

A photograph showing three children standing behind a black metal fence. The child on the left is wearing a green long-sleeved shirt and a blue patterned vest. The child in the middle is wearing a yellow shirt with 'Ban B' on it and yellow pants. The child on the right is wearing a white shirt and orange pants, holding a yellow plastic jerrycan. In the foreground, there are several large, grey, cylindrical metal water containers. The background features large, spiky green plants under bright sunlight.

NOREC EXCHANGE PROJECTS IN UGANDA

Updated August 2024

NOR^ÆC NORWEGIAN AGENCY FOR
EXCHANGE COOPERATION



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Photographs

All the images portrayed are real people working in a Norec project and their colleagues from all over the world. Consent has been granted to Norec to use these images to visualise our exchange projects and their effect.

For more information regarding specific photographs or any other content in this pamphlet, contact norec@norec.no

About Norec

The Norwegian Agency for Exchange Cooperation (Norec) is Norway's only competence centre for international exchange. As an executive body under the Norwegian Ministry of Foreign Affairs, we are a key part of Norway's integrated approach to achieving the UN's sustainable development goals.

Grant Management

Norec's uniqueness lies in supporting work exchanges that provide global learning opportunities for staff and organisations. With a grant for a Norec exchange project, workplaces send employees and volunteers on exchange to another country.

As of 2024, Norec also administers the grant Democracy Through Partnerships, which supports Norwegian political parties and their youth wings in their work to promote democracy globally.

The UN and World Bank

Norec coordinates recruitment of Norwegian citizens to positions funded by the Norwegian government at the UN and the World Bank. This includes positions as Junior Professional Officers and United Nations Volunteers, as well as other secondments. We are currently funding around 40 Norwegian citizens working for various UN agencies, the World Bank and the Asian Bank on all continents. Norec conducts pre-deployment trainings and follows up the secondees throughout their contracts, with an overall goal of increasing the number of Norwegian citizens in international organisations.

Training and Learning

Norec has an interdisciplinary team of trainers. They facilitate learning for staff and partnerships that work internationally. Yearly, Norec arranges between 35-40 courses with over a thousand participants. Norec's courses are interactive and inclusive in order to accommodate people from diverse and multicultural backgrounds.

Building Knowledge

In addition, Norec conducts action-based research to expand and build knowledge in the field of international work exchanges. Multi-method data collections are regularly carried out to inform and improve our trainings and programmes.

As a centre of competence, we strive to build and expand knowledge on how to conduct successful work exchanges – and how to build strong global partnerships.

