



# NOREC PROJECTS IN KENYA





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Exchange Cooperation (Norec)

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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 and 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.

# 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.

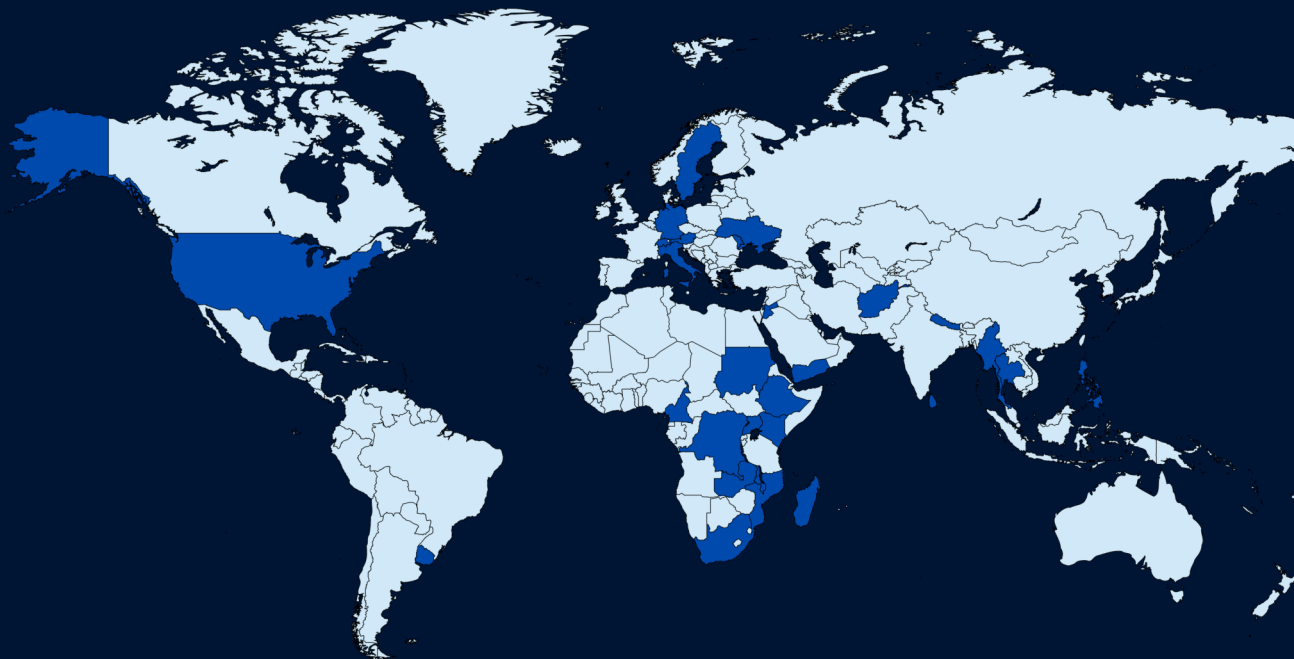
Two deployment modalities are supported:

- 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

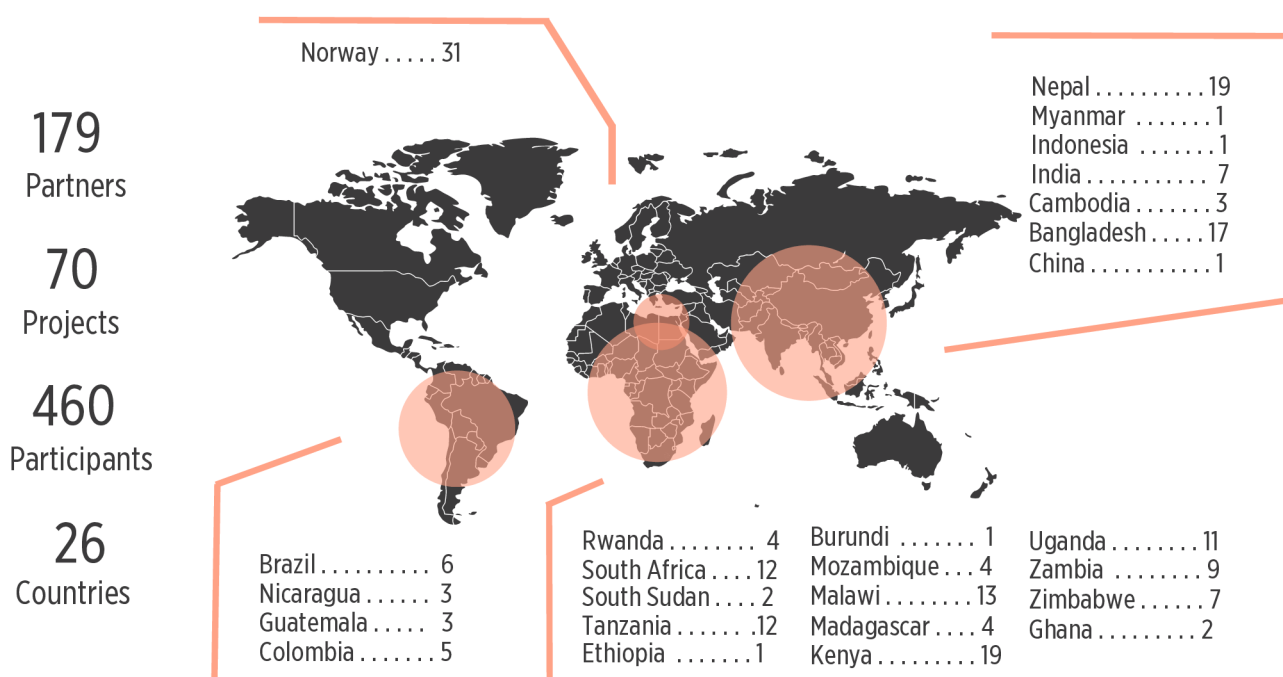
# Norec Work Exchange Projects

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 Jeromie and her story

Jeromie 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.”

Jeromie 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.”



# 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.

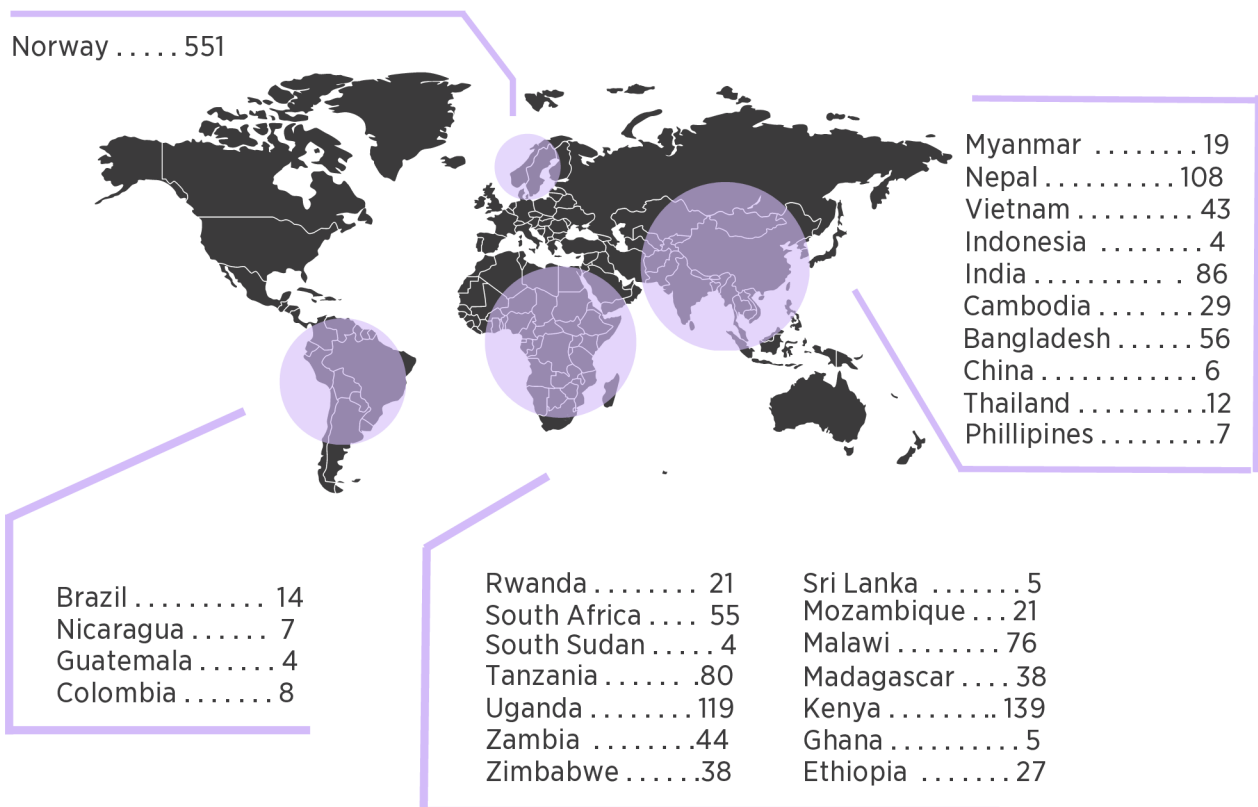
This network works as a resource bank for Norec, where we can gather advice and input from the members. They have helped with facilitation, logistics and interpretation for trainings we have conducted in their home countries.

