

## FK Participant survey 2011

The FK Participant survey is a survey directed to former FK-participants. FK will continue to send questionnaires to former participants every second year. The 2009 survey was a direct follow-up of the participant survey conducted in 2006. The survey conducted in 2006 was targeted at Norwegian participants only, and the 2009 survey intended to find whether the trends found in 2006 still were to be found, and if we were able to find similar or other trends among participants from South.

This survey is the second survey addressing all former FK participants. We have now divided the survey into three different parts.

One part is a “customer service” survey, where we are able to measure participation in and satisfaction of FK Norway’s courses, and to which degree the participants have been involved in dissemination of knowledge in their own workplace or community. This part, which also involves the relationship between partner and participant, has been addressed to participants that have been on exchange the last three years, (i.e. those who had not answered this survey previously).

The second part of the survey is the Career Survey, measuring to which degree participants are motivated for more education, to which degree they are involved in voluntary services and whether they stay in their jobs, get promoted to higher positions or move to other work.

The third part is gathering of information about who the participants are, where the participants live, where they come from and whether they still have contact with people and organizations they have met during the FK exchange.

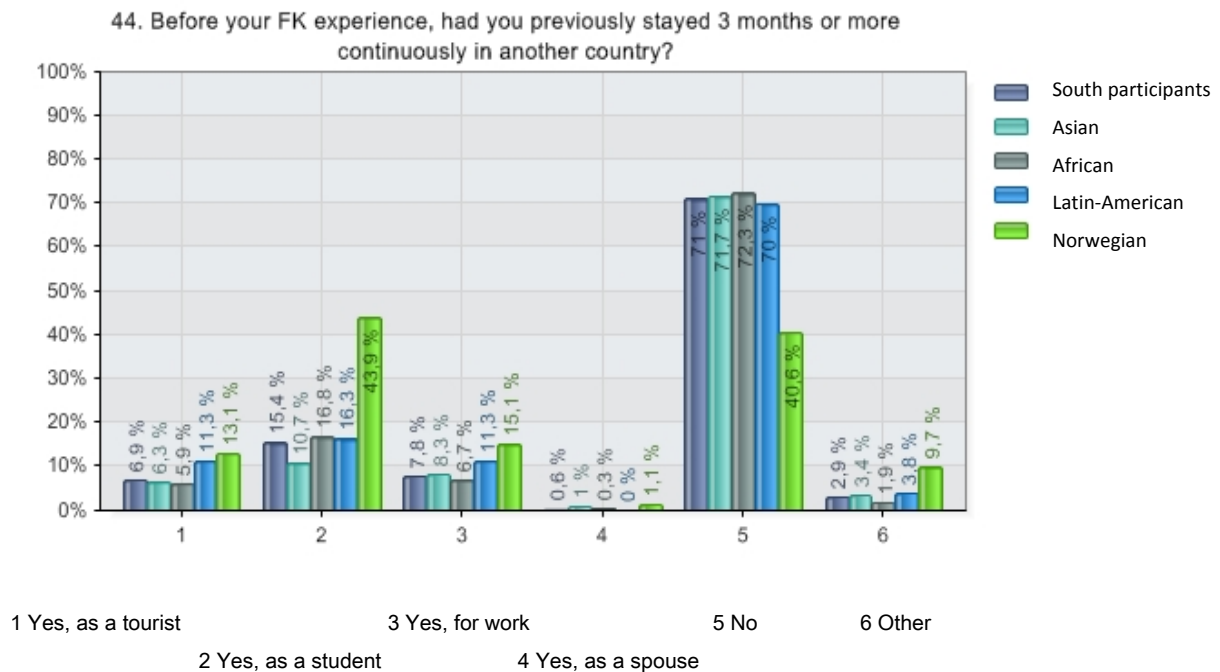
As we have no control group, and the FK participant has some clear characteristics, we are not able to say that all the trends are direct impact from the FK-exchange. We will therefore have to rely on the participants subjective opinions on our impact. We are, however, able to say something about trends in career development for FK participants in general.

The questionnaire delivered 1280 responses which is a sufficient number in itself to draw some conclusions. We have collected data of direction of exchange, country, program line, sector, age, when they travelled abroad etc to check for bias in the population. Except for a natural tendency that participants who have returned in the last years and North-participants are more inclined to answer (better contact data), there are no bias that forces us to weight data<sup>i</sup>. We have also noticed that some Youth participants seem to have reported to be at the North - South programme<sup>ii</sup>. With this exception in mind we consider the data to be reliable.

## Overall findings

### Background:

As we could imagine there are significant differences between participants from North and South related to their background experiences. Far more Norwegians have experiences from other countries than their counterparts in South. The trend from the surveys in 2006 and 2009, that the FK exchange program reaches out to around 30 – 40 % that have no long term engagement in foreign countries still holds for the Norwegians. In South, however we can see that 71% get their first long term experience in another country through FK Norway, as in 2009.

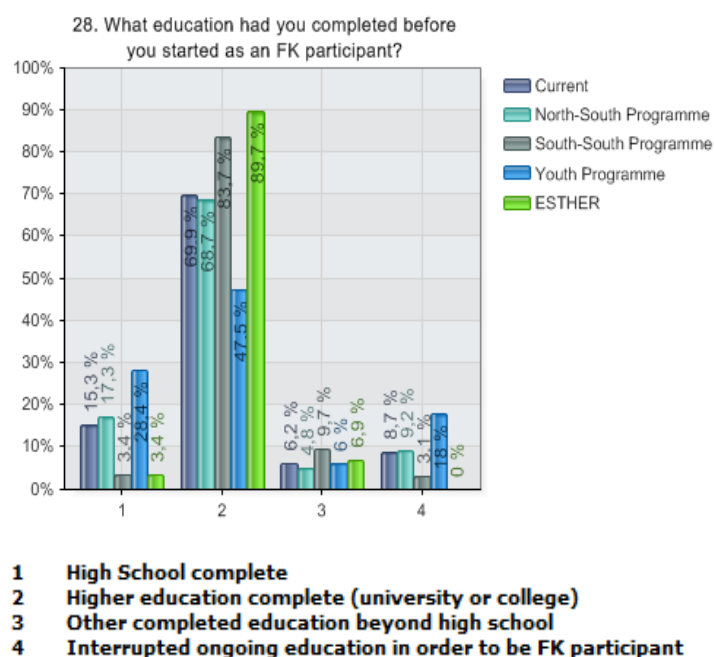


### Education:

The majority of FK participants have completed higher education prior to the exchange. There is a tendency that more participants in the South-South programme have higher education, and the Youth programme have more participants that haven't started or are interrupting higher education.

The FK Health Programme ESTHER has also more participants with higher education.

There are no significant differences on the educational level between participants from North and South, except for what is already mentioned regarding the South-South programme.



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## Recruitment:

In the 2011 survey we have added “member based recruitment” to the categories already given in the 2006 and 2009 surveys. We are not sure whether members of this category would have chosen “internally recruited ” or “from cooperating institutions” if this option were taken away, but it seems like the introduction of this category have made some comparisons difficult. We can still, however, see that there is a tendency regarding the use of external recruitment, as this is still dropping. In 2006 55% of Norwegian participants reported that they were recruited with no previous connection to the institution. In 2009 the same number was 44%, and in 2011 this number has decreased to 37%. However, if we look at respondents from this questionnaire, among participants on exchange from 2001 – 2008, there is still 37% reporting that they were recruited externally. Hence there must be another explanation.

If we look further into the numbers from 2006, 2009 and 2011 we get this table:

### *Norwegian participants*

Name	2006	2009	2011	2011 (2001 – 2008)
I was employed with the partner that was responsible to send me out (internally recruited by home partner)	23,9 %	37,6 %	27,9 %	30,1 %
I was a member in the organization that was responsible to send me	N/A	N/A	23,7 %	22,5 %
I was recruited from another institution that cooperated with the responsible home partner	20,8 %	17,7 %	11,4 %	10,7 %
I was recruited with no previous connections to home partner or its network	54,5 %	44,7 %	37,0 %	36,8 %
N		434	552	356

### *South participants*

Name	2009	2011
I was employed with the partner that was responsible to send me out (internally recruited by home partner)	63,8 %	43,3 %
I was a member in the organization that was responsible to send me	N/A	36,9 %
I was recruited from another institution that cooperated with the responsible home partner	27,2 %	13,5 %
I was recruited with no previous connections to home partner or its network	8,9 %	6,4 %
N	257	689

These tables tell us that the participants that have been member of the organizations that have sent them on exchanged probably have checked in all the other categories in the former surveys. We do not have data to support an assumption that there is a decrease in the number of externally

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recruited participants, but there is a very high possibility that we have reported too high numbers regarding external recruitment in the former reports.

### *Youth participants*

<b>Name</b>	<b>North</b>	<b>South</b>
I was employed with the partner that was responsible to send me out (internally recruited by home partner)	15,5 %	25,7 %
I was a member in the organization that was responsible to send me	34,5 %	55,7 %
I was recruited from another institution that cooperated with the responsible home partner	11,8 %	12,9 %
I was recruited with no previous connections to home partner or its network	38,2 %	5,7 %
N	110	70

As we can see from the table concerning participants on the Youth programme, the differences between North and South are the same regardless of programme line. In the Youth programme more members are recruited and not so many employees.

But if we put member based and employee based recruitment together and call that “internal recruitment”, we find that regardless of programme, around 80% of South participants are internal recruited while around 6% are recruited externally. 50% of the Norwegian participants are internal recruited while 37 – 38% are recruited externally.

## Compulsory activities

FK Norway has a set of compulsory activities for the participants that shall ensure that the participants put their experience in a broader context, and that they are able to fill in their part in the collaborative project between the partners. The most important activities are preparatory courses, homecoming seminars and follow-up activities.

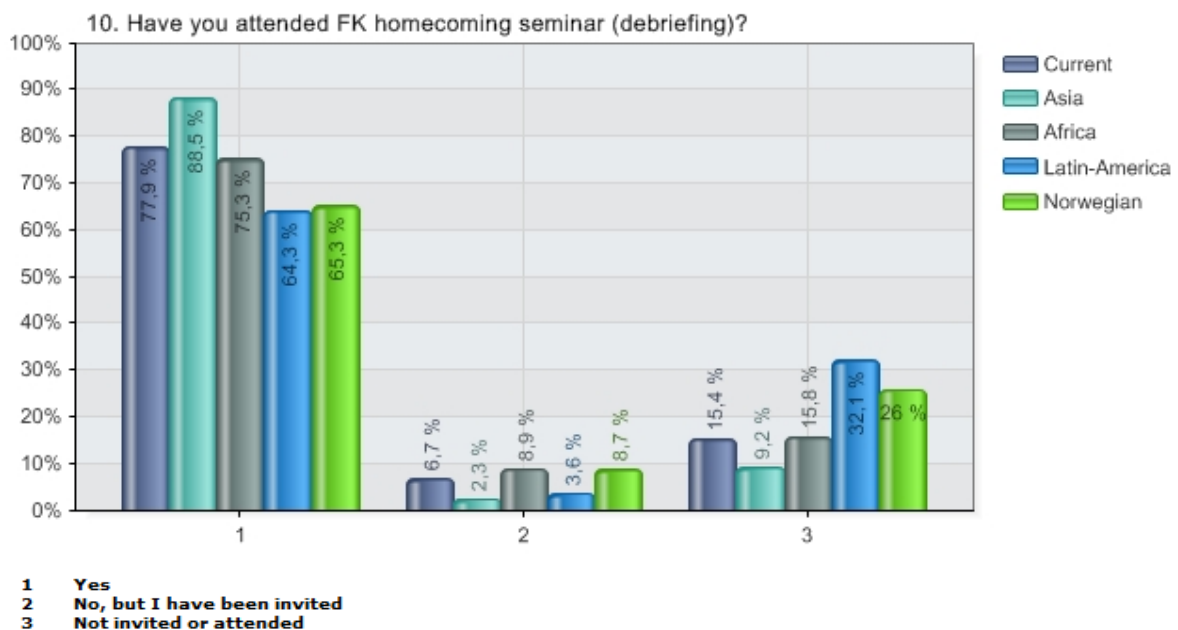
### Homecoming seminar / debrief

The 2006 study raised a concern about low participation at the homecoming seminars. The survey conducted in 2009 showed that there still was reason to be concerned for participation, especially for Norwegian participants. There was also higher attendance on the South-South programme than on the North-South programme, even if we only count South participants.

In this survey we have chosen to ask only those who have been on exchange since 2009, i.e. those who haven't answered these questions earlier.

If we take a look at the charts below we'll see that the trend from previous surveys still is valid. 78 % of the south participants have attended homecoming seminars, while 65 % of the Norwegian participants report to have attended such a seminar.

*Participation at homecoming by continent (Current = South participants)*



We also notice that there is a difference between Asia, Africa and not the least Latin America, where respondents report to have even lower attendance than in Norway. We know that many Latin-Americans are exchanged on the Youth programme and this leads us to believe that the differences rather should be explained by Programme line than continent.