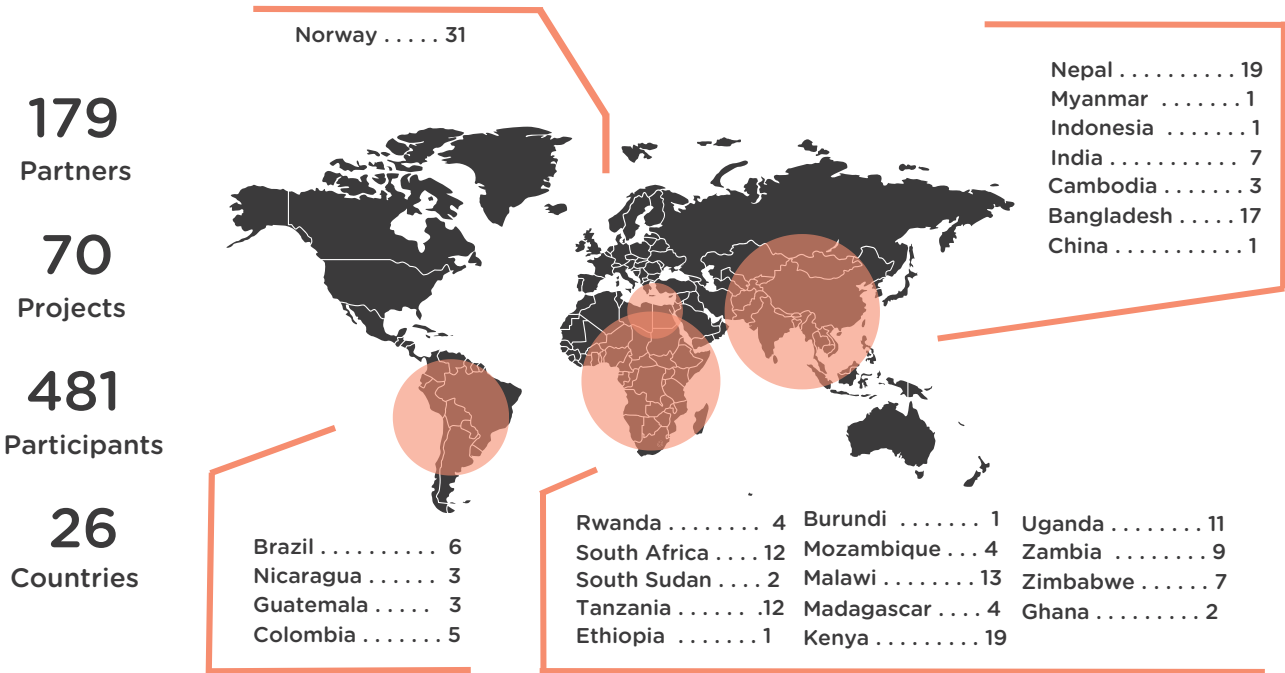
Norec exchange projects

Yearly, over 175 organisations send their staff to work abroad to learn from partners in other countries, creating new or stronger partnerships through practical experience in different contexts and specialisations.

Norec is founded on the principle that collaboration is essential for addressing global challenges. Whether the partnerships are formed with like-minded or different organisations, they strengthen international alliances and work to reach the UN's sustainable development goals.

The majority of the staff that travel abroad in Norec supported projects, gain valuable work experience. Learning and skill transfer gives exchanged project staff professional growth, which upon their return, contributes to their organisations' efficiency and innovation. Over time, the skills and learning are transferred between those that have been on an exchange, the new staff received on job-exchange and the institutions' staff as a whole. This process also promotes organisational and community advancement.

Norec emphasizes the importance of bridging power imbalances and fostering international relationships as essential strategies for solving global issues. It fosters a sense of unity and shared purpose among diverse groups, laying the groundwork for long-term cooperation and mutual benefits. Through a Norec exchange project, organisations gain the expertise needed to achieve their objectives and push for impactful changes, showcasing Norec's dedication to cross-cultural cooperation in global problem-solving.



Former Norec exchanged staff Jeromnie and her story

Jeromnie Akinyi Obwar grew up in an informal settlement in Kisumu, Kenya. She says this about her work exchange to Norway: “That is when I had my self-identity for the first time. I knew who I was. I knew the potentials that I had.”

Upon returning, she volunteered to inform young people about sexual health rights: “We realised that there was something going wrong in our community. The community members could not reach the higher people. We became the ladder for them to use.”

Jeromnie was selected into the Health Management Committee: “that to me is so big. I can meet with those people. I can now influence change directly.”



Partner Youth Alive! Kenya (YAK) and achievements

Staff from Youth Alive! Kenya learnt how to conduct action research while on exchange with Youth Empowerment Transformation Trust in Zimbabwe. YAK applied this method to map the situation for youth in Kenya. A report was compiled, which highlights the gaps in current policies as well as youths' views of what should to be done differently. YAK used the findings to draw attention to the need for change in the electoral process to bring young people out of voter apathy and into politics. The government used key findings from the report to inform governmental youth-focused outreach programmes.

The Norec Network — a resource bank

Since we started in 1963, Norec has supported the exchange of more than 13 000 staff and volunteers between different organisations. These individuals are a resource we want to continue to support. Therefore, we launched the Norec Network in 2023.

We enable the members of Norec Network to share knowledge and expertise, expand their professional network and join physical and digital network activities, and this way, we help keep their engagement going even after their exchange period has ended.

This network works as a resource bank for Norec, where we can gather advice and input from the members. They have helped with facilitation, logistics and interpretation for trainings we have conducted in their home countries.

