



Norwegian People's Aid

Solidarity in Action

ANNUAL REPORT 2022



THIS IS NORWEGIAN PEOPLE'S AID

Norwegian People's Aid is a membership organisation that was founded in 1939.

We are the humanitarian organisation of the Norwegian Confederation of Trade Unions (LO), built on the same fundamental values: Unity, solidarity and human dignity.

The value basis for Norwegian People's Aid is rooted in equal rights for all, irrespective of gender, ethnicity, religion, sexual orientation, disability and social status.

Norwegian People's Aid shall be a credible, fearless organisation that challenges power and injustice and adopts independent standpoints on the basis of knowledge and experience from practical work.

Our vision, Solidarity in Action, characterises our work and involvement. Our work is based on solidarity, not charity.

The core activities of Norwegian People's Aid are divided into two main areas: Fair distribution of power and resources and Protection of life and health. Within this framework, we work both domestically and internationally.

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INTRODUCTION

AN ORGANISATION WITH A GATHERING STRENGTH



Photo: Ludvig Gundersen

The war in Ukraine has influenced all of Norwegian People's Aid's activities in 2022. The sudden Russian attack came as a surprise to us all, and we received an inquiry from UDI asking if we could help take in Ukrainian refugees only a few weeks after the invasion. Norwegian People's Aid was then able to show its very best side as an emergency response organisation. The entire organisation joined forces, and three days later we had established a round-the-clock emergency reception centre at Gardermoen.

We were able to do this because our First Aid and Rescue Service volunteers, who are used to responding rapidly and managing people in crisis situations, mobilised their crews across the whole of Eastern Norway. At the same time, while both employees and volunteers who are used to working with displaced persons came forward to make their contribution, former reception centre employees returned to offer their services. All in all, it was an unparalleled collective effort.

It was fantastic to see the organisation respond in this way, with close cooperation between the various departments and local chapters. When, three days after the initial inquiry, 250 Ukrainians arrived by bus, we were ready to welcome them. This reception centre remains operative.

We are an organisation that works long term, especially where development is concerned, and do not run after every new humanitarian crisis. On this occasion, however, we had to respond very quickly. We prepared a joint response plan for Ukraine: for development and humanitarian support, mine and explosives clearance and our efforts here in Norway.

Today, what may become our largest mine-clearance programme is already operative in Ukraine. We enjoy cooperation with strong, local women's organisations which mobilised immediately to provide protection, shelter and support to women and children fleeing violence and war. Norwegian People's Aid provides support and humanitarian expertise so that our partners can continue the struggle for a fairer society.

Many of our local chapters work closely with Ukrainian refugees, welcoming them, including them in local communities and getting them to join in as volunteers. We have also produced brochures in Ukrainian describing our work in Ukraine so that refugees may see the bigger picture and appreciate the solidarity in what we do.

Other crises have been compounded as a consequence of the war in Ukraine. The war has led to price increases for raw materials, food and energy. This comes in addition to changes in climate and has led to increased poverty, increased inequality and more starvation. There is a challenge in less attention being paid to other crises, and it is essential that Norwegian People's Aid continues its important work in other programme countries and highlights less visible crises. Despite financially demanding times – where many donors have made cutbacks in their funding – we have managed to increase our turnover both nationally and internationally and are now approaching NOK 1.3 billion.

Norwegian People's Aid continues its efforts for disarmament. The threat of nuclear weapons deployment is real and it is important that a ban be introduced. We are not considering giving up despite political resistance. We are also continuing our work with other disarmament initiatives such as the regulation of the use of explosive weapons in densely populated areas. We are part of the international campaign against the use of autonomous weapons, so-called 'killer robots', and we monitor the bans already in place, such as that forbidding the use and storage of landmines and cluster munitions.

In 2022, we were successful in recruiting many new volunteers. For the first time, we undertook comprehensive, structured recruitment campaigns. This has produced results, and we managed to obtain many new search and rescue crews as well as lots of new volunteers for our work with refugees and social inclusion.

