strengthening civil society in the South while promoting contact and cooperation between people and organizations in Norway and in the South. Through the exchange of people FK aim to contribute to a more just world, with improvement in the economic, social and political conditions of the populations in the South, based on the recognition of fundamental human rights.

The North-South programme aims to contribute to both Fredskorpset objectives of development in the South and disseminating information and generating involvement in Norway. The North-South age group for the participants is 22-35. The average exchange period is 13-14 months including a three weeks preparation course and one month follow-up activities after the stay abroad.

The Youth programme aim at participants between the ages of 18-25 and place special emphasis on opinion-forming public relations work and reciprocal learning. The major responsibility for preparing the participants and homecoming seminars rests with the partners. The programmes are of 6-12 months duration. Follow-up activities are supposed to be for two months.

An online survey was initiated and carried out by FK among participants exchanged to the South in the period **spring 2001 - spring 2006**. The main purpose of the survey was to explore

- what happens to the participants after the exchange, and
- what the FK period meant for their future life and career.

At the end of 2006 FK celebrated its participant number 2500. About 60% are participants from the South. For this survey only Norwegians participating in the North-South and Youth Programmes in the period 2001-2006 were selected.

FK Participants are intentionally registered with a personal electronic mail address. For a number of reasons, it was not possible to reach them all. Some change their addresses and never inform the FK database, inboxes could be full, systems could be down, and some chose to not be available after the exchange period.

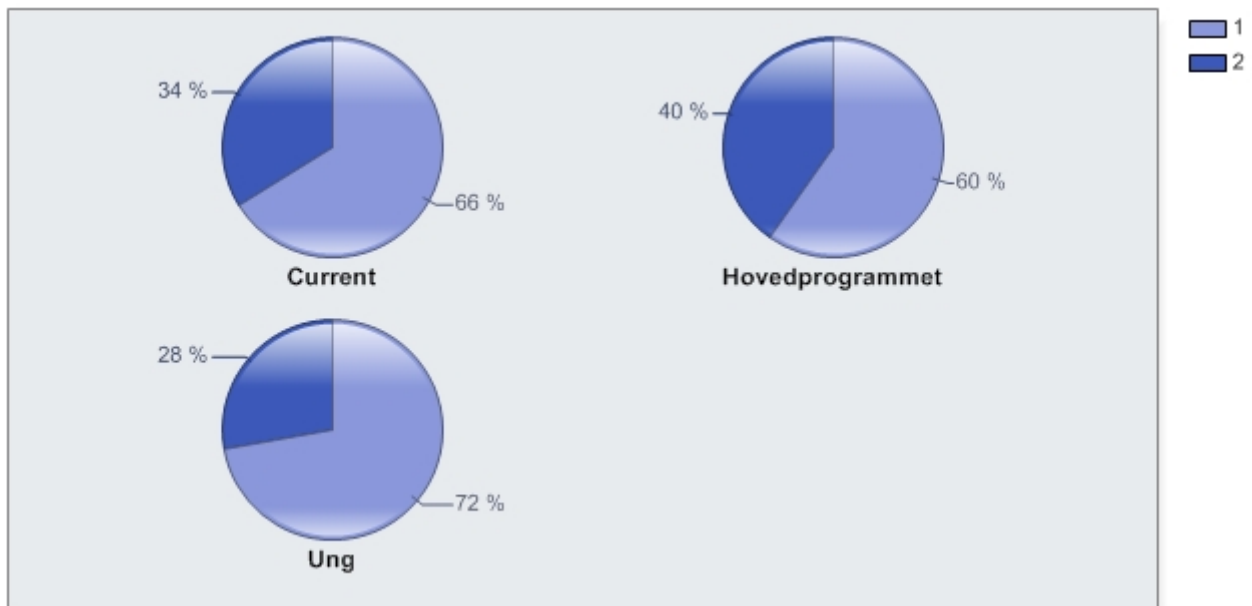
The survey was announced on the FK website and the online questionnaire was available from **18.08 - 06.09.2006**. A few reminders were sent out with regular intervals. 883 electronic mail invitations generated 275 individual responses, a response rate of 31 percent. This is a relatively good result for self-complete questionnaire, but there are reasons for caution when looking at the research findings; the lower number of responses, the less we can generalise, as the answers are less likely to be representative for the whole population. We can however, based on the response rate achieved, draw conclusions of tendency, if a large proportion of the responses follow the same trends.

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Statistical Information

1. Gender

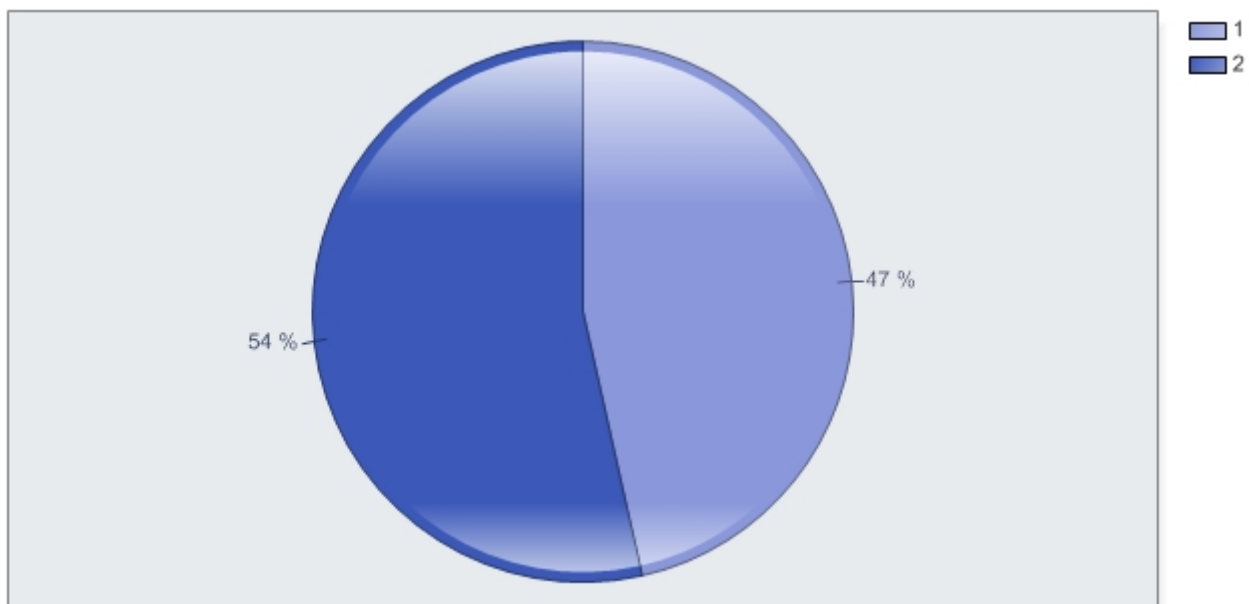
1) Woman 2) Man



Two thirds of the respondents were women and one third of the respondents were men. In FK Norway's yearly report 2006 numbers from all the North-South participants of that year showed that women consisted of 62 percent and men 38 percent, so in general there are more Norwegian women than men that are North-South participants.

1) North-South (hoved) programme

2) Youth (ung) programme



47 percent of the respondents were from the North-South and 54 percent from the Youth programme.

2. Year of birth

Year of birth	Total %	North-South Programme %	Youth Programme %
1967 or earlier	3.7	7.9	0
1968-1973	22.1	38.5	0.7
1974-1979	29.2	44.2	16.1
1980-1985	48.7	9.4	83.3
<i>N</i>	271	127	143

Keeping in mind the difference in age group, purpose and content between the Youth and the North-South programme there was an assumption that the participants in the two groups would respond differently.

5. When did you travel abroad?

Departure	Total	North-South programme	Youth programme
Summer 2001	0,7 %	1,6 %	0 %
Fall 2001	0,4 %	0,8 %	0 %
Winter 2002	1,5 %	3,2 %	0 %
Spring 2002	1,5 %	3,2 %	0 %
Summer 2002	1,8 %	4,0 %	0 %
Fall 2002	9,2 %	15,2 %	4,1 %
Winter 2003	5,5 %	12,0 %	0 %
Spring 2003	2,2 %	2,4 %	2,1 %
Summer 2003	1,8 %	2,4 %	1,4 %
Fall 2003	4,8 %	5,6 %	4,1 %
Winter 2004	3,3 %	2,4 %	4,1 %
Spring 2004	1,8 %	0,8 %	2,8 %
Summer 2004	5,5 %	7,2 %	4,1 %
Fall 2004	23,2 %	16,8 %	29,0 %
Winter 2005	1,5 %	1,6 %	1,4 %
Spring 2005	4,1 %	3,2 %	4,8 %
Summer 2005	5,2 %	5,6 %	4,8 %
Fall 2005	19,2 %	11,2 %	25,5 %
Winter 2006	6,6 %	0,8 %	11,7 %
<i>N</i>	271	125	145

42 percent of the respondents travelled abroad in 2004 and 2005. The Youth programme was initiated in 2003. The table show an increase in participants since the start.

6. When did you return to Norway?

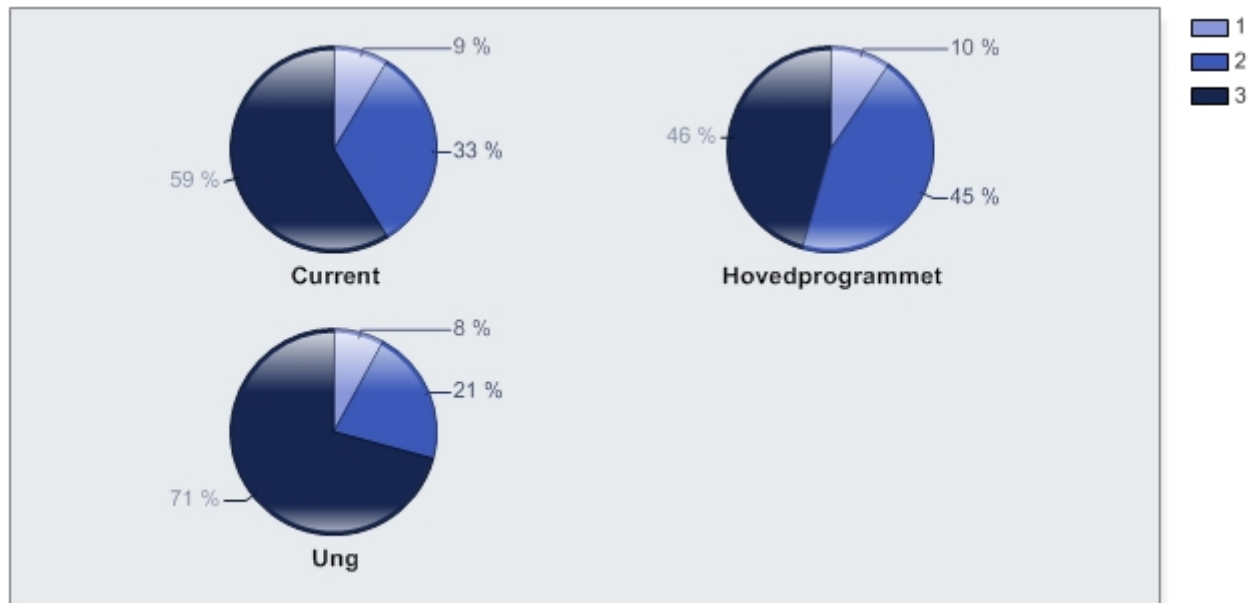
Return	Total	North-South programme	Youth programme
Spring 2002	0 %	0 %	0 %
Summer 2002	0,7 %	1,6 %	0 %
Fall 2002	1,1 %	0,8 %	1,4 %
Winter 2003	2,6 %	3,2 %	2,1 %
Spring 2003	0,7 %	1,6 %	0 %
Summer 2003	4,4 %	8,0 %	1,4 %
Fall 2003	3,7 %	5,6 %	2,1 %
Winter 2004	5,9 %	8,8 %	3,4 %
Spring 2004	7,4 %	7,2 %	7,6 %
Summer 2004	6,3 %	9,6 %	3,4 %
Fall 2004	2,2 %	3,2 %	1,4 %
Winter 2005	3,7 %	3,2 %	4,1 %
Spring 2005	14,4 %	6,4 %	21,4 %
Summer 2005	8,9 %	8,8 %	9,0 %
Fall 2005	4,8 %	9,6 %	0,7 %

Return	Total	North-South programme	Youth programme
Winter 2006	5,2 %	1,6 %	7,6 %
Spring 2006	28,0 %	20,8 %	34,5 %
N	271	125	145

One third (33 percent) of the respondents returned from the exchange in 2006, which is the same year the survey was undertaken. 32 percent of the respondents returned in 2005, 22 percent in 2004, 11 percent in 2003, and 2 percent in 2002. This implies that 65 percent had returned from their stay the same year or the previous year from which the survey was done, and should therefore remember much of what happened during their stay. At the same time they might not have distanced themselves from the experience. As many as 28 percent returned

30. In which sector do partner belong?

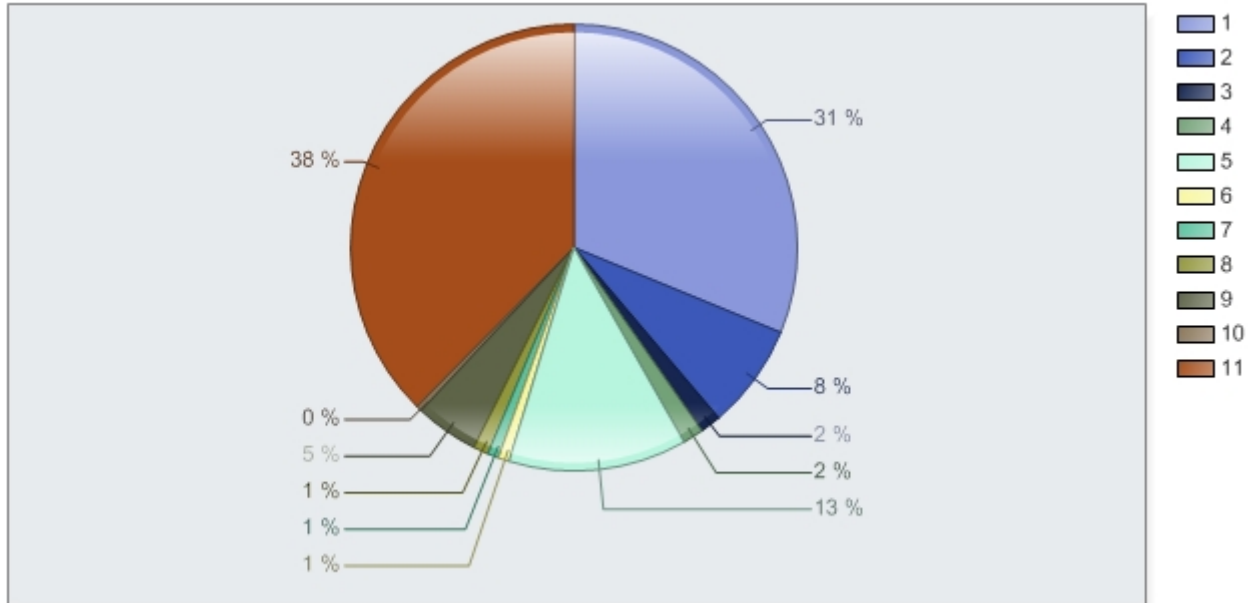
1) Private sector 2) Public and semi-public sector 3) Civil sector



Almost 60 percent of the participants were contracted by partners that belong to the sector NGOs and civil society institutions. More than 30 percent were in the public sector, central, local government and semi-public, while the smallest percentage of the participants was a part of private sector and private business.

31. In what trade or industry do partner belong? / Participants by sector

- 1) Education 2) Health 3) Environment 4) Agriculture
- 5) Sustainable development 6) Commerce/trade 7) Industry
- 8) Good Governance 9) Peace building 10) Equality 11) Other

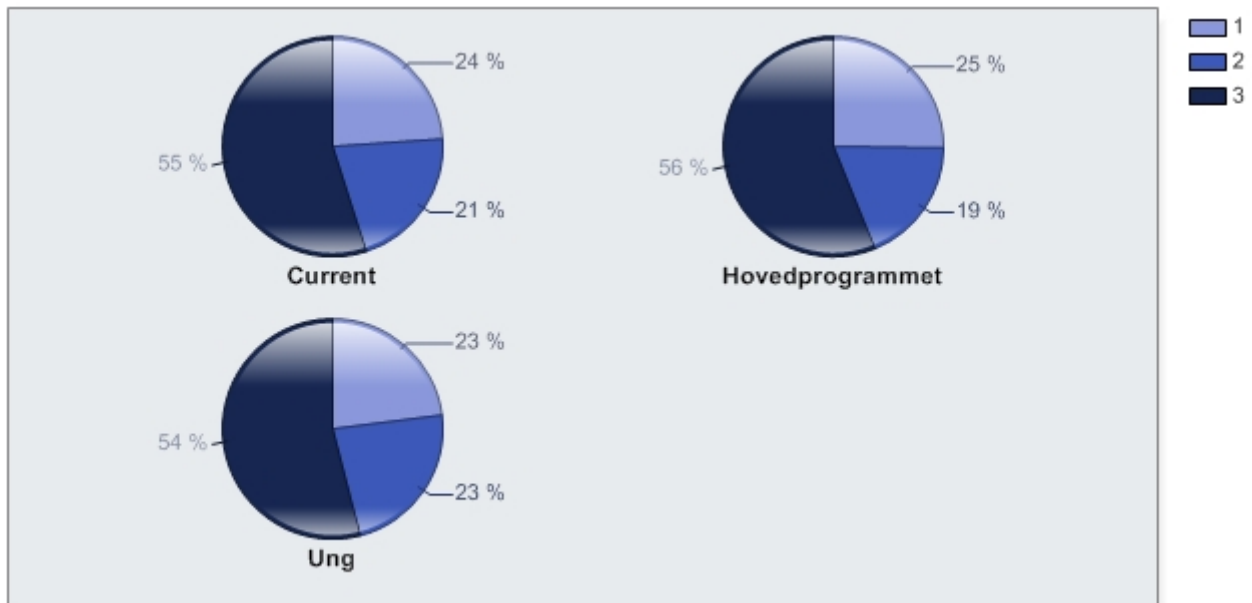


263 responses

One third of the respondents are participating in projects related to education, 13 percent in sustainable development and 8 percent in health. The largest group of 38 percent of 'other' illustrates how FK Norway operates with a broad scope and seeks involvement in many sectors of society and professions.