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 +





Overview

# Kenya

# Norec Projects in Kenya

Collaboration Agreements

9

Partner Organizations

9

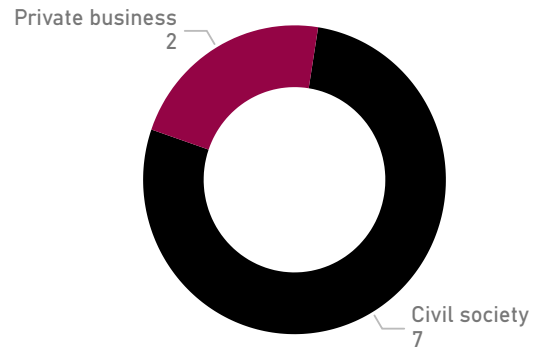
Norec Network Members

808

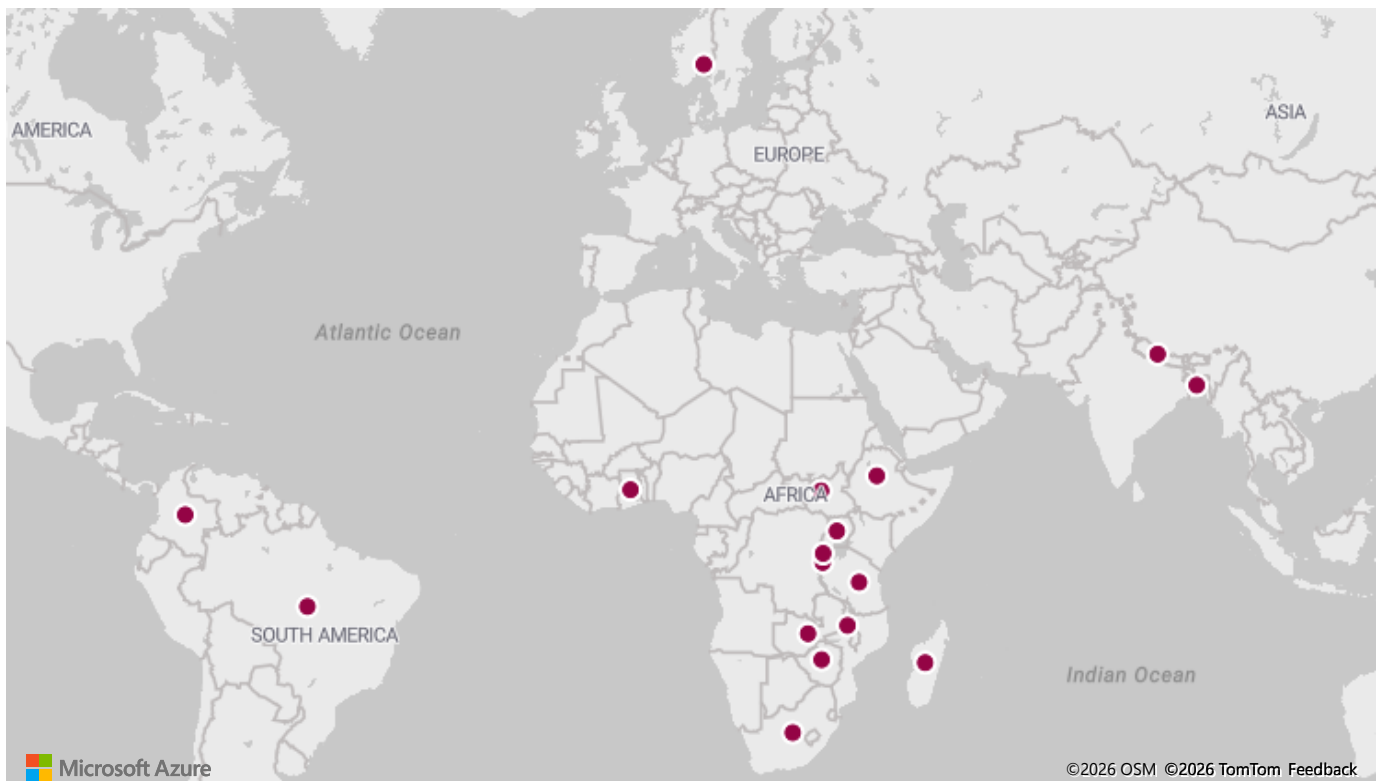
In 2025 the projects with Norec support received funds (USD) totalling to

