



NOREC PROJECTS IN ZAMBIA





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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.

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.

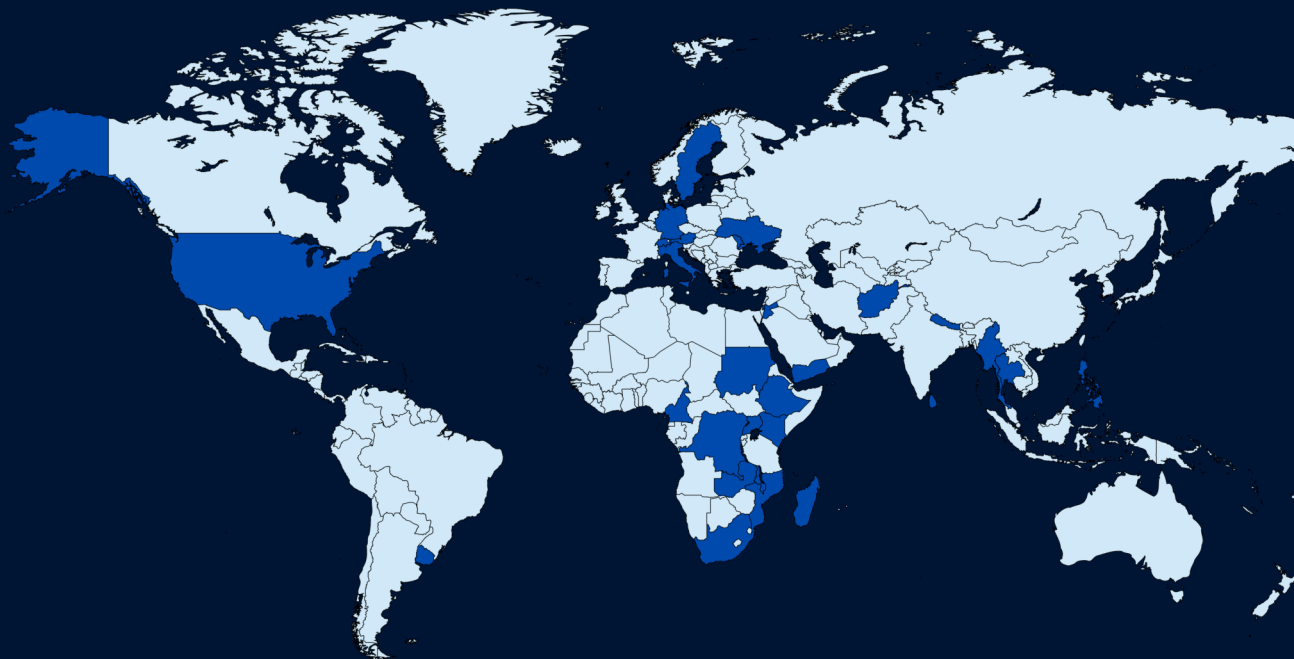
Two deployment modalities are supported:

- 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. 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

