



# NOREC EXCHANGE PROJECTS IN ZAMBIA

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NOR<sup>↔</sup>EC 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](mailto: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.

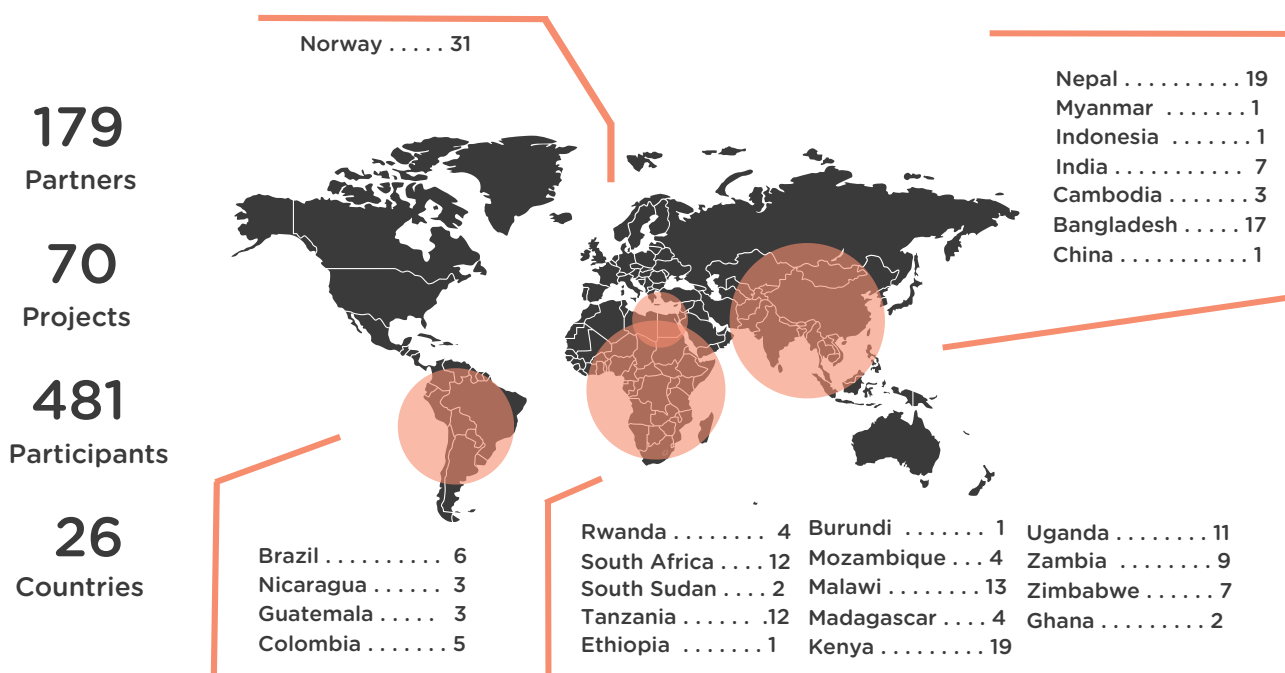
# Norec exchange projects

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.