Mobilising young people is very important for Norwegian People's Aid. The corona pandemic badly affected children and youths, but we can now see them coming back. This is reflected in our activities, specialist conferences and other gatherings. Solidarity Youth has done an excellent job on behalf of the whole of Norwegian People's Aid in relation to the struggle against racism, and we send them our grateful thanks.

Cooperation with the labour movement has been good, both nationally and internationally. We have many partnership agreements with various unions and 2022 saw us finally able to invite them out to our programme countries once again. This engenders real engagement among both members of the labour movement and our partners.

Finally, a big thank you to everyone for their efforts in 2022, and a big welcome to all new members. We look forward to getting you involved in everything that needs to be done in the organisation in the future. Thank you too to all our supporters and, not least, the labour movement. When crises and catastrophes occur, we know where we belong. The labour movement stood up to be counted with massive extra funding for Ukraine, enabling us to provide a rapid response. A big thank you to all of you!

Amalie Hilde Tofte

Amalie Hilde Tofte
acting executive chair



KEY NUMBERS FOR NPA - 2022

First Aid and Rescue Services

405 rescue operations

emergency
ambulance missions **1659**

2000 volunteer rescue crews

Long-term development and humanitarian cooperation

More than 280 000 recieved support to strengthen their food security

survivors of sexual and gender-based violence have received psychosocial support **Over 8000**

4,000 iraqis living with the after-math of conflict and gender-based violence received psychosocial support, training and livelihood support

Humanitarian Mine Action and Disarmament

47 940 explosive devices cleared – around 2,000 more than in 2021

This is roughly equivalent to 3,510 football pitches

we freed up 25,085,433 m²

Over 98 000 people received training in civil protection and preparedness (CPP)

Social inclusion work and work with refugees

4000 people reached through inclusion initiatives in local chapters

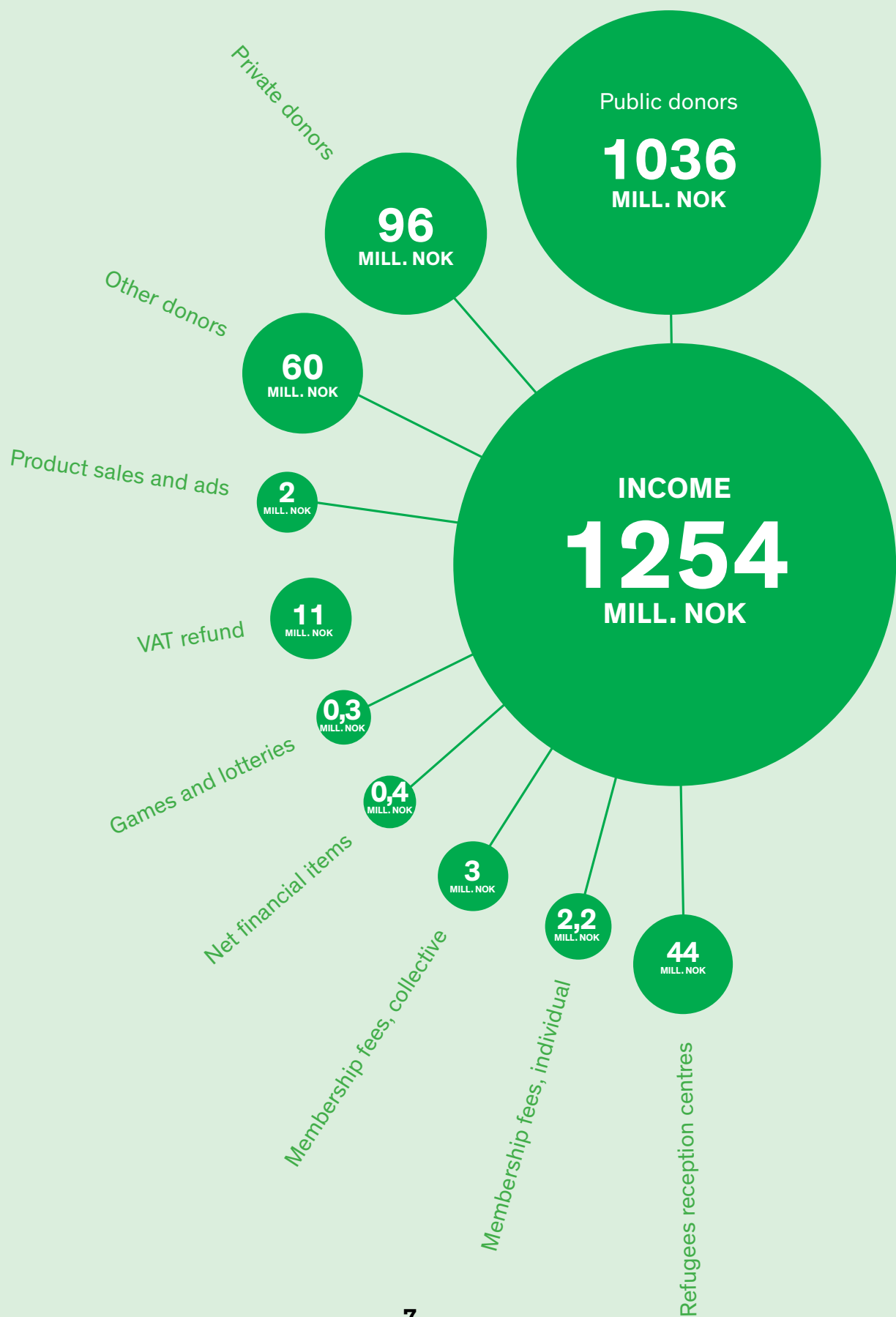
displaced people from Ukraine were received