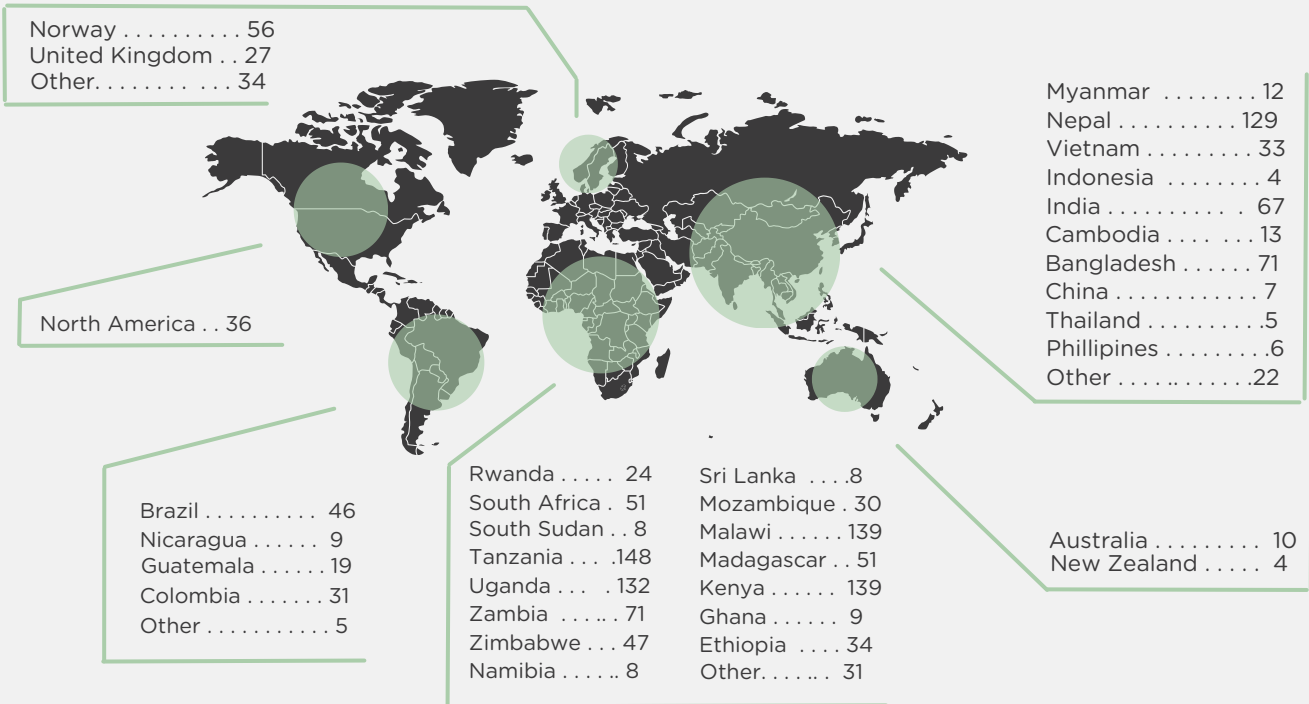
The Norec Network is available for the Norwegian Ministry of Foreign Affairs and associated embassies to utilise as a resource.

If you wish to get further information on how you can utilise this resource, or have any questions related to the network, please contact training@norec.no.

Norec Network members

1,638

Home countries of members



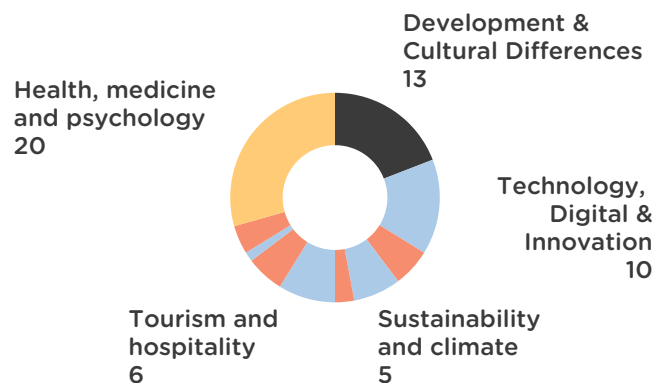
The Norec Network in Uganda

132

Ugandan members of
Norec Network
as of April 2024

77 members of Norec Network in Uganda live in and around Kampala. The rest is spread across the Western and Eastern region.

The members of Norec Network in Kenya list these as their **experiences** and expertise



Countries Ugandan members of Norec Network exchanged to



For more information and contact details for former exchanged staff, contact training@norec.no



Overview

Norec exchange projects in Uganda

The numbers

Allocated grants

The 13 projects with Norec support in Uganda, received funds totaling 847 000 USD in 2023.

Out of the 13 projects in Uganda, 11 are with civil society organisations (CSOs) and 2 are within the private sector.