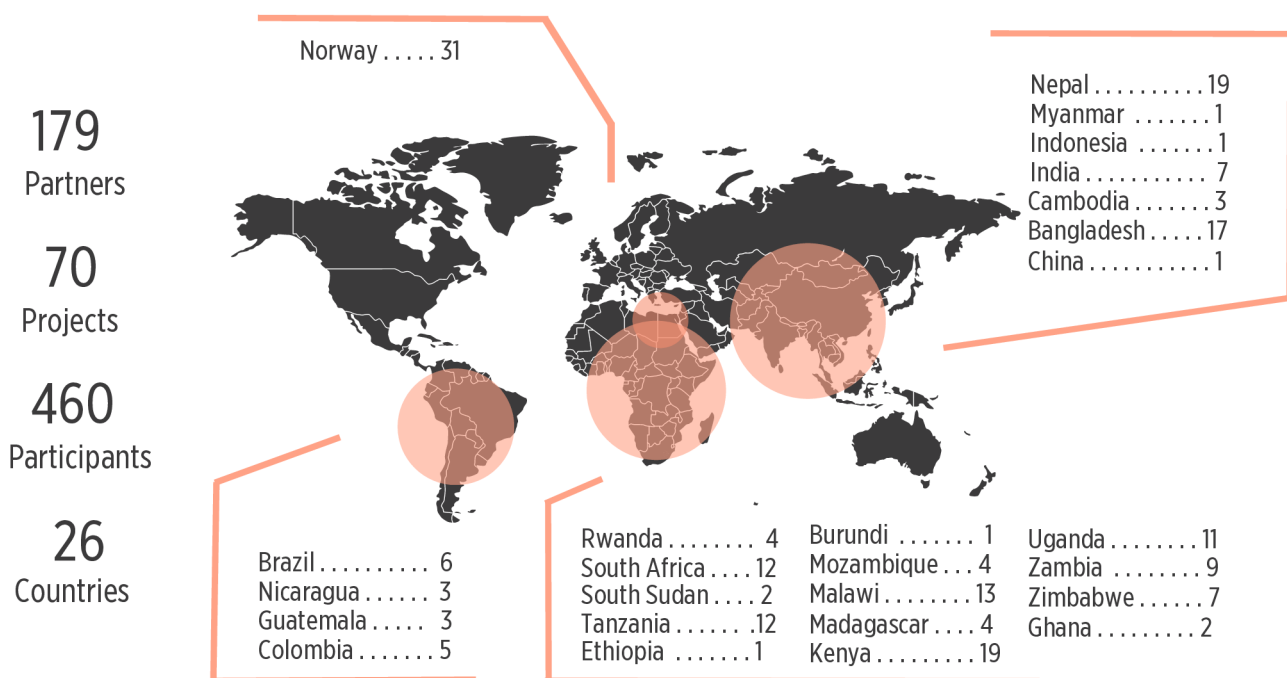
Norec Work Exchange Projects

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.

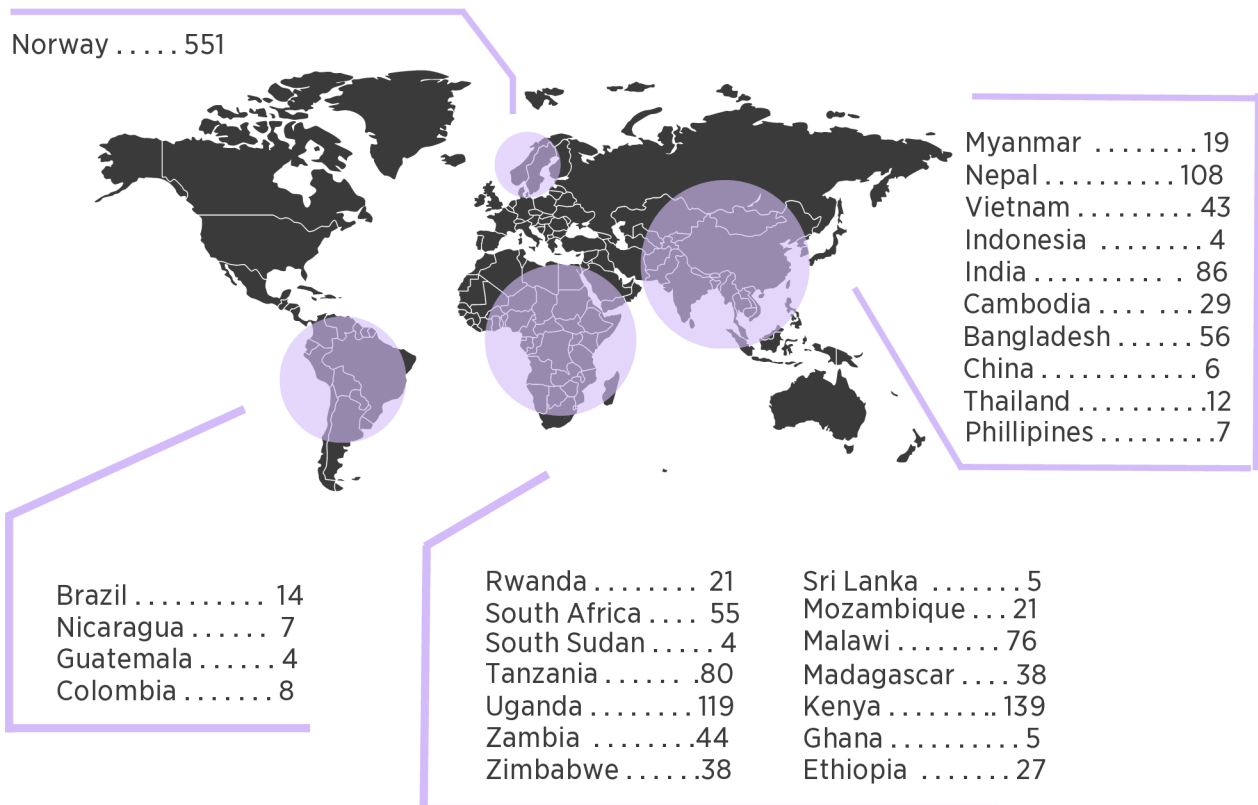
This network works as a resource bank for Norec, where we can gather advice and input from the members. They have helped with facilitation, logistics and interpretation for trainings we have conducted in their home countries.