32. How were you recruited as a FK participant?

- 1) Was employed by sender institution/partner
- 2) Recruited from within the network but from another institution/partner
- 3) Externally recruited without any previous contact with sender institution/partner



264 responses

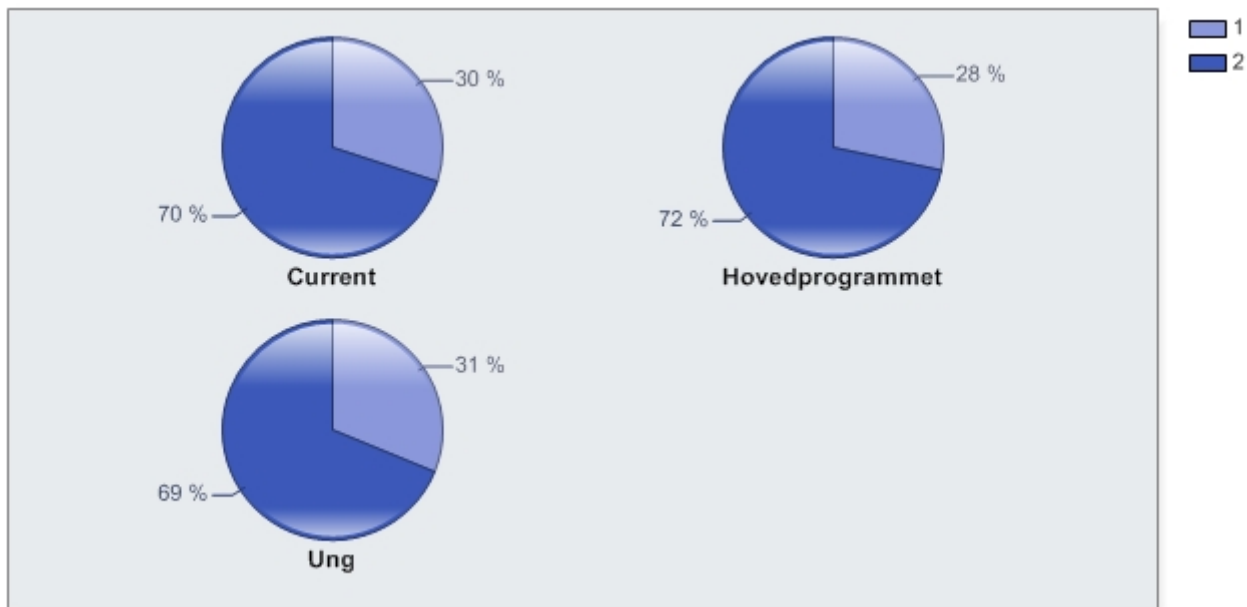
The FK statues clearly state that exchanges consist of partner institutions exchanging members of staff. However, FK accepts that participants may be recruited through external recruitment. More than half of the respondents to this survey were externally recruited, and had no previous relationship to partner/sender institution prior to the FK exchange. This illustrates a relatively high frequency of recruitment from outside. This is the case for both Youth and North-South.

Almost one fourth (24 percent) were internally recruited by a partner/sender institution. The remaining 21 percent were recruited by a network partner to the North-South partner. As the respondent below state the exchange does create a sense of belonging and ownership along with coordination between both individuals and organisations.

As a part of (NCA's Communication for Change) where participants lived with 15 others plus six South participants for three months, lectures and leisure time spent with other youth in Norway having the same interests as you is very important. It is obvious (*sier seg selv*) that one become friends afterwards. These are friends you both socialize and work within or even more exiting, between organizations. One year like this create more collaboration between organizations.

33. Was the FK exchange your first visit to a developing country?

- 1) Yes 2) No

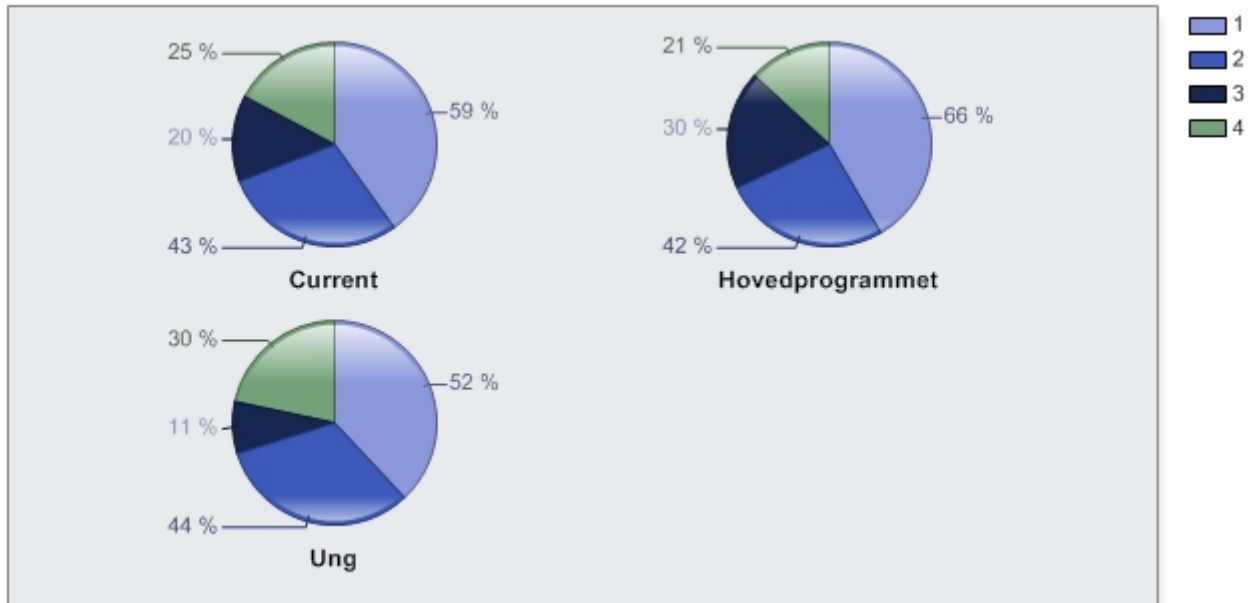


273 responses

When it comes to prior experience in developing countries, 70 percent of the respondents had experience from developing countries prior to the FK exchange. The remaining 30 percent had not been to a developing country before the exchange. This means that the FK exchange programme reaches out to many participants who have never been to a developing country before.

34. What did you do during former visits to a developing country?

- 1) Tourist 2) Student 3) Work 4) Other



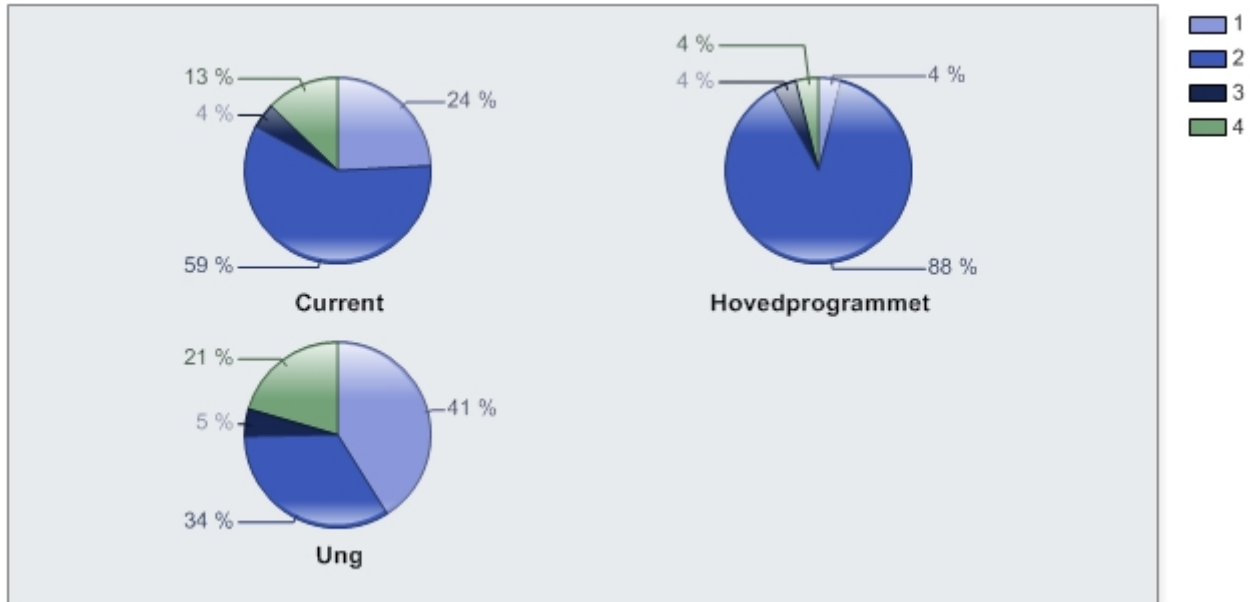
190 responses

Of the 70 percent of the respondents who had been to developing countries prior to the exchange, 59 percent had been tourists, 43 percent students, 20 percent worked, and 25 percent were engaged in other activities in developing countries. As this was a multi-select answer, many of the participants might have been engaged in several activities in developing countries, not just in one, e.g. as students.

Education

16. What was your degree prior to the FK exchange?

- 1) High school
- 2) Higher education/University or similar
- 3) Other post high school
- 4) Education suspended due to FK exchange

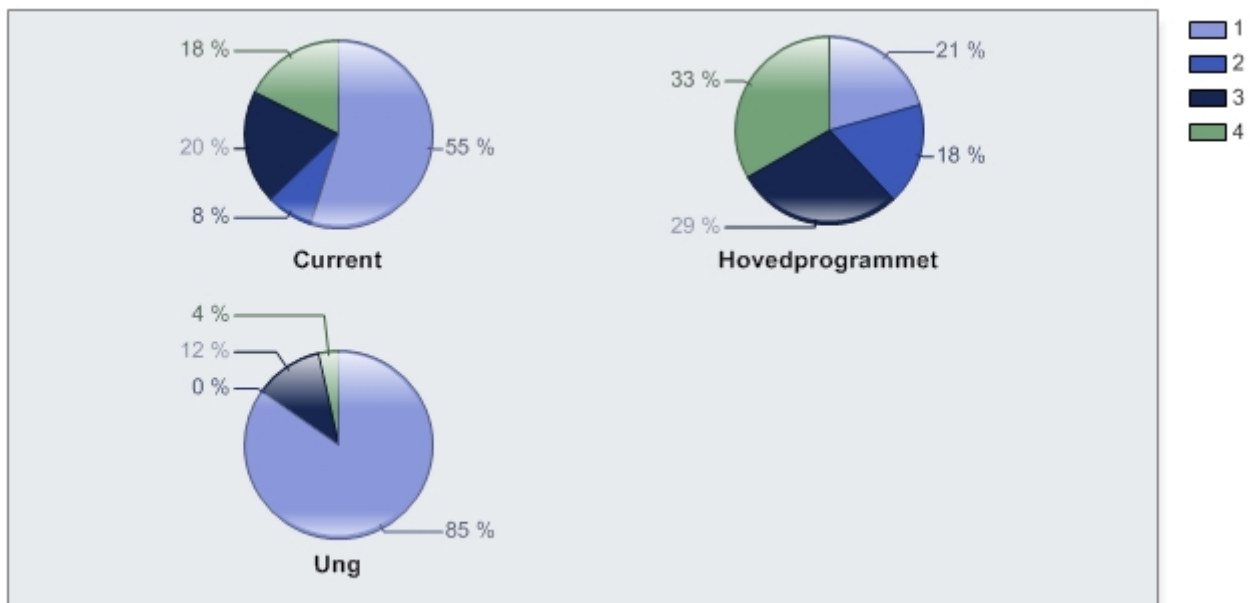


273 responses

88 percent of the North-South and 33 percent of the Youth participants had higher education (university or similar) prior to departure. In total 59 percent had higher education while 24 percent had high school and 4 percent other post high schools. 13 percent suspended their education to proceed with the FK exchange.

17. Have you taken more education after return?

- 1) Has started/completed higher education
- 2) Has started/completed full/part-time courses
- 3) Has not taken further education, but planning to
- 4) Has not taken further education and have no plans to



85 percent of the Youth participants had taken more education after the FK period compared to 20.6 among North-South participants.

18. Has the FK period made any difference for your decision to complete/pursue more education?

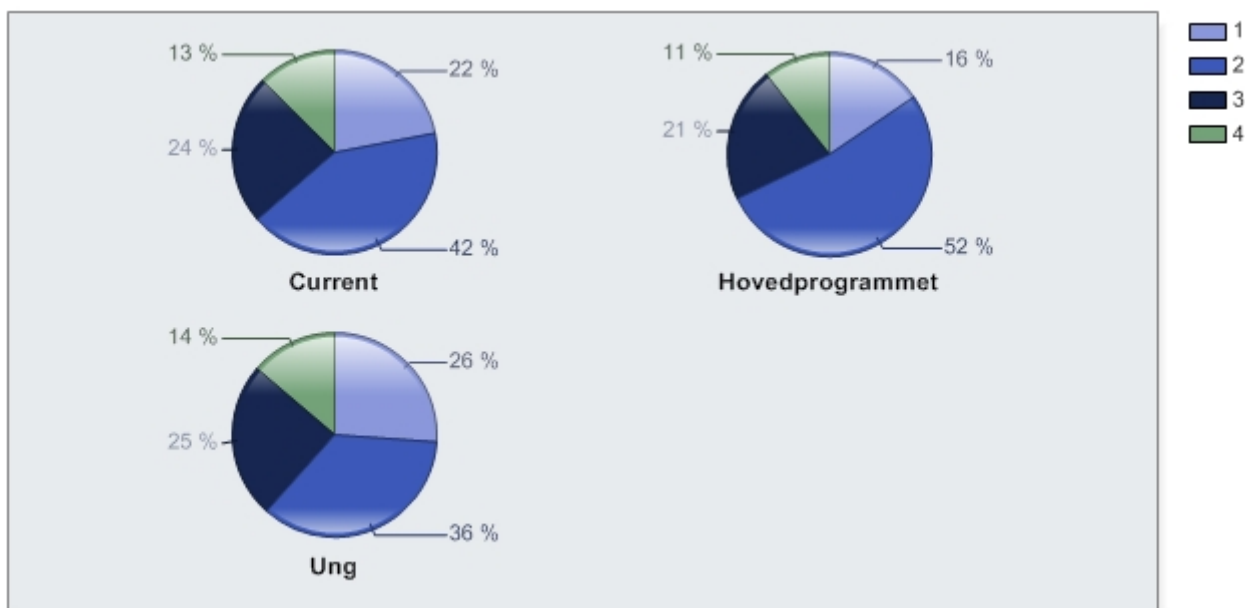
	Yeas, to a great extent	Yes, to some extent	No, not at all	Don't know/no comment	N
The FK period became in inspiration to pursue further education	22 %	42 %	24 %	13 %	223
The FK period has been acknowledged as a relevant experience by the educational institutions	21 %	26 %	21 %	32 %	220

"I would have applied for further studies anyway, but the FK period increased my chances to enter considerably and it provided me with many references for discussions and in assignments during the study."

"I found out during the stay that I wanted to study more the issues we had touched both at the course and during experiences in Africa, so I decided to study development issues."

18.1 Has the FK period inspired you to pursue further education?

1) Yes, to a great extent 2) Yes, to some extent 3) No, not at all 4) Don't know/no comment



223 responses

In total 64 percent of the respondents stated that the FK period has somehow inspired them to pursue further education, 70 percent of the Youth respondents and 60 percent of the North-South respondents. While provided the possibility to describe their decisions regarding choice of profession with their own words instead of ticking a box, the answers were even more positive.

"After returning I changed my perception of what I wanted to achieve with my studies and what I wanted to become."

"The FK period has to a great extent influenced my choice of study subject."

"For the time being I am working in a kindergarten and have not started studying. But after the exchange I look differently at choice of future studies."

"I am a social worker but after the exchange it is of current interest to study multicultural subjects and start working with immigrants in Norway."

"I would like to take a doctorate related to what I worked with during my stay."

"After practising as a teacher during my stay in ... I decided start the education to become one."

"I was exchanged to Gambia where I worked with African music. This is the reason why I am now studying music at University."

I was exchanged to South Africa. I found many good options for studies and I am now studying in Cape Town. Without my FK period I would not have ended up here as a student.

24 percent of the respondents were not influenced by the exchange period to pursue further education. The remaining 12.6 percent are uncertain or has no comment. However, when given the possibility to describe with their own words, with very few exceptions, the FK period did influence the respondents some way or the other in relation to their education. Many mentioned that they had already decided to continue education prior to the exchange. Still, many changed their choice of profession, subjects or institutions.

I am currently doing a master in management in development. The exchange inspired me to apply; even to I planned to do it anyway.

My decision to take a master is due to other reasons. But the choice of subject is probably related to experiences made during the FK period.

The stay in Nicaragua basically convinced me to continue what I am doing.

Not only did the FK period inspire almost half of the respondents to pursue further education, it also became a tool to assist self-realizing and growth. Education can be defined as the deliberate, systematic, and sustained effort to transmit, evoke, or acquire knowledge, attitudes, values, skills, or sensibilities (*Darnell and Hoem 1996: 10 if references are required! Should there be a reference list?*). This way education is an ongoing process that includes almost every aspect of the society and our daily life. A number of respondents mentioned that the period made them reflect on what is important in life.

I have absolutely become more self-reliant and confident.

One can say that as a FK participant I developed my professional skills. As a person I also became a better person. Everyone should try it.

I am a lot more extrovert. Maybe more secure too. I feel I possess an experience few others have.

I have had an excellent year as FK participant, something that has given me a lot both personally and professionally as a musician.

I realized what possibilities I actually have, and now I know more how to value them and actually employ them.

I was inspired to take more education but chose to change my job and develop and educate myself that way instead.

I am studying Social Anthropology because I am interested in languages and culture, and this is also one of the reasons I took the FK year, and it has provided me with a more professional understanding.

I learned a lot of French during my exchange and I am *seeing the profit* now while studying French and Spanish.

It has been a fantastic experience I will never forget, an experience for life I will never come across again. I have learned to deal with people in a completely different way, I have found out it helps to focus on the positive side of things, and simply be more patient. This is all it takes to achieve a new perception on life. Thank you for a wonderful year.

Many of the respondents express that they have experienced in practice the necessity of languages, specific knowledge and expertise to contribute to lasting improvement in the economic and political conditions of people in the developing countries. Professionalism is necessary to assist in creating a more just world in which fundamental human rights are realised.

I am studying languages which I wish to combine with other studies. After the exchange I clearly see the importance of languages to be able to work with international relations.

Before I left I wanted to study social science. During the exchange I decided to take a more vocational education to have a better tool to help others with.

I wish to take more education related to humanitarian work and development.

Mere kunnskap, større slagkraft, bredere rekkevidde! I wish to do something constructive for and with youth on an international level, then it would be practical to have a master degree.

Now I am even more convinced how important a good education is and how lucky I was getting this chance.

After one year as a FK participant working as an English teacher in China I have returned for one summer to improve my Chinese. I plan to take a master degree in Asian Politics and will this fall take a course in TEFL at University. The FK period definitely had a strong effect on studies after return.

After nine months as a volunteer I am more inspired that ever to complete my education so I can start some real work. (...) I will not participate in a similar mission before I have more to give.

(The FK period) has given me a lot of inspiration regarding choice of studies.

