



# NOREC PROJECTS IN ZAMBIA



Updated August 2025

NOR⇌C

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.

## Building Knowledge

As a centre of competence, we strive to build and expand knowledge on how to build strong global partnerships. In addition, Norec strives to 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.

Norec has an interdisciplinary team of trainers. They facilitate 35 - 40 trainings for staff and partnerships that work internationally each year.

## Grant Management

Norec supports work exchanges that provide global learning opportunities for staff and organisations. With a grant for a work exchange project, workplaces send employees and volunteers on exchange to another country. Norec also administers the grant Democracy Through Partnerships, which supports Norwegian political parties and 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 multilateral development banks. This includes positions as Junior Professional Officers and other secondments. We are currently funding 55 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.

## EVAL

Norec hosts the The Independent Evaluation Department of Norwegian Development Cooperation. Their task is to provide impartial assessments that hold Norway's development actors accountable and improve the quality and results of Norwegian development cooperation. Operating under a distinct mandate, the department reports directly to the Secretary Generals of the Norwegian Ministry of Foreign Affairs and the Ministry of Climate and Environment.







## Overview

# Norec and International Organisations



# Recruitment to the UN and the Development Banks

Norec coordinates Norway's recruitment to the UN and other international organisations on behalf of the Ministry of Foreign Affairs. As a link between Norwegian authorities and the multilateral system, Norec works to increase the number of Norwegian citizens in international positions.

A central part of this work is the national secondment scheme, which funds junior and mid-level roles in organisations such as the UN and the World Bank. Reserved for Norwegian nationals, these positions provide valuable experience that can lead to long-term international careers.

Norec manages outreach and selection for these roles, and offers guidance, training, and follow-up to secondees throughout their assignments to ensure professional development and the transfer of strategic knowledge back to Norway. The agency also contributes to policy development and talent pipeline strategies, and is establishing a professional network for Norwegians working in international organisations.

In 2025, Norway is funding 55 positions through Norec to the UN system, the World Bank and the Asian Development Bank, with a budget of 75 million NOK. The aim is to increase Norwegian representation in international organisations and encourage Norwegian-funded staff to move into regular positions beyond the funding period.

Two deployment modalities are supported:

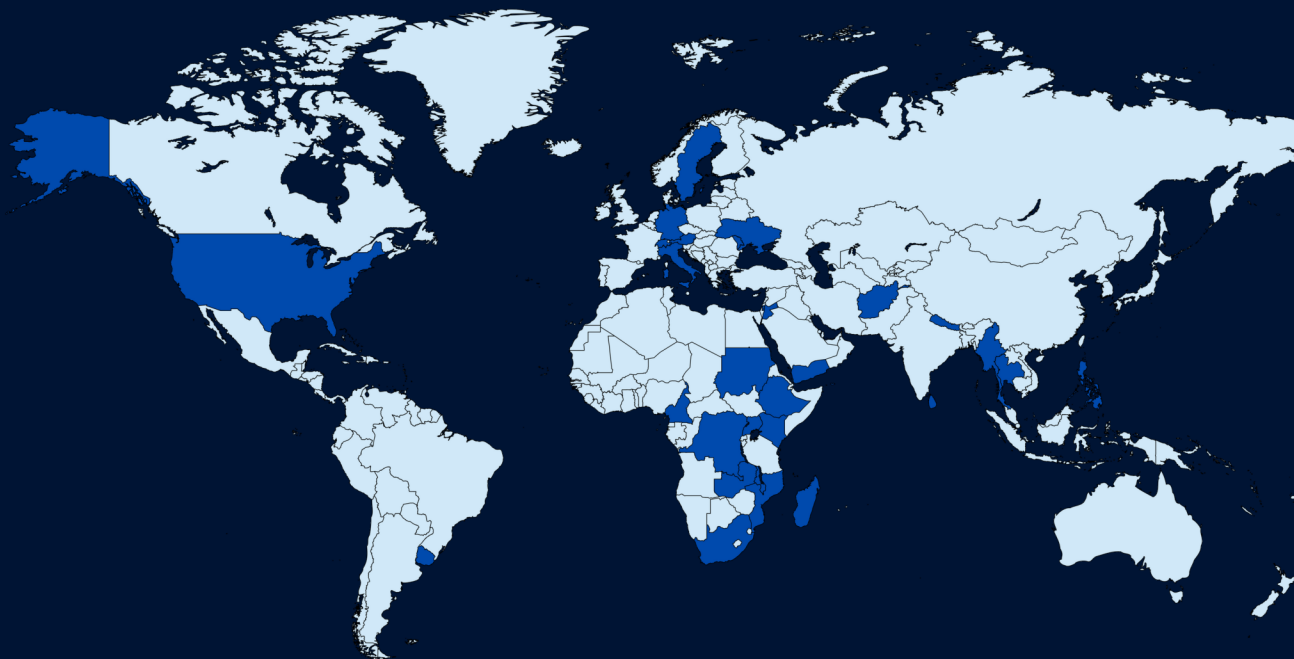
- Junior Professional Officers (JPO): Usually three years fully funded by Norway, plus one year of co-funding, typically at P2 or GF level.
- Senior Professional Officers (SPO): At P4 or GG level, with two years of full funding, exceptionally three.