Over 3200

Over 3100 Quota refugees were recieved by the reception service at Oslo Airport

INCOME AND EXPENSES 2022

The figure shows approximate figures from our statement of activities, some small items have been omitted.



INCOME AND EXPENSES 2022

The figure shows approximate figures from our statement of activities, some small items have been omitted.

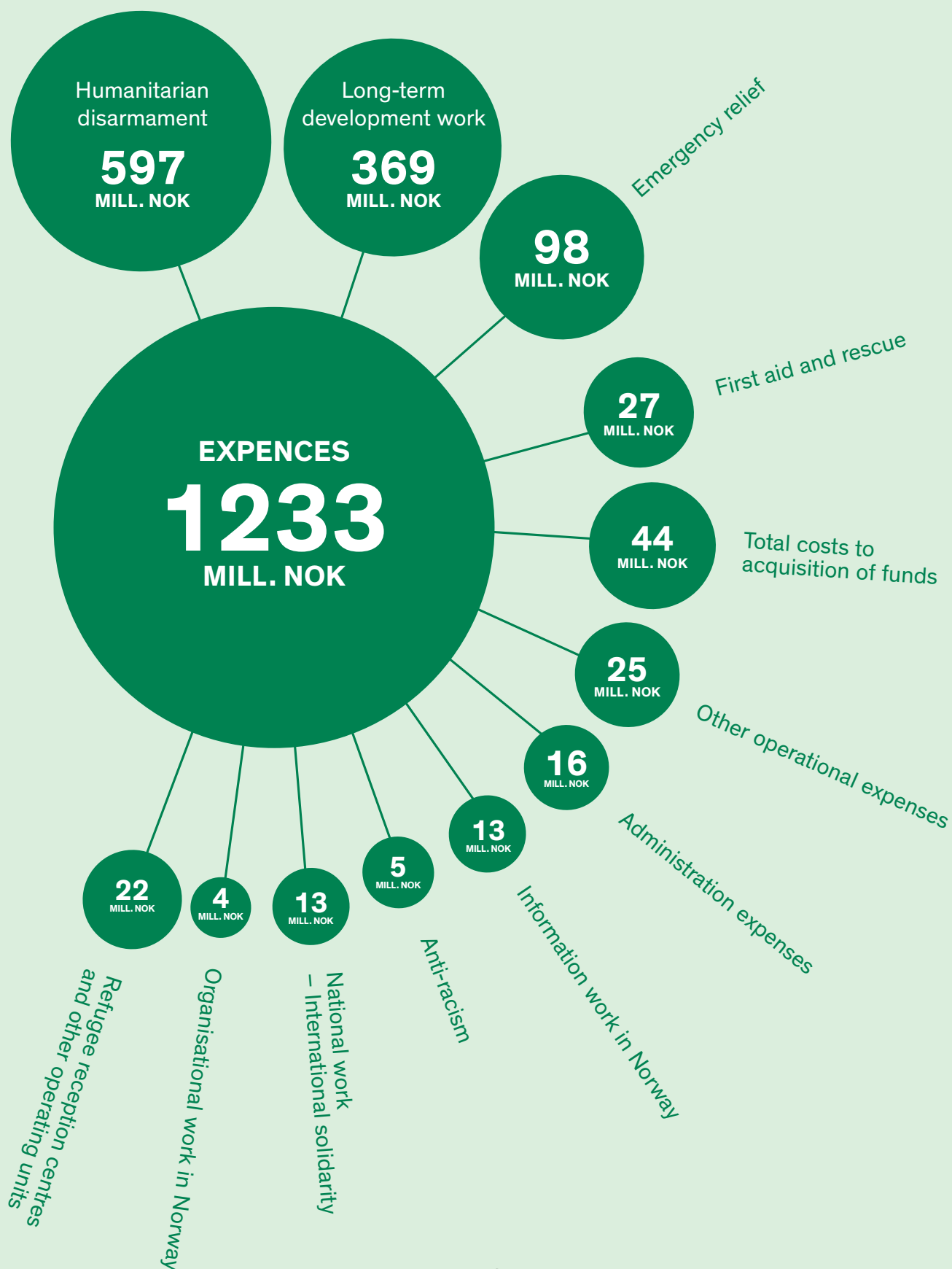




Photo: Ida Krogsæter



Photo: Øystein Sassebo Bryhni



Photo: Daniel Øvstetun Vik



Photo: Hirona Montalane



Photo: Giovanni Diffidenti

STATEMENT OF THE BOARD OF DIRECTORS

I THE ORGANISATION

Norwegian People's Aid is the labour movement's humanitarian organisation for solidarity. We work to protect life and health through mine clearance work, humanitarian crisis response and disarmament work. Politically, and through development work and support of civil society, we work for a fair distribution of power and resources. Our activities are based on solidarity rather than charity. Through change, we contribute to robust, sustainable societies around the world.

Norwegian People's Aid is a membership organisation with four main priority areas:

- | | |
|------------------------------------|--|
| (a) First Aid and Rescue Services | (b) Social inclusion work and work with refugees |
| (c) Work with mines and explosives | (d) Long-term development and humanitarian cooperation |

This work may be split into two key fields:

- Protection of life and health
- Just distribution of power and resources

A large part of our activity in Norway is based on our members' voluntary efforts. The First Aid and Rescue Service constitutes important voluntary community involvement in national emergency response management. Norwegian People's Aid is also engaged in work relating to refugees and social inclusion, and in international solidarity work.

As of 31.12.2022, Norwegian People's Aid was engaged in 32 countries in Europe, the Middle East, Asia, Africa and Latin America, and is currently one of the world's largest organisations working with the clearance of landmines and other explosives.

Membership and local chapters

At the turn of the year, the organisation had 16,121 members in 106 chapters. 2,243 members were under 26 years of age (of which 1,853 count towards the amount of support from the Norwegian Ministry for Children and Equality).