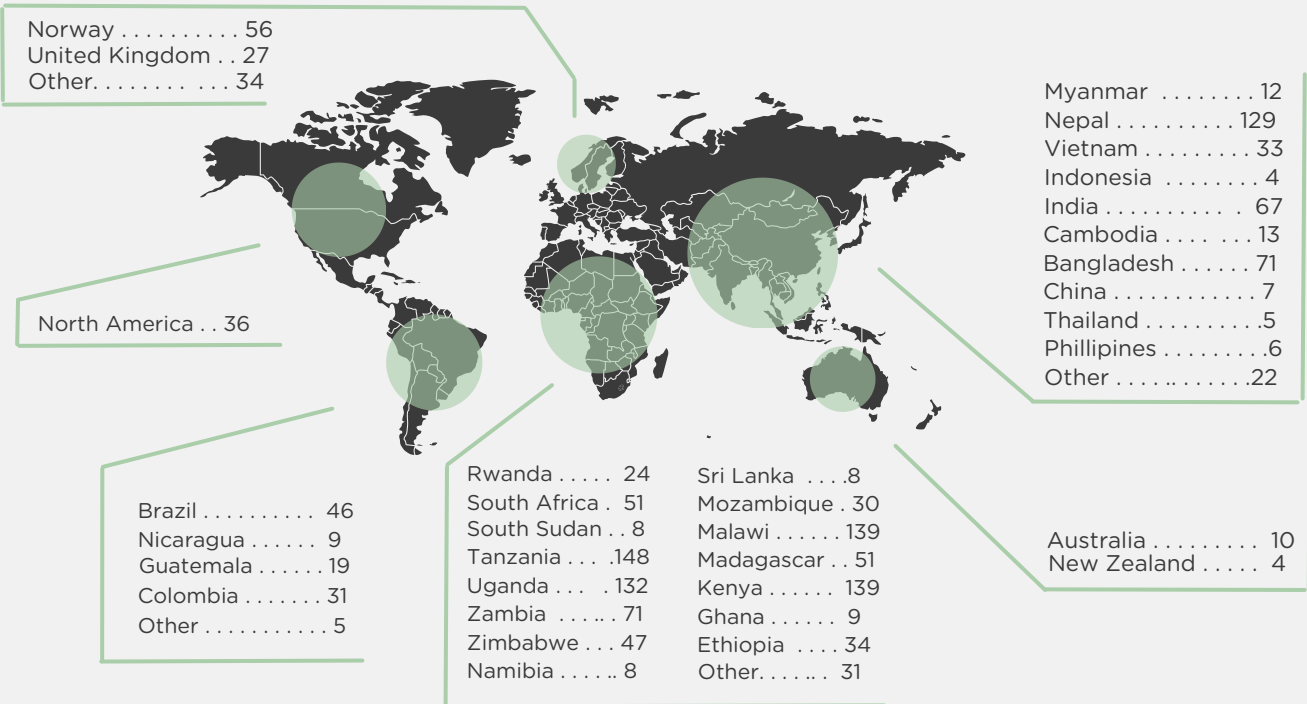
The Norec Network is available for the Norwegian Ministry of Foreign Affairs and associated embassies to utilise as a resource.

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](mailto:training@norec.no).

**Norec Network members  
as of april 2024**

1,638

## Home countries of members of Norec Network as of 2024





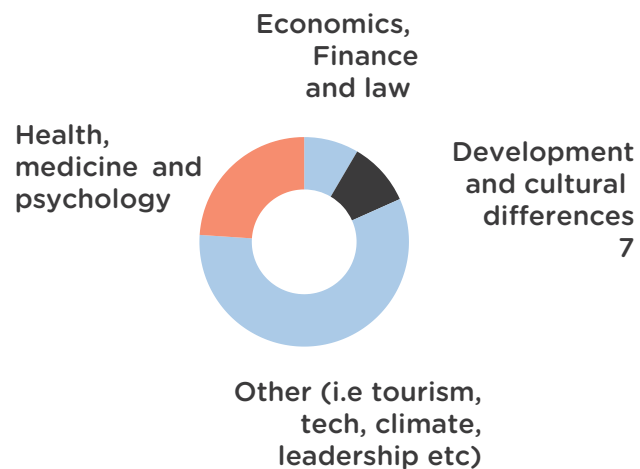
# The Norec Network in Zambia

# 71

**Zambian members of  
Norec Network  
as of April 2024**

46 members of Norec Network in Zambia live in and around Lusaka. The rest is spread across the country.

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



## Countries Zambian members of Norec Network exchanged to









Overview

# Norec exchange projects in Zambia

# The numbers

## Total grants to organisations in Norec supported projects

The 7 projects with Norec support in Zambia, received funds totaling 583 000 USD in 2023.

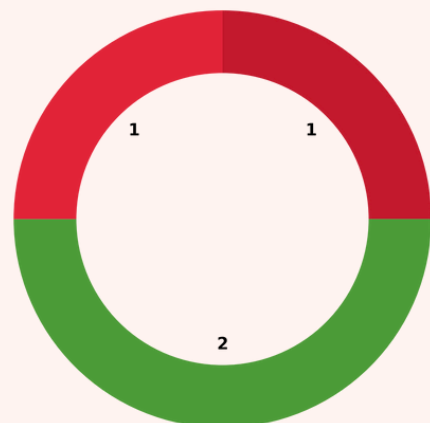
Out of the 7 projects in Zambia, all seven are with Civil Society Organisations (CSOs).

**\$583K**

## Projects and their following 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 Zambia, the most prevalent sustainable development goal is number 3, Good Health and Well-Being.