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

Norec Network members as of August 2025

2,300 +





Overview

Zambia

Norec Projects in Zambia

Collaboration Agreements

3

Partner Organisations

5

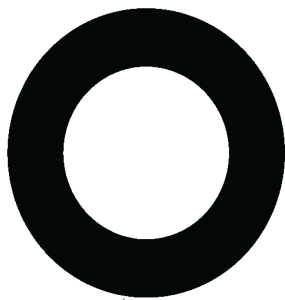
Norec Network Members

367

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

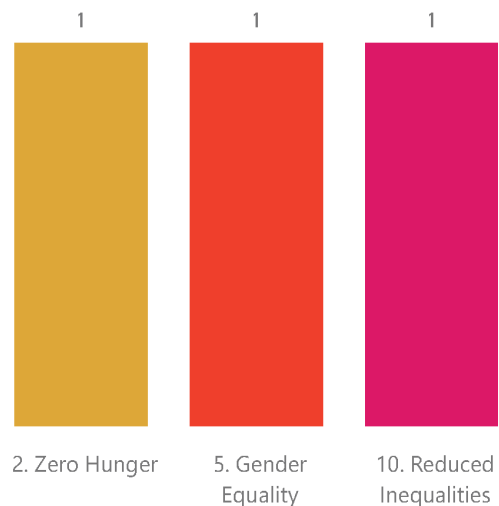
6,3M

Partners are predominantly from civil society



Civil society 5

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



Organisations have partners in the following countries



ZAMBIA 2025

NOREC PARTNERS

Partner	City	Contact Person	E-mail
Food first information and Network in Zambia	Lusaka	Vladmir Chilinya	chilinyav@gmail.com
National Organisation for Women in Sport Physical Activity and Recreation (NOWSPAR)	Lusaka	Mofu Kadondo	Mofu@nowspar.com
Response Network	Livingstone	Annet Sonko	ssonkoannet@gmail.com
Sport in Action	Lusaka	Mwape Konsolo	konsolomwape@yahoo.com
Zambia Girl Guides Association	Lusaka	Luwi Kanoka	luwi.kanoka@gmail.com
Zambia National Education Coalition (ZANEC)	Lusaka	Thandiwe Banda	thandiwelbanda@gmail.com

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

Right to Food and Advocacy Exchange: Nepal and Zambia

FIAN Zambia and FIAN Nepal will work together to strengthen the right to food in their countries. Both face different challenges. In Nepal, floods, droughts and landslides threaten food security, and support does not always reach the communities that need it. In Zambia, the right to food is not yet part of national law, and organisations need more experience to influence policy and legislation. The two partners will learn from each other. FIAN Nepal will develop its work on climate adaptation and farming methods that protect people's access to food. FIAN Zambia will strengthen its work on laws, advocacy and documenting violations of the right to food. Together, they will work with communities to raise awareness and support people in claiming their rights, while also engaging authorities to improve policies and follow-up.

DAC Sub Sector

15160 Human rights

Sustainable Development Goal

2. Zero Hunger

PROJECT KEY FACTS

Estimated total grant	Total staff and volunteers	Project start	Project end
\$300K	6	2025	2027

PROJECT ORGANISATIONS AND INSTITUTIONS

Food first information and network in Nepal	Nepal
Food first information and Network in Zambia	Zambia



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