11,9M

Partners are predominantly from civil society



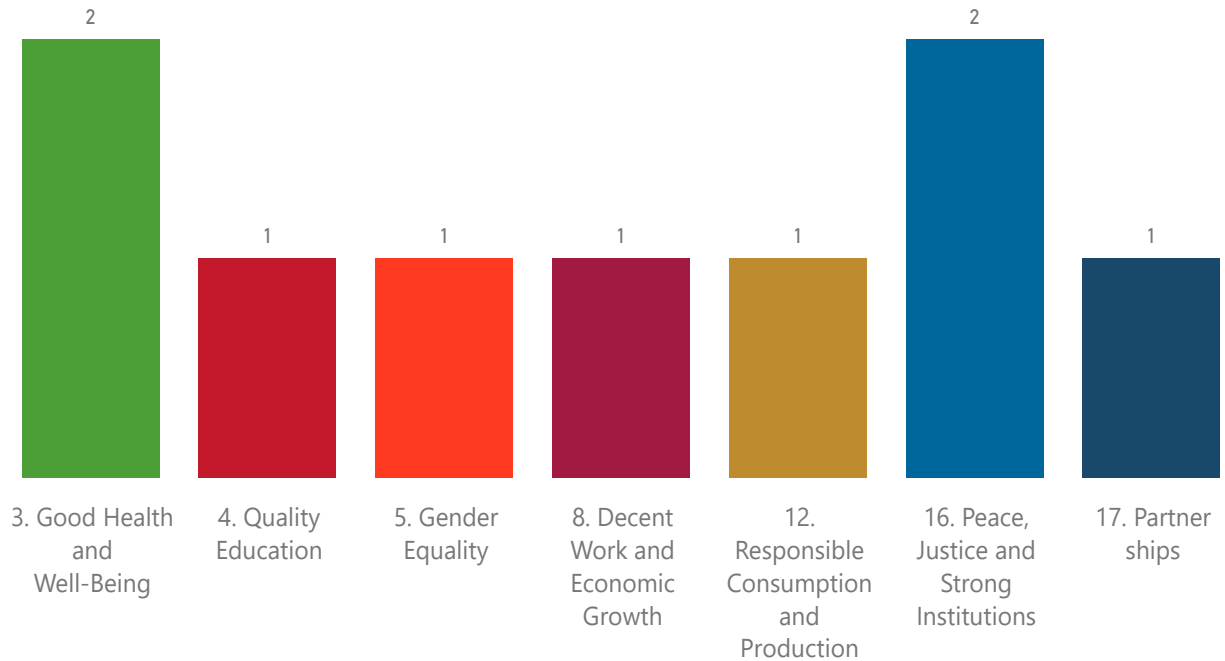
## Organisations have partners in the following countries



# SDGs Norec Projects in Kenya

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



# KENYA 2025

## NOREC PARTNERS

Partner	City	Contact Person	E-mail
Fellowship of Christian Unions (FOCUS Kenya)	Nairobi	Issa Gachanja Thuo	ithuo@focuskenya.org
ForumCiv (Eastern and Southern Africa)	Nairobi	Jackson Obare	jackson.obare@forumciv.org
International Commission of Jurists Kenyan Section (ICJ Kenya)	Nairobi	Eric Mukoya	eric.mukoya@icj-kenya.org
Jumbo Fish Farm	Eshirumbwe	Felix Osok	Felix@aquacultureconsortium.com
Kenya Girl Guides Association (KGGGA)	Nairobi	Linnet Odero	oderollinnet@gmail.com
Malsen Medical Kenya Ltd	Kilifi	Grace Wanjiru	grace@malsenmedical.com
Masinde Muliro University of Science and Technology (MMUST)	Kakamega	CHRISTINE WANJALA	cwanjala@mmust.ac.ke
Midrift HURINET	Nakuru	Joseph Omondi	jomondi@midrithurinet.org
Techbridge Invest Africa Limited	Mombasa	Anton Dahlberg	antoncdahlberg@gmail.com
YWCA Kenya	Nairobi	Beth Kawira	bkawira@ywcakenya.org