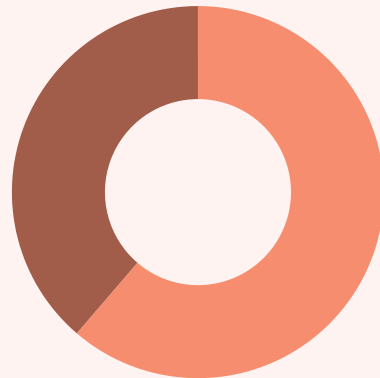


4 Quality Education  
3 Good Health and Well-Being  
5 Gender Equality



## Norec staff and volunteers from and in Zambia

There are 32 staff members from or in Zambia, receiving Norec support. 12 of them are Zambians working abroad in a Norec exchange project, while 19 are Norec staff from other countries working in Zambia 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 Zambian partners, the collaborating organisations are spread over the countries listed to the right.

Malawi  
Zambia  
Ghana  
Nepal  
Burundi  
Rwanda

Uganda  
Zimbabwe  
South Africa  
Bangladesh  
Madagascar





# Exchange projects in Zambia

## 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







## Youth Sport Exchange Program

DAC Sub Sector

12261 Health  
education

Sustainable  
Development  
Goal

3. Good Health  
and Well-Being

Five partners in Norway, Zambia and Zimbabwe cooperate to improve access to sports for all — regardless of gender and age. In order to create safe, inclusive and sustainable sport environments in the partner countries, they engage children and youth, increase competence for young coaches, and strengthen the organisations and institutions around them.

### PROJECT KEY FACTS

Estimated total grant	Total staff and volunteers	Project start	Project end
\$1200000	70	2022	2025

### PROJECT ORGANISATIONS AND INSTITUTIONS

- Malawi National Council of Sports (MNCS)
- Norges idrettsforbund og olympiske komité (NIF)
- Response Network
- National Organisation for Women in Sport Physical Activity and Recreation (NOWSPAR)
- Sport in Action
- EduSport
- Zimbabwe Volleyball Association

### COUNTRIES

- Norway
- Zimbabwe
- Zambia
- Malawi

## Pride Community Health Organization (PRICHO)

DAC Sub Sector

11230 Basic life  
skills for youth  
and adults

Sustainable  
Development  
Goal

3. Good Health  
and Well-Being

By giving girls and young mothers knowledge and skills in entrepreneurship, as well as by providing quality sexual and reproductive health services for adolescents, the partners seek to prevent teen-pregnancies and affect the future of girls and women in their countries. The partners will also improve their organisations, and share knowledge on how to best reach their goals.

### PROJECT KEY FACTS

Estimated total grant	Total staff and volunteers	Project start	Project end
\$52684,6	8	2022	2025

### PROJECT ORGANISATIONS AND INSTITUTIONS

- Life Concern Organization
- Pride Community Health Organization

### COUNTRIES

- Malawi
- Zambia



## A4A - Access for All

DAC Sub Sector

15160 Human rights

Sustainable Development Goal

4. Quality Education

The project empower young people to work for access to inclusive education for all. Across these countries, access to higher education is still unattainable for many young students. Through this project, the participants will work with education advocacy and activism, while also sharing institutional best practices and standard operating procedures.

### PROJECT KEY FACTS

Estimated total grant	Total staff and volunteers	Project start	Project end
\$76734	18	2022	2026

### PROJECT ORGANISATIONS AND INSTITUTIONS

- Equal Education
- Zambia National Education Coalition (ZANEC)|
- Youth Empowerment and Transformation Trust (YETT)

### COUNTRIES

- South Africa
- Zambia
- Zimbabwe

## Contact information

Organisation	City	Contact person	E-mail	Start	End
EduSport	Lusaka	Sharon Museke	musekesha@gmail.com	2022	2025
National Organisation for Women in Sport Physical Activity and Recreation (NOWSPAR)	Lusaka	Mofu Kadondo	Katongo@nowspar.com	2022	2025
Primrose Community Health Organization	Kafue	Kenan Ngambi	info@pridecommunityhealth.com	2022	2025
Response Network	Livingstone	Annet Sonko	mail@responsenetwork.org	2022	2025
Sport in Action	Lusaka	MWAPE KONSULO	framushi6@gmail.com	2022	2025
Zambia Girl Guides Association	Lusaka	Luwi Kanoka	girlguidezambia@gmail.com	2021	2026
Zambia National Education Coalition (ZANEC)	Lusaka	Thandiwe Banda	admin@zanec.org.zm	2022	2026



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**Social Media**

Facebook: [facebook.com/norecno](https://facebook.com/norecno)

Instagram: [instagram.com/norecno](https://instagram.com/norecno)

X: [x.com/norecno](https://x.com/norecno)

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