9/10. Respondents' location

Location (fylke)	Upon return	Today
Oslo	35,6 %	42,7 %
Akershus	5,9 %	9,0 %
Østfold	1,5 %	2,0 %
Vestfold	3,7 %	2,4 %
Hedmark	0,4 %	0,4 %
Oppland	2,2 %	1,2 %
Buskerud	3,7 %	1,6 %
Telemark	3,0 %	1,6 %
Aust-Agder	1,1 %	0,8 %
Vest-Agder	4,8 %	2,0 %
Rogaland	7,8 %	6,7 %
Sogn og Fjordane	3,3 %	0,4 %
Bergen/Hordaland	11,1 %	15,3 %
Møre og Romsdal	5,6 %	2,7 %
Sør-Trøndelag	1,9 %	5,9 %
Nord-Trøndelag	1,9 %	0,8 %
Nordland	4,1 %	1,2 %
Troms	1,9 %	2,4 %
Finnmark	0,7 %	1,2 %
N	270	255

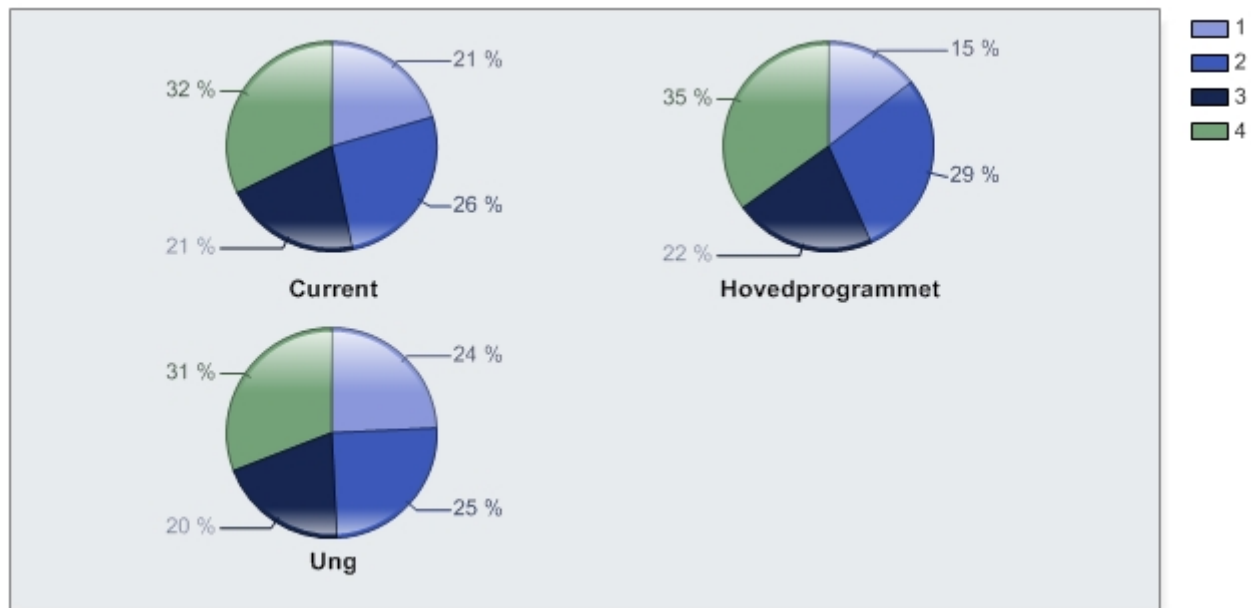
To some place of residence was limiting their desire for change. In the survey only major counties such as Oslo, Akershus, Bergen (Hordaland), Sør-Trøndelag, and Rogaland show an increase when comparing residence upon return and today (when the response was submitted). This indicates that former participants seek to larger universities and cities where also the major humanitarian agencies are situated.

I found out during the stay that I wanted to study more of the relevant issues being addressed both at FK courses and in Africa, so I chose to join Development studies at Oslo University College.

I would really like to pursue further education within development and organizational work if it had been mad available locally.

18.2 Has the FK period been valued as a relevant experience by the educational institutions?

1) Yes, to a great extent 2) Yes, to some extent 3) No, not at all 4) Don't know/no comment



220 responses

44 percent of the respondents state that the FK period has been perceived as a relevant experience by educational institutions. There is no major difference between Young and North-South respondents. 22 percent responded that it was definitely not valued as relevant experience, while 35 percent had no opinion. *If not specifically requested by the students this information is normally not shared by the educational institutions.*

I have been taking a Master degree in England until now. The year with FK definitely had a lot to say for me entering the Development studies I applied for.

I took an education and started in a profession with possibilities for employment a development country. The FK period made it possible to strengthen my CV so that more jobs could be achievable in the future.

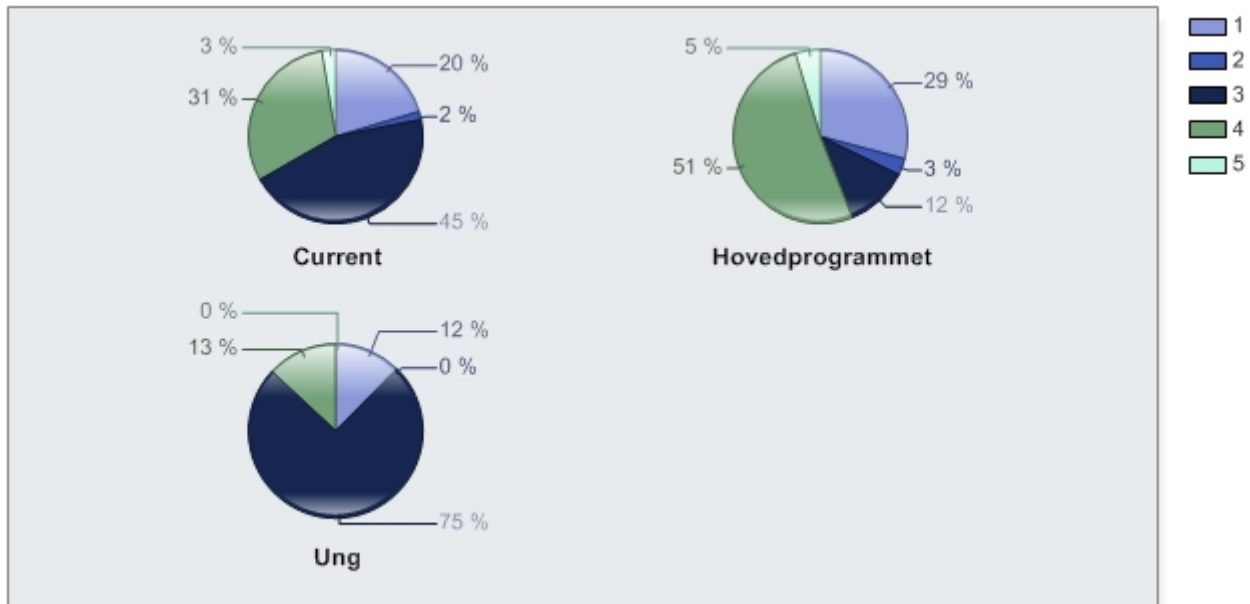
The exchange strengthened my wish to work more abroad. I am now returning to my master studies to increase my chances internationally".

After the FK period I have become more certain that I want to study and hopefully get a job within humanitarian relief and development.

Career Moves

11. Employment upon return

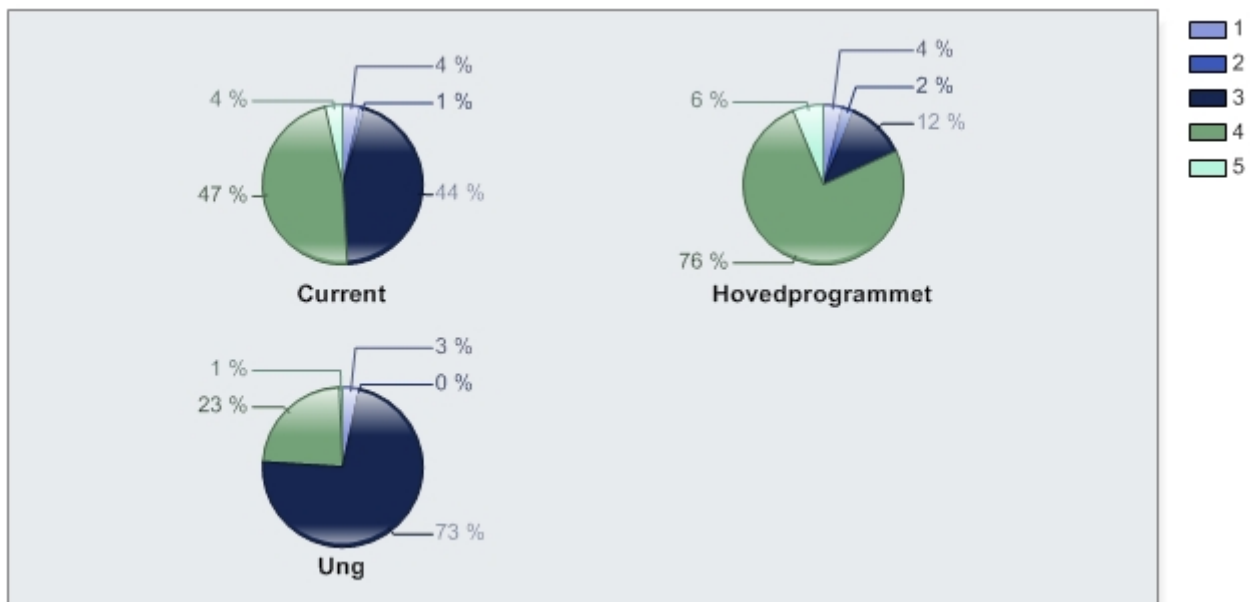
1) Unemployed 2) Leave/home 3) Student 4) Employed 5) Self-employed tradesman



In total 45 percent of the respondents were students upon return while 31 percent were employed. 20 were unemployed, 3 percent self-employed tradesman and 2 percent were on leave. 75.5 percent among the Youth respondents compared to only 11.8 percent of the North-South respondents did start or return to studies after the FK period. This way the survey illustrates the difference between the age groups in the two programmes, the Youth participants are at an earlier stage in their career.

12. Employment as per today (date of survey)

1) Unemployed 2) Leave/home 3) Student 4) Employed 5) Self-employed



When the survey was undertaken only 4 percent were unemployed, 1 percent was on leave, 44 percent were students, 47 percent were employed and another 4 percent self employed tradesmen. Among North-South

I am educated as a plumber and have continued to work as one, but the exchange period made it easier to decide to start over again in a new and better firm.

The FK period changed my career. I was sent out by a humanitarian organization and I am not using my craftsman profession anymore while employed in the organization.

11. Employment as per today (date of survey)

Employment	Upon return	Today (2006)
Unemployed	20 %	4 %
Leave	2 %	1 %
Student	45 %	44 %
Employed	31 %	47 %
Self-employed tradesman	3 %	4 %
N	274	275

About 80 percent were occupied either in the workforce or by studying upon return to Norway. As per today (2006) 95 percent were occupied. That is illustrates an increase in 15 percent.

	Total %	When did you return to Norway?																
		Spr 2002 %	Sum 2002 %	Fall 2002 %	Win 2003 %	Spr 2003 %	Sum 2003 %	Fall 2003 %	Wint 2004 %	Spr 2004 %	Sum 2004 %	Fall 2004 %	Win 2005 %	Spr 2005 %	Sum 2005 %	Fall 2005 %	Win 2006 %	Spr 2006 %
Unemployed	4	0	0	0	0	50	8	0	0	0	0	0	20	3	4	0	0	5
Leave/home	1	0	0	0	0	0	0	0	0	0	6	0	0	3	4	0	0	0
Student	45	0	0	67	29	0	0	20	38	35	35	33	40	67	38	23	57	58
Employed	47	0	10	0	71	50	92	80	56	65	53	50	40	26	54	69	36	34
Self-employed tradesman	3	0	0	33	0	0	0	0	6	0	6	17	0	3	0	8	7	3
N	271	0	2	3	7	2	12	10	16	20	17	6	10	39	24	13	14	76

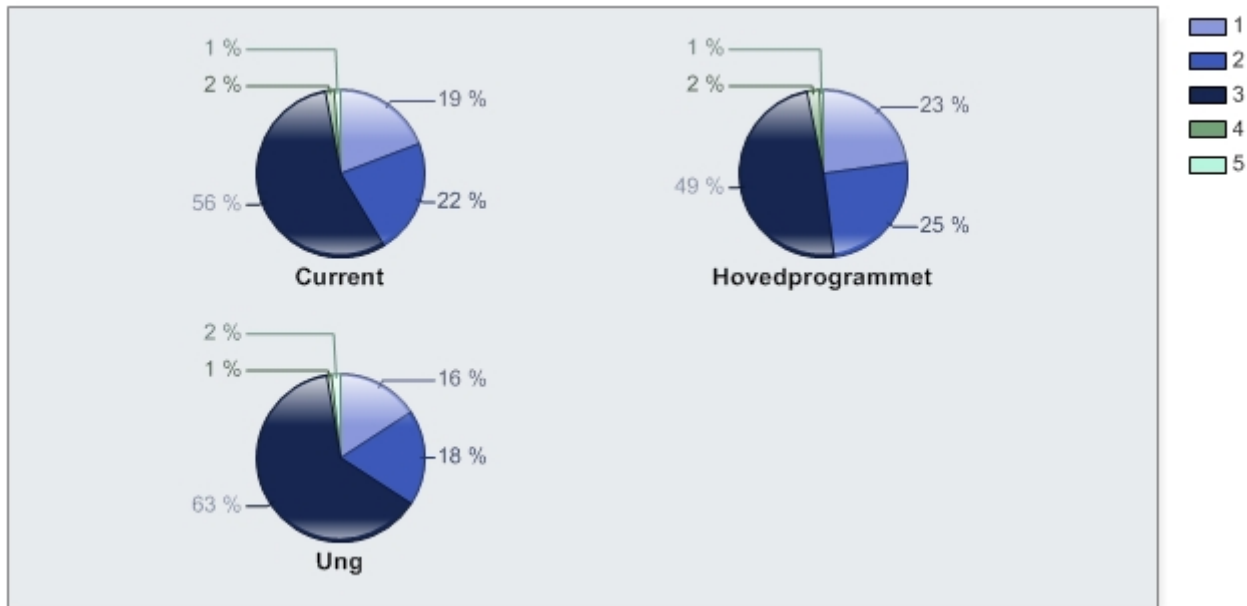
The table illustrates that the longer time since the participants returned the better their situation is. The implication is that as time goes by events and experiences other than the FK period also influence the changes.

13.1 Questions concerning changes in your job situation after return

	Yes, much better/more	Yes, a bit better/more	Same as before	No, a bit worse/less	No, much worse/less	N
	Percent	Percent	Percent	Percent	Percent	
Do you have a better job now than upon arrival?	19 %	22 %	56 %	2 %	1 %	239
Do you have more independence in your job today than upon arrival?	16 %	31 %	49 %	3 %	1 %	235
Do you have more professional responsibility in your job today than upon arrival?	22 %	27 %	48 %	2 %	1 %	232
Do you have more executive responsibility now than upon arrival?	20 %	23 %	56 %	2 %	1 %	233
Do you have a better salary now than upon arrival?	23 %	25 %	48 %	2 %	2 %	232

13.1 Do you have a better job now than upon return?

1) Yes, much better 2) Yes, a bit better 3) Same as before 4) No, much worse



239 responses

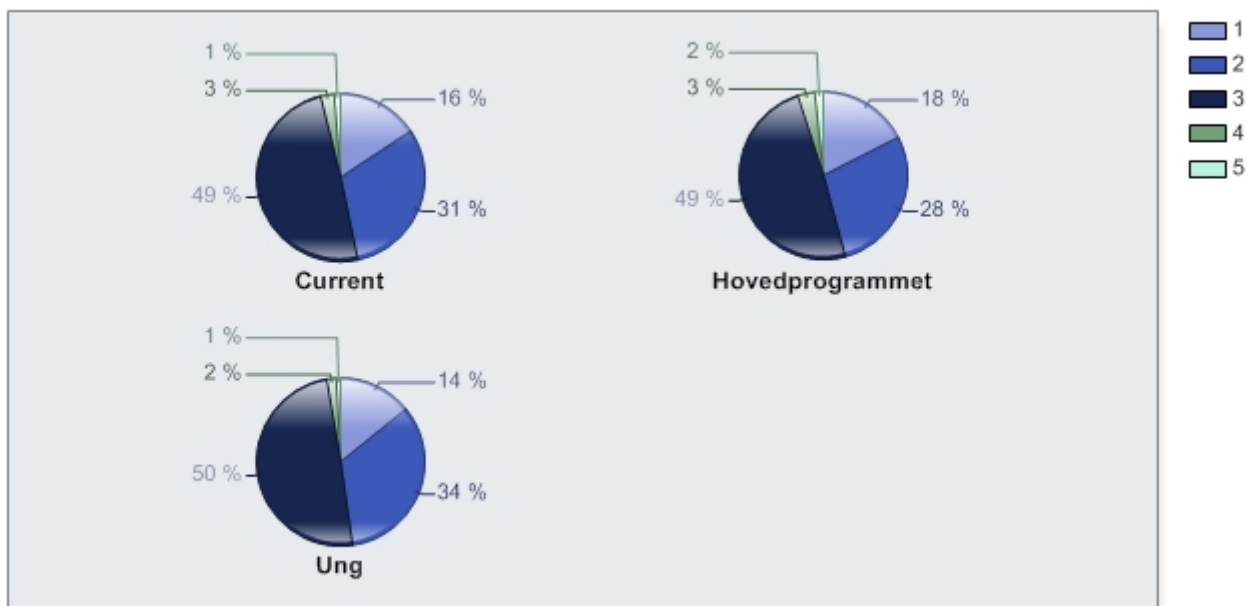
48 percent of the North-South respondents have a better job now (2006) than upon return compared to 34 percent among Youth respondents. About half of the respondents have the same job as before. 63 percent of Youth participants compared to 49 percent of the North-South participants.

I am back in the same challenging job and happy with it. The FK period has widened my horizon and will probably influence my future plans in the long term.

I was offered a job in the country I served in as FK participant.