The recruitment cycle begins each September, when Norec and the Ministry of Foreign Affairs identify strategically important positions in dialogue with organisations and embassies. Suggestions can be sent to [fn\\_stillinger@norec.no](mailto:fn_stillinger@norec.no). Positions to be supported are confirmed in early December, with vacancies posted in late January and deployments expected in September.



# Norwegian Secondees 2025

JPO, SPO AND SDP



## ADB

1 JPO: PHILIPPINES

## UN DPO

1 JPO: NEW YORK

## UN DPPA

2 JPOS: NEW YORK, KENYA

## FAO

2 JPOS: ETHIOPIA, KENYA

## ILO

2 JPOS: NEPAL, SRI LANKA

## OCHA

2 JPOS: UKRAINE, YEMEN

## OHCHR

2 JPOS: UKRAINE,  
SOUTH AFRICA

## NEW: UN DESA

1 JPO: GENEVA

## UNDP

6 JPOS, 1 SPO, 1 SDP:  
THAILAND, MADAGASCAR  
DRC, NEW YORK, GENEVA  
UKRAINE, MOLDOVA, MALAWI  
**1 JPO: SUDAN**

## UNEP

1 JPO: KENYA

## NEW: UNFCCC

1 JPO: GERMANY

## UNFPA

2 JPOS: UKRAINE, NEW YORK

## UNHCR

2 JPOS: MOLDOVA, CAMEROON  
**1 JPO: KENYA**

## UNICEF

3 JPOS: ZAMBIA, SWEDEN,  
ETHIOPIA  
**1 JPO: MYANMAR**

## UNODC

1 JPOS: VIENNA  
**1 JPO: VIENNA**

## NEW: UNRWA

1 JPO: JORDAN/NEW YORK

## UN WOMEN

2 JPOS: UKRAINE, NEPAL  
**2 JPO: UGANDA**  
**1 SPO: OCCUPIED  
PALESTINIAN TERRITORY**

## WFP

4 JPOS: SOUTH AFRICA,  
AFGHANISTAN, KENYA  
**2 JPOS: ITALY, MOZAMBIQUE**

## WORLD BANK / GEF

2 JPOS, 2 SPOS: WASHINGTON  
**1 JPO, 2 SPO: WASHINGTON, UKRAINE,  
OCCUPIED PALESTINIAN TERRITORY**

## WHO

1 JPO: URUGUAY

Overview

# Democracy Through Partnerships



The «Democracy through partnership» scheme is a grant for Norwegian political parties and youth parties. It is aimed at democratic parties and party systems in ODA-approved countries.

Supporting democracy through political parties is a small but important contribution to the development of democracy around the world. Norwegian political parties can play a role in this through their established international networks, their commitment to democracy, and their expertise in party building.