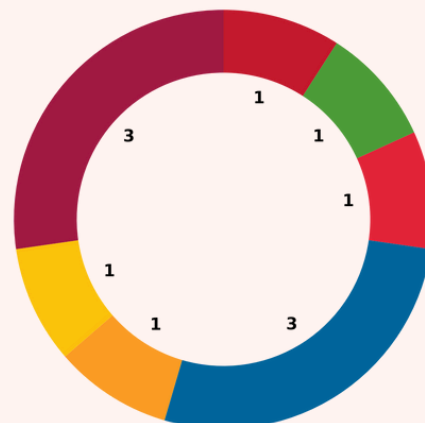
\$847 K

Total grants to organisations

Supported projects are working towards these Sustainable Development Goals (SDGs)

All Norec projects promote sustainability goal 17, both by strengthening the tools and methods used to achieve results, and by supporting new global partnerships for sustainable development.

In Uganda, the most prevalent sustainable development goal is number 16, Peace, Justice and Strong Institutions and goal number 4, Quality Education.



- 4 Quality Education
- 3 Good Health and Well-Being
- 5 Gender Equality
- 16 Peace, Justice and Strong Institutions
- 11 Sustainable Cities and Communities
- 7 Affordable and Clean Energy
- 8 Decent Work and Economic Growth

Norec staff and volunteers from and in Uganda

There are 54 staff members from or in Uganda, receiving Norec support. 27 of them are Ugandans working abroad in a Norec exchange project, while 27 are Norec staff from other countries working in Uganda in 2024.



Organisations have partners in the following countries

In a partnership supported by Norec, organisations, public institutions and private business from over 25 countries cooperate to promote the Sustainable Development Goals.

For the projects with Ugandan partners, the collaborating organisations are spread over the countries listed to the right.

Kenya
Zimbabwe
Rwanda
Cameroon
Zambia
Tanzania
Ghana

South Africa
Bangladesh
Nepal
Burundi
Malawi
Madagascar
Norway



Norec partners in Uganda

Organisation	Contact	E-mail	City
ACTogether Uganda	Michael Ayebazibwe	admin@actotogetherug.org	Kampala
Advance Afrika	Sharon Atukunda	admin@advanceafrika.org	Kampala
CBS Pewosa	Florence Luwedde	md.cbsfm@gmail.com	Kampala
Community Empowerment for Rural Development (CEFORD)	Amanicia Freda Opima	info@ceford.or.ug	Arua
Federation of Uganda Employers (FUE)	Mustaphar Fagay	opiodouglas@gmail.com	Kampala
Foundation for Human Rights Initiative (FHRI)	Sheila Muwanga Nabachwa	fhri@dmil.ug	Kampala
Global Link Africa	Samuel Baker Okullo	globalinkafrica@gmail.com	Kampala
Kyusa	Noeline Kirabo	kyusa.uganda@gmail.com	Kampala
Starthub Africa	Gerald Geria	info@starthubafrika.org	Kampala
Sunami Solar Uganda Limited	Moses Dokoria	froydis.archer@techbridgeinvest.com	Kampala
The World Association of Girls Guides and Girls Scouts (WAGGGS)	Robina Asiimwe Sentumbwe	robina.sentumbwe@waggggs.org	Kampala
Uganda Girl Guides Association (UGGA)	Catherine Nakazibwe	thegirlguidesuganda@gmail.com	Kampala
Uganda Youth Skill Training Organisation (UYSTO)	Bob Maahe	bobmaahe@gmail.com	Kampala

Exchange projects

124304A Global Link Afrika 2023-2025

DAC Sub Sector

12261 Health education

Sustainable Development Goal

3. Good Health and Well-Being

The partners work to improve access to primary healthcare services in marginalised communities in Kenya and Uganda, and to improve the health systems. Both partners are working within community-based healthcare in off-grid and rural areas. Their goals are to improve maternal and child health services, raise awareness on malaria prevention, and improve access to health services for youth.

PROJECT KEY FACTS

Estimated total grant	Total staff and volunteers	Project start	Project end
\$42000	24	2023	2026

PROJECT ORGANISATIONS AND INSTITUTIONS

- iServe Afrika
- Global Link Africa

COUNTRIES

- Kenya
- Uganda

Accelerating sustainable development through innovation

DAC Sub Sector

25030 Business development services

Sustainable Development Goal

8. Decent Work and Economic Growth

The partnership between Uganda and Norway work with sustainable and scalable innovation in organisations, and how to build innovation capacity within existing organisations. The objective is to develop a best practice approach to innovation, available both on physical and digital platforms, and to develop resources and capacity on innovation, structured creativity and innovation leadership.