13.2 Do you have more autonomy in your job today than upon return?

1) Yes, much more 2) Yes, a bit more 3) Same as before 4) No, a bit less 5) No, much less



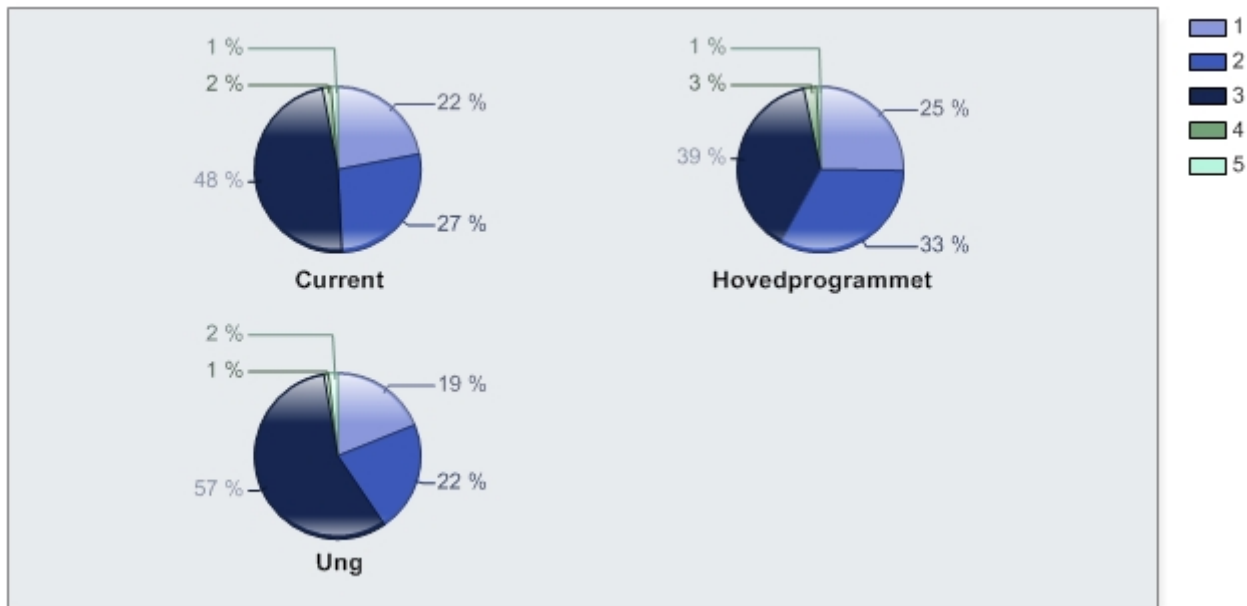
235 responses

About half of the respondents have more autonomy in their job today than upon return. The other half has the same as before.

I decided to change job after returning. Partly because the FK period stopped the career development in the last job and I was more focused on professional development I could not achieve in the old job.

13.3 Do you have more professional responsibility in your job today than upon return?

1) Yes, much more 2) Yes, a bit more 3) Same as before 4) No, a bit less 5) No, much less

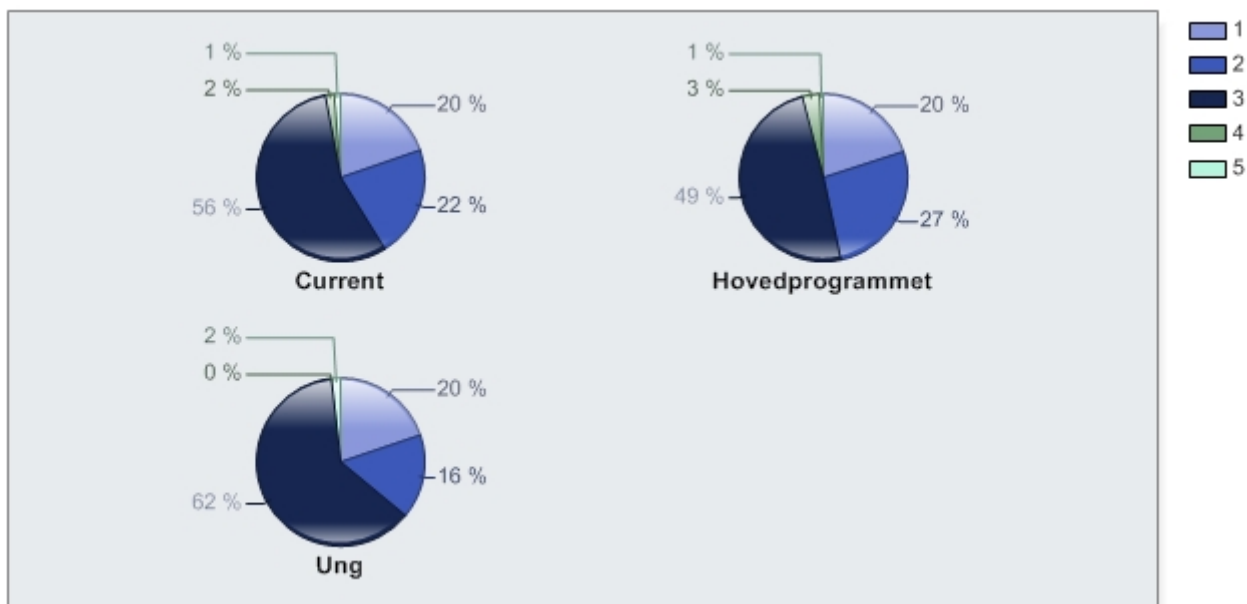


Almost half of the respondents say that they have more professional responsibility in their job now than upon return, 22 percent a lot more and 27 percent a bit more. The other half had the same level of responsibility as before.

I received a job offer in the sender organization during the FK period, and returned to an exciting and challenging job that to a large extent correlated to the skills I developed during the exchange.

13.4 Do you have more executive responsibility in your job today than upon return?

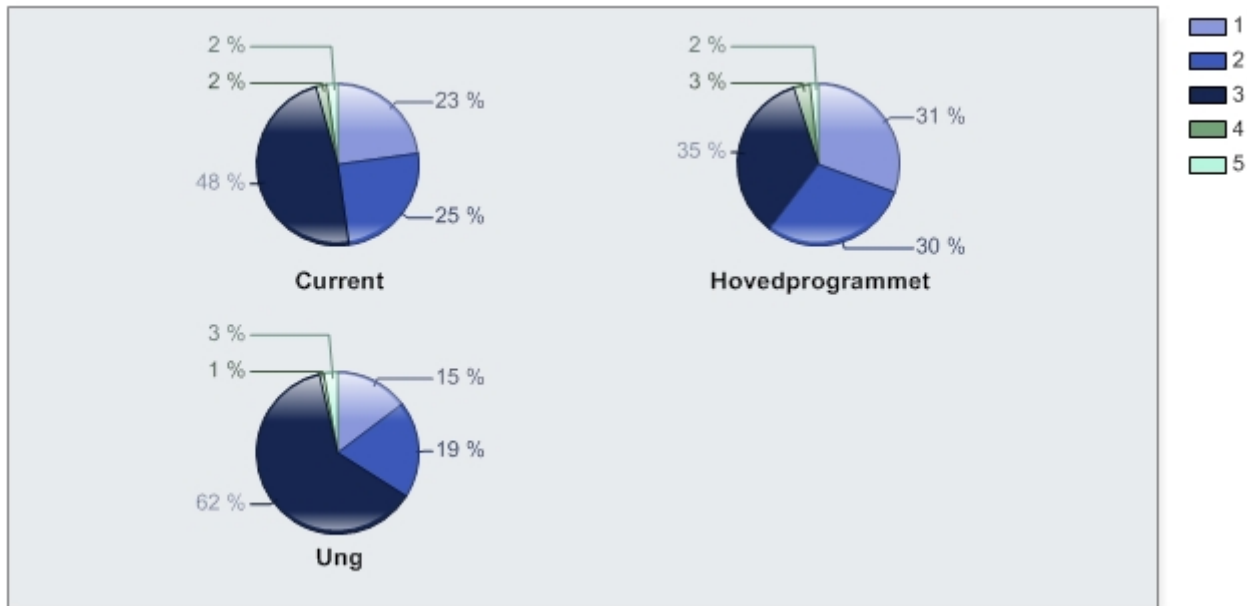
1) Yes, much more 2) Yes, a bit more 3) Same as before 4) No, a bit less 5) No, much less



20 percent say that they have much more 22 percent have a bit more managerial or executive responsibility today than upon return. 56 percent of the respondents state that they have the same level as before.

13.5 Do you have a better salary today than upon return?

1) Yes, much better 2) Yes, a bit better 3) Same as before 4) No, a bit worse 5) No, much worse



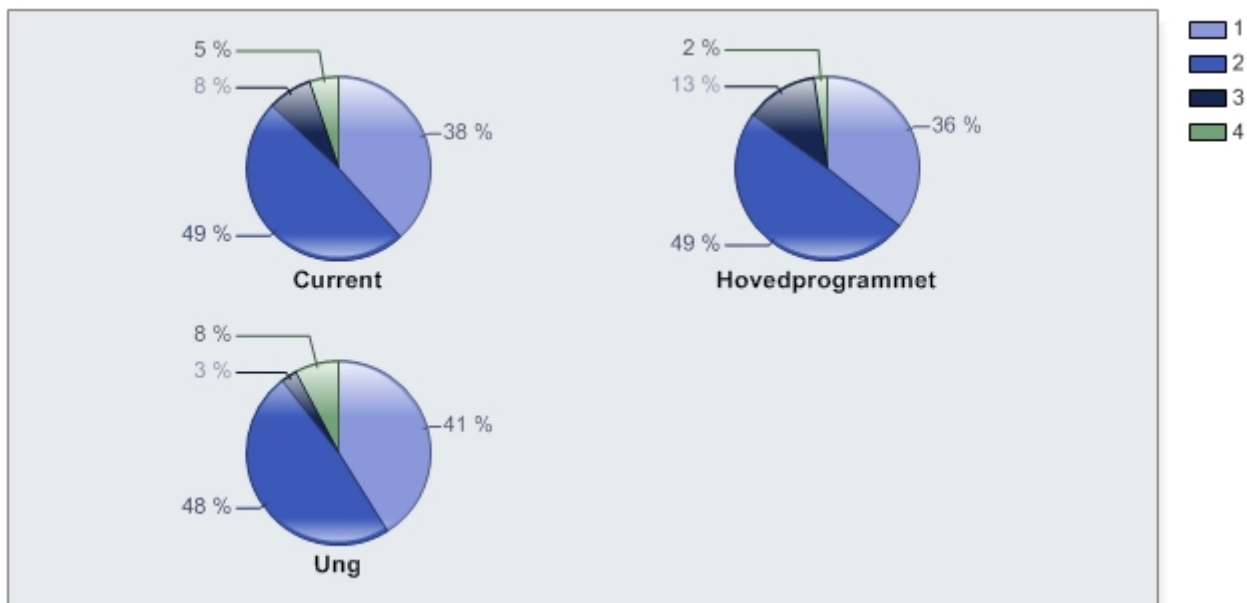
61 percent of the North-South participants and 31 percent of the Youth participants have a better salary today than upon return. 35 percent among North-South and 62 percent of the Youth have that same salary as before.

14. Has the FK period made any difference in your work career after return?

	Yes, to a great extent	Yes, to some extent	No, not at all	Don't know/ no comment	N
The FK period has become an inspiration for professional development	38 %	49 %	8 %	5 %	269
The FK period has become acknowledged as a surplus on your CV by employer	33 %	37 %	9 %	22 %	266
The FK period provided me with a useful professional network and contacts	24 %	47 %	16 %	13 %	268

14.1 Has the FK period been an inspiration to your professional development?

1) Yes, to a great extent 2) Yes, to some extent 3) No, not at all 4) Don't know/no comment



87 percent said the FK period had been an inspiration to their professional development, to 38 percent to a great extent and to 49 percent to some extent. 8 percent said it did not inspire their professional development and 5 percent had no comment.

My choice of profession was made prior to the exchange, but because I practiced my profession I got more experience which is very useful today.

The choice of profession is ongoing but the thoughts and experiences I had during the FK period is invaluable for me now in my student situation.

I am still a student but the FK period inspired me in relation to choice of profession afterwards.

I am still early in my education but the exchange inspired me regarding choice of job after the studies.

I haven't finished my studies yet, but I have gained an insight into how it is to work outside Norway and consequently in a better position to assess a job possibility or to apply for projects abroad.

I have a larger wish for and a more reasonable understanding about working internationally.

I have met many people who daily work within a field I can imagine myself working in. It is interesting to see how their daily work is.

No change but inspiration

I have for a long time been interested in humanitarian work, but after the trip to Namibia with FK I am certain that this is what I want to do. As a fresh teacher I wish to get a few more years of professional experience, and then I hope to apply for a position in a humanitarian agency".

I wish to work with youth and cross border programmes. It is here we young people can make changes of vital importance to increase understanding, tolerance and solidarity"

I am an anthropologist. The interest for administration and management within the culture institutions was strengthened during the FK period.

I am continuing with what I planned to do before I left but now I see the opportunity to work with it in a different way.

I would like to employ my international competence and economic education to develop the infrastructure in developing countries, especially Eastern Europe and Russia.

After the exchange I have become more conscious about choice of profession I can also employ internationally.

The stay in Nicaragua convinced me even more to continue what I am doing – working with solidarity and social change.

Reasons for career change

After my stay in China I decided to study Chinese at University. And I am even more certain that I shall pursue a career that has something to do with development in the South.

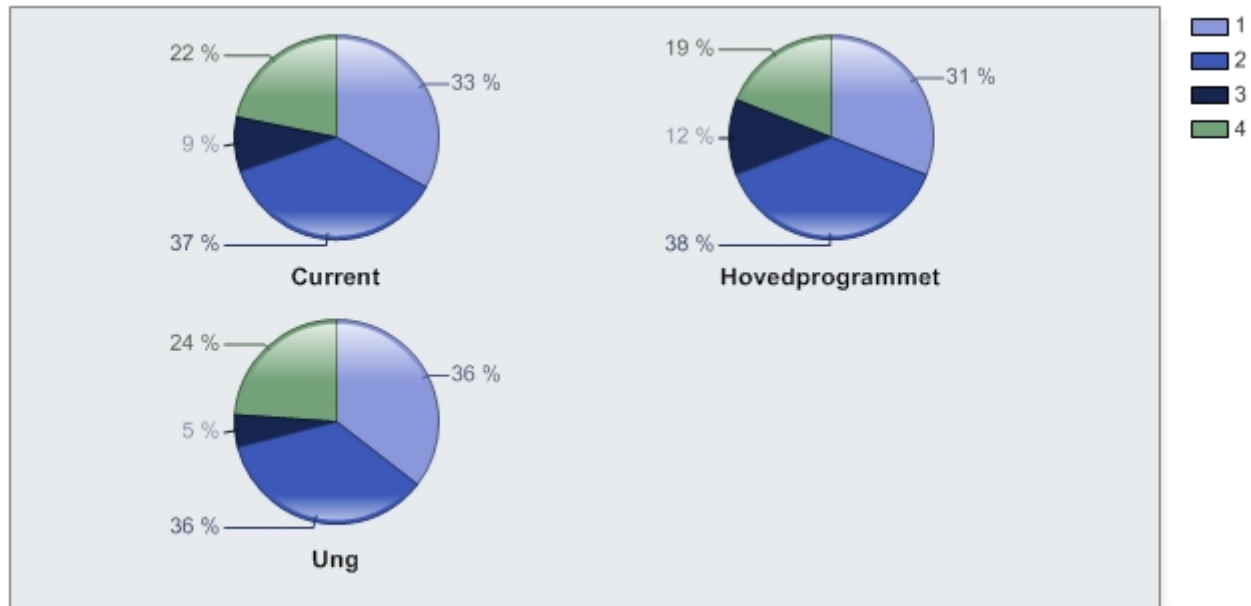
My FK period in El Salvador has inspired me to continue working for several years in the country with shorter periods in Norway but based abroad.

I recently accepted a job continuing the international commitment that was strengthened during the FK period.

After the return I have worked with refugees in Norway and the FK experience was of great importance.

14.2 The FK period has been acknowledged as a surplus on the CV by employer

1) Yes, to a great extent 2) Yes, to some extent 3) No, not at all 4) Don't know/no comment



266 responses

70 percent of the respondents believed that the FK period had been acknowledged as a surplus on the CV by employer. 9 percent believed it was not.

The exchange has provided me with work opportunities I would not have had without this experience. The exchange is seen as a catalyst to work in international projects by my present employer.

... I probably got the job I have now due to the knowledge I achieved during the FK period.

By education I am a teacher, but now I work at the international office at the University and I don't think I would have had this job where I had to employ (foreign) languages if I didn't have the FK experience.

I have volunteered and had a full-time job within the same organisation. For the future I have applied for many similar jobs that I can employ in combination with studies. The FK experience has definitively strengthened my positions among the applicants.

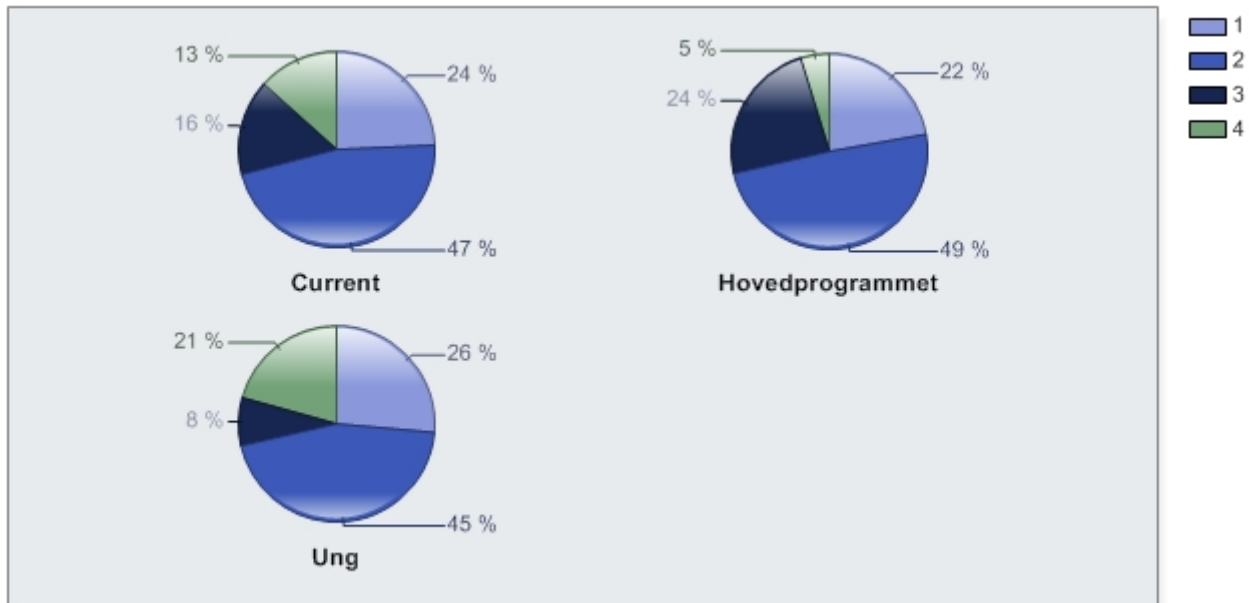
Network

24 Did you get any new friends and new contacts during the FK period?

	1. Many	2. A few	3. None	N
Professional contacts	25 %	65 %	11 %	273
Personal friends	55 %	42 %	3 %	274
Acquaintances	74 %	24 %	2 %	270

14.3 The FK period provided me with a useful professional network and contacts

1) Yes, to a great extent 2) Yes, to some extent 3) No, not at all 4) Don't know/no comment



268 responses

Over 70 percent said the FK period provided them with a useful professional network and contacts. This illustrates how FK promote contact and cooperation between individuals, organizations and institutions in Norway and in the developing countries. 21 percent of the Youth respondents had no comment and 24 percent of the North-South said it did not at all might be explained by the different stages the groups are in their professional career as North-South participants are older and more experienced.