Three new chapters were established or re-established in 2022: NPA Røros, NPA Rauma and Vestnes and NPA Øverbygd. NPA Youth for Solidarity Kristiania and NPA Youth for Solidarity Tromsø were additionally re-established. Two local chapters were disbanded in 2022: NPA Rauland Avalanche Group and NPA First Aid and Rescue Services Trondheim.

Membership growth

4,013 new members were recruited through national and local activities aimed at increasing membership.

In the first and third quarters of 2022, visibility and recruitment campaigns for our national work were conducted. 839 registered as volunteers to the first aid and rescue service and 104 people volunteered for our work with refugees and integration.

The Transparency Act

The Act relating to enterprises' transparency and work on fundamental human rights and decent working conditions (The Transparency Act) aims to promote enterprises' respect for fundamental human rights and decent working conditions in connection with the production of goods and delivery of services. This means that Norwegian People's Aid must maintain an overview of the risk they have of violating human rights or affecting them negatively, make sure to implement necessary measures and to provide information about these measures and how they work.

Norwegian People's Aid reports on the elements requested in the Transparency Act by means of our annual report. Norwegian People's Aid has [ethical standards](#) that have been set up to be in line with the Transparency Act.

Furthermore, we will map our work and supply chains in relation to the risk areas covered by the Transparency Act.

An account of this work is available on our website.

Liability insurance

Norwegian People's Aid has taken out liability insurance for the National Board and the Secretary General. The insurance covers personal and legal financial liability in connection with claims from third parties.

Composition and work of the Board of Directors

As of 31.12.2022, the Board of Directors had the following composition:

Chair:	Amalie Hilde Tofte
1st Vice-chair:	Liv Nesse
2nd Vice-chair:	Stine Elisabeth Antonsen

Board members from the members' organisation

Torulf Mikkelsen (Hammerfest)
Walfred Andersson (Malm)
Lene Klatten Vikan (Bergen)
Øystein Valen (Strand og Forsand)
Elisabeth Wickstrøm Åkredalen (Horten)
Geir Nilsen (Moelv and environs)

Collective members

Board member:	Vegard Grøslie Wennesland (United Federation of Trade Unions)
Board member:	Stein Guldbrandsen (Norwegian Union of Municipal and General Employees)
Board member:	Mildrid Kvisvik (Norwegian Union of Social Educators and Social Workers)

Central First Aid and Rescue Committee:	Vegard Lindbæk (Midt-Troms)
Central Social Policy Committee:	Jorge Alex Dahl (Bergen)

Solidarity Youth:	Ammal A. Haj (Kristiania)
First Aid and Rescue Youth:	Bjørnar Seljeskog (Strand and Forsand)

Employee's representative:	Magnhild Sofie Otnes
Employee's representative:	Jane Filseth Andersen

The annual report for the Central Social Policy committee and Central First Aid and Rescue Committee are available here:

[Central Social Policy Committee](#)

[Central First Aid and Rescue Committee](#)

Record of meetings

The National Board held 5 meetings and a further 2 issues were considered digitally. The Executive Committee, consisting the Chair and the two Vice-chairs held 14 meetings. The Audit Committee held 6 meetings.

Norwegian People's Aid holds a General Assembly every four years. The next General Assembly is in August 2023.

Administration

The Norwegian People's Aid head office is in Oslo. Henriette Killi Westhrin held the post of Secretary-General from January 2017 but stepped down from the position on 3rd May 2023.