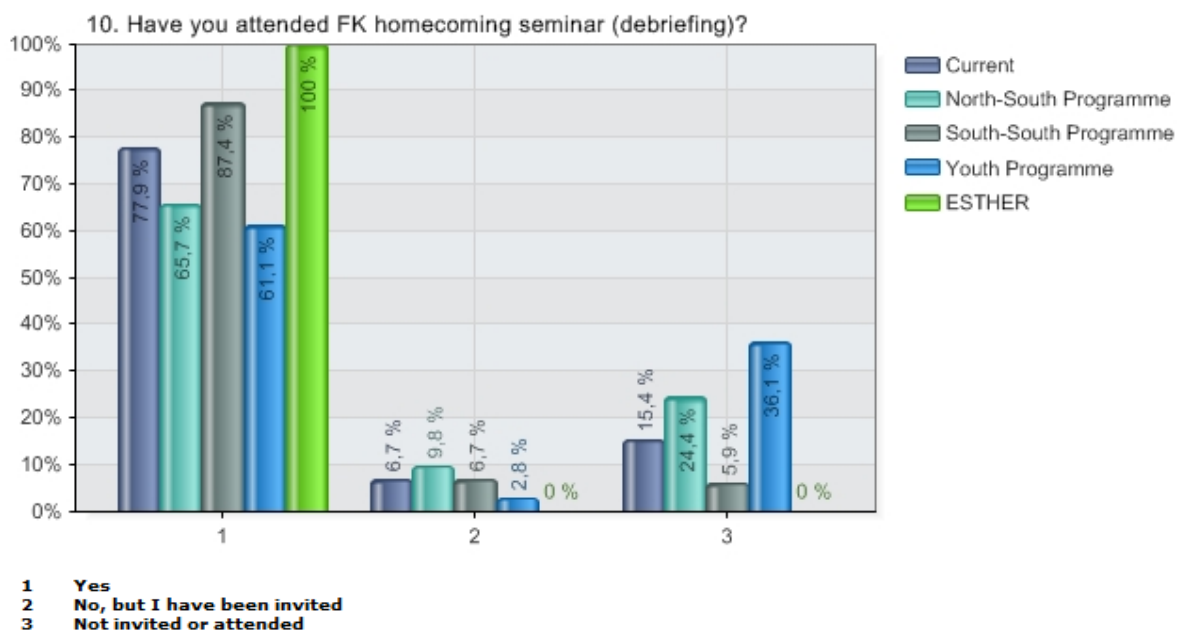
When we look at the Programme lines we see that ESTHER have a 100% attendance and at the South-South programme 87% have attended debrief.

In the Youth programme and North-South programme there are only 61 – 65% that have attended homecoming seminar, and at the Youth programme 36% state that they have not received any

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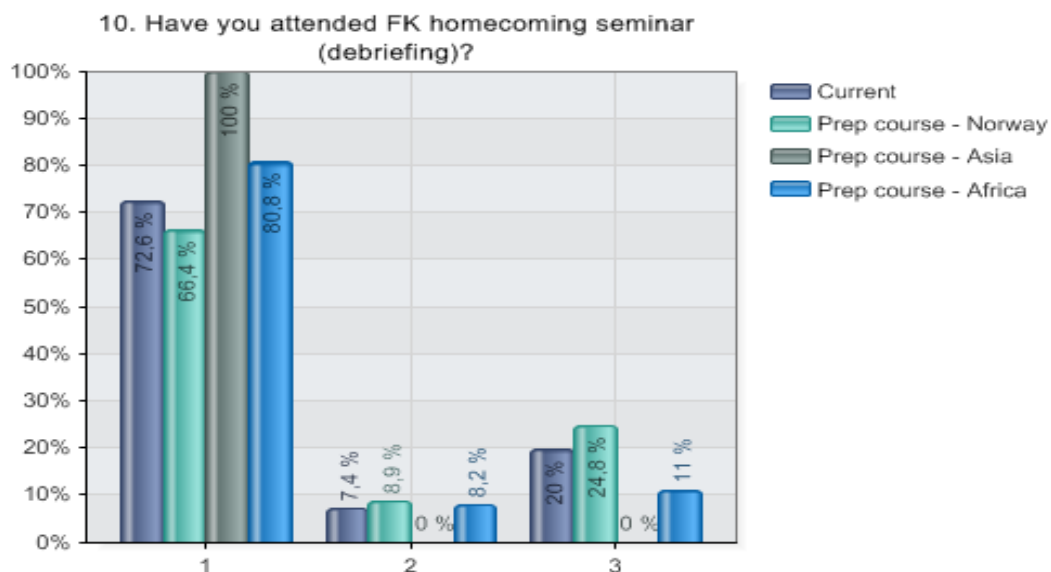
invitations.

*Participation at homecoming by Programme line (Current = South participants)*



The picture becomes clearer when we also look at where the respondents have attended their preparatory courses. All of the respondents that have attended prep course in Asia, have also attended the debriefing seminar. This is also true for 81% of those who have attended prep course in Africa. 8% of those who attended prep course in Africa have been invited to debrief, but not attended. Only 2 out of 3 participants from prep courses in Norway have attended the homecoming seminar. 9% of these participants have received an invitation, but obviously don't consider this to be a compulsory activity. 25% report that they have not received invitation to homecoming seminar.

*Participation at homecoming by Prep course location (Current = All respondents)*



This can very well be based on a misunderstanding, as the Youth partners are hosting debrief by themselves. As one respondent is saying: *We did not have a debrief with FK, but with our organization.*

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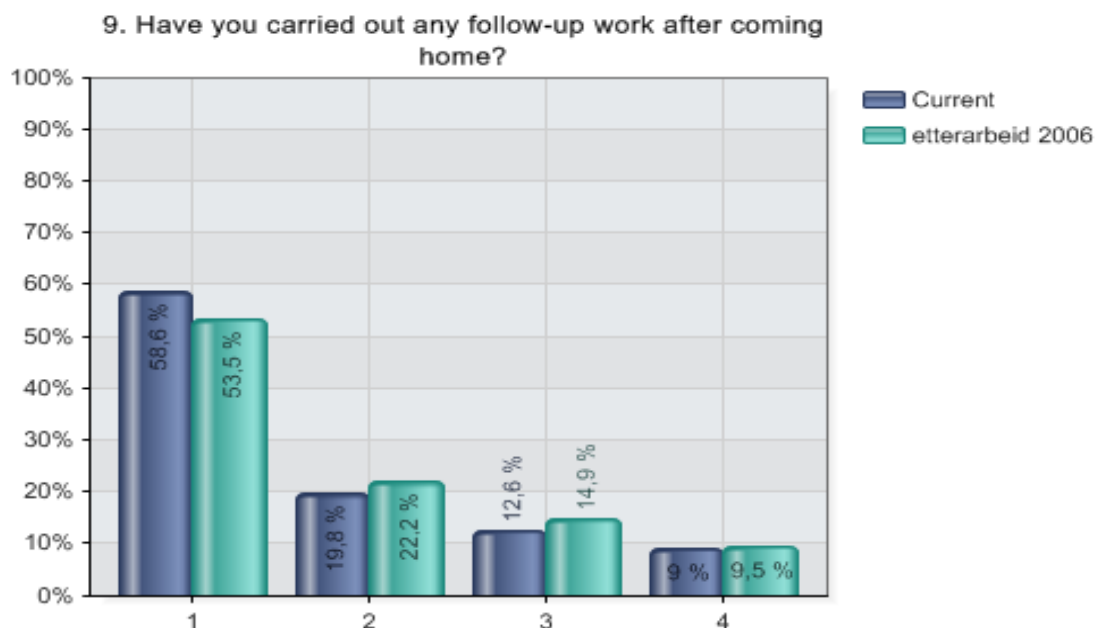
We can conclude that a fixed project cycle, where participants know that they are to start and end the exchange project with a prep course and debrief are the most crucial element in order to ensure attendance at the homecoming seminar. FK Norway have already introduced this project cycle in the other programme lines, and it will be interesting to see whether this will increase the attendances in homecoming seminars in the next two years.

### Follow up work

All the participants are required to carry out follow-up work upon arrival back home. This applies to both the Youth and North-South program. On the latter, the follow-up work is often set to be one month, while on the Youth program it might last three-four months.

The 2006 study revealed that *“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.”*

#### 2006 numbers



#### Current - 9. Have you carried out any follow-up work after coming home?

N	444
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#### etterarbeid 2006 - 8. Har du utført informasjonsarbeid etter hjemkomst?

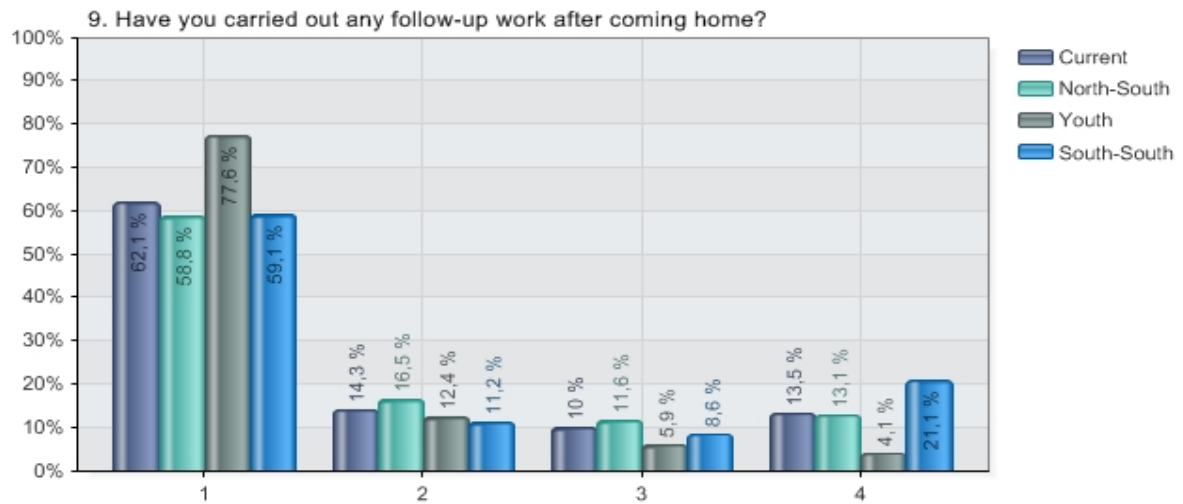
N	275
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- 1 Yes, one month or more
- 2 Yes, about 2-3 weeks
- 3 Yes, for about one week
- 4 No, none

When we compared results from 2009 to results from the 2006 study, we found that not much had changed.

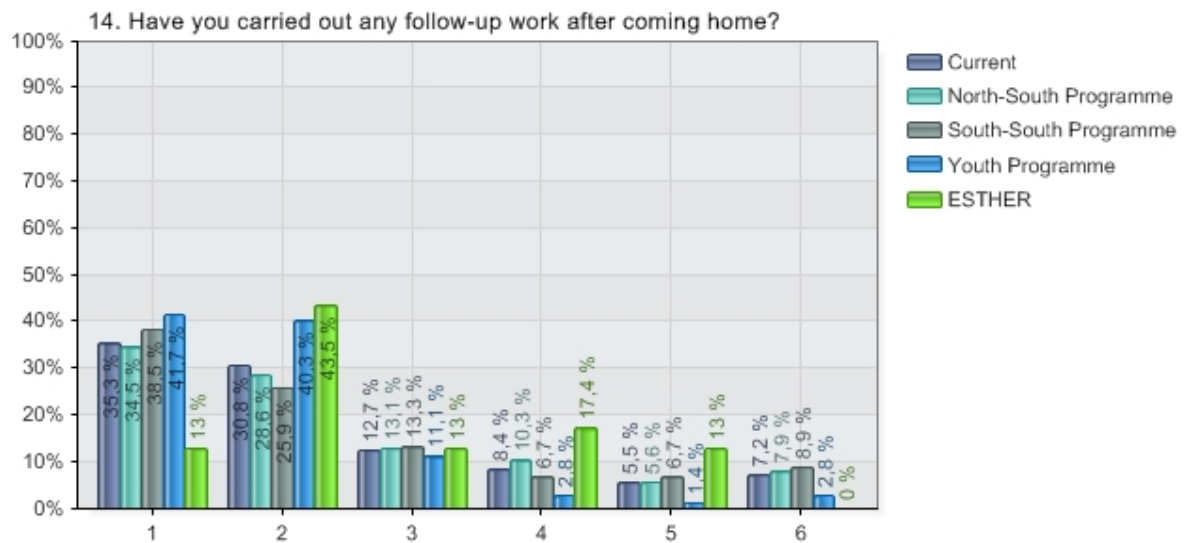
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2009 numbers



- 1 Yes, one month or more**
- 2 Yes, about 2-3 weeks**
- 3 Yes, for about one week**
- 4 No, none**

2011 numbers



- 1 Yes, two months or more**
- 2 Yes, 1-2 months**
- 3 Yes, about 2-3 weeks**
- 4 Yes, for about one week**
- 5 Not yet, but I'm planning to**
- 6 No, none**

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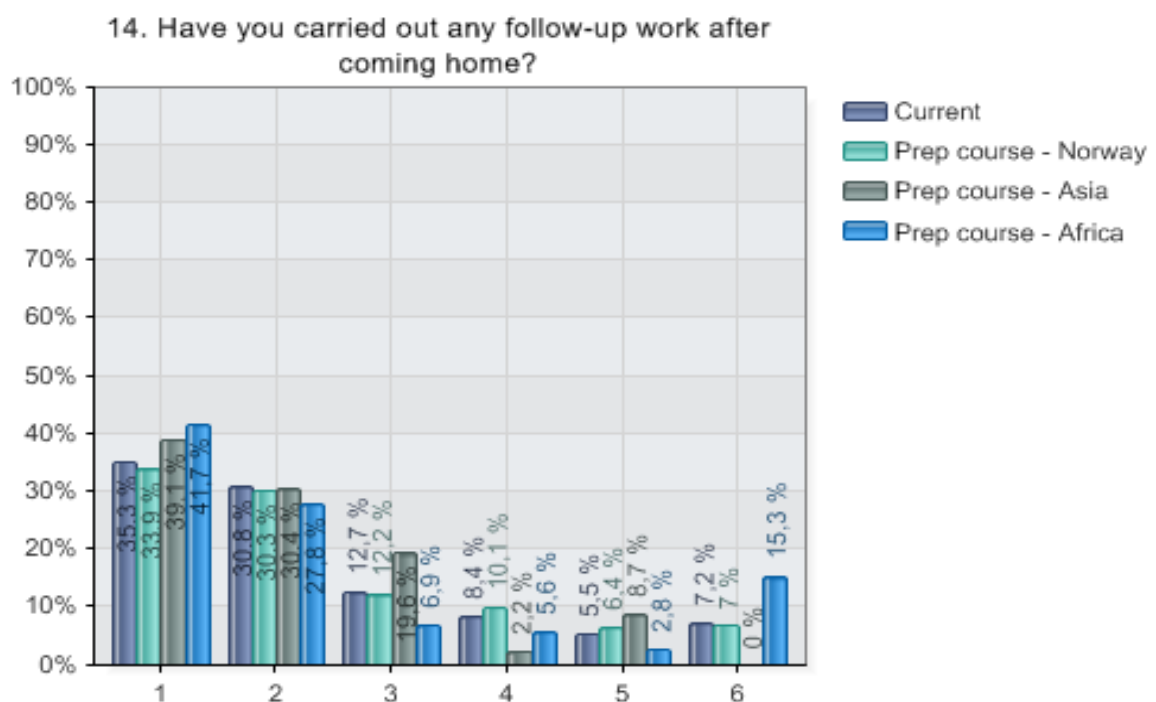
In 2011 the trend is still the same. 66% have done follow-up work for more than a month (62% in 2009), 13% have carried out follow-up work for 2-3 weeks (14% in 2006) and 13% have not done any follow-up work (yet).