With increasing internationalisation and globalisation, it is also important that Norwegian political parties are aware of, and involved in, international issues and development policy.



2024 - 2025

<p>● Young Liberals of Norway (UV)</p> <p>Argentina, Colombia, Peru</p> <p>840 000</p>	<p>● Christian Democrats of Norway (KrF)</p> <p>Belarus</p> <p>2 440 000</p>
<p>● The Green Party (MDG) of Norway</p> <p>Lebanon</p> <p>1 300 000</p>	<p>● Christian Democrats of Norway (KrF)</p> <p>Ethiopia</p> <p>3 890 000</p>
<p>● The Workers' Youth League (AUF)</p> <p>Palestina</p> <p>1 400 000</p>	<p>● Young Christian Democrats of Norway (KrFU) – Collaborative project</p> <p>Lebanon</p> <p>3 880 000</p>

# Mobilization for Democratic Involvement

## PROJECT KEY FACTS

Estimated total grant

Project start

Project end

\$140K

2024

2025

The Workers' Youth League (AUF) will collaborate with Fatah Youth Movement (FYM) to strengthen the latter's ability to communicate and mobilise. Particularly, the project aims to strengthen FYM's communication in order to build a stronger and more inclusive organisation. There will be a particular focus on how to use communication tools and social media to get young people democratically involved.

The overall objective of the project is to increase gender equality and knowledge on democratic mobilization in FYM. Through the project, AUF members and Norwegian youth are to also gain insight to the situation in Palestine. The applicant emphasises that making sure that neither Palestinian or Norwegian youth lose faith in a political solution to the conflict in Israel and Palestine is vital at this stage, and that the project seeks to build hope and trust in the Norwegian and Palestinian stance of a two-state solution.

The project builds upon a previous project under the same scheme with the same partners.

## PROJECT ORGANISATIONS AND INSTITUTIONS

Arbeidernes Ungdomsfylking (AUF)	Norway
Fatah Youth Movement (FYM)	Palestine

# Young Political Engagement in Latin America

## PROJECT KEY FACTS

Estimated total grant

Project start

Project end

\$85K

2024

2025

Women, indigenous peoples, and Afro-descendant populations remain underrepresented in the national legislatures of Argentina, Colombia, and Peru. The project aims to promote political participation among young people and address key issues around female and minority representation in Latin America. It also seeks to strengthen collaboration between youth organisations across the region. The target group is young people aged 15 to 30.

## PROJECT ORGANISATIONS AND INSTITUTIONS

Grupo Joven Fundaciòn Libertad (GJFL)	Argentina
Libertank	Colombia
Norges Unge Venstre	Norway
Instituto Pro Libertad Perú	Peru
La Liga Libertad	Peru



# Inclusive Political Parties Program

## PROJECT KEY FACTS

Estimated total grant

Project start

Project end

\$389K

2024

2025

The partnership aims to support the Ethiopian Political Parties Joint Council (EPPJC) in promoting peaceful competition, national dialogue, and inclusive policies in Ethiopia. It will strengthen the EPPJC's capacity to carry out this role effectively. The project also supports the Women and Youth Wings to improve representation of women and youth within Ethiopian political parties ahead of the 2026 elections. A key focus is strengthening regional structures to encourage wider participation beyond Addis Ababa. Overall, the project seeks to foster ongoing dialogue that leads to peaceful and fair elections.

## PROJECT ORGANISATIONS AND INSTITUTIONS

Ethiopian Political Parties Joint Council (EPPJC)  
Kristelig Folkeparti (KrF)

Ethiopia  
Norway

# Deepening Dialogue Program

## PROJECT KEY FACTS

Estimated total grant

Project start

Project end

\$245K

2024

2025

The project aims to promote democracy in Belarus. It also seeks to strengthen international collaboration that contribute to democratic development in Belarus.