An exchange like this is impossible to carry through without establishing friendships and professional and social networks. So it has meant a lot.

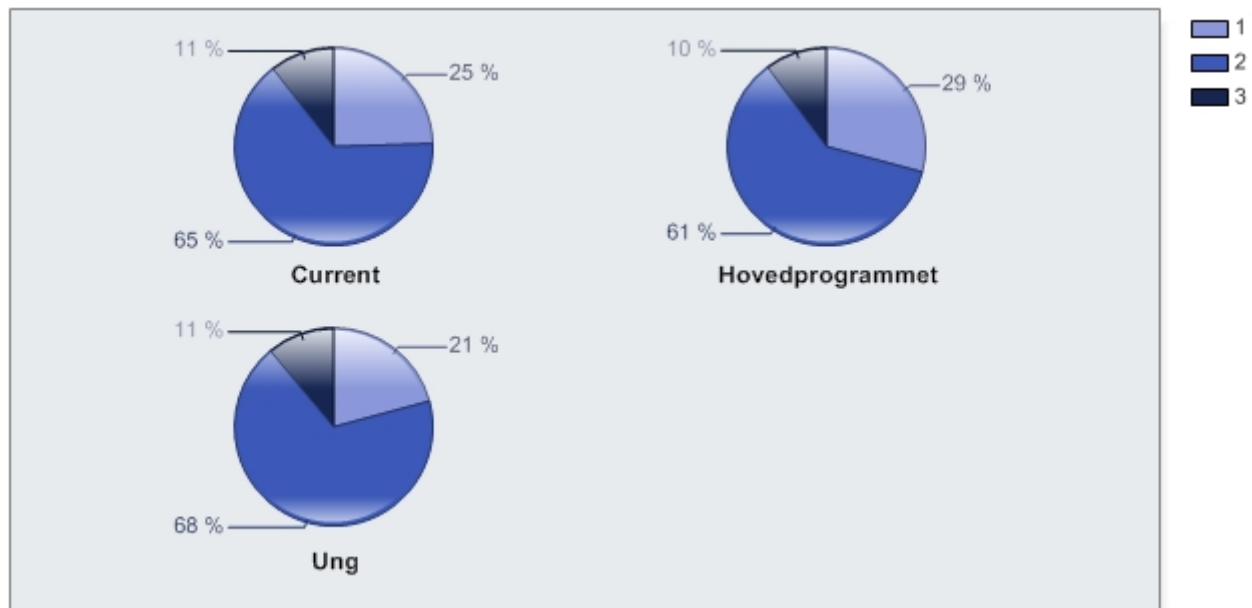
I became acquainted with people during the FK period who have introduced me to others in a very active environment. I also got professional contacts that have been very useful afterwards.

It is thanks to the network of Norwegian employees in Bangladesh I have the dream job today!!

Relations established during the FK period has led to important (veivalg) career choices in my life. I rejected a permanent appointment for a 2 year assignment to be able to maintain the relations in the South and contact with the project also in here the North. In my present position I am able to visit the project up to three times a year to end 2008. This became the crucial argument for career choice.

24.1 Did you get any new Professional contacts during the FK period?

1) Many 2) A few 3) None



90 percent of the respondents obtained a new professional contacts during their FK-period. 25 percent managed to get many and 65 percent a few new contacts. 11 percent did not extend their professional network at all.

... I located other people engaged in development work.

I met a lot of people through my working place in my host country some of whom became good friends. I got a few interesting professional relations or contacts. I would have learned more from them if the exchange had endured for longer.

The FK period has meant very much to me both professionally and socially. I have matured and widened my horizon regarding work, friendship, and my knowledge about the world in general. I am utterly grateful for the possibility granted me by FK to experience another world and I am convinced I have become a better person due to my stay in Africa.

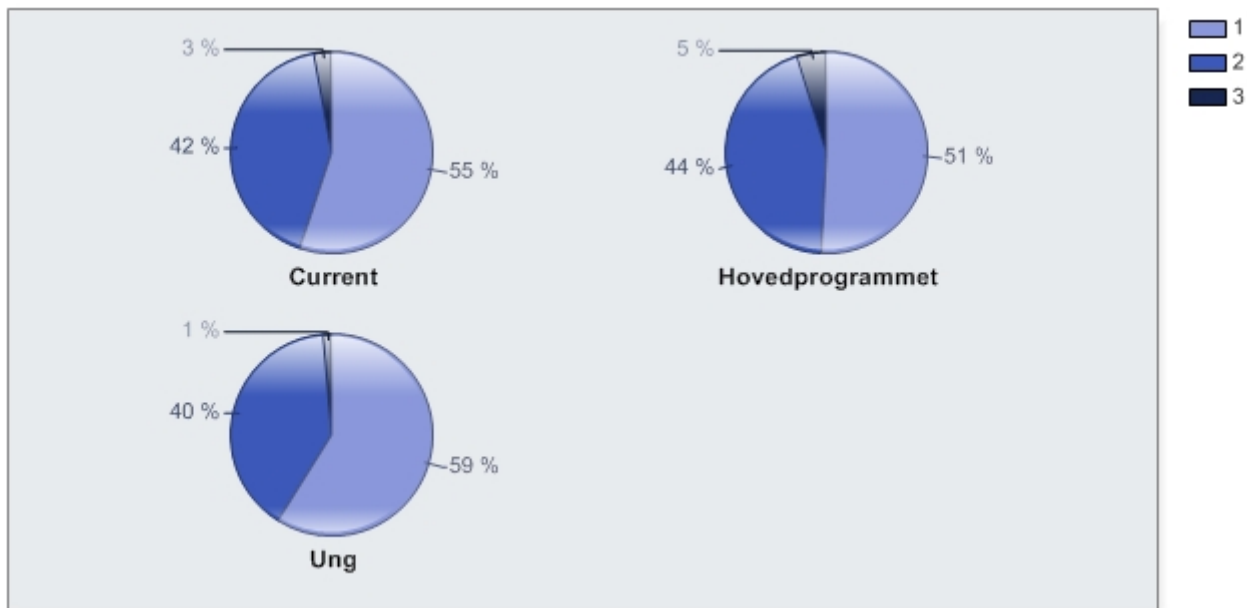
I work as a doctor under specialization.... I feel that the FK period has provided me with very good and relevant experience within my field of expertise and many good contacts for future work and research.

I have had good use of my FK period work vice. I work with project administration of a collaboration project within research and education between Norway and developing countries.

I had to leave my job to take this mission. I experienced an overwhelming indifference from my new employer concerning my exchange, and the FK period forced me to start all over again, creating new networks etc.

24.2 Did you obtain any new Personal friends during the FK period?

1) Many 2) A few 3) None



Almost 100 percent of the respondents obtain new personal friends during the FK period. 55 percent obtained many while 42 percent obtained a few. 3 percent did not develop any personal friends.

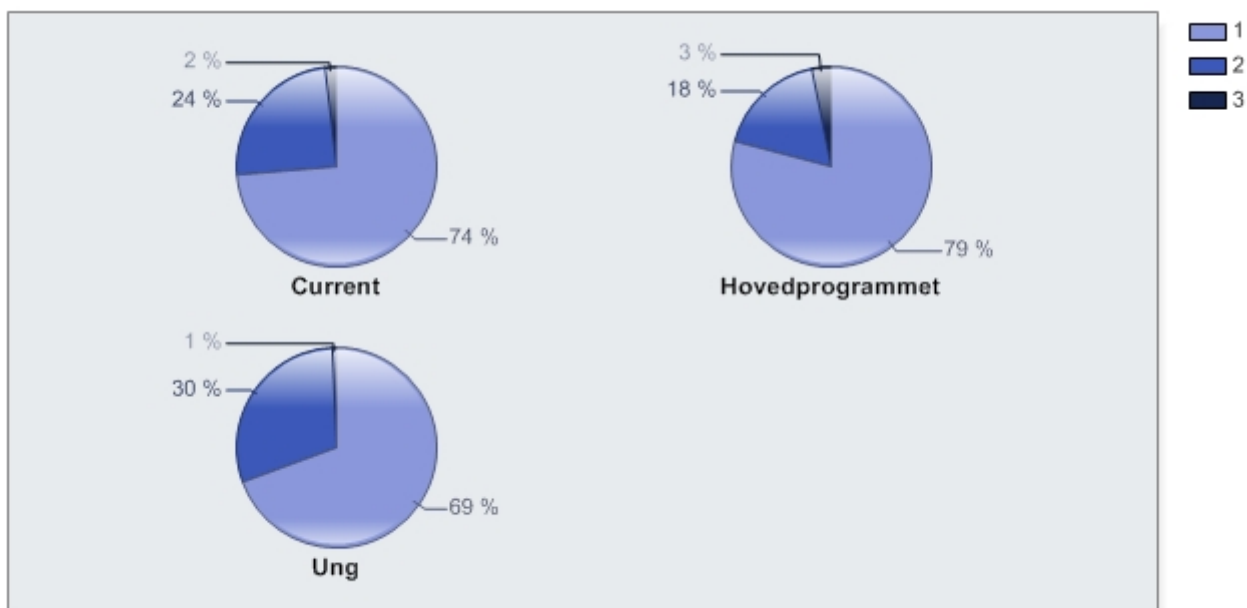
During the FK period I was fortunate to find many new good friends from both Norway and abroad.

The FK period has given me friends from all over the world who I will keep in touch with for the rest of my life. I highly appreciate such an opportunity to get to know different people and cultures through FK.

I got a lot of friends, which I am very grateful for :-)

24.3 Did you obtain any new Acquaintances during the FK period?

1) Many 2) A few 3) None



70 percent obtained many and 24 percent a few new acquaintances during the FK period. 2 percent did not. The table shows that almost all participants obtain new acquaintances during the FK period.

I obtained many good contacts in both sender and host institutions and with participants leaving for the same country as me.

It was a short exchange and the contacts are spread over Norway and abroad. That is the reason why it does not mean that much to me in my daily life. However, the memories are very important as well as contacts for possible gatherings in the future.

25. In what way and how often have you been in touch with friends and acquaintances from the FK period?

	Weekly or more	Once or twice a month	Once or twice a year or more seldom	No contact	
Text message (SMS)	31,1 %	40,1 %	15,4 %	13,5 %	267
e-mail/Chat	31,3 %	53,7 %	13,4 %	1,5 %	268
Telephone Conversations	13,9 %	36,7 %	35,9 %	13,5 %	259
Letters	0,4 %	9,2 %	32,7 %	57,8 %	251
Visits	11,5 %	27,1 %	48,1 %	13,4 %	262

The table illustrates that most participants keep in touch with friends and acquaintances one or twice a month, mainly by email but also text messages and telephone.

I have had the opportunity to close contact with the FK project I was a part of also after return, I both wish and have ambitions to continue this contact.

I am still in touch with colleagues from the partner in South. I got to know many people working in development from different countries that I am in close contact with.

I am often in touch with friends from the host country through mail and text message. I also have contact with individuals in Kenya, Tanzania, Cambodia and Vietnam whom I met during Introduction course or Home coming seminar.

I had daily contact with a few Norwegian friends in Zambia, and I am still in touch with them now. Else I had Zambian friends I would like to keep in contact with.

26. What have the different meeting places on the list below meant to you regarding friendship and social network?

	Meant a lot	Meant some	Meant little	Meant nothing	Don't know/ no comment	N
Preparatory course	25,5 %	34,7 %	27,7 %	8,8 %	3,3 %	274
Host partner in exchange country	39,2 %	35,5 %	15,4 %	8,4 %	1,5 %	273
Local/leisure time in exchange country	52,6 %	31,4 %	9,9 %	4,0 %	2,2 %	274
Network meeting in South	7,4 %	17,5 %	20,8 %	24,5 %	29,7 %	269
Homecoming Seminar	11,7 %	20,4 %	18,1 %	24,2 %	25,7 %	265
DMM-arrangement in Norway	1,1 %	4,2 %	9,1 %	21,7 %	63,9 %	263
The participant organization FK-X	1,9 %	8,0 %	8,0 %	28,2 %	53,8 %	262

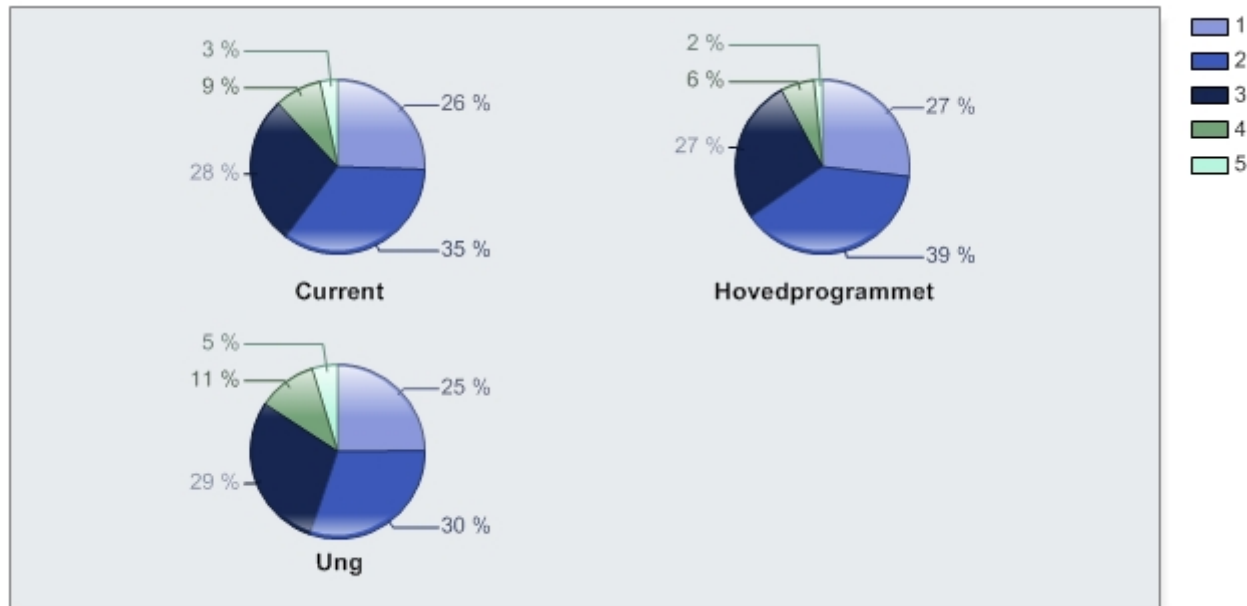
4. Location of your FK preparatory course

Location prep. course	Total %	North-South Programme %	Youth Programme %
1) Haraldsheim, Oslo	7	4	9
2) Kongsberg	13	16	11

3) Tønsberg	4	1	7
4) Bergen	14	23	6
5) Tromsø	8	18	0
6) Hald, Mandal	27	12	39
7) Haraldvangen, Hurdal	17	12	21
8) Addis Abeba	2	3	1
9) Bangkok	2	3	0
10) Kampala	3	5	1
11) Cape Town	1	1	1
12) Did not attend	3	1	5
<i>N</i>	257	116	147

26.1 What has the Preparatory course meant to you regarding friendship and social network?

1) Meant a lot 2) Meant some 3) Meant little 4) Don't know / no comment



274 responses

The three week long Preparatory course is compulsory to all participants and complementary to the preparation offered by the partner organization. The course meant something regarding friendship and social network to 89 percent of the respondents; it meant a lot for 26 percent, some to 35 percent, and little to 28 percent. It meant nothing to 9 percent of the respondents in relation to friendship and social network. The graph along with the statement below illustrates how the participants become part of a larger network of people who work for development through interaction, achieved through mutual exchange of people with professional and personal skills.

I met a lot of great people through the preparatory course and home coming seminar, and have created a social network both in Norway and in the exchange country. Professionally FK personnel at the courses have inspired me regarding both career education choices.

The aim of the course is twofold. Firstly, FK want to prepare the participants for the stay abroad in terms of increasing awareness and skills related to working and living in a different cultural and social setting than the one participant is used to. Secondly, FK will introduce Fredskorpset and development issues on a larger scale, discuss ends and means, and give the participants the opportunity to discuss the role of their partnership, as well as their own role as a Fredskorpset participant with other participants from all over the world.

The preparatory course I participated in was only for students at Sund Folkehøgskole (sender institutions) therefore the course in it self did not add anything regarding social network, not meaning that is was not successful.

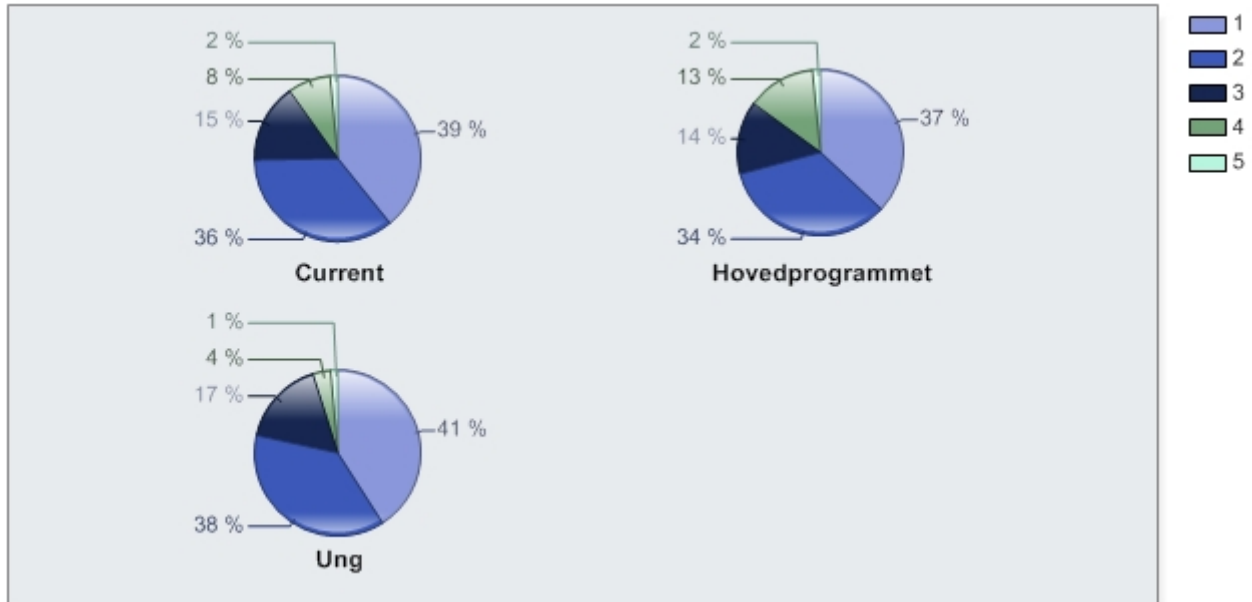
During preparation course one quickly get to know many new people, whom you loose contact with as quickly.

The Preparatory course had 60 participants. This could with great advantage have been divided in two smaller groups a 30 people.

The Preparatory course was really nice, and we obtained good contact with most participants, but then we all left in different directions and got other concerns.