Participants on the Youth programme have done longer follow-up work, which is according to the contract. 81% have been doing follow-up work for more than one month. There is also very few Youth-participants who haven't done any follow-up work. There is an overall trend that Youth participants now do more follow-up activities than shown in previous studies.

On the North/South programme there is still a tendency for South participants to engage more in follow-up work (68% more than one month) than the Norwegians. In 2009 53% of the Norwegian participants did more than a month follow-up, while in 2011 this has increased to 59%<sup>iii</sup>.

In the South-South programme 64,5% have done more than a month follow-up work, while at the same time more than 15% have done no follow-up activity. Looking at the next figure, we can tell that there are differences according to where the participants have attended their preparatory courses.

Almost 10% of those who have attended courses in Norway have just done one week of follow-up work. Of those who have been to courses in Africa 15% have done no follow-up activities at all, while 100% of those who attended courses in Asia have carried out, or intend to carry out follow-up activities.

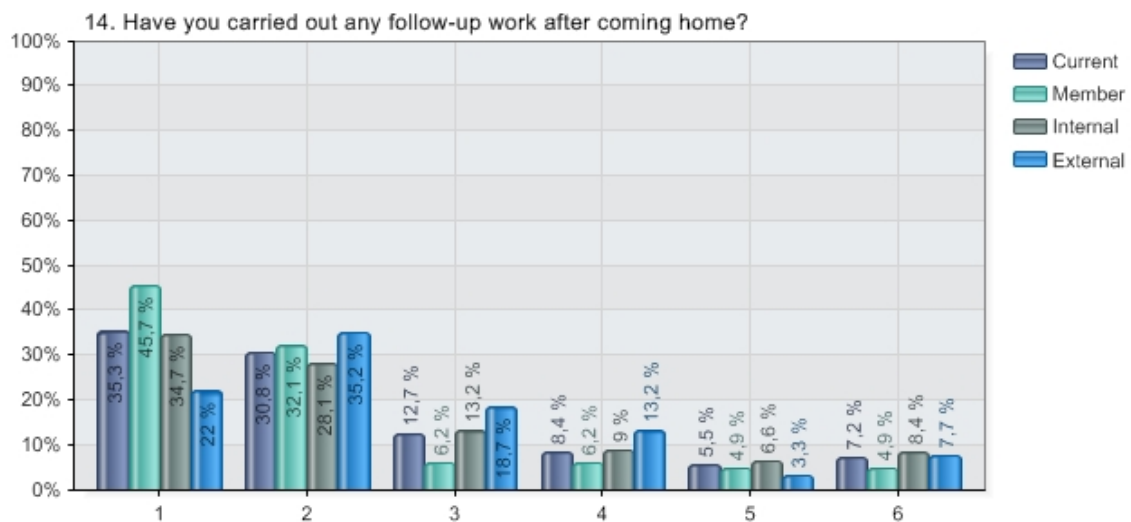


It seems like the follow-up activities follow the same patterns as the homecoming seminar, except for Youth participants. Close monitoring and a set project cycle seem to ensure that the participants engage in follow-up activities.

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Youth participants are usually monitored close by their sending partners where the follow-up activities are an integrated part of the exchange project. We should therefore expect an even higher number than 42% that have done more than 2 month follow-up work.

It is also an interesting finding that externally recruited participants seem to spend shorter time doing follow-up activities. It should be important to emphasize that the follow-up activities are more important for the project when the participant is recruited without any connection to the institution.



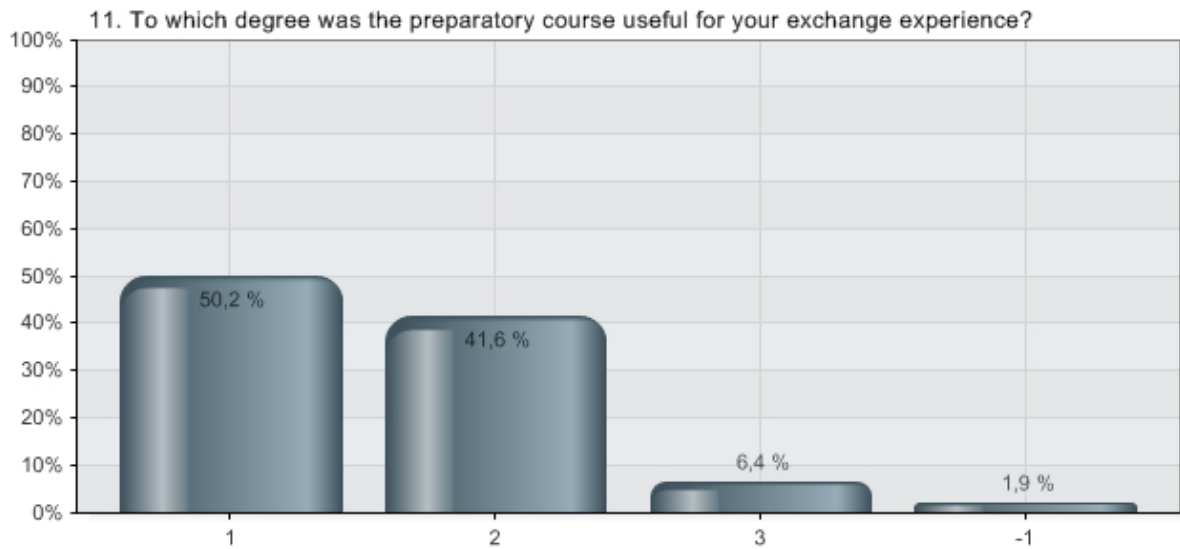
Many participants state in their comments that they would like to get more funding in order to host seminars or other activities doing the follow-up work. It is also an issue that, because of their financial situation, they have short time for their follow-up work. One participants states:

*It was somehow challenging and it takes some time to fit in society again, everyone expects you to be loaded especially when you are starting something new like an organisation, etc...*

# User satisfaction

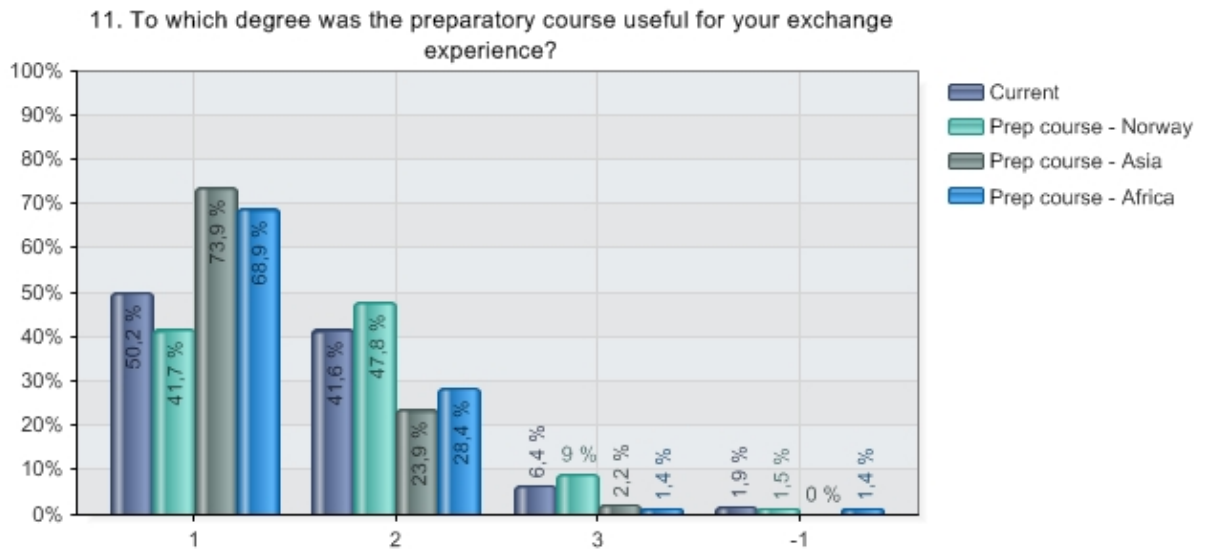
## Preparatory courses

Overall results show that most of the participants find the preparatory courses useful. 50% state that the courses are very useful and only 6,4% find them not useful.



Alternatives	Percent	Value
1 Very useful	50,2 %	244
2 Useful	41,6 %	202
3 Not useful	6,4 %	31
-1 Don't know	1,9 %	9
Total		486

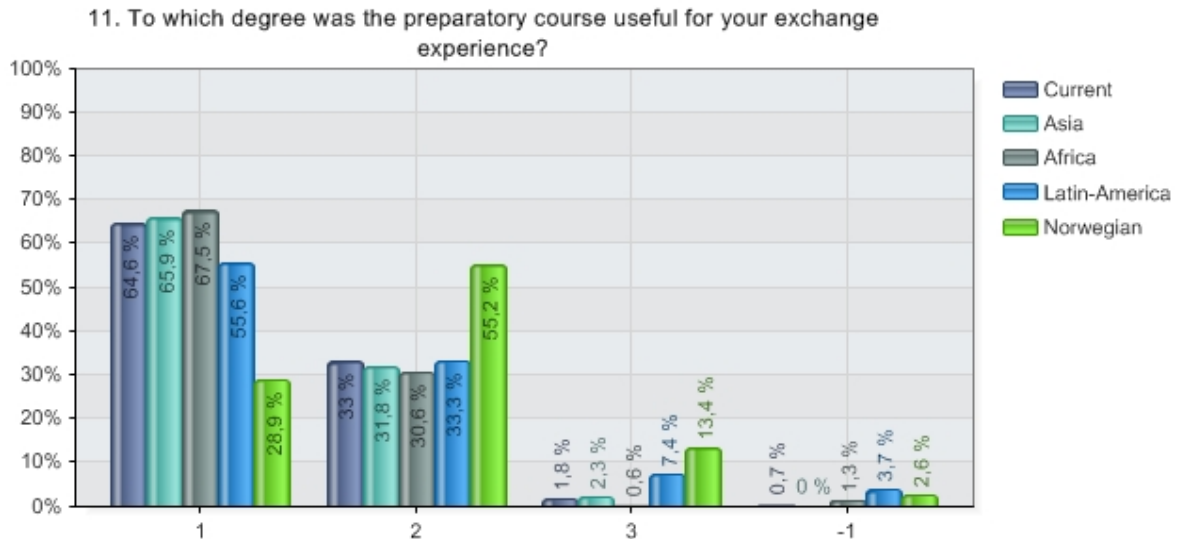
There are, however, differences between the courses.



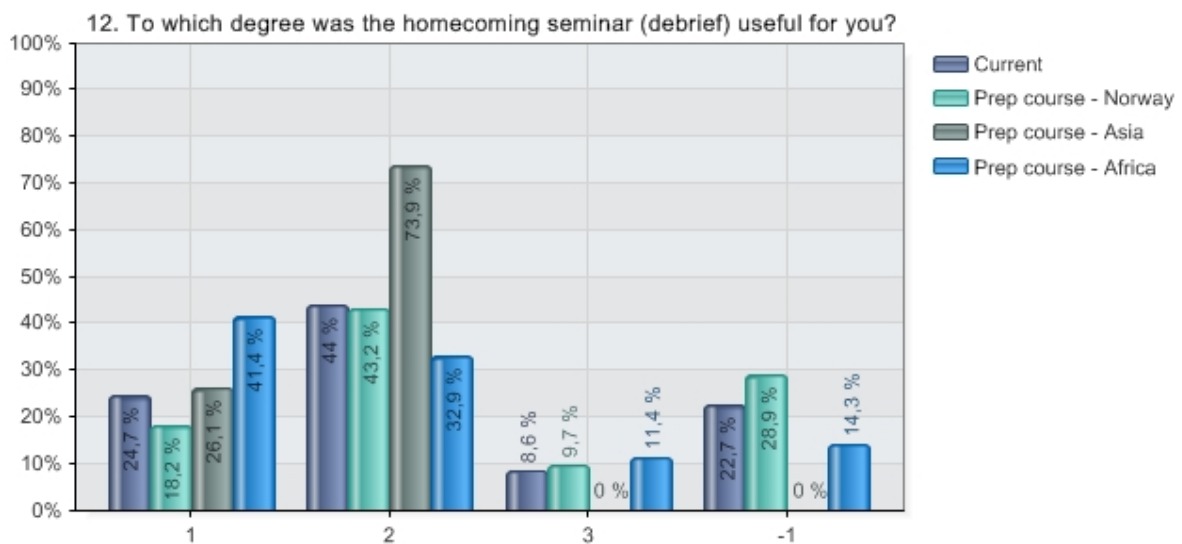
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Some of this difference can be related to the fact that Norwegians seem to be less satisfied than participants from south. But even among participants from south only 55% state that the courses in Norway are very useful while the same numbers are 69% for the Africa courses and 74% for the courses in Asia.