## PROJECT ORGANISATIONS AND INSTITUTIONS

Swedish International Liberal Center (SILC)  
Kristelig Folkeparti (KrF)

Lithuania  
Norway

# Youth Political Empowerment Program

## PROJECT KEY FACTS

Estimated total grant

Project start

Project end

\$389K

2024

2025

This project aims to increase youth participation in Lebanese politics. It supports young Lebanese politicians by helping them improve skills in working across parties, developing policies, and building strong organisations. The project continues a partnership between Norwegian and Lebanese youth groups that started in 2019.

## PROJECT ORGANISATIONS AND INSTITUTIONS

National Democratic Institute Lebanon

Lebanon

Kristelig Folkepartis Ungdom (KrFU)

Norway

## Collaboration between Green Partys of Lebanon and Norway

## PROJECT KEY FACTS

Estimated total grant

Project start

Project end

\$130K

2024

2025

The project aims to strengthen the Green Party of Lebanon (GLP) by enhancing its organisational structure and capacity. It also focuses on increasing the representation of women and youth within the party, fostering better understanding and cooperation between different political groups, and establishing a strong and lasting partnership between the Green Party of Norway (MDG) and tGLP.

Through these efforts, the project seeks to build a more inclusive and effective political organisation.

## PROJECT ORGANISATIONS AND INSTITUTIONS

Green Party of Lebanon (GLP)

Lebanon

Miljøpartiet de Grønne (MDG)

Norway



Overview

# Norec Work Exchange Projects

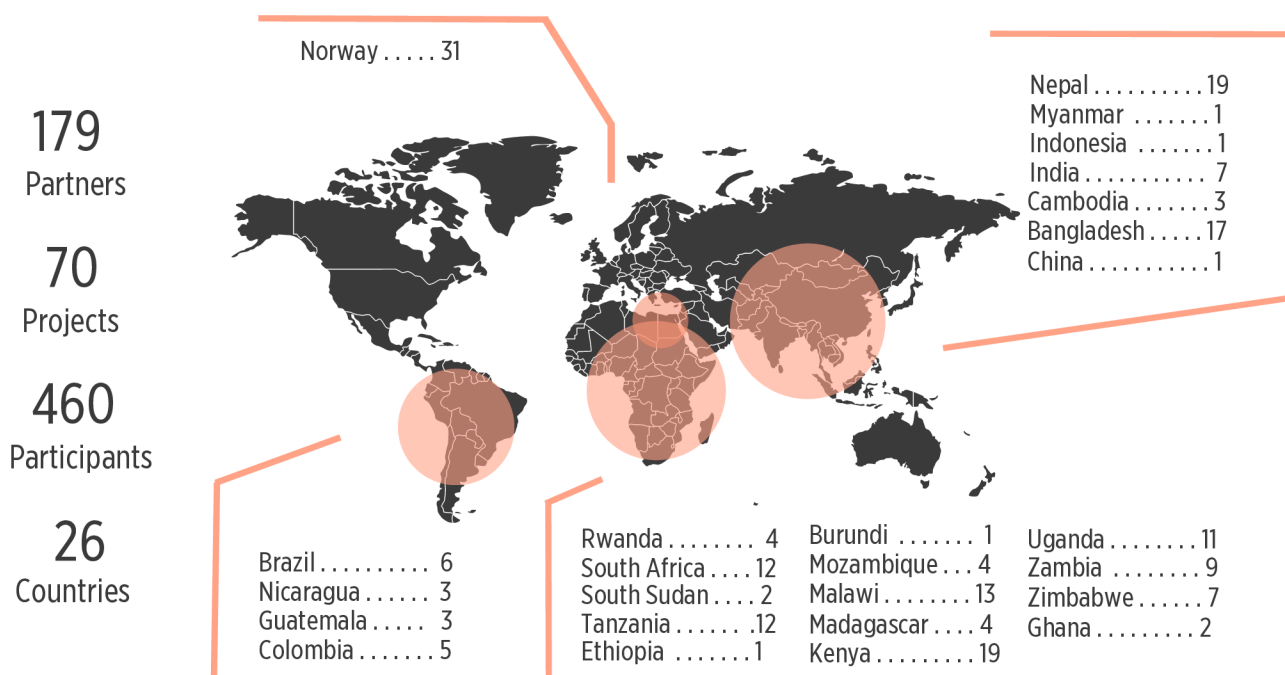
# Work Exchange Projects

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 out 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

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.