26.2 What has the Host partner in exchange country meant to you regarding friendship and social network?

1) Meant a lot 2) Meant some 3) Meant little 4) Nothing 5) Don't know / no comment

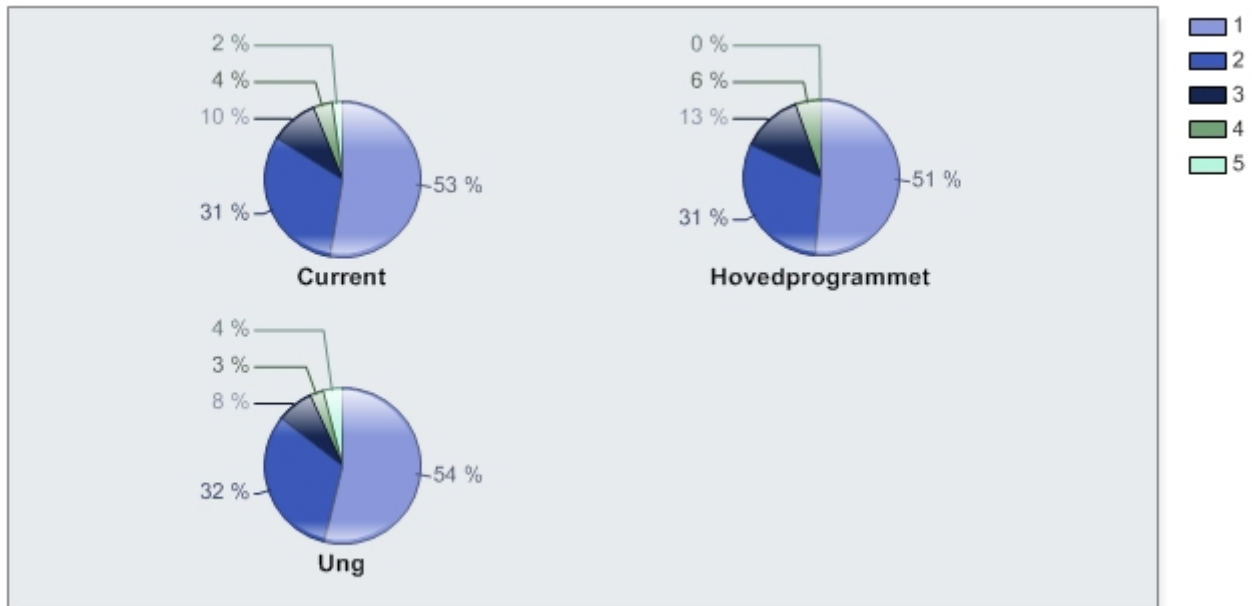


The host partner in the host country was another meeting place the respondents were asked about; its significance regarding friendship and social networks. The host partner had a great or some significance for 75 percent of the participants, meant a lot to 39 percent, some to 36 percent. It meant a little to 15 percent, and nothing to 8 percent. A larger percent among North-South than Youth participant state that the host meant nothing (13 versus 4).

The time in the host country has absolutely meant the most regarding social network, since it was there I spent most of the time there.

26.3 What has the local/leisure time in exchange country meant to you regarding friendship and social network?

- 1) Meant a lot 2) Meant some 3) Meant little 4) Don't know / no comment



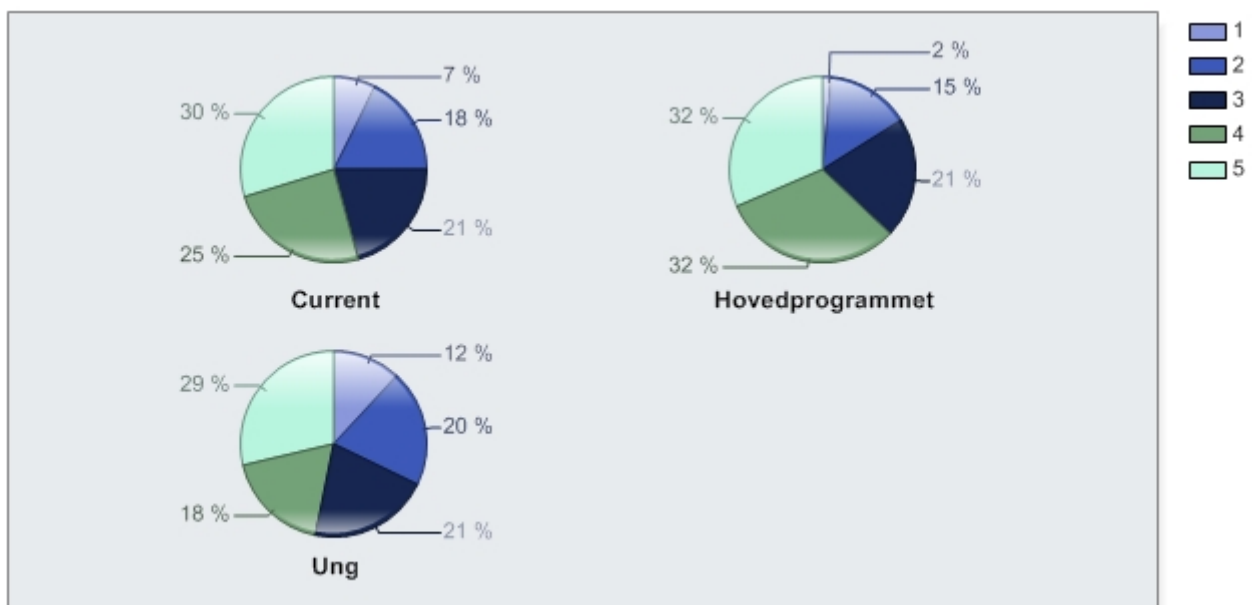
Living and sharing with friends in their leisure time in the host country, was regarded a very important meeting place for developing friendships and social networks for 75 percent of the respondents; a lot to 54, some to 31 percent, and little to 10 percent. It meant nothing to only 4 percent. This means that a significant number of respondents say that to them was the leisure time more important for developing friendships than their host partner were.

As the only FK participant in a new country, one wishes to get to know many new people as quickly as possible, I am still in contact with some.

I have not had professional/social network with other FK participants, only other people I met during the FK exchange.

26.4 What has the Network meeting in the South meant to you regarding friendship and social network?

- 1) Meant a lot 2) Meant some 3) Meant little 4) Nothing 5) Don't know / no comment



The FK meetings in the South are organised and financed by FK in cooperation with a national collaboration

partner. It started first in 2004 and in 2006 FK had network coordinators in 12 of the 55 countries. The purpose is to provide a venue for all active and former exchange partners and participants in that country to meet and exchange experiences, to provide a venue to meet with FK staff, and for formation of a future independent and self-sustaining FK network.

As a rather new concept the Network meetings in the South still meant a lot to the 7 percent, some to 18 percent and little to 21 percent regarding friendship and social network. It meant nothing to 25 percent and 30 percent have no comment. The graph including the statements below indicates that there is a great variation in the utilization of these meetings and maybe a lack of information. Moreover, it has so far not been perceived as a place for networking.

The use of the Network meeting in South (Guatemala) was a shame. Nettverksmøtet i sør, Guatemala, vart brukt skammelig dårlig.

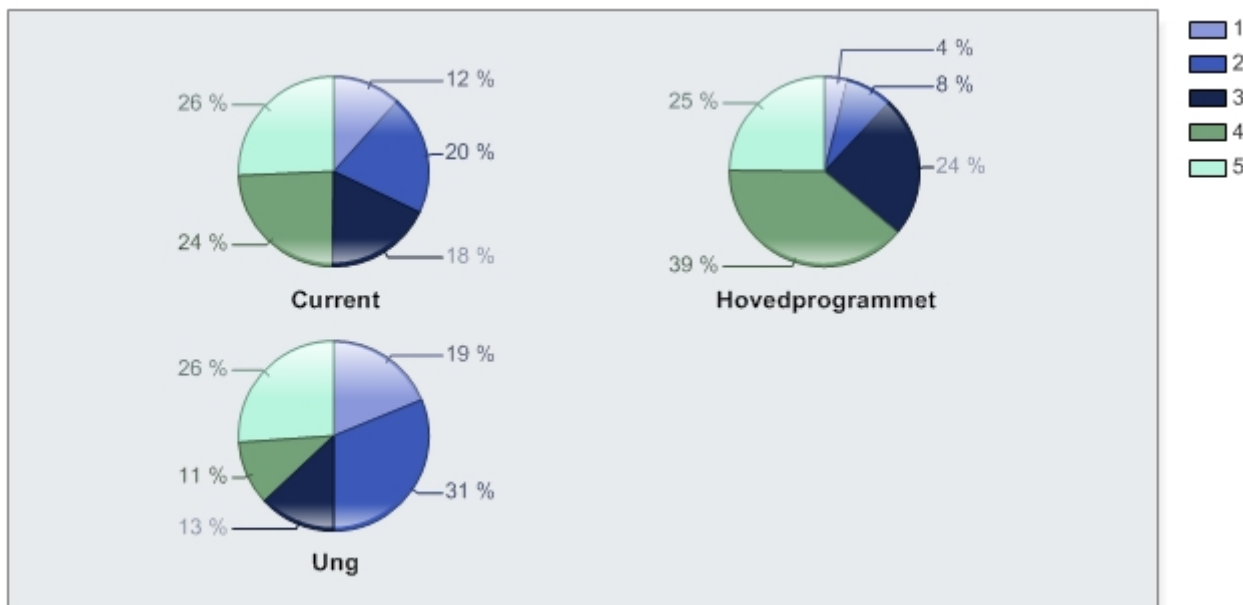
I have never heard of any network meeting in the South.

There were no network meetings in the South while I was a participant and I have not participated at any other arrangement at home but the homecoming seminar. This is because I am still abroad. Maybe when I return?

Else I am pretty critical to the Network meeting in the South where it was very vague discussions at a very expensive hotel and humanitarian work and poverty issues were not mentioned at all.

26.5 What has the Homecoming seminar meant to you regarding friendship and social network?

1) Meant a lot 2) Meant some 3) Meant little 4) Nothing 5) Don't know / no comment



The aim of the homecoming seminar is to create an arena for sharing experiences and future plans. Furthermore, participants are requested to provide feedback which can assist to further improve and develop the programme. For the respondents it meant a lot to 12 percent, some to 20 percent, and little to 18. It meant nothing to 24 percent, and 26 percent do not know.

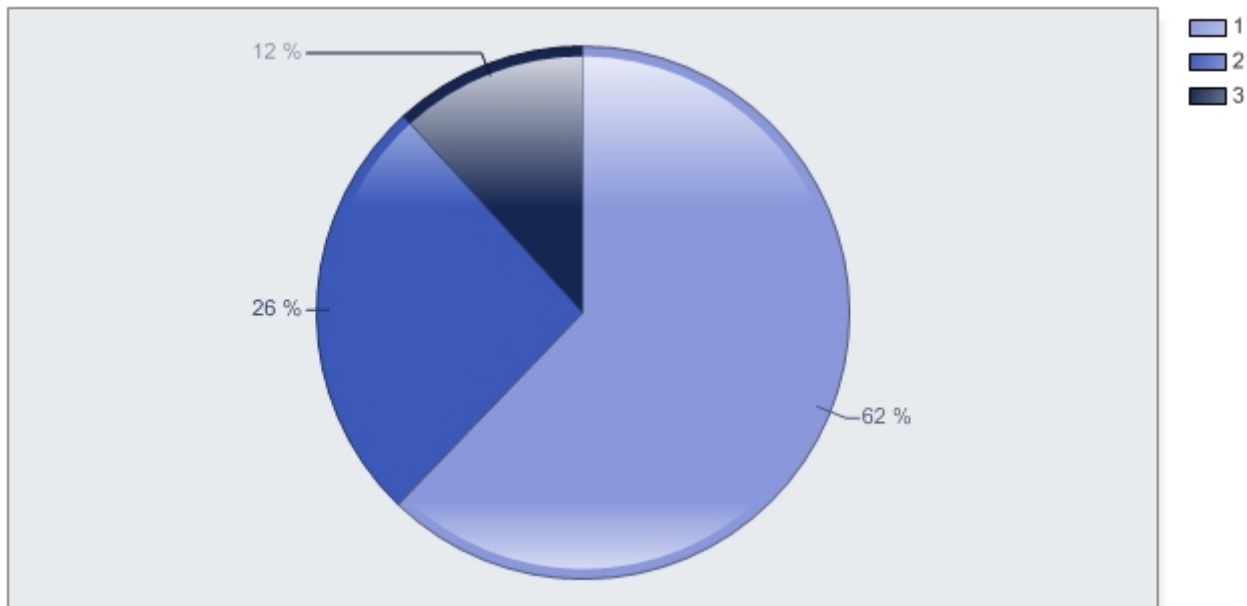
Name	Percent
Meant a lot	12 %
Meant some	20 %
Meant little	18 %
Meant nothing	24 %
Don't know/no comment	26 %
N	265

I did not get any value out of the home coming seminar.

I met a lot of great people through the Preparatory course and home coming seminar, and have created a social network both in Norway and in the exchange country. Professionally FK personnel at the courses have inspired me to both career education choices.

7. Have you participated in the Homecoming seminar?

- 1) Yes 2) No, but was invited 3) Not invited nor participated



127 responses

Only North-South participants could respond to this question. 38 percent did not attend the homecoming seminar. 12 percent of these did not receive the invitation. Even though 20 percent of the North-South respondents returned from the field spring 2006 and might not have had time to attend, this is a relatively high number *and reason of concern*.

7. Have you participated at homecoming seminar?

	6. When did you return to Norway?																	
	Total	Spr 2002	Sum 2002	Fall 2002	Win 2003	Spr 2003	Sum 2003	Fall 2003	Wint 2004	Spr 2004	Sum 2004	Fall 2004	Win 2005	Spr 2005	Sum 2005	Fall 2005	Win 2006	Spr 2006
Yes	63	0	0	0	50	50	80	57	82	67	50	75	75	88	91	67	50	42
No. But was invited	25	0	100	100	25	50	10	43	9	22	17	25	0	13	9	8	50	46
Not invited nor participated	12	0	0	0	25	0	10	0	9	11	33	0	25	0	0	25	0	12
N	125	0	2	1	4	2	10	7	11	9	12	4	4	8	11	12	2	26

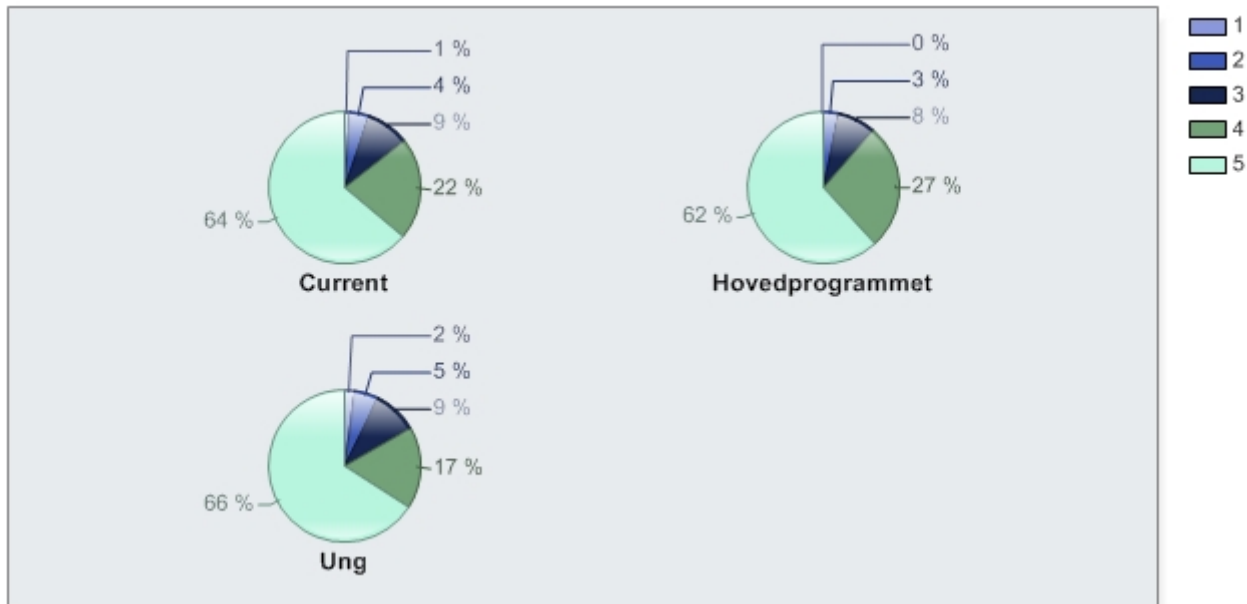
The difference in percentages between the graph and the table is due to the difference in number of respondents

North-South respondents returning 2002 were all invited but none of them attended the FK homecoming seminar. Of the twelve North-South respondents returning summer 2004 half of them attended the seminar while 17 percent received the invitation but did not attend, as many as 33 percent did not get invited to the seminar. This illustrates that there might be multiple reasons for FK participants not attending the seminar.

All FK participants are expected to attend the homecoming seminar. The date for the seminar is published on the website and participants are enrolled by partner or themselves. FK compare the enrolment list with the database and expected return of participants and contact Partner/sender institution if some are missing from the list. The survey shows that there is a need to review how FK and their partners can ensure that more participants are attending the seminar.

26.6 What has the DMM-arrangement in Norway meant to you regarding friendship and social network?

1) Meant a lot 2) Meant some 3) Meant little 4) Nothing 5) Don't know/no comment



Yet another meeting place the former participants were asked about, was a meeting place in Norway; the DMM events (in English: Bringing People Together). A large majority of the respondents - 64 percent, do not know or have any particular opinion on these events. For 22 percent the DMM events meant nothing. Thus, to 86 percent of the respondents DMM events meant nothing, or they had no opinion on the events. Only for about 14 percent have these events signified anything regarding friendship and social network.

Name	Percent
Meant a lot	1 %
Meant some	4 %
Meant little	9 %
Meant nothing	22 %
Don't know/no comment	64 %
N	263

I don't know anything about any DMM arrangement.

DMM arrangement - what is that?

I have barely heard about DMM.

I don't know what DMM is.

The aim for the DMM is to create international meeting ground around Norway, and to stimulate local engagement in international issues. The only ones specially invited to these events are those with special assignments, together with special guests, who might be former FK participants. These events are initiated by FK-head office and in cooperation with partners and participants only if they are present in that particular municipality.