*By continent – (current = south participants)*



### Homecoming seminars



Most of the participants state that the homecoming seminars have been useful. There are however differences and looking at the comments there are huge differences in the reasons given for the scores.

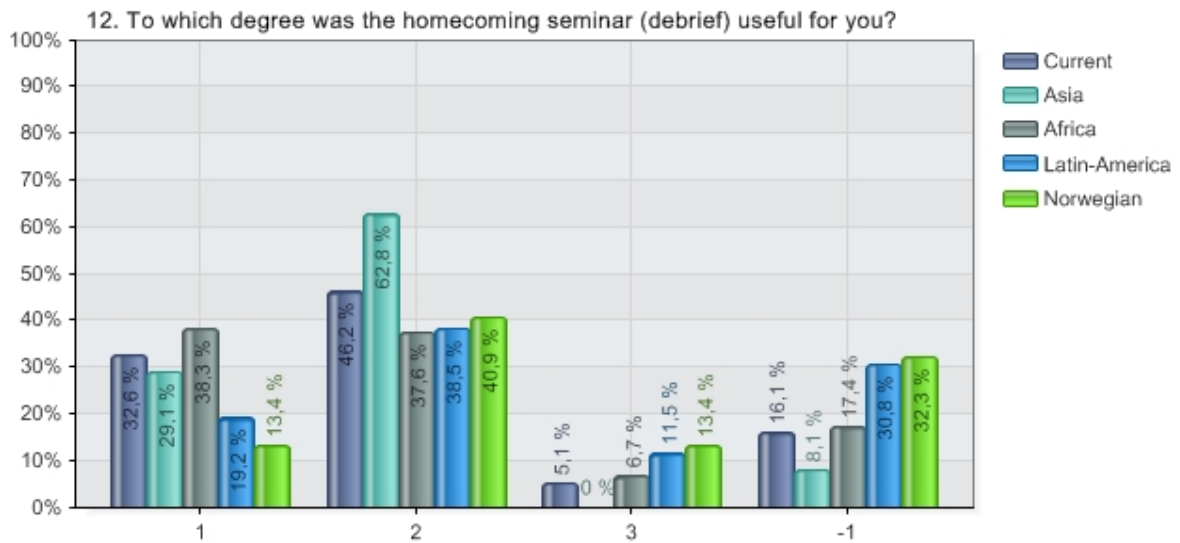
Among the participants that have attended prep courses in Asia 100% have stated that the debrief has been useful or very useful. Comments suggest that the reason why the majority (74%) have

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marked “useful” is that they would prefer to have more time in the debriefing seminar; some have suggested a whole week.

This is also the situation amongst the participants who have attended courses in Africa, although here 41% found the seminar very useful while 11% that didn’t find it useful at all.

The homecoming seminars in Norway have a substantial lower score, as only 61% stated that the homecoming seminar was useful to them. There are however many that “don’t know”. This may be due to the confusion around FK seminars and Youth organizations own debrief seminars.



When we look at the chart where we divide by continent we can see that Norwegian participants are less satisfied and only 13 % found the seminar very useful.

Some of the comments suggest that the participants found it hard to understand the purpose of the seminar, and that the participants are at different stages when attending the seminar. Some have stated that they had to attend the seminar too close to their arrival in Norway, when all they wanted to do was to meet friends and family. More people stated that the homecoming seminar came too late for them, because they had already re-established back home. And several participants pointed out that while the Norwegians were back home, south participants were still on exchange.

These problems, pointed out by the participants, will find a solution when all participants will meet for both preparatory courses and homecoming seminars in South due to the new project cycle in FK Norway. There is still a need, however, to clarify the purpose of the homecoming seminar to the participants and address the fact that many participants would like to spend more time in debriefing seminars.

*I really had a good time in both, I think the preparatory course is an excellent way to begin the exchange program and very useful to start the new life abroad. Homecoming seminar is too short and you don't really have time to think about what's coming, should be more like a process.*

Latin-American man returned from exchange in Norway

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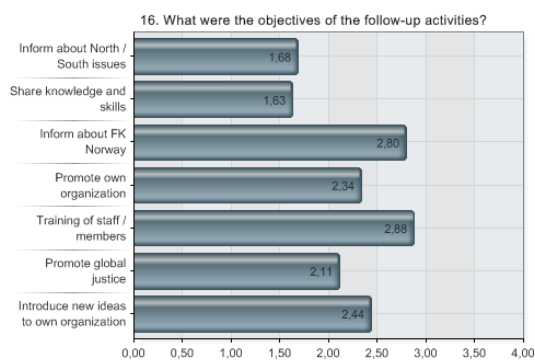
## Follow up activities

The objectives of the follow-up activities differ from project to project. The main differences are still to be found between Norwegian participants and participants from South.

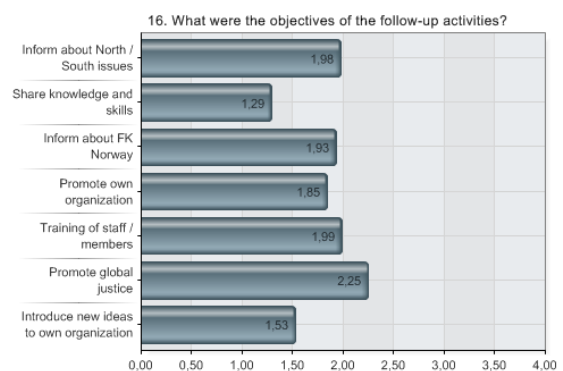
For all categories of participants sharing of knowledge and skills are the dominating objective. 65% of the participants said that the objectives of the follow up work were “to a high extent” (Norwegian 53%, South 73%) to share skills and knowledge, and another 30% claimed it to be “of some extent”.

Norwegian participants have to inform about North/South issues as their second most important objective (51% to a high extent, 34% to some extent), and promotion of global justice as the third most important objective.

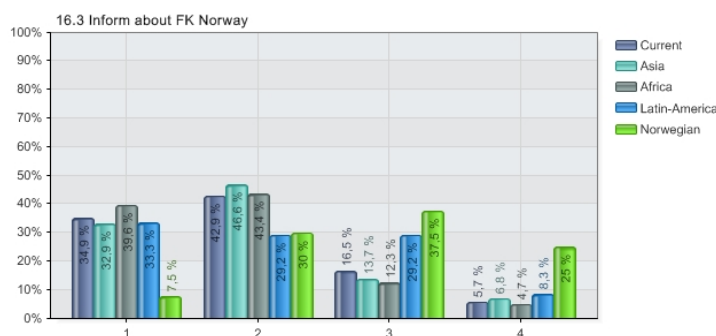
### Norwegian



### South



In South introduction of new ideas to their organizations are the second most important objective while promotion of own organizations is number three.



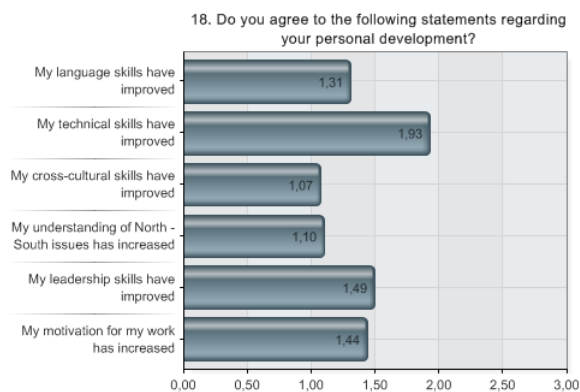
It is also worth noticing that among Norwegian participants only 7,5 % say that promoting FK was an objective to a high extent, while 35% of participants from south said the same.

This is an issue that should be addressed, as FK needs more visibility in Norway, rather than in the other countries.

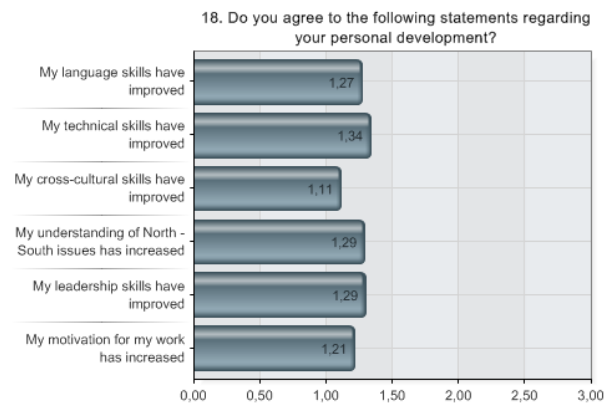
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## Personal development

### Norwegian



### South



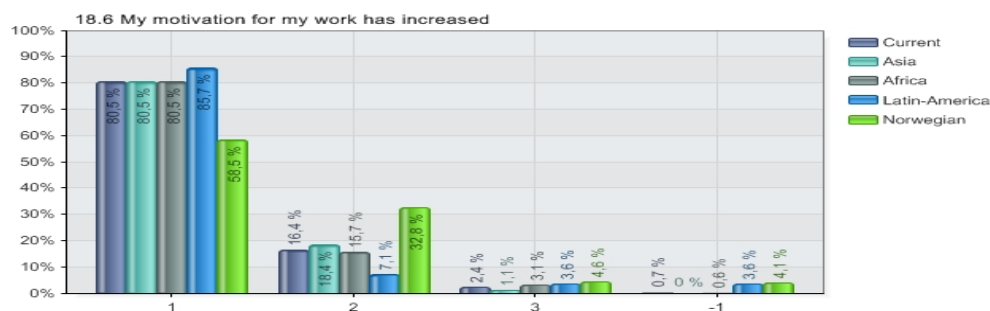
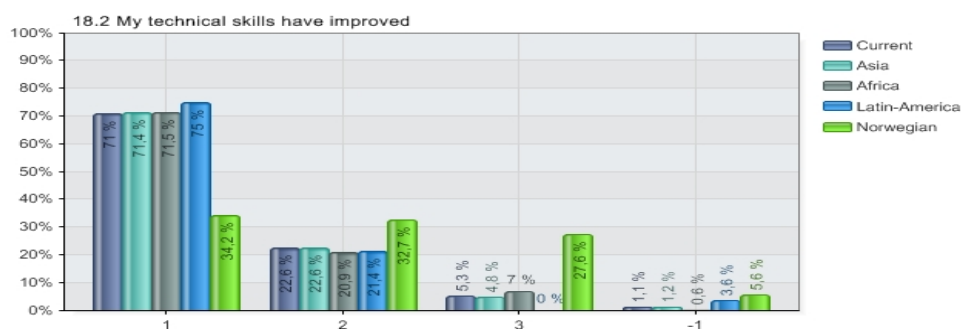
The participants think that their FK-experience has made an impact in their personal development. There are some differences between Norwegian participants and participants from South, especially regarding development of technical skills and leadership skills.

75% say that their language skills have improved.

91% say that their cross-cultural skills have improved.

By the Norwegians 90% say that their understanding of North-South issues have improved

Among the South participants 71% state that their technical skills have improved and 80% say that the motivation for their work has improved.



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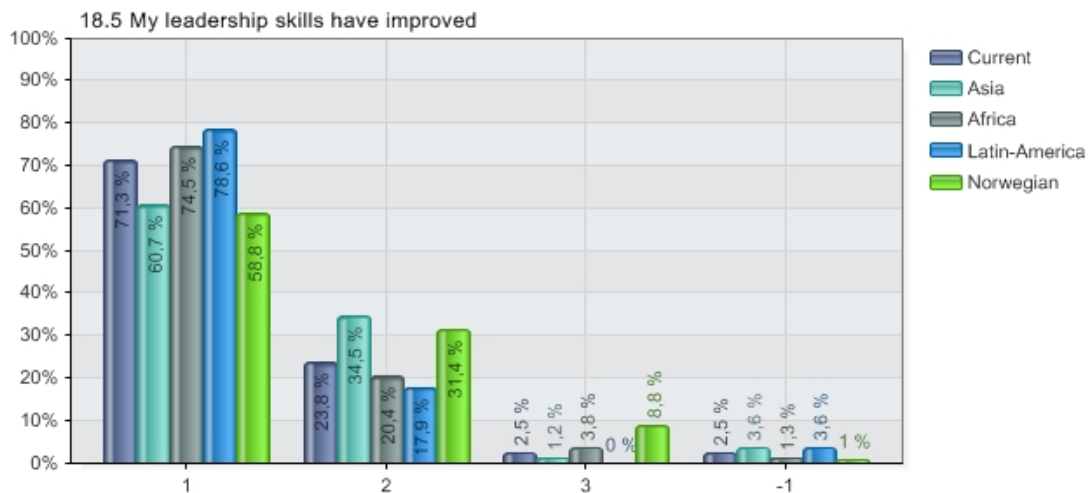
When we come to leadership skills we can see substantial differences between the continents, but also between programmes, which is hard to explain.

In general 71% of participants from South agree to the sentence “My leadership skills have improved”. But there are differences. 60% of the Asian participants agree to the sentence but it seems like Asian participants on the North South programme develop more leadership skills than those on the South-South programme.