PROJECT KEY FACTS

Estimated total grant	Total staff and volunteers	Project start	Project end
\$186708,4	4	2023	2024

PROJECT ORGANISATIONS AND INSTITUTIONS

- TINKR AS
- Federation of Uganda Employers (FUE)

COUNTRIES

- Norway
- Uganda

Innovate4FoodSecurity

DAC Sub Sector

25030 Business development services

Sustainable Development Goal

8. Decent Work and Economic Growth

The Innovate4FoodSecurity initiative, by StartHub Africa in Uganda and Ennovate Ventures in Tanzania, focuses on empowering over thousand youths with entrepreneurial skills to tackle food security challenges worsened by climate change. Through enhancing their roles in the agricultural value chain, the project aims to improve productivity and sustainability in the face of malnutrition, low yields, and climate adversities. This targeted support seeks to transform young entrepreneurs into key drivers of agricultural innovation and resilience.

PROJECT KEY FACTS

Estimated total grant	Total staff and volunteers	Project start	Project end
\$25002,6	12	2024	2025

PROJECT ORGANISATIONS AND INSTITUTIONS

- Ignite Africa Ltd.
- Starthub Africa

COUNTRIES

- Tanzania
- Uganda

138602A Youth Code 2023-2026

DAC Sub Sector

11330 Vocational training

Sustainable Development Goal

8. Decent Work and Economic Growth

The project aims to strengthen the organisations as regional development partner through vocational skills training, entrepreneurship, internationalisation, and quality service delivery. The Malawian will empower young people with vocational and entrepreneurial skills training, while the Norwegian partner focus on improvement of intercultural competence and general knowledge on issues such as sustainability, globalisation and cultural awareness.

PROJECT KEY FACTS

Estimated total grant	Total staff and volunteers	Project start	Project end
\$9000000	24	2023	2026

PROJECT ORGANISATIONS AND INSTITUTIONS

- YouthCode/Nkhotakota Youth Organization (NYO)
- Flora vidaregåande skule
- Uganda Youth Skill Training Organisation (UYSTO)

COUNTRIES

- Malawi
- Norway
- Uganda

Youth Digital Entrepreneurship Exchange Program (Y-DEEP)

DAC Sub Sector

11430
Advanced
technical and
managerial
training

Sustainable
Development
Goal

4. Quality
Education

The project Youth Digital Entrepreneurship Exchange Program (Y-DEEP) provides youth with digital entrepreneurship skills, as a tool to address high unemployment rates among youth in South Africa, Kenya and Uganda. They also want to increase the partner organisations capacity as development organisations.

PROJECT KEY FACTS

Estimated total grant	Total staff and volunteers	Project start	Project end
\$41237,9	16	2023	2024

PROJECT ORGANISATIONS AND INSTITUTIONS

- Sote Hub
- Suff Academy
- Kyusa

COUNTRIES

- Kenya
- South Africa
- Uganda

SDI Youth Leadership Development & Exchange Programme

DAC Sub Sector

16010
Social/
welfare
services

Sustainable
Development
Goal

11.
Sustainable
Cities and
Communities

This project, part of the Slum Dwellers International (SDI) Network, helps people living in slums worldwide improve their homes and increase their influence. It shares knowledge on getting better housing, mapping communities, upgrading slums, boosting livelihoods, and adapting to the climate. Activities include group savings, raising awareness, backing climate action, and creating solutions based on community services. The aim is to give slum residents better access to safe homes and necessary services, and prepare them for climate challenges.

PROJECT KEY FACTS

Estimated total grant	Total staff and volunteers	Project start	Project end
\$22000	16	2023	2026

PROJECT ORGANISATIONS AND INSTITUTIONS

- Shack Dwellers International Kenya (SDI Kenya)
- Centre for Community Organisation and Development (CCODE)
- Slum Dwellers International (SDI)
- ACTogether Uganda

COUNTRIES

- Kenya
- Malawi
- South Africa
- Uganda



Umunthu

DAC Sub Sector

11330
Vocational
training

Sustainable
Development
Goal

16. Peace,
Justice and
Strong
Institutions

In Malawi, it is illegal to employ a former convict the first seven years after serving time in prison. In Uganda, inmates are vulnerable as their offences often are related to experiences of hardship, marginalisation and violence. This project seek to equip offenders with education and skills that will enable them to be self-reliant members of society, while also building institutional capacity of the organisations in the exchange.