# Afyabora

This project strengthens access to basic health services in rural and marginalised communities in Kenya and Uganda. Both partners work with community-based healthcare to improve maternal and child health, increase awareness of malaria prevention, and support youth with better access to services. The project also addresses challenges linked to teen pregnancy, limited health staff and reduced services after COVID-19. By setting up safe spaces for youth and offering preventive health education, the partners aim to reduce disease and improve the well-being of vulnerable groups in areas with limited healthcare infrastructure.

DAC Sub Sector

12261 Health education

Sustainable Development Goal

3. Good Health and Well-Being

## PROJECT KEY FACTS

Estimated total grant	Total staff and volunteers	Project start	Project end
\$420K	24	2023	2026

## PROJECT ORGANISATIONS AND INSTITUTIONS

iServe Afrika	Kenya
Global Link Afrika	Uganda

# Strengthening the partnership for youth access to life skill based SRHR

This project supports young people's right to life skills education related to sexual and reproductive health and the Sustainable Development Goals. Through exchange, the partners develop tools to help youth understand their rights, build confidence, and take action in their own lives. The project also strengthens the organisations' capacity to work with SRHR and youth empowerment. The goal is to equip young people with the knowledge and skills they need to become active citizens and create positive change in their communities.

DAC Sub Sector

15160 Human rights

Sustainable Development Goal

3. Good Health and Well-Being

## PROJECT KEY FACTS

Estimated total grant	Total staff and volunteers	Project start	Project end
\$1.8M	26	2021	2026

## PROJECT ORGANISATIONS AND INSTITUTIONS

YMCA of Ethiopia	Ethiopia
YWCA Kenya	Kenya
KFUK-KFUM Global	Norway
Stiftelsen Amatheia	Norway
KFUK-KFUM Global South Sudan (Y Global South Sudan)	South Sudan
Youth Peace Makers - Tanzania	Tanzania

# Interact

The Interact project brings together young people from several countries to build leadership skills through multicultural exchange. The goal is to help young people and organisations become better prepared to meet the challenges in their own societies. By living and working in a different context, participants learn how to work across cultures, and see diversity as a strength. The project also supports former participants to stay involved in their home organisations, so their experience can keep making a difference. Interact believes that young people are already leaders – and that strong, inclusive leadership is needed now more than ever.

## DAC Sub Sector

15150 Democratic participation and civil society

## Sustainable Development Goal

4. Quality Education

## PROJECT KEY FACTS

Estimated total grant	Total staff and volunteers	Project start	Project end
\$2.1M	80	2022	2027

## PROJECT ORGANISATIONS AND INSTITUTIONS

Bible Students Fellowship of Bangladesh (BSFB)	Bangladesh
Alianca Bíblica Universitária do Brazil (ABUB)	Brazil
Unidad Cristiana Universitaria Colombia (UCU)	Colombia
Fellowship of Christian Unions (FOCUS Kenya)	Kenya
Union des Group Biblique de Madagascar (UGBM)	Madagascar
Norges kristelige student- og skoleungdomslag (NKSS)	Norway

# 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

# Kenya - Norway Resilient & Sustainable Aquaculture Exchange Programme

This project brings together a Norwegian vocational school, a Kenyan fish farm, and a company that re-sells aquaculture equipment. Together, they aim to improve fish health, strengthen aquaculture value chains, and support food security. Participants will exchange knowledge on sustainable production, cold chain logistics, and best practices in feeding and fish welfare. The project also explores how second-hand equipment can be reused, reducing costs and environmental impact. By combining technical training and practical collaboration, the partners seek to build skills, modernise education, and develop scalable solutions for a growing aquaculture sector in Kenya.