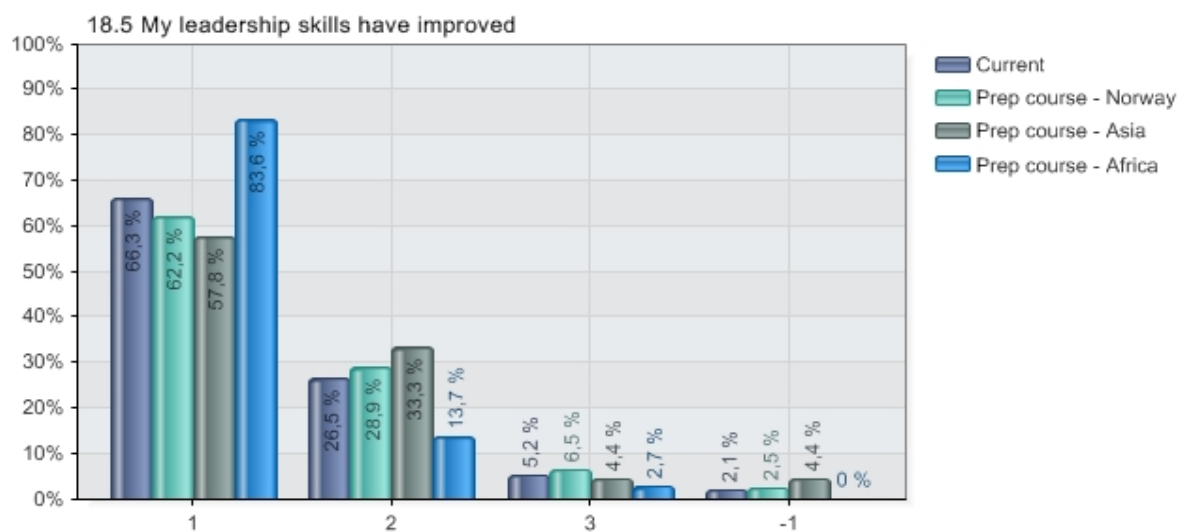
75% of the African participants report to have developed leadership skills, but 84% of those who attended courses in Africa reported the same. 79% of the participants from Latin America report to have improved their skills, but only 59% of the Norwegians report the same.

If we choose to combine “Partially agree” and “agree”, we still find that 90% of the Norwegians to a certain degree have developed leadership skills through their FK-experience.

*Participants divided by continent (Current = South)*



*Participants divided by prep course location*



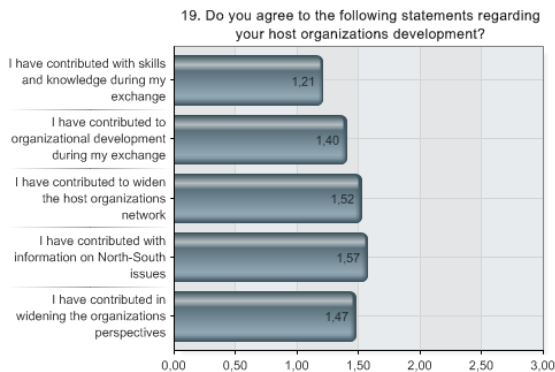
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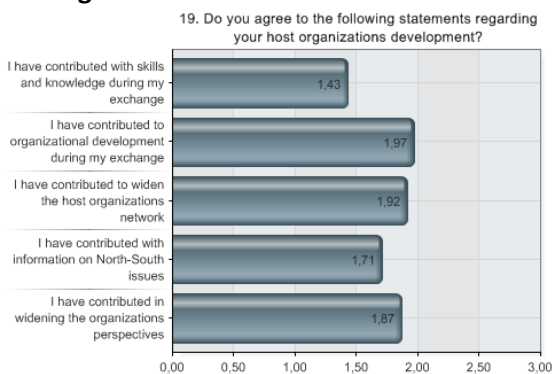
## Impact on the organizations

### Host organization:

#### South

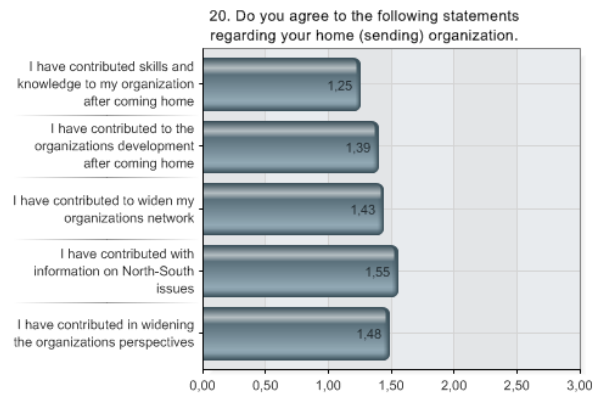


#### Norwegian

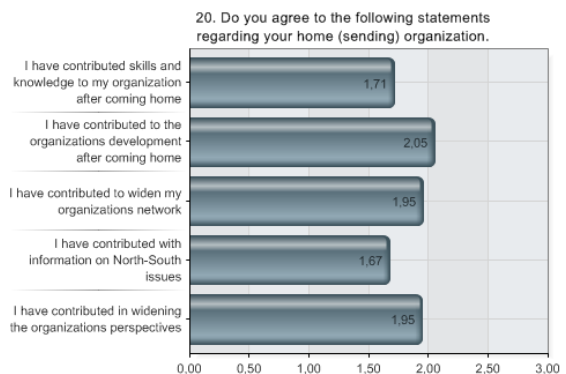


### Home organization:

#### South



#### Norwegian



South participants feel that they have contributed with skills and knowledge both at home and in the host organization. There is an overall trend that they feel to have contributed more at home, but the differences are not significant. Norwegian participants feel that they have contributed less than south participants. They do however think that they have contributed with more skills and knowledge to the host partner.

There are some differences between the programme lines. 84% of South-South participants feel that they have contributed with skills and knowledge during the exchange, while 60% of the Youth participants say the same.

64% of the South participants agree that they have contributed to organizational development during the exchange, but only 31% of the Norwegian participants feel the same way.

52% of the South participants, and 60% on the south-south programme, claim to have contributed in widening the host organizations network, while 29% of the Norwegian participants agree to this statement.

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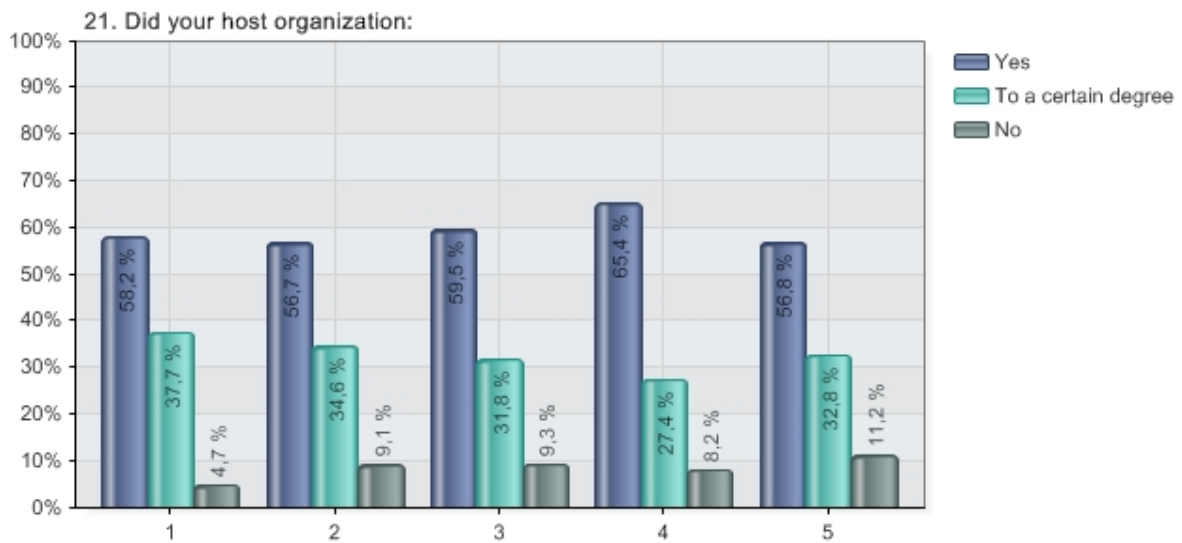
When coming home, we still see the same differences between Norwegian participants and south participants.



We do not know why Norwegian participants report less influence on the organizations. Out of these numbers you could believe that Norwegian participants are less effective in transferring knowledge. Results from the partner surveys do not suggest this, so there must be a combination of not fulfilling their own expectations and not taking so much credit on their own behalf.

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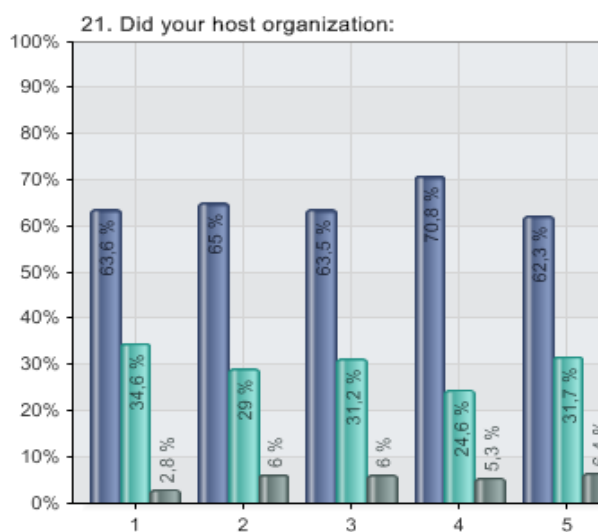
## Fitting into the host organization



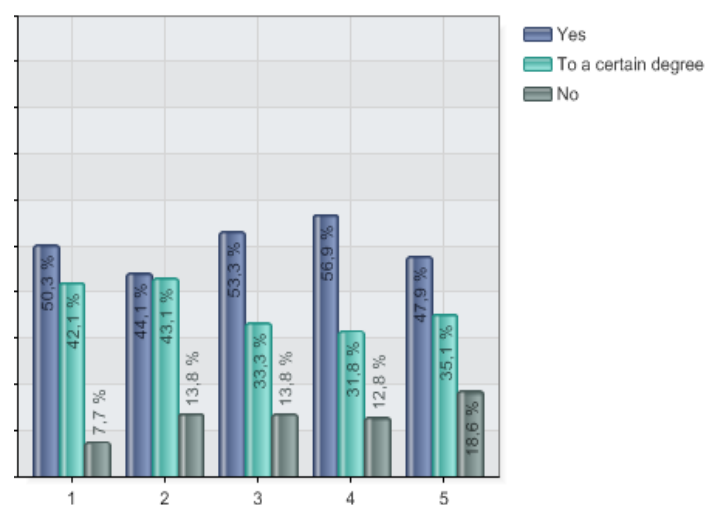
- 1 Make use of your knowledge and skills
- 2 Fit you in to the institutions work pattern and routines
- 3 Put you in the right place in the organization
- 4 Integrate you socially at the working place
- 5 Integrate you socially in the host community

Overall around 60% are satisfied on how they were integrated into their host organizations. Around 30% feel that they were integrated to a certain degree, while 5-10% feel that their host failed to integrate them in the organization.

### South



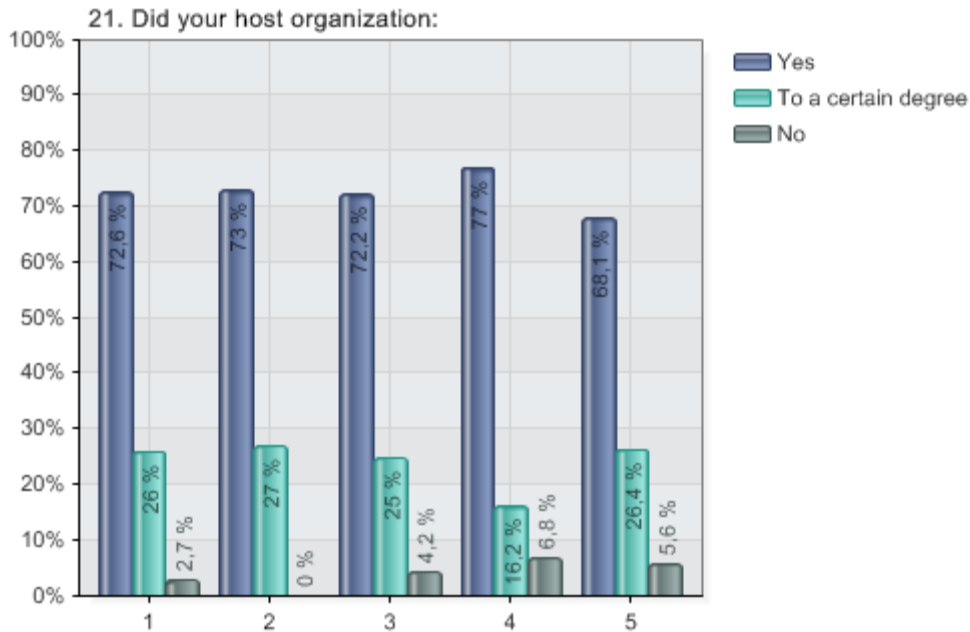
### Norwegian



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If we look further into the data, we can see that there are differences between Norwegian participants and South participants. It is also major differences between programme lines. Those who attended preparatory courses in Africa seem to have less trouble in integrating at the host organization.

### African prep course



For Asian participants there are mixed results, as more participants were put in the right place on the South-South exchange, but 11,6% were not put in the right position at all.