Solidarity Youth National Board as of 31.12.2022

Chair:	Ammal A. Haj (Kristiania)
1st Vice-chair:	Amanda Hylland Spjeldnæs (Kristiania)
1st Vice-chair:	Johanne Marie Sletten (Bergen)
Board member:	Salman Chaudry (Oslo)
Board member:	Maria Abdallah (Sunnhordaland)
Deputy to the board:	Shakib Badr (Sunnhordaland)
Deputy to the board:	Ida Avedal (Kristiania)
Labour movement observer:	Alida Johanne Domaas (Industri Energi Ung)

Central Youth Committee, First Aid and Rescue as of 31.12.2022

Chair:	Berk Bitmez (Rena)
1st Vice-chair:	Dominik Wnuk (Rena)
2nd Vice-chair:	Tea Næss (Strand and Forsand)
Committee member:	Elisabeth Stene Jonassen (Harstad)
Board representative:	Bjørnar Seljeskog (Strand and Forsand)
1st Deputy:	Lucas Iversen Teigen (Tromsø)
2nd Deputy:	Truls Eidsvold (Oslo)



Photo: Ludvig Gundersen



Photo: Ludvig Gundersen



Photo: Mikael Örtengheim

II RESULTS FOR 2022

Financial highlights

The annual accounts encompass the non-profit organisation known as Norwegian People's Aid, which is an organisation which does not have financial gain as its purpose. The annual accounts do not reflect the local chapters' accounts. The National Board has prepared the accounts for 2022 on the assumption that the organisation will continue to operate

The activities result for the year amounts to NOK 20.7 million as opposed to NOK 14.3 million in 2021. Funds acquired in 2022 were NOK 1253 million as opposed to NOK 1096 million in 2021.

The activities result of NOK 20.7 million was allocated as follows: NOK 6.2 million to assets with externally imposed restrictions, NOK 7.3 million to assets with self-imposed restrictions, and NOK 21.8 million to unrestricted equity. As of 31.12.2022, total assets amounted to NOK 294 million, as opposed to NOK 273 million in 2020. Unrestricted equity as of 31.12.2022 amounted to NOK 248 million, as opposed to NOK 226 million in 2021.

Expenses related to purpose are at the same level as previous years.

Norwegian People's Aid has invested part of its other equity in bonds. Bonds have been chosen to minimise the risk of a decrease in value while we are doing regularly assessments for the investments.

III OPERATIONS

Humanitarian mine action and explosives clearance

Norwegian People's Aid expertise in relation to explosives clearance, civil preparedness and protection, political advocacy and working in environments affected by conflict all grew in importance in 2022. In Ukraine, huge amounts of explosives, including landmines and cluster munitions, incendiary weapons and large, indiscriminate explosive weapons were used in cities and densely populated areas.

Norwegian People's Aid received considerable support from the Ministry of Foreign Affairs, among others, to establish an operational office in Ukraine. We established a partnership agreement with the Ukrainian authorities, set up a civil protection programme (CPP) and built up capacity to begin with clearance work in spring 2023. All this has required smooth cooperation within the organisation.

Although the situation in Ukraine dominated the headlines in 2022, Norwegian People's Aid also achieved impressive results in 19 other countries owing to our dedicated employees.

We cleared 47,940 explosive devices – around 2,000 more than in 2021 – freeing up 25,085,433 square metres of land in the process. This is roughly equivalent to 3,510 football pitches. Every landmine and piece of unexploded ordnance rendered harmless means at least one potential life saved. 98,000 people received training in civil protection and preparedness (CPP).

In Yemen, mine dogs began their important work of sniffing out explosives in 2022. We continue to build capacity with the local authorities to overcome the problems with landmines and other explosives in the country.

Undetonated cluster munitions remain a significant threat in many places in South-east Asia. Norwegian People's Aid received increased financial support for the programme in Laos in 2022, which means that we can aim at doubling our efforts in 2023.

In Iraq, we engaged a number of female operational leaders in 2022. This breaks with traditional gender roles in the country and dovetails with our objective of promoting increased equality in the sector.

We worked throughout the year with political advocacy and monitoring of the Antipersonnel Mine Ban Convention, the Convention on Cluster Munitions and the Nuclear Weapons Ban (TPNW). We also made particular efforts to strengthen environmental considerations in our programmes and to raise competence and awareness of gender equality and diversity. The first meeting of States Parties for members of TPNW was held in Vienna. Norway attended as an observer, while we wish Norway could have contributed as a signatory country. The work to get more countries to sign up to the agreement continues unabated.