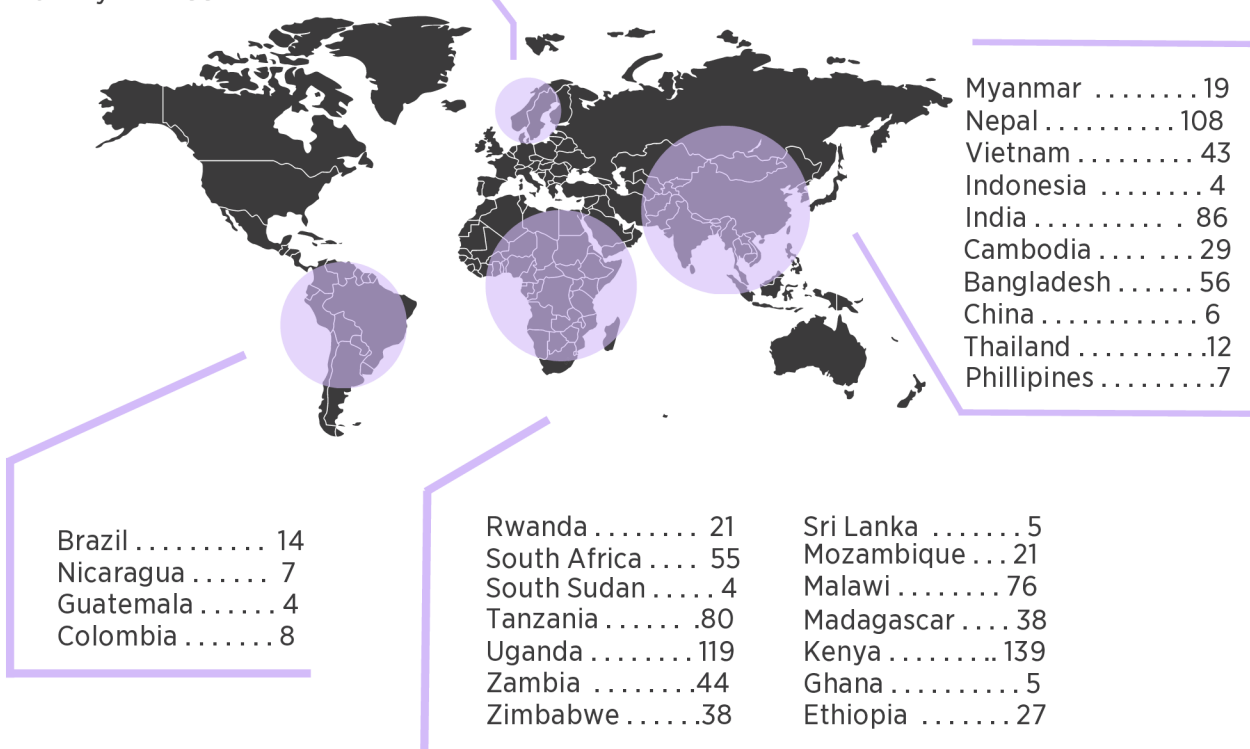
The Norec Network is available for the Norwegian Ministry of Foreign Affairs and associated embassies to utilise as a resource.

If you wish to get further information on how you can utilise the network, or have any questions related to the network, please contact [network@norec.no](mailto:network@norec.no)