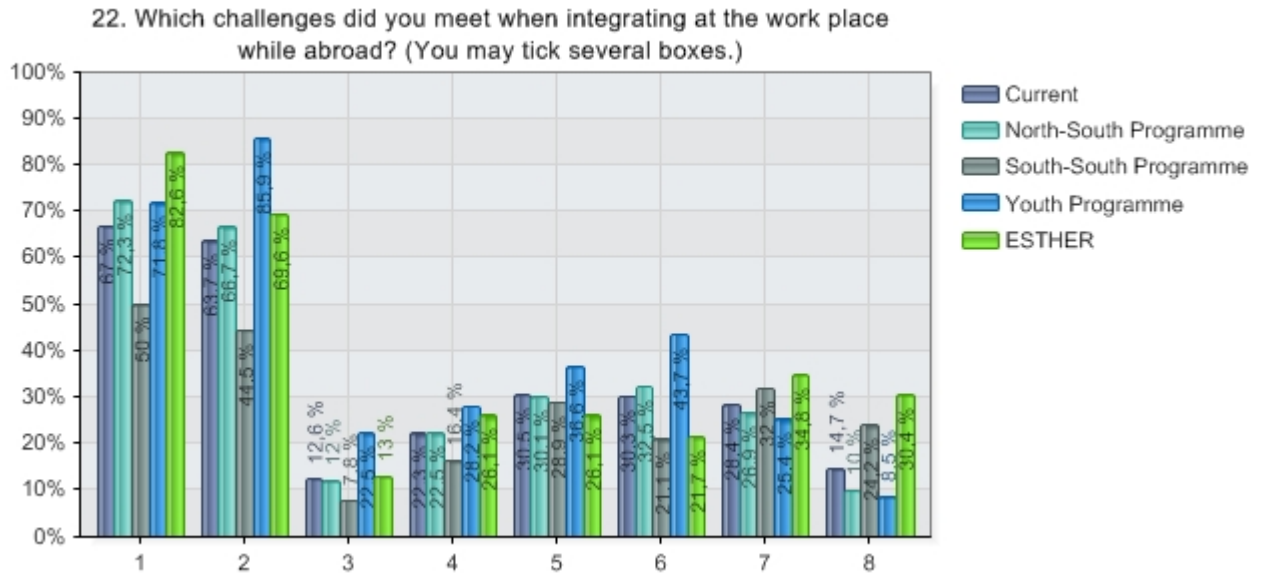
### Asian participants

	9. Where did you attend preparatory course?					
	Total	Norway	Africa	Asia	Did not attend	Other, please specify
<b>21.3 Put you in the right place in the organization</b>	%	%	%	%	%	%
<b>Yes</b>	51,7	44,4	33,3	58,1	66,7	45,5
<b>To a certain degree</b>	41,4	55,6	33,3	32,6	33,3	45,5
<b>No</b>	8,0	0,0	33,3	11,6	0,0	9,1
<b>N</b>	87	27	3	43	3	11

It is important to work more, both on participants' expectations and host organisations' responsibilities regarding the integration on the working place. This is crucial in getting good results, and more than 60% should perceive that the organizations work to fit them in.

[Type text]

22. Which challenges did you meet when integrating at the work place while abroad? (You may tick several boxes.)

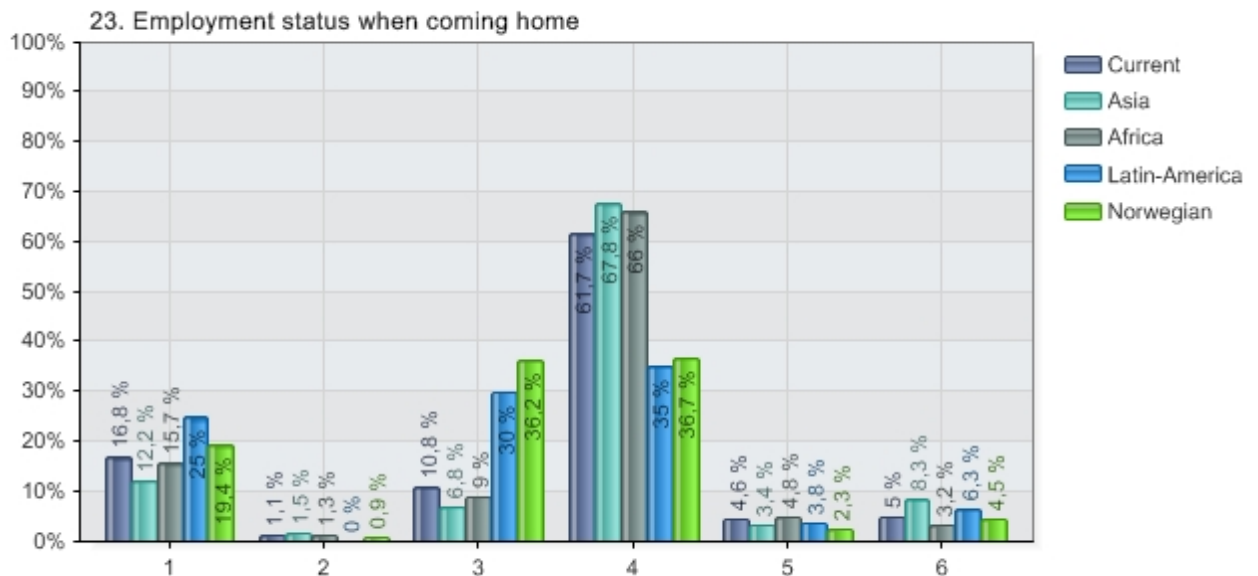


Alternatives	Current		North-South Programme		South-South	
	Percent	Value	Percent	Value	Percent	Value
1 Language barriers	67,0 %	319	72,3 %	180	50,0 %	64
2 Cultural barriers	63,7 %	303	66,7 %	166	44,5 %	57
3 My skills didn't match the needs of the organization	12,6 %	60	12,0 %	30	7,8 %	10
4 Socializing with colleagues	22,3 %	106	22,5 %	56	16,4 %	21
5 Professional challenges	30,5 %	145	30,1 %	75	28,9 %	37
6 Personality challenges	30,3 %	144	32,5 %	81	21,1 %	27
7 Different technical knowledge	28,4 %	135	26,9 %	67	32,0 %	41
8 Other, please specify	14,7 %	70	10,0 %	25	24,2 %	31
Total		476		249		128

Language barriers and cultural barriers are the most important challenges in integrating during the exchange. This corresponds with the results in the partner survey, although more partners on the south-south programme perceive personalities as a challenge.

[Type text]

## Career



When returning from an exchange some are going back to their home organisations while other go back to studies or to start a career. The differences in employment status on returning home are the same as the differences in recruitment. Many Norwegians take a break from studies when going on an exchange, and some are going right after graduation.

To see if they have gotten better jobs it is more accurate to see when they traveled abroad.

24. Employment status today	Total	6. When did you travel abroad?										
		2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011
Not employed / searching for work	4,3	0,0	0,0	2,1	0,0	0,0	1,6	5,0	1,8	5,9	9,9	12,9
Leave / Staying home	0,7	0,0	0,0	0,0	1,3	1,8	0,0	0,6	0,6	0,4	0,5	6,5
Student	16,0	5,9	2,0	2,1	8,0	3,5	13,4	17,7	11,5	22,7	26,2	35,5
Employed	66,9	76,5	87,8	70,8	78,7	84,2	74,0	66,3	72,1	59,2	53,0	41,9
Self-employed	6,3	11,8	8,2	18,8	6,7	5,3	7,9	6,1	7,9	4,3	4,5	0,0
Other, please specify	5,4	5,9	2,0	6,3	5,3	5,3	3,1	4,4	6,1	7,5	5,9	3,2
N	1270	17	49	48	75	114	127	181	165	255	202	31

A couple of years after coming home, the unemployment rate is quite low. Most of the participants are employed, but a substantial number are self-employed.

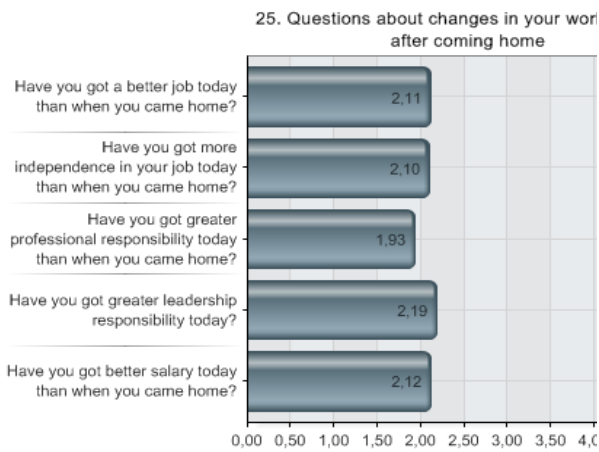
Most of the participants get better jobs within a few years after the exchange. Very few get poorer jobs.

This is of course a pattern that could have happened anyway. The target group is young educated people, who probably would have a career development regardless of the exchange.

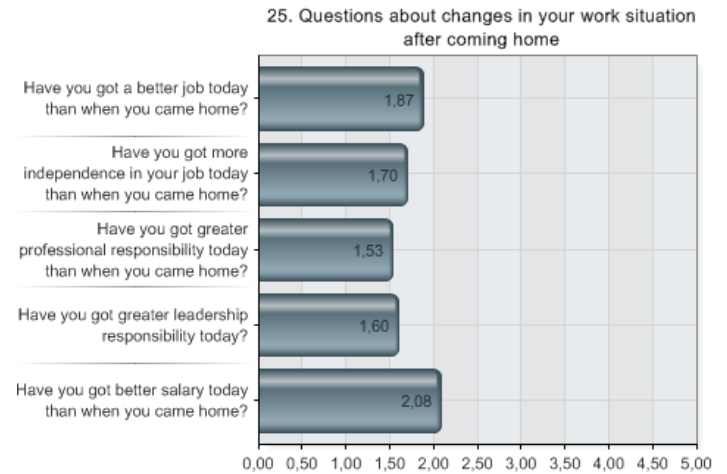
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		6. When did you travel abroad?											
Total		2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	
		%	%	%	%	%	%	%	%	%	%	%	
25.1 Have you got a better job today than when you came home?	Yes, much	35,5	56,3	55,1	46,9	49,3	40,2	43,7	34,8	38,8	29,1	20,5	30,0
	Yes, a little	20,6	12,5	22,4	20,4	20,0	29,5	19,8	20,8	28,5	17,8	16,4	3,3
	Like before	22,9	18,8	16,3	16,3	18,7	17,9	20,6	19,7	22,4	26,7	30,8	26,7
	No, a little poorer/less	2,4	12,5	0,0	2,0	1,3	0,9	2,4	2,2	1,8	2,8	2,6	10,0
	No, a lot poorer/less	1,6	0,0	2,0	2,0	0,0	0,9	0,0	1,1	1,8	1,2	4,1	3,3
	Don't know / Not applicable	16,6	0,0	4,1	12,2	10,7	10,7	13,5	21,3	6,7	22,3	25,6	26,7
	N	1247	16	49	49	75	112	126	178	165	247	195	30

### Norwegian

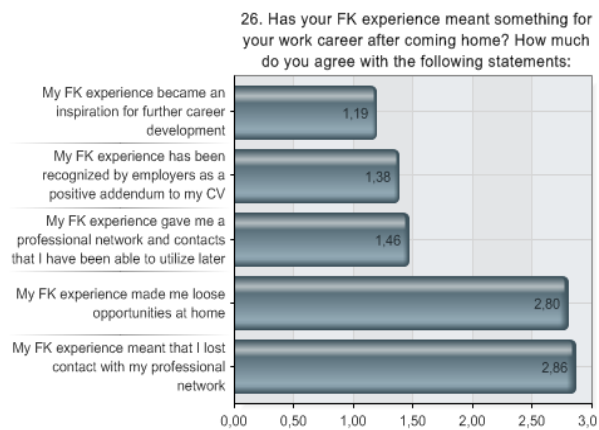


### South

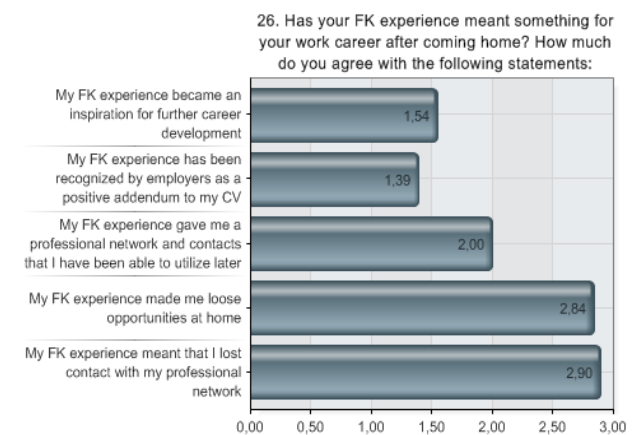


It is still interesting to see that South participants report to have better careers than the Norwegian participants. This could mean that international experience is more valued in South.

### South

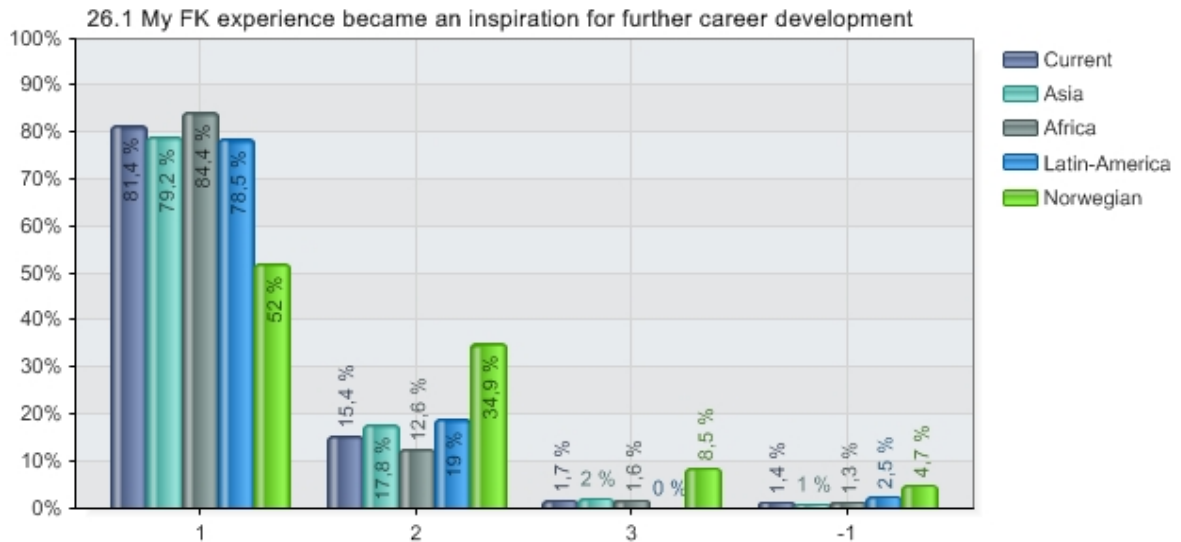


### Norwegian



[Type text]

The Norwegian participants report that the FK experience has been recognized as positive by employers. In this field South participants and Norwegian participants report the same. But South participants do also get contacts they can use later, and especially South – South participants use their FK network. There are also differences on whether the FK exchange worked as an inspiration for further career development.