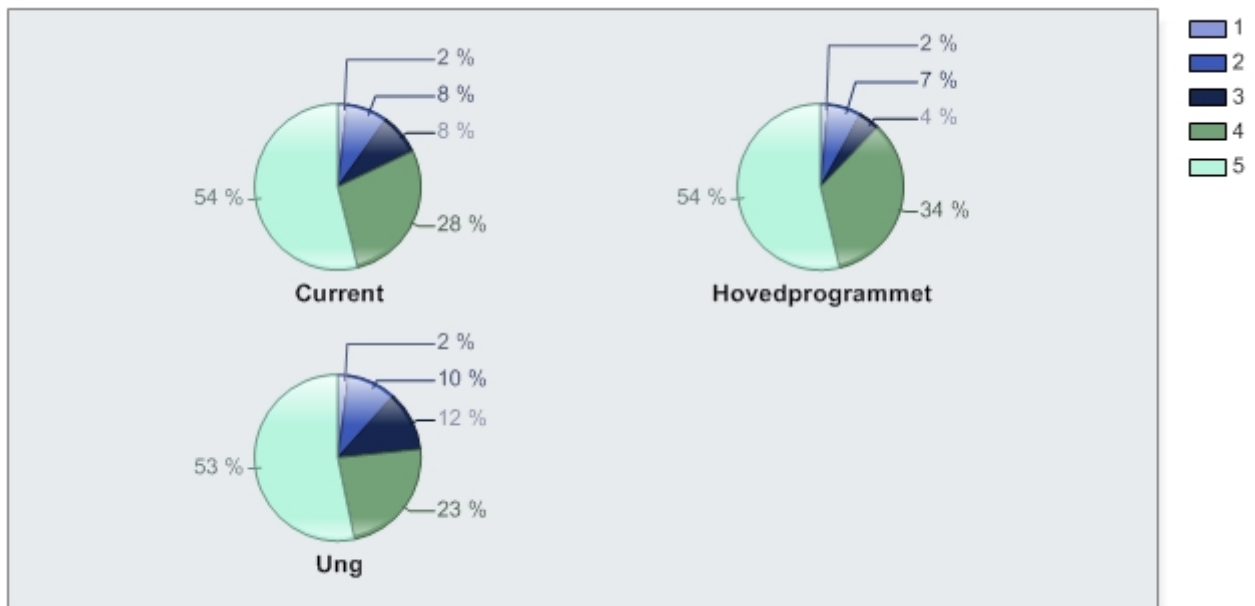
26.6 What has the DMM-arrangement in Norway meant to you regarding friendship and social network?

	6. When did you return to Norway?																	
	Total	Spry 2002	Sum 2002	Fall 2002	Win 2003	Spry 2003	Sum 2003	Fall 2003	Want 2004	Spry 2004	Sum 2004	Fall 2004	Win 2005	Spry 2005	Sum 2005	Fall 2005	Win 2006	Spry 2006
	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Meant a lot	1	0	0	0	0	0	0	0	0	5	0	0	0	3	4	0	0	0
Meant some	4	0	0	0	0	0	9	0	0	0	6	0	0	8	9	8	15	1
Meant little	9	0	50	67	0	0	0	0	0	21	18	0	0	11	9	15	8	7
Meant nothing	22	0	0	0	0	50	36	50	38	32	35	50	30	18	17	23	15	10
Don't know/no comment	64	0	50	33	100	50	55	50	63	42	41	50	70	61	61	54	62	82
N	260	0	2	3	7	2	11	8	16	19	17	6	10	38	23	13	13	72

There might be a connection between respondents being invited to special events by the municipality.

26.7 What has the participant organisation FK-X meant to you regarding friendship and social network?

1) Meant a lot 2) Meant some 3) Meant little 4) Nothing 5) Don't know/no comment



FK-X was initiated in 2005 as an attempt to create an organization for FK-participants in Norway. More than of the Norwegian respondents had no comment whether it meant anything regarding their friendship and social network. It meant a lot to 2 percent, some to 8 percent and little to another 8 percent. It meant nothing to 28 percent.

It is a bit early to say anything about (network for) the long term since I recently returned, but I am in regular contact with friends from the FK period. I have not yet participated in DMM or FK-X but I plan to!

By residing outside Oslo participation at FK arrangement is not feasible economically since I probably would have to fly from (Northern Norway/Bodø) to Oslo.

One loses much of ones existing network while travelling like this. The FK network was therefore the only I had after returning, and it has meant a lot. It now consists of persons with similar experience, people who understand what I have been through. It is easier to relate to this kind of people than many others.

South-participants while exchanged to Norway constituted the most dedicated contributors to this work. After some years with limited success, which was confirmed by this survey, FK has left this initiative and now focuses on a network-based approach towards our FK-participants and our other networks. The survey does only reflect the Norwegian participants' view on the FK initiatives and events.

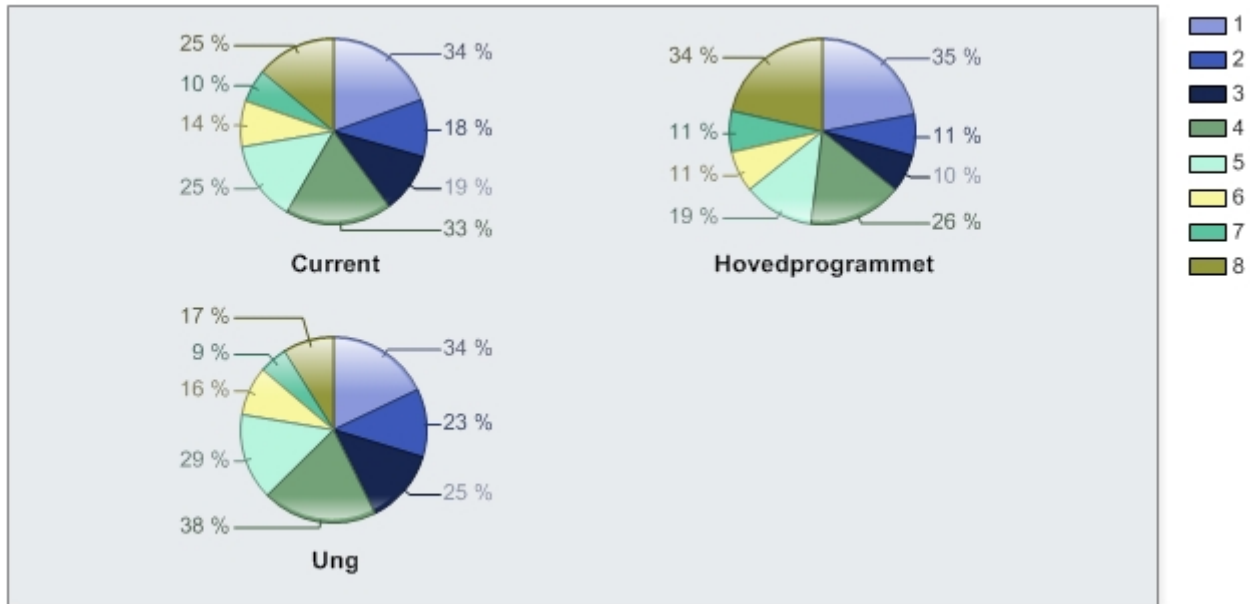
26.7 What has the participant organisation FK-X meant to you regarding friendship and social network?

	6. When did you return to Norway?																	
	Total	Spr 2002	Sum 2002	Fall 2002	Win 2003	Spr 2003	Sum 2003	Fall 2003	Wint 2004	Spr 2004	Sum 2004	Fall 2004	Win 2005	Spr 2005	Sum 2005	Fall 2005	Win 2006	Spr 2006
	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Meant a lot	10	0	0	33	0	0	0	0	6	5	0	17	0	3	0	0	0	0
Meant some	8	0	0	0	0	0	0	0	0	5	24	0	0	18	9	8	8	7
Meant little	8	0	0	33	0	50	0	13	6	11	6	0	0	13	9	8	8	7
Meant nothing	28	0	50	0	29	0	50	63	38	32	47	50	30	21	26	23	15	19
Don't know/no comment	54	0	50	33	71	50	50	25	50	47	24	33	70	45	57	62	69	67
N	259	0	2	3	7	2	10	8	16	19	17	6	10	38	23	13	13	72

Community Involvement

20. Were you active in voluntary and organizational work before the FK exchange?

- 1) Sports
- 2) Politics
- 3) Religion/humanitarian aid
- 4) Solidarity/democracy/Human Rights
- 5) Development/humanitarian aid
- 6) Environment
- 7) Local initiatives
- 8) Other



227 responses

The respondents had a multi-select question regarding their prior work in civil society organizations. One fifth (34 percent) had been engaged in sports, while 33 percent had been engaged in solidarity and democracy work.

Activities	Percent
Sport	34 %
Politics	18 %
Religion/humanitarian aid	19 %
Solidarity-/democracy/Human Rights	33 %
Development /humanitarian aid	25 %
Environment	14 %
Local initiatives	10 %
Other	25 %
N*	227

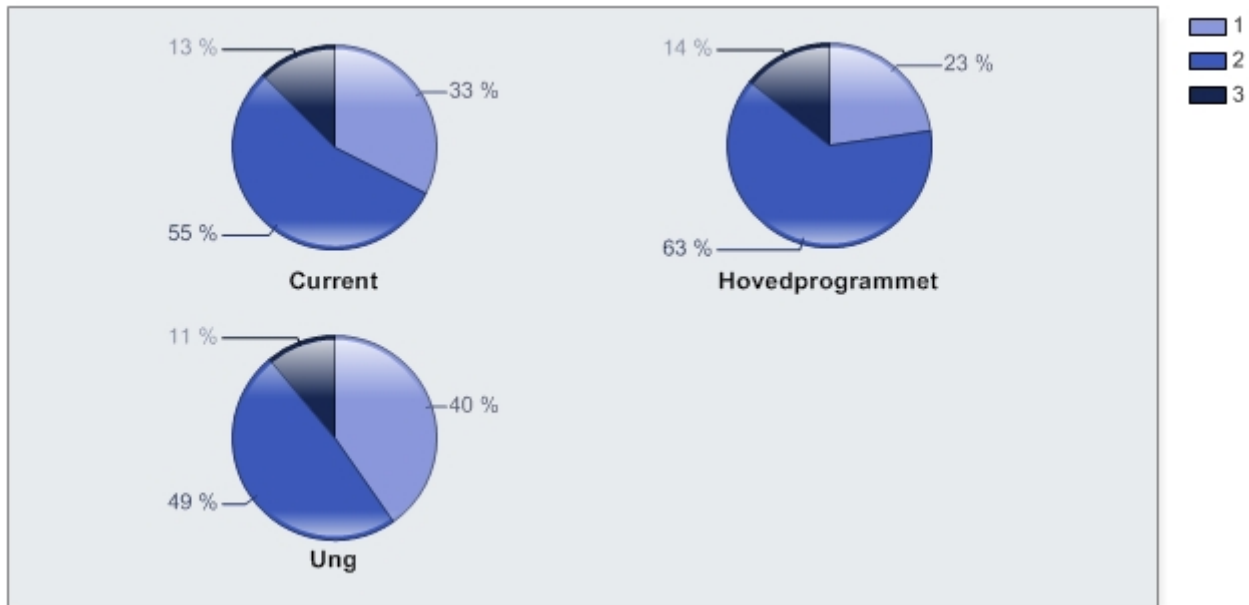
25 percent had been active in development/humanitarian aid, 19 percent in humanitarian aid linked to religions organisations. 18 percent were active in politics, 14 percent in environmental issues, and 10 percent in local initiatives or community development. Thus many were active in civil society organizations. Not being active at all was not an option. Still, the significant 'other' consisting of as many as 25 percent illustrates that many of the former participants engage in a broad scope within voluntary and organizational work.

I have always been a person with a commitment for volunteer work. That was the reason why I joined the FK Youth Programme.

I am a member of (Norwegian People's Aid), and have been and still is very active in many sectors within the organization. I had an international commitment both before and after the FK period.

21. Have you been active in voluntary work after return?

1) Is more active than before 2) Is about as active as before 3) Is less active than before



144 responses

40 percent of the Young and 23 percent of the North-South respondents were more active in voluntary after than before the FK period. About half is about as active as before. When comparing the statistic with the open question where respondents were to describe with their own words the FK period clearly had an impact.

When as active as me, the FK period becomes a result of the commitment and not an inspiration to it, but it provides new and valuable experiences for the future. My job/situation has made me focus more on work but also to continue the same commitment.

The ones who used to be active before probably got his confirmed along with a wish to contribute on a more professional level, especially the Youth participants.

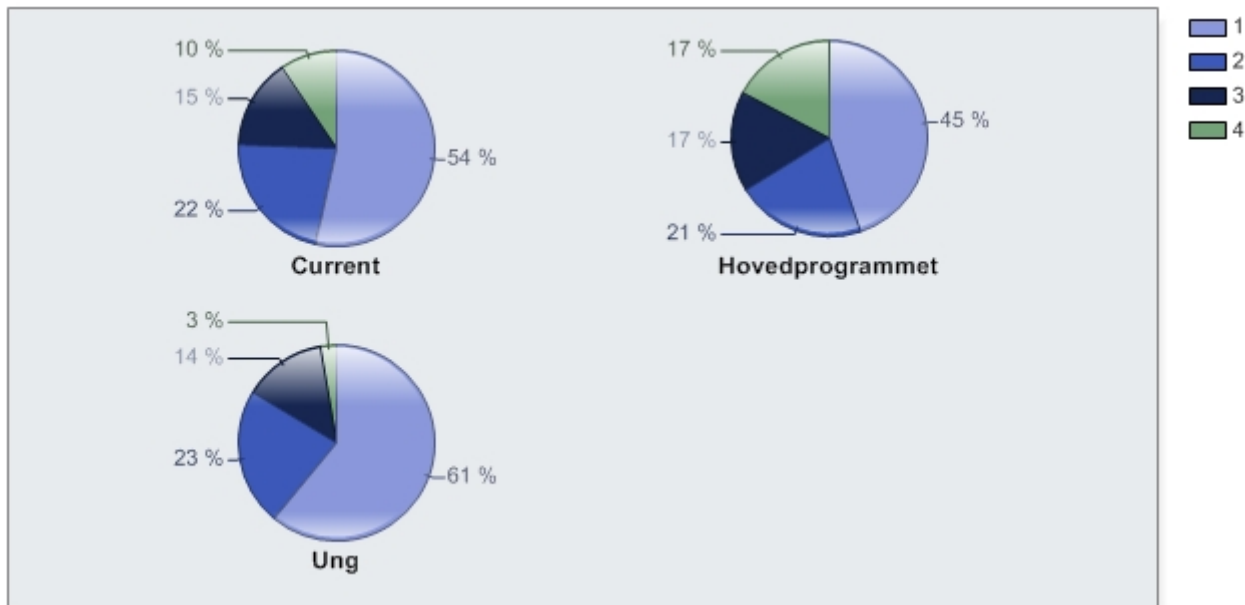
I wish to work with youth and cross border programmes. It is here we young people can make changes of vital importance to increase understanding, tolerance and solidarity.

I already had a high level of commitment prior to the exchange, and spent a lot of time on volunteer work. After the exchange I wanted to focus more on my studies for a period. Now I am not sure where I want to focus my engagement, and therefore taking some time to decide.

My commitment has not really changed after the exchange.

8. Have you carried out information/follow-up work after return?

- 1) Yes, for about a month 2) Yes, for about 2-3 weeks
 3) Yes, for about a week 4) No, not at all



More than half of the respondents (almost 55 percent) did one month or more of follow-up activities upon return to Norway. 22 percent carried out two-three weeks of follow-up activities, while 15 percent carried out one week. 61 percent among Youth participants compared to 45 percent of the North-South carried out a month or more of the compulsory follow-up activities.

All the participants are required to carry out follow-up work upon arrival to Norway. This applies to both the Youth and North-South programme. On the latter, the follow-up work is often set to be one month, while on the Youth programme it might last three-four months. As many as 45 percent did not carry out as much follow-up work that they were supposed to. 10 percent has never carried out any follow-up work.

3 percent among the youth participants compared to 18 percent among the North-South participants never carried out any activity after return from the field. This illustrates that the Youth participants are more active than North-South participants regarding FK activities upon return from the field. The fact that 28 percent of the respondents returned spring 2006 did not explain the relatively high number of respondents not carrying out follow-up work.

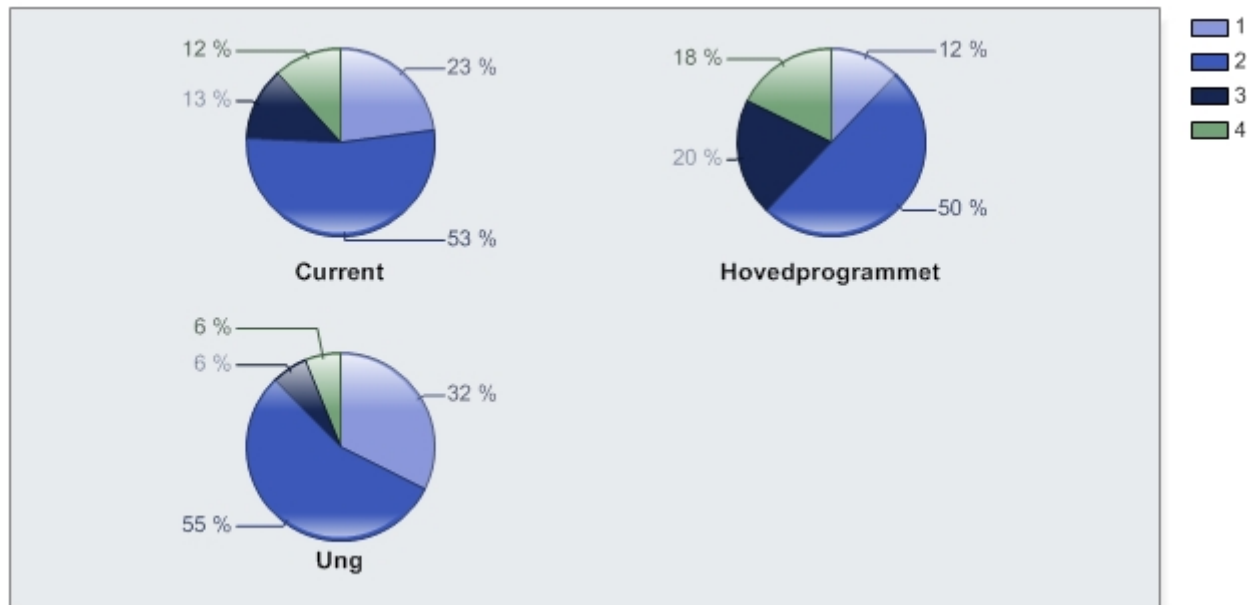
Have you carried out information work after return?	Total	6. When did you return to Norway?																
		Spr 2002	Sum 2002	Fall 2002	Win 2003	Spr 2003	Sum 2003	Fall 2003	Win 2004	Spr 2004	Sum 2004	Fall 2004	Win 2005	Spr 2005	Sum 2005	Fall 2005	Win 2006	Spr 2006
Yes, a month or more	54	0	50	100	57	0	50	60	75	45	54	0	50	100	57	0	50	60
Yes, 2-3 weeks	22	0	0	0	14	0	33	30	13	25	22	0	0	0	14	0	33	30
Yes, about a week	15	0	50	0	14	50	17	0	13	20	15	0	50	0	14	50	17	0
No, not at all	9	0	0	0	14	50	0	10	0	10	9	0	0	0	14	50	0	10
N	271	0	2	3	7	2	12	10	16	20	271	0	2	3	7	2	12	10

22. Has the FK exchange influenced your relation to volunteer commitment?

	Yes, to a large extent	Yes, to some extent	No, not at all	Don't know/ no comment	
The FK period became an inspiration to further voluntary commitment	23 %	53 %	13 %	12 %	271
The FK period led to a broadening in field of interest	37 %	53 %	4 %	6 %	272
The FK period led to a larger engagement in specific themes and issues	45 %	46 %	5 %	4 %	273

22.1 The FK time became an inspiration to further voluntary commitment

1) Yes, to a great extent 2) Yes, to some extent 3) No, not at all 4) Don't know/no comment



271 responses

76 percent of the respondents state that the FK period did inspire them to commit more to voluntary activities. 13 percent say it did not, while another 12 percent have no comment. 32 percent among Youth and 12 percent among North-South respondents stated that the FK period was a great inspiration.