## DAC Sub Sector

31381 Fishery education/training

## Sustainable Development Goal

12. Responsible Consumption and Production

## PROJECT KEY FACTS

Estimated total grant	Total staff and volunteers	Project start	Project end
\$339K	12	2025	2027

## PROJECT ORGANISATIONS AND INSTITUTIONS

Jumbo Fish Farm	Kenya
Aquafind AS	Norway
Val skoler As	Norway

# Entrepreneurial advancement in Agriculture, Blue Economy and Renewable Energy in East Africa

This project supports start-ups in the Agriculture, Renewable Energy and Blue Economy sectors in Kenya and Tanzania. Many new businesses in these fields face barriers such as limited funding, weak support systems and lack of international networks. The partners – Techbridge, MTI and the University of Agder – will work together to strengthen entrepreneurial skills, improve business support programmes, and share knowledge across borders. The goal is to build a stronger start-up ecosystem that helps sustainable businesses grow and succeed. At the same time, UiA will gain new insights to strengthen the international perspective in its entrepreneurship education.

DAC Sub Sector

25030 Business development services

Sustainable Development Goal

8. Decent Work and Economic Growth

## PROJECT KEY FACTS

Estimated total grant	Total staff and volunteers	Project start	Project end
\$509K	18	2024	2026

## PROJECT ORGANISATIONS AND INSTITUTIONS

Techbridge Invest Africa Limited	Kenya
Universitetet i Agder	Norway
MTI Investment Ltd Tanzania	Tanzania

# CAMINOS Staff Exchange Project

This project brings together partners from different regions to find and grow new ways to work for sustainable development. It focuses on fair and inclusive decision-making, human rights, gender equality, and climate justice. The participants will build useful skills and knowledge they can use to create change in their local communities. At the same time, the partner organisations will strengthen how they work and lead. A key part of the project is to share and try out catalytic funding models – small and flexible funding that helps unlock bigger change. The project also responds to two big challenges: that there is less funding available, and that civil society and governments often don't work well together. To fix this, the partners will test more flexible, open, and collaborative ways to work. The aim is to support smart new ideas, build strong partnerships, and develop solutions that actually meet people's needs.

## DAC Sub Sector

15150 Democratic participation and civil society

## Sustainable Development Goal

17. Partnerships

## PROJECT KEY FACTS

Estimated total grant	Total staff and volunteers	Project start	Project end
\$323K	8	2025	2027

## PROJECT ORGANISATIONS AND INSTITUTIONS

ForumCiv (Latin America and the Caribbean)	Colombia
ForumCiv (Eastern and Southern Africa)	Kenya

# Building National, Regional, and International Networks

This project brings together partners from South Africa, Kenya, Uganda and Tanzania to prevent violence and promote peace. The focus is on youth and human rights. In all four countries, people face high levels of violence, inequality and weak support systems. Gender-based violence, youth unemployment and lack of safe platforms for participation are major challenges. The project helps build stronger networks between peacebuilders across Africa. It creates spaces for learning, dialogue and joint action. By working together, the partners aim to reduce violence and support young people to take an active role in building safer, fairer societies.

DAC Sub Sector

15160 Human rights

Sustainable Development Goal

16. Peace, Justice and Strong Institutions

## PROJECT KEY FACTS

Estimated total grant	Total staff and volunteers	Project start	Project end
\$817K	16	2024	2027

## PROJECT ORGANISATIONS AND INSTITUTIONS

Midrift HURINET	Kenya
The Centre for the Study of Violence and Reconciliation	South Africa
Children's Education Society (CHESO)	Tanzania
Justice Access Point	Uganda

# Transforming the Justice Sector in East and Southern Africa through Exchange of Legal Expertise

This project brings together partners from Kenya, South Africa, Uganda and Zimbabwe to strengthen justice systems and promote democratic values. Through training and exchange, participants improve their skills in legal research, advocacy, and problem-solving. They also learn how legal systems work in different countries. The aim is to support SDG 16 by building strong institutions, promoting the rule of law, and encouraging fair and peaceful societies. By learning from each other, the partners help bring practical legal solutions to shared challenges across the region.

DAC Sub Sector

15130 Legal and judicial development

Sustainable Development Goal

16. Peace, Justice and Strong Institutions

## PROJECT KEY FACTS

Estimated total grant	Total staff and volunteers	Project start	Project end
\$544K	16	2024	2026

## PROJECT ORGANISATIONS AND INSTITUTIONS

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





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