Many participants have written comments on how the exchange has improved their career.

*the benefit of the exchange cannot be negated, as small as it was, it was indeed a positive change.*

*The Fk experience, was an eye-opening when it comes to my career path. While with Fk, i found my passion in the protection field. Furthermore, being in an international context and meeting people from different backgrounds widened my horizon.*

*The exchange programme enhanced my leadership and professional skills.*

*The FK experience opened confirmed my personal convictions and built courage in me to follow them.*

*Made me more interesting on the job market. The organization I started working with also had FK participants.*

Some also state that their exchange made them change plans or thematic field

*I changed my education plans*

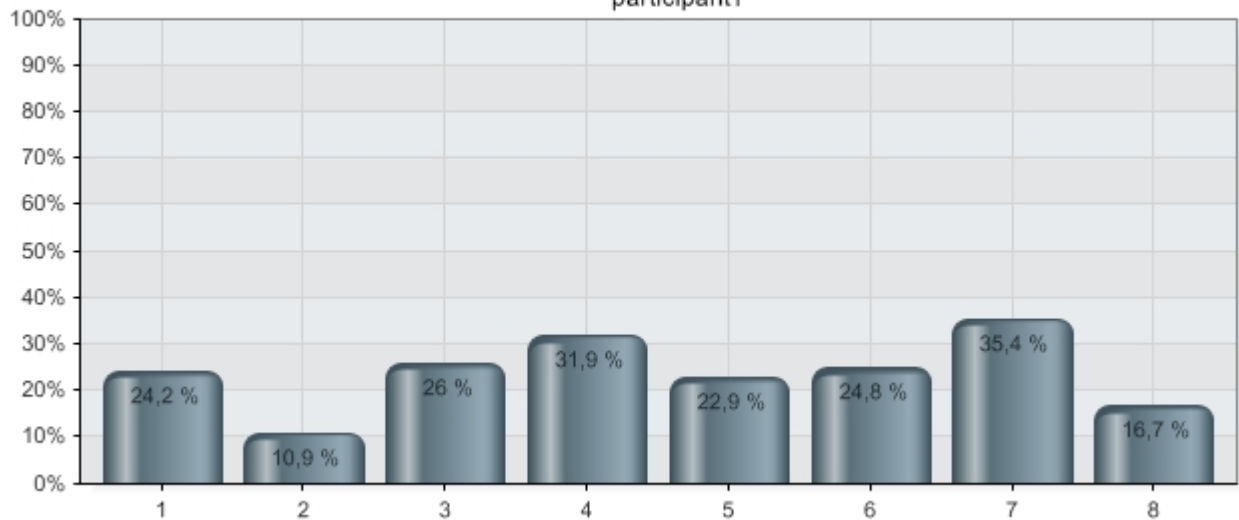
*Actually, I've changed completely my professional career. I used to be a teacher, but when I came back from Norway everything was different and specially my wishes.*

[Type text]



## Voluntary involvement

32. Were you active on voluntary basis in civil society or other organisations before you became an FK participant?



Alternatives	Percent	Value
1 Sport	24,2 %	274
2 Politics	10,9 %	123
3 Religion/mission	26,0 %	295
4 Solidarity and human rights	31,9 %	361
5 Development aid	22,9 %	259
6 Environment	24,8 %	281
7 Local initiatives	35,4 %	401
8 Other, please specify	16,7 %	189
Total		1133

FK participants are active in civil society before they attend the exchange programme. Many of them are recruited through active volunteering in civil society organizations. As we can see from the chart above, they also have many different interests.

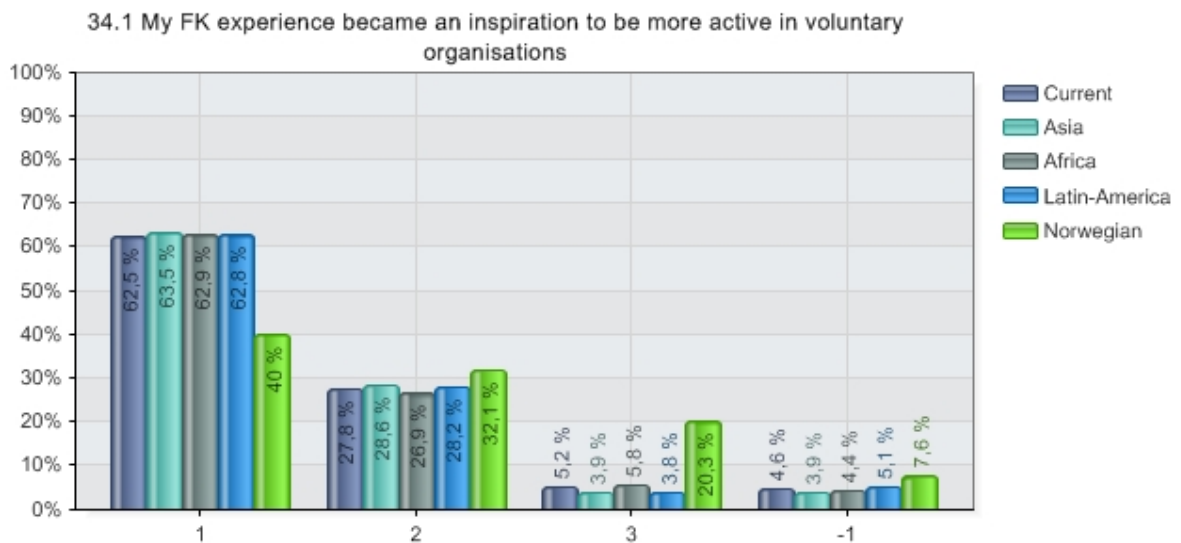
When coming home, more than 43% report to be more active than before the exchange, while 45% report to be as active as before the exchange. 12% report to be less active.

[Type text]



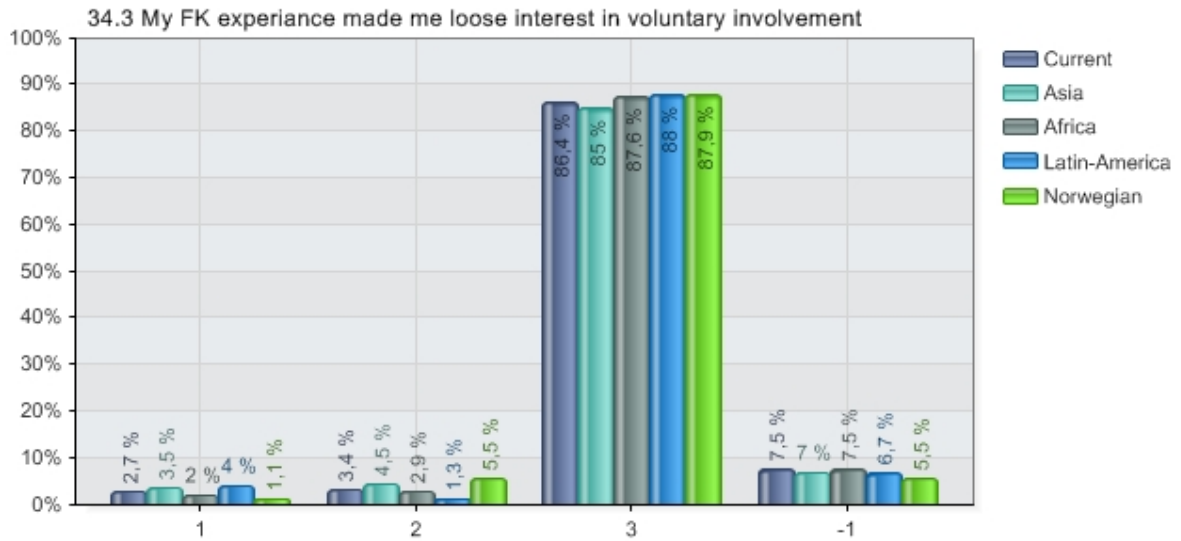
For those who are less active than before, it is not always because they have lost the interest. Many participants state that they go into another phase of life when returning home.

*Difficult to combine volunteer work with a career and small children. Would like to be more active, but don't have enough time.*

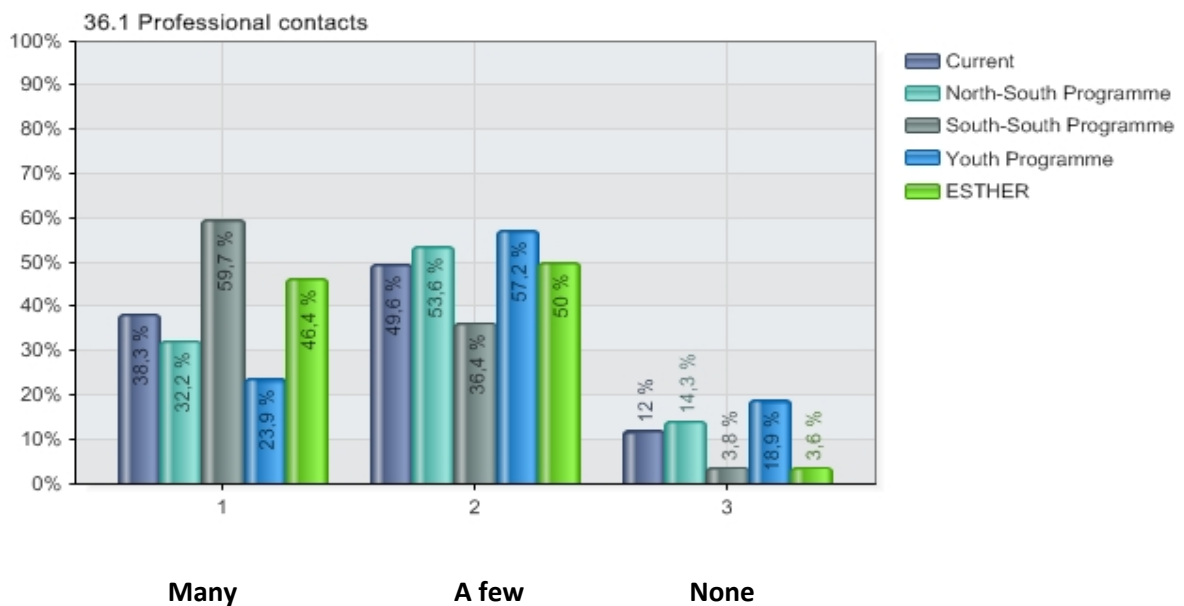


Also, many of those who didn't agree that the exchange became an inspiration state that they wanted to be active long before they started the FK exchange. Some have also stated that they started to doubt if voluntarism worked, but as we can see on the next chart, this is only valid for about 2%

[Type text]



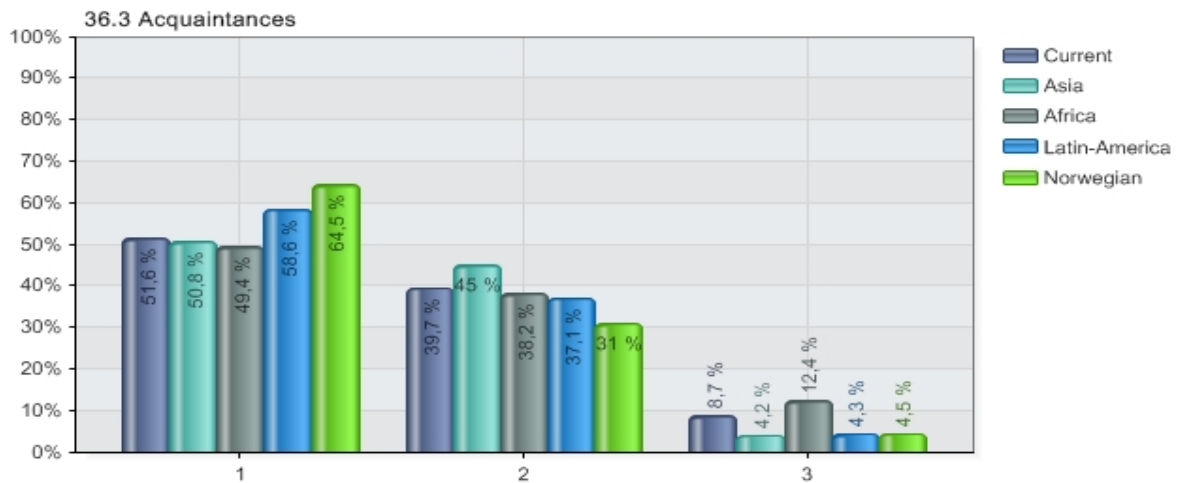
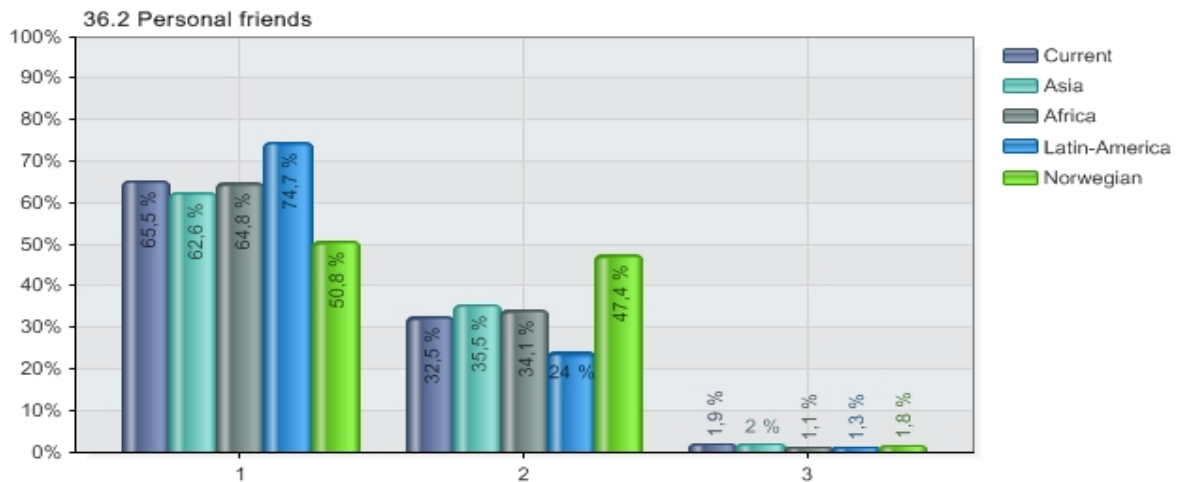
## Personal network



Participants on the South – South programme get professional contacts through the exchange. This is not so widespread in the other programme lines, but even in the Youth programme 81% state to have made some professional contacts.