An exchange period like this providing you perspectives should be compulsory for everyone in the West. The exchange is the right way for understanding and tolerance and therefore a step towards a more just distribution of the world's resources. The stay has made me certain that the only way to achieve peace, tolerance, and fight poverty is for the West to travel to the South and take part of their reality. Not only as guests or tourists, but experience their life in good and bad.

My voluntary commitment is primarily influenced by friends and studies. I am somewhat more critical to institutions, their core values and how they run their projects after the FK period. But I think it is very important with a personal voluntary engagement.

I have never been active in this type of volunteerism, but it is possible FK has given me inspiration to begin in the future!

Some reasons mentioned by the respondents for not engaging more in volunteer work were that voluntary work is not that easy to combine with a professional career and family life.

I am less involved in voluntary work now. It has nothing to do with the FK period, but my life situation, age and a job that is idealistically based; much work with volunteers including late nights and week-ends.

For the time being I am in a stage with small children and have little time for voluntary work. Participate only in projects with a short time-line. Think the time for community involvement will come in a couple of years, when my children are more independent.

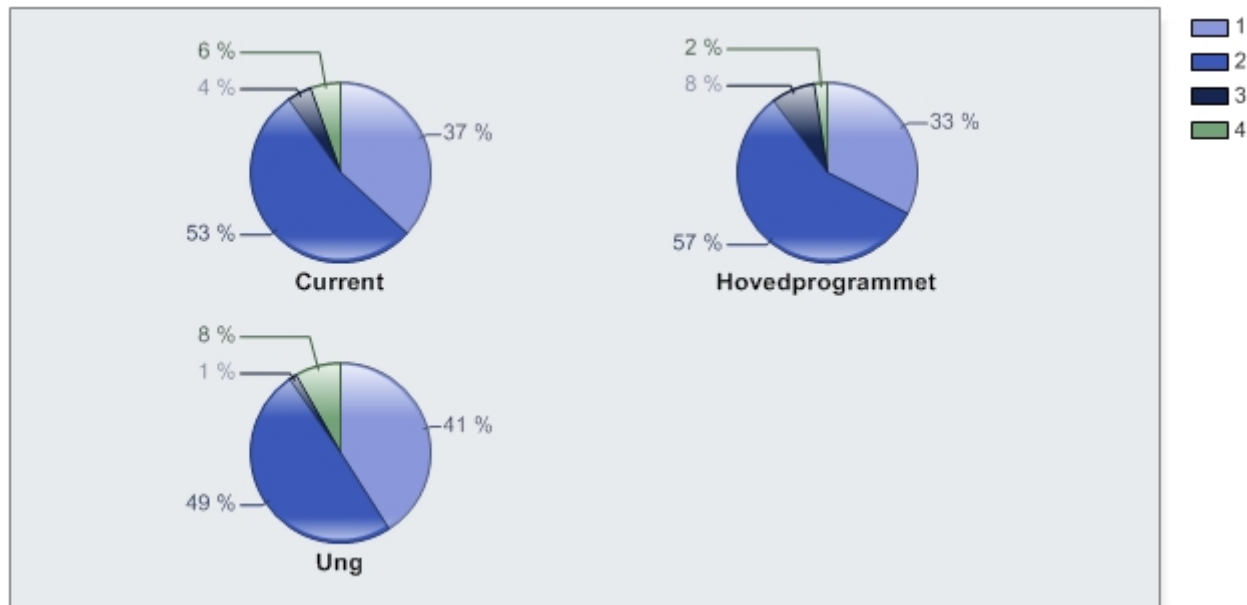
Now my job is very time-consuming because I am stationed in different locations. This makes it difficult to engage in voluntary based organisations.

I was very active in voluntary activities as a student, but it is difficult for me to combine with my present job. I am still sporadically active in my old organizations, but have no official duties. But with a job with more regular work schedule I would be more active, not necessarily in humanitarian assistance. More probably I would engage more in my local environment, for example become a board member of the housing cooperative or similar.

Unfortunately I prioritize voluntary work way too seldom; I was much more active when I was younger

22.2 The FK period led to a broadening in field of interest

1) Yes, to a great extent 2) Yes, to some extent 3) No, not at all 4) Don't know/no comment



272 responses

The FK Period led to a broadening in field of interest to 90 percent of the respondents, 37 to a great extent, and 53 percent to some extent. 4 percent said it did not lead to any change. 6 percent had no comment.

I am more committed to causes related to immigrants and also causes related to Sri Lanka.

... I have increased my wish for working with international politics, and during my exchange my political network grew over the whole world and it has provided me with both inspiration and guidance to continue with international politics.

I have become even more interested in volunteer culture work and international collaboration within volunteer organisation after my stay in Gambia.

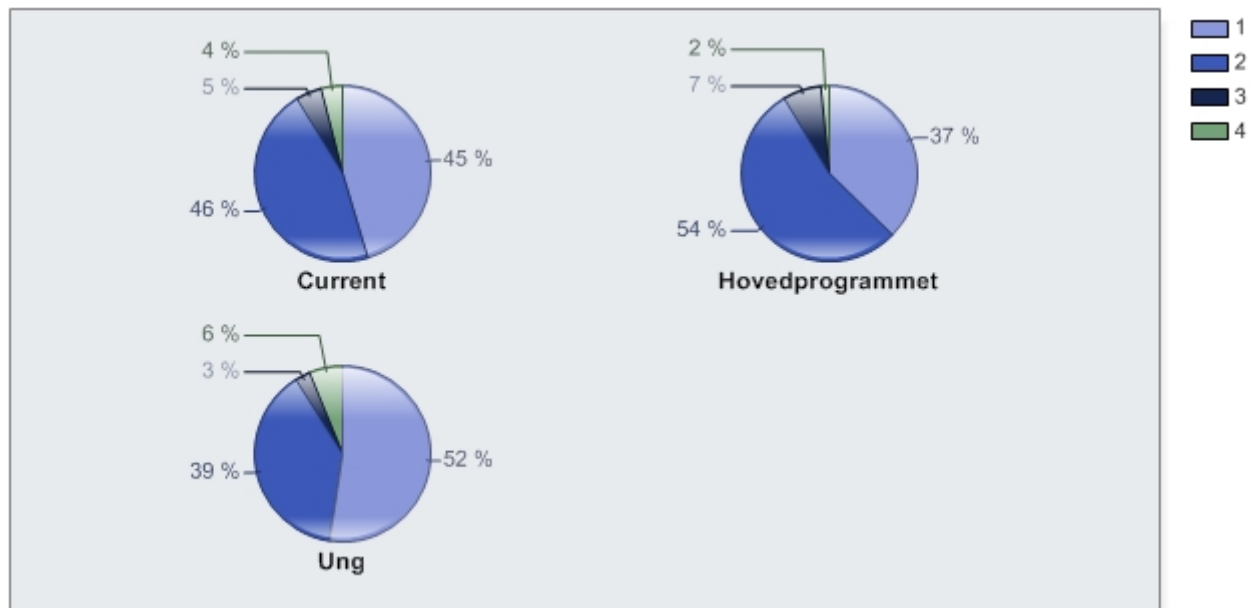
I have increased my interest for humanitarian aid and foreign policy.

The FK period gave me friends in other countries and strengthened my engagement for cross border contact intended for more solidarity and a better integration. I employ this engagement mostly in my job now; have not had time and surplus energy for voluntary activities due to a hectic start up in a new and challenging job.

I have become more interested in political issues and development in the South

22.3 The FK period led to a larger engagement in specific themes and issues

1) Yes, to a great extent 2) Yes, to some extent 3) No, not at all 4) Don't know/no comment



273 responses

91 percent of the respondents stated that the exchange led them to take more interest in new issues and causes, as a result of the FK period, 45 percent to a great extent and 46 to some extent. To 5 percent it did not change anything and another 4 percent had no comment.

(Community involvement) has clearly increased the last year, and has led to a wish for more involvement in volunteer work abroad and in Norway.

The rights of the handicapped in rural China are an extremely important issue. And deserve more than just five youths coming to play with blind and death kids a few times a week.

Through the FK exchange I realised some of my own ideas within humanitarian development work and it helped me to establish my own projects with great development potential.

... this was an eye opener for foreign politics. I am member of a political organization and have acquired a huge international network. That is the reason for my choice of international politics as a subject, specializing on Latin America. My organization also noticed this and I have served as a member of (Internasjonalt Utvalg) for two years now.

I have a more personal relation to development work, and find great pleasure in engaging in the humanitarian institution I believe in.

I had very good experiences during my stay at Madagascar, I experienced that the work I did was of assistance and could clearly see that the organisation was useful. It has given me will and courage to do such work, even though I see that it can be incredibly hard.

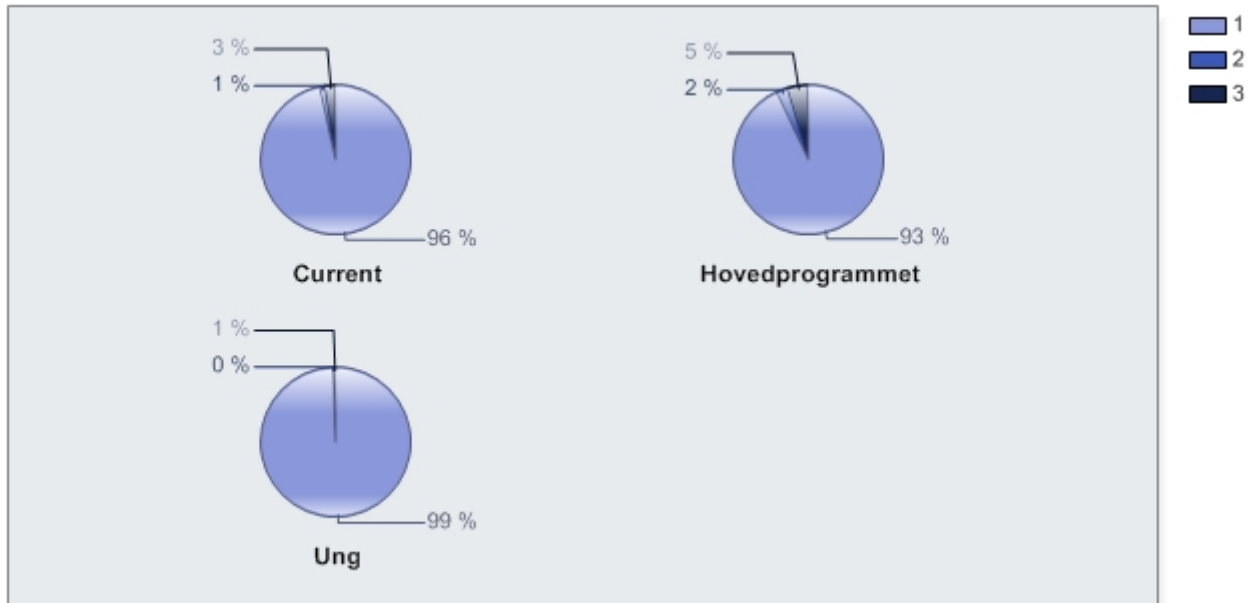
I have engaged voluntarily, and uninvited, in the FK programme in (...). After a very negative meeting with both partner in the South and home I have had the opportunity to thoroughly explore how present (...) South participant are coping. I have also had contact with (...) participants from Norway, including former participants. This has resulted in a report delivered to (...) which is now classified as confidential by (the sending institution).

After witnessing a small amount of all the suffering in the world I have decided to take social studies, this to make me more competent to help others who are not as privileged as me.

Concluding Remarks

28.1 In general – Has the FK period all in all been a positive experience for you?

1) Yes 2) No 3) Don't know

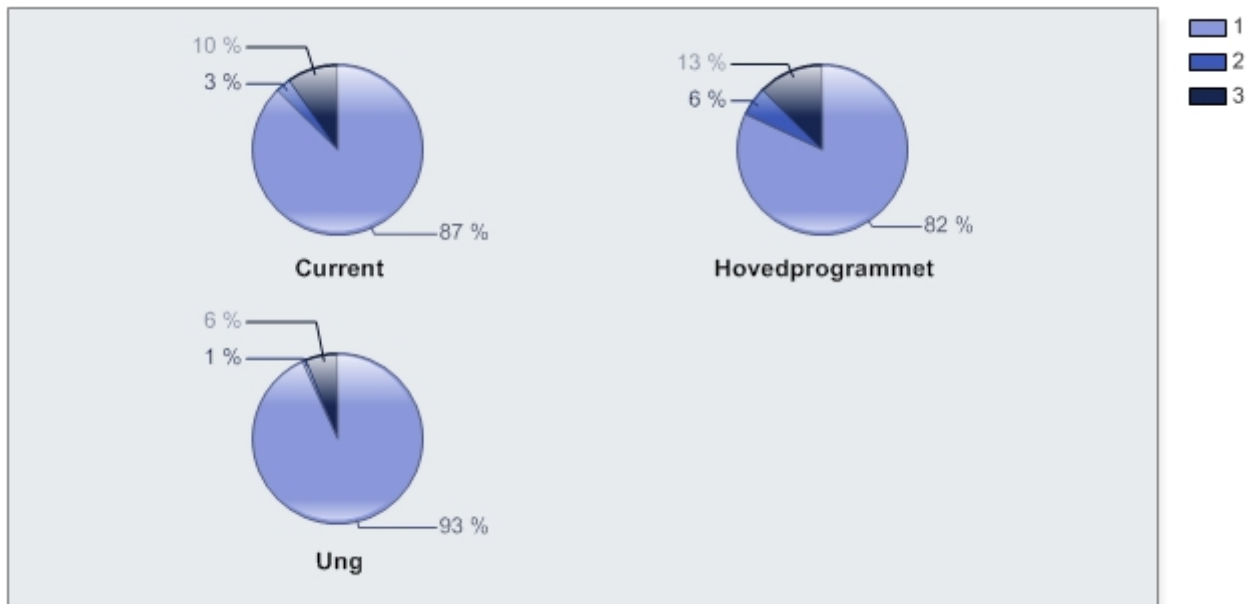


275 responses

96 of the respondents state that all in all, the FK period was a positive experience. 99 percent among youth compared to 93 percent among North-South respondents answered yes to the statement

28.2 Would you have joined the FK exchange programme if you know what would happen in advance?

1) Yes 2) No 3) Don't know

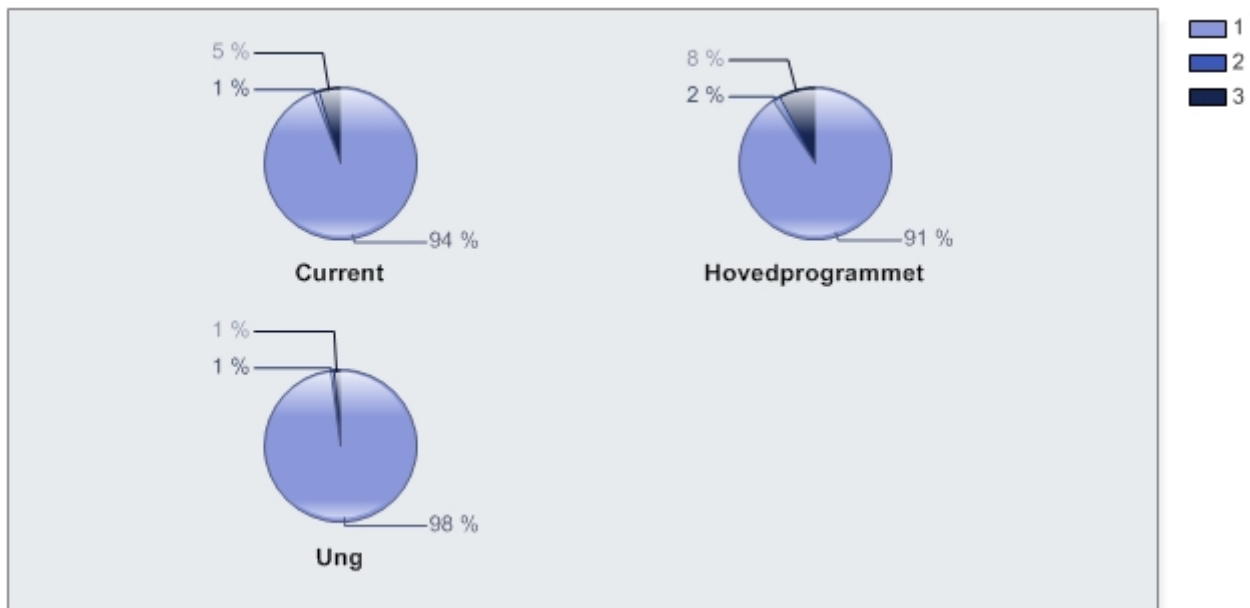


275 responses

87 percent would have joined the FK programme also if they knew in advance what would happen. When comparing Youth to North-South, the Youth participants are more positive with 93 against 82 among North-South respondents. 3 would not have joined while 10 percent don't know.

28.3 Would you recommend the FK exchange programme to others?

1) Yes 2) No 3) Don't know



275 responses

94 percent would recommend the FK exchange programme to others. Only one percent would not while 5 percent does not know.

The survey demonstrates that the FK period's added value is changed attitudes, new skills, enhanced knowledge, further engagement, and improved CV and career options for participants. FK has facilitated management training and individual competence building in order to produce change agents for a more just world. The survey also shows that the exchange period has led to increased understanding between different cultures, promoted global networking and increased strategic cooperation between institutions and individuals in Norway and in the South. While individual learning and fostering commitment among young people is an important goal in FK Youth, the North-South programmes along with South-South is more focused on institutional capacity building.

More than half of the respondents to this survey were externally recruited, and had no previous relationship to primary partner prior to the FK exchange. The implication of the relatively high frequency of recruitment from outside the partner institutions might be that partner-specific institutional competencies are neither utilized nor developed. The participants have learned and built competencies, but the partnership institutions may not fully benefit. Furthermore, as many as 45 percent of the respondents did not carry out as much follow-up work as they were supposed to and 10 percent never carried out any follow-up work after return, when comparing a much larger percent among North-South than among Youth participants.

The survey does not provide much information whether the FK period's added value is included in the partner's institutional memory and employed to build a sustainable capacity within each institution, or not.