## Norec Network members as of August 2025

# 2,300 +

Norway ..... 551









Overview

Norec  
Work Exchange  
Projects: **Zambia**

# Norec Projects in Zambia

Collaboration Agreements	Partner Organisations	Norec Network Members
3	5	92

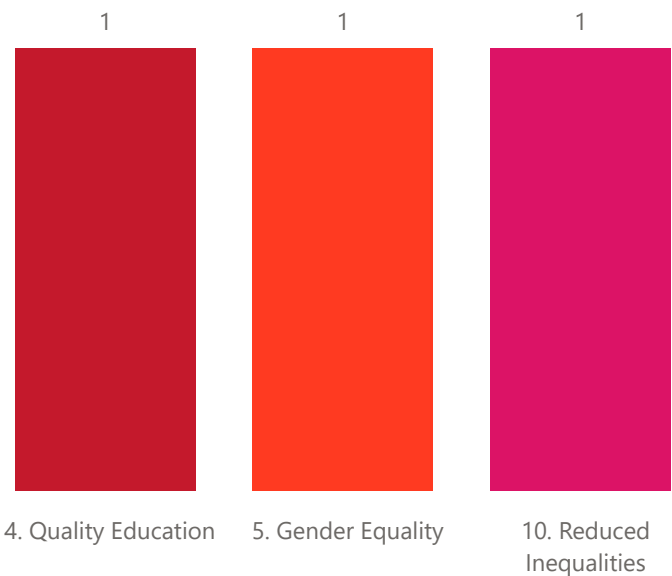
In 2024 the projects with Norec support received funds (USD) totalling to

0,4M

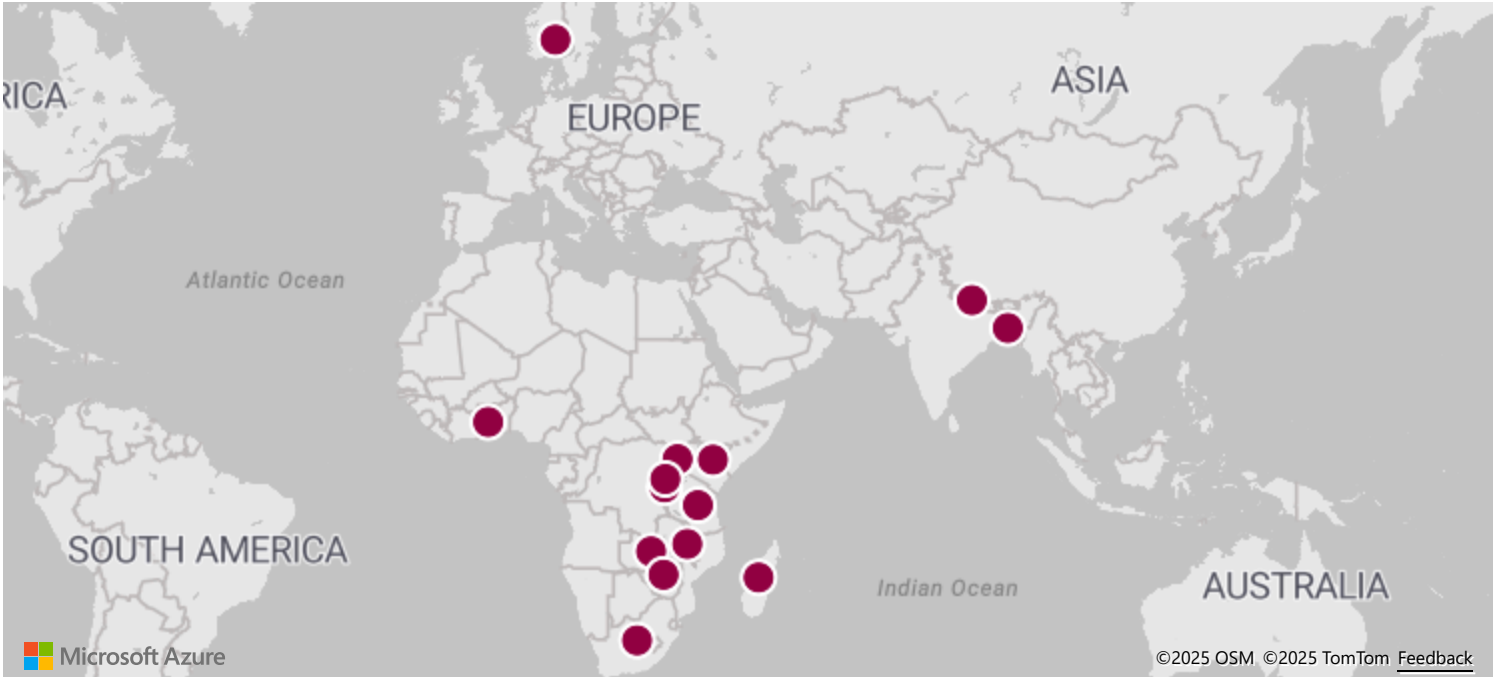
Partners are predominantly from civil society