98% state to have made personal friends during the exchange, and 65% claim to have made many. Actually more participants state to have made personal friends than acquaintances.

[Type text]

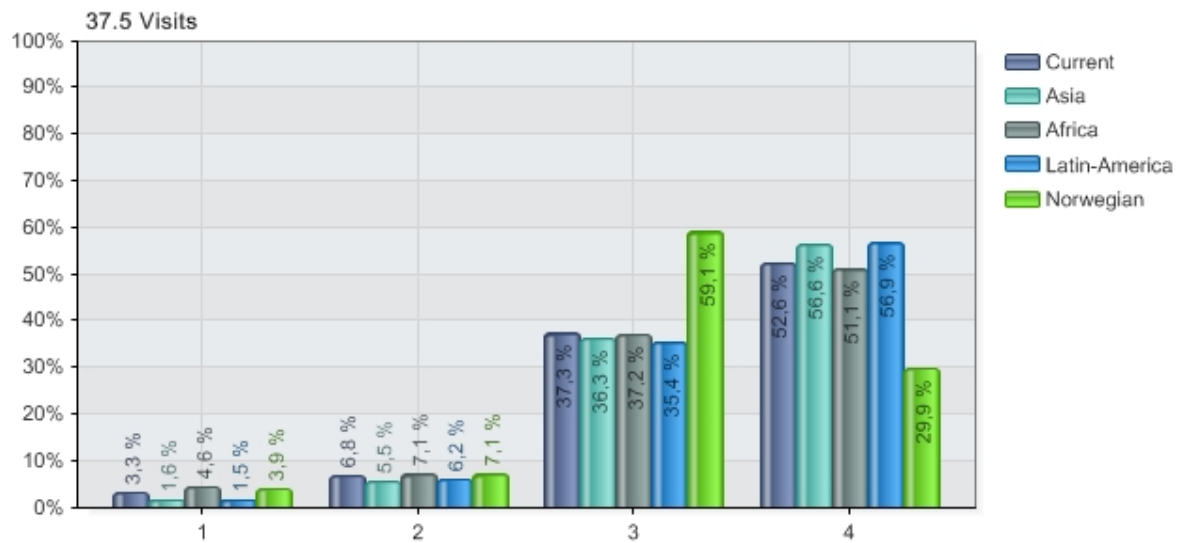


The most interesting part of the participants' personal network is that they seem to maintain contact even many years later. Most of the participants still have facebook contact with their network related to the FK exchange many years later.

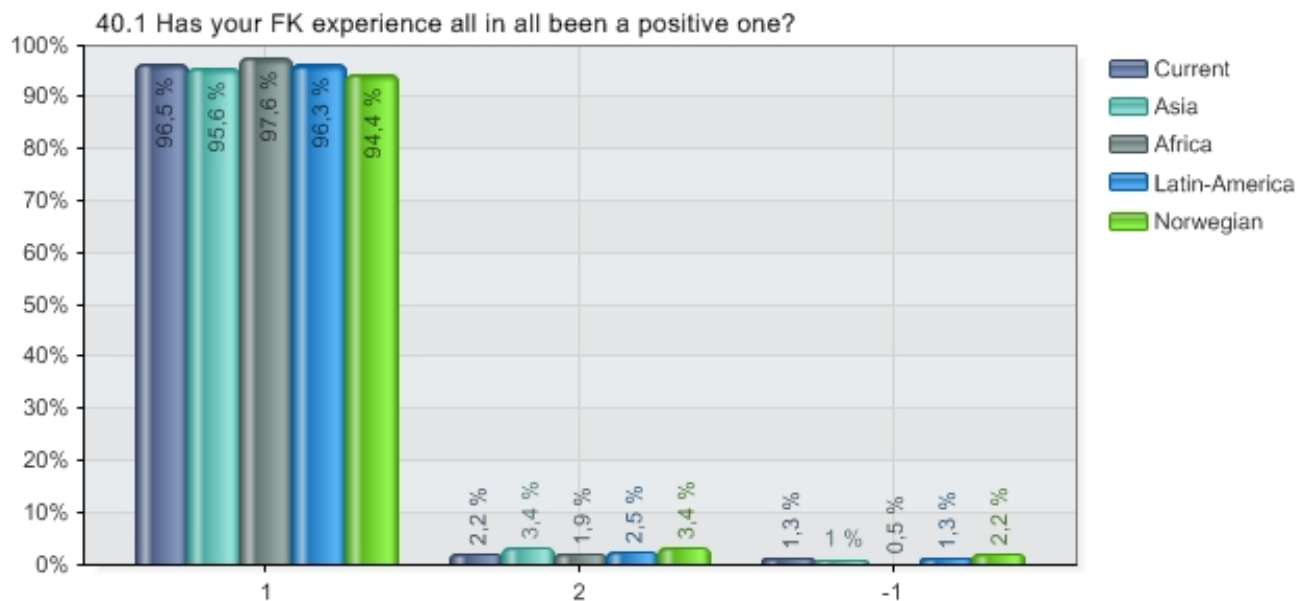
		6. When did you travel abroad?											
Total		2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	
		%	%	%	%	%	%	%	%	%	%	%	
37.3 Facebook or other types of social media	Weekly or more often	38,0	25,0	22,9	14,6	13,9	28,6	29,5	30,8	39,1	44,9	62,2	56,3
	1-2 times a month	31,9	25,0	22,9	25,0	27,8	30,5	37,7	40,2	31,1	36,8	25,5	18,8
	4-5 times a year, or less	19,8	31,3	29,2	43,8	33,3	21,9	24,6	22,5	24,2	13,4	6,1	9,4
	No contact	9,8	18,8	25,0	16,7	25,0	19,0	8,2	6,5	5,6	4,9	6,1	15,6
N		1221	16	48	48	72	105	122	169	161	247	196	32

[Type text]

Many participants even visit their contacts from the FK experience.



## Overall satisfaction



96,5% of the participants think that their experience all in all has been positive.

92,5% of the participants would have become an FK participant if they knew in advance what was waiting for them.

97,5% would recommend others to become FK participants.

[Type text]

## Conclusion

### **Compulsory activities**

The survey shows that not all participants attend or conduct all the compulsory activities. FK Norway believe that these activities are important to reach all the objectives in the projects. The survey also support the assumption that better monitoring and a set project cycle will get better results in this area.

### **Courses**

92% of the participants find FK preparatory courses useful for the exchange. The homecoming seminar got a more mixed score, but those who were in fixed project cycle found it useful. For the homecoming seminars in Norway it was a problem that the participants were in different phases, as some had just arrived home, others were on their way home and some had been home for a while.

### **Personal development**

75% say that their language skills have improved and 91% say that their cross-cultural skills have improved.

By the Norwegians 90% say that their understanding of North-South issues have improved

Among the South participants 71% state that their technical skills have improved, the same number say that they have developed leadership skills and 80% say that the motivation for their work has improved.

In the comments it is often mentioned that this first and foremost is a life-changing experience.

### **Integration**

Only 60% perceive that the host organizations are able to integrate the participants to their new working place. This is an area to be worked more on both towards partners and participants.

### **Career, voluntary involvement and network**

The participants report that the FK experience has helped them and inspired them in both in their professional career and in voluntary involvement as well as gaining new contacts.

Almost all participants would recommend others to become FK-participants

## Return rate – Where do the participants live today?

Må ha med at mange flytter på seg – og at dette kan bety at det åpner seg muligheter – at man tiltrekker seg mennesker som har ønske om å flytte på seg, og at tallene nødvendigvis ikke er spesielt mye dårligere enn andre utvekslingsprogrammer. Flyten går også begge veier...

Origin	Lat-Am	African	Asian	Norwegian
Norway	8,80 %	10,70 %	4,40 %	79,70 %
Other, please specify	7,50 %	5,30 %	9,80 %	9,10 %
South Africa	0,00 %	5,90 %	0,00 %	2,00 %
Tanzania	0,00 %	13,60 %	0,00 %	1,40 %
Malawi	0,00 %	8,00 %	0,50 %	1,30 %
Kenya	0,00 %	13,30 %	0,00 %	1,30 %
Uganda	0,00 %	15,20 %	0,00 %	0,90 %
Bolivia	5,00 %	0,00 %	0,00 %	0,70 %
China	0,00 %	0,00 %	5,40 %	0,50 %
Zambia	0,00 %	5,10 %	0,00 %	0,50 %
Cambodia	0,00 %	0,00 %	4,40 %	0,40 %
Guatemala	25,00 %	0,00 %	0,00 %	0,40 %
Bangladesh	0,00 %	0,00 %	13,20 %	0,20 %
Philippines	0,00 %	0,30 %	6,80 %	0,20 %
India	0,00 %	0,00 %	6,80 %	0,20 %
Thailand	1,30 %	0,00 %	3,90 %	0,20 %
Ethiopia	0,00 %	5,90 %	0,00 %	0,20 %
Mozambique	0,00 %	2,40 %	0,00 %	0,20 %
Madagascar	0,00 %	2,10 %	0,00 %	0,20 %
Namibia	0,00 %	1,60 %	0,00 %	0,20 %
Brazil	21,30 %	0,00 %	0,00 %	0,20 %
Colombia	12,50 %	0,00 %	0,00 %	0,20 %
Nepal	0,00 %	0,50 %	15,10 %	0,00 %
Vietnam	0,00 %	0,00 %	8,80 %	0,00 %
Sri Lanka	0,00 %	0,00 %	5,40 %	0,00 %
Indonesia	0,00 %	0,00 %	3,40 %	0,00 %
Laos	0,00 %	0,00 %	3,40 %	0,00 %
Armenia	0,00 %	0,00 %	2,40 %	0,00 %
Mongolia	1,30 %	0,00 %	1,50 %	0,00 %
East Timor	0,00 %	0,00 %	1,00 %	0,00 %
Azerbaijan	0,00 %	0,00 %	0,50 %	0,00 %
Bhutan	0,00 %	0,00 %	0,50 %	0,00 %
Egypt	0,00 %	0,00 %	0,50 %	0,00 %

[Type text]

Malaysia	0,00 %	0,00 %	0,50 %	0,00 %
Maldives	0,00 %	0,00 %	0,50 %	0,00 %
Myanmar (Burma)	0,00 %	0,00 %	0,50 %	0,00 %
Pakistan	0,00 %	0,00 %	0,50 %	0,00 %
Sierra Leone	0,00 %	0,00 %	0,50 %	0,00 %
Zimbabwe	0,00 %	3,50 %	0,00 %	0,00 %
Sudan	0,00 %	1,90 %	0,00 %	0,00 %
Ghana	0,00 %	1,10 %	0,00 %	0,00 %
Rwanda	0,00 %	1,10 %	0,00 %	0,00 %
Burundi	0,00 %	0,50 %	0,00 %	0,00 %
Liberia	0,00 %	0,50 %	0,00 %	0,00 %
Angola	0,00 %	0,30 %	0,00 %	0,00 %
Cameroon	0,00 %	0,30 %	0,00 %	0,00 %
Lesotho	0,00 %	0,30 %	0,00 %	0,00 %
Mali	0,00 %	0,30 %	0,00 %	0,00 %
Mauritius	0,00 %	0,30 %	0,00 %	0,00 %
Venezuela	0,00 %	0,30 %	0,00 %	0,00 %
Nicaragua	11,30 %	0,00 %	0,00 %	0,00 %
El Salvador	3,80 %	0,00 %	0,00 %	0,00 %
Dominican Republic	1,30 %	0,00 %	0,00 %	0,00 %
Haiti	1,30 %	0,00 %	0,00 %	0,00 %
<b>Living outside original continent *</b>	<b>17,60 %</b>	<b>17,10 %</b>	<b>15,70 %</b>	<b>20,30 %</b>

Sara Dolnicar, Bettina Grün, (2007) "Cross-cultural differences in survey response patterns", International Marketing Review, Vol. 24 Iss: 2, pp.127 – 143

(<http://www.emeraldinsight.com/journals.htm?articleid=1598044&show=pdf>)

*Findings* – Asian and Australian respondents differ significantly in ERS and full response patterns. Differences in cross-cultural response patterns account for up to 6 per cent of the variance in the data, thus representing a significant potential source for misinterpretation in cross-cultural studies.

<sup>i</sup> 43,5% of the respondents were exchanged from Norway, where the same number for the total population is 42,5%. There are 378 respondents from Africa, whereof 169 belongs to the South South programme and

[Type text]



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205 from Asia, whereof 124 are on the South-South programme. 80 respondents are from Latin America South – South is represented by 23% of the respondents (21,5% of the total population).

<sup>ii</sup> FK youth is underrepresented with 14,4% of the respondents (tot 39%)

189 persons have reported to be in service less than a year on the North South programme. There are reasons to believe that most of them really belong to the youth programme. If we put those respondents into the youth category, we will see that 29% of the respondents are from the youth programme. There are many plausible explanations to why participants from the Youth programme are under-represented, such as lack of contact data and a weaker link (and responsibility) to FK Norway, but there are reasons to believe that the most important factor is that the participants don't know which programme line they belong to. As an example do only 13% of Latin American respondents state to be a part of the Youth programme. The actual number is much higher, and we can see that characteristics of the Latin American respondents are very similar to those who are in the Youth programme.

<sup>iii</sup> This might be due to the fact that some Youth participants have registered themselves as North-South participants.