PROJECT KEY FACTS

Estimated total grant	Total staff and volunteers	Project start	Project end
\$22130,4	12	2022	2025

PROJECT ORGANISATIONS AND INSTITUTIONS

- Chance for Change
- Advance Afrika

COUNTRIES

- Malawi
- Uganda

Transforming the Justice Sector in East and Southern Africa through Exchange of legal technical expertise

The overall objective of the project is to enhance the participants’ understanding and knowledge of legal systems, processes, and institutions, and to develop their skills in legal analysis, advocacy, problem-solving, and research. This will enable them to bring comparative justice and legal experience to solution table and to jointly promote the rule of law and democracy in East and Southern Africa.

DAC Sector

Civil Society

Sustainable
Development
Goal

16 Peace, Justice
and Strong
Institutions

PROJECT KEY FACTS

Estimated total grant	Total staff and volunteers	Project start	Project end
\$ 544 000	8	2024	2026

PROJECT ORGANISATIONS AND INSTITUTIONS

- Africa Judges & Jurists Forum (AJJF)
- Legal Resources Foundation (LRF) - Zimbabwe
- Foundation of Human Rights Initiative (FHRI)
- International Commission of Jurists Kenyan Section (ICJ Kenya)

COUNTRIES

- Kenya
- South Africa
- Uganda
- Zimbabwe

The YESS Girls Movement

The project aims to aim to create an empowering environment for young women, where young women will be leading, raising their voices and making a difference on issues important to them at local, national, regional and global levels. The project exchanges both professional staff and volunteers.

DAC Sub Sector

15170 Women's equality organizations and institutions

Sustainable Development Goal

5. Gender Equality

PROJECT KEY FACTS

Estimated total grant	Total staff and volunteers	Project start	Project end
\$550360,6	240	2021	2026

PROJECT ORGANISATIONS AND INSTITUTIONS

- Bangladesh Girl Guide Association
- Burundi Girl Guides Association (BGGA)
- Ghana Girl Guides Association
- Kenya Girl Guides Association (KGGA)
- Fanilon'i Madagasikara
- Mpanazava Eto Madagasikara
- Malawi Girl Guides Association (MAGA)
- Nepal Scouts
- Rwanda Girl Guides Association
- Tanzania Girl Guides Association
- Uganda Girl Guides Association (UGGA)
- The World Association of Girls Guides and Girls Scouts (WAGGGS)
- Zambia Girl Guides Association
- Zimbabwe Girl Guides Association

COUNTRIES

- Bangladesh
- Burundi
- Ghana
- Kenya
- Madagascar
- Malawi
- Nepal
- Rwanda
- Tanzania
- Uganda
- Uganda
- Zambia
- Zimbabwe





Bridging Skill Gaps & Developing Sustainable Renewable Energy Solutions in East & West Africa

DAC Sub Sector

23231 Solar energy for isolated grids and standalone systems

Sustainable Development Goal

7. Affordable and Clean Energy

Share technical and administrative knowledge on solar energy in the African market, and ensure that more African communities have access to clean energy.

PROJECT KEY FACTS

Estimated total grant	Total staff and volunteers	Project start	Project end
\$478912	10	2023	2025

PROJECT ORGANISATIONS AND INSTITUTIONS

- Sunergy Cameroon
- Sunami Solar Kenya Limited
- Multiconsult Norge AS
- Sunami Solar Uganda Limited

COUNTRIES

- Cameroon
- Kenya
- Norway
- Uganda

Act Now

This project aims to get youth involved in civil society and in their communities to fight against injustice and reduce poverty. The partnerships will enable youth to make a difference and have an impact. Their method is to work with civil society organisations to promote youth participation and leadership.

DAC Sub Sector

15150 Democratic participation and civil society

Sustainable Development Goal

16. Peace, Justice and Strong Institutions

PROJECT KEY FACTS

Estimated total grant	Total staff and volunteers	Project start	Project end
\$2343792	22	2022	2027

PROJECT ORGANISATIONS AND INSTITUTIONS

- Agro-Forestry, Basic Health and Cooperatives (ABC Nepal)
- Group of Helping Hands (SAHAS) Nepal
- Strømmestiftelsen
- Organization for Community Development (OCODE)
- Community Empowerment for Rural Development (CEFORD)
- CBS Pewosa

COUNTRIES

- Nepal
- Norway
- Tanzania
- Uganda



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