Collaboration Agreements are working towards the following Sustainable Development Goals (SDGs)



## Organisations have partners in the following countries





# Norec Partners in Zambia 2025

## COLLABORATION AGREEMENTS

Partner	City	Contact Person	E-mail
Response Network	Livingstone	Annet Sonko	mail@responsenetwork.org
National Organisation for Women in Sport Physical Activity and Recreation (NOWSPAR)	Lusaka	Mofu Kadondo	Katongo@nowspar.com
Sport in Action	Lusaka	Mwape Konsolo	framushi6@gmail.com
Zambia Girl Guides Association	Lusaka	Luwi Kanoka	girlguidezambia@gmail.com
Zambia National Education Coalition (ZANEC)	Lusaka	Thandiwe Banda	admin@zanec.org.zm

# Youth Sports Exchange Program (YSEP)

The Youth Sport Exchange Programme brings together partners from Zambia, Zimbabwe and Norway to create safe, inclusive and lasting sports opportunities for children and young people. The project focuses on strengthening organisations, fostering collaboration, and providing accessible sports activities for marginalised groups. Across the countries, barriers such as exclusion of people with disabilities, gender inequality, and economic challenges limit access to sport. Girls, women and those with disabilities often face the greatest obstacles, while low-income families struggle to access facilities and equipment. This project works to tackle these shared challenges and promote equal participation in sport for all youth.

## DAC Sub Sector

15170 Women's  
equality organizations  
and institutions

## Sustainable Development Goal

10. Reduced  
Inequalities

## PROJECT KEY FACTS

Estimated total grant	Total staff and volunteers	Project start	Project end
\$1,4M	45	2025	2028

## PROJECT ORGANISATIONS AND INSTITUTIONS

Norges idrettsforbund og olympiske komité (NIF)	Norway
National Organisation for Women in Sport Physical Activity and Recreation (NOWSPAR)	Zambia
Response Network	Zambia
Sport in Action	Zambia
Zimbabwe Volleyball Association	Zimbabwe

# The YESS Girls Movement

This project empowers young women to lead, speak up, and take action on issues that matter to them locally and globally. Through international exchange of staff and volunteers, it builds stronger organisations, supports girls' leadership, and connects guiding and scouting movements across countries. The project responds to key concerns raised by girls themselves: gender inequality and climate change.

## 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
\$5,5M	240	2021	2026

## PROJECT ORGANISATIONS AND INSTITUTIONS

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



# A4A - Access for All

This project empowers young people to advocate for inclusive and accessible education in their countries, where many still face barriers to higher education. Participants will engage in education advocacy and activism, while sharing best practices and procedures between partner organisations to strengthen their work. Education is a fundamental right and essential for individual and societal development, playing a key role in achieving the Sustainable Development Goals. By building young people's skills and giving them a stronger voice, the project helps ensure their needs are heard and addressed. The exchange also fosters collaboration between organisations, encouraging the sharing of ideas and improving governance. The overall aim is to increase youth involvement and make quality, inclusive education available to all.

DAC Sub Sector

15160 Human rights

Sustainable  
Development Goal

4. Quality Education

## PROJECT KEY FACTS

Estimated total grant	Total staff and volunteers	Project start	Project end
\$767K	18	2022	2026

## PROJECT ORGANISATIONS AND INSTITUTIONS

Equal Education	South Africa
Zambia National Education Coalition (ZANEC)	Zambia
Youth Empowerment and Transformation Trust (YETT)	Zimbabwe



#### Contact Information

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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)

LinkedIn: [linkedin.com/company/norec](https://linkedin.com/company/norec)

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