At the end of 2022, over 80 countries joined in a political declaration concerning the use of explosive weapons in populated areas (EWIPA). Working for a political declaration has been an important area for Norwegian People's Aid over a number of years. The agreement aims to protect civilians in war.

Development and humanitarian cooperation

In 2022, Norwegian People's Aid had 240 partner organisations in 21 countries. We started new programmes in two countries: Ukraine and Sudan. 60 of our partners were popular organisations and 154 were NGOs. We cooperated with around 20 women's organisations and 30 farmers' organisations.

Our efforts in development and humanitarian cooperation increased considerably in 2022. Programme turnover amounted to over NOK 478 million, with contributions from seven international donors in addition to trade unions, businesses and collected funds.

Popular organisation and mobilisation

Norwegian People's Aid supports people who are excluded from power and influence so that they may organise, mobilise and promote their interests and their views as to the kind of society they want. In this way, we are able to contribute to a fairer distribution of resources, political power and influence, and to work against discrimination.

Norwegian People's Aid partner organisations continue to mobilise in relation to climate and environmental issues. The review we undertook in 2022 shows great commitment concerning agro-ecology, access to land and control of resources. Over 70 of our partners worked in various ways with climate and environmental issues and 55 with food security.

Local communities affected by land grabbing or investments that lead to loss of livelihood, water pollution or loss of nature receive support for advocacy work and the requirement of public hearings and consultation. Our partners work with the protection of water sources and the development of agro-ecological agriculture. We strengthened our work with pilot projects and received fresh funds to expand our efforts for peasants' work with sustainable food production. In Colombia, after many years of work, three new peasant reserve zones were formally approved, which opens up new opportunities to avoid land conflicts, develop sustainable agriculture and social justice.

The majority of Norwegian People's Aid partners worked under difficult conditions in 2022. In October 2021, six Palestinian organisations, including our partner UAWC, were terror-listed by the Israeli authorities on the basis of unfounded accusations that the organisations were using humanitarian funding to finance terror. Despite such difficulties, we were able to continue our support of organisational and agricultural work. Norwegian People's Aid was the first international partner to reinstate money transfers to UAWC, and others have subsequently followed suit. Norwegian People's Aid has put pressure on the Norwegian authorities so that they, in cooperation with other European governments, distance themselves from Israel's clampdown on independent civil society.

In 2022, Norwegian People's Aid supported Iraqi women's rights organisations which, among other things, fight for increased female participation in decision-making processes. In 2022, partners have helped to push through changes in Iraqi legislation to strengthen the right of single mothers to determine their children's names and religion.

In Myanmar, we have changed course from a stable peace and democratisation programme to supporting partners in protest and/or fleeing from those behind the coup. An evaluation of the turnaround describes the change as very successful and Norwegian People's Aid remains relevant and important in the country.

Humanitarian response

In 2022, Norwegian People's Aid and local partners assisted with humanitarian response in seven countries in some of the world's most challenging crises. We have contributed support to food security and protection against sexual and gender-based violence for local communities following crises and during reconstruction.

Over 280,000 people in Lebanon, South Sudan, Palestine, Syria, Myanmar and Mozambique received support to strengthen their food security in 2022, and over 8,000 survivors of sexual and gender-based violence have received psychosocial support and other relevant services to strengthen their resilience in Ukraine, Syria and Palestine. In addition, over 4,000 women and men living with the aftermath of conflict and gender-based violence in Iraq received psychosocial support, training and livelihood support. Following the Russian invasion of Ukraine, Norwegian People's Aid mobilised a humanitarian response with new partners. We have partnerships with four Ukrainian organisations that have assisted over 700 people with therapeutic services and provision of temporary shelters for women and children in Lviv, as well as support for volunteers in Dnipro who managed to supply food and medical aid to 1,400 people fleeing from the violence. We also supported a Polish organisation that assisted over 4,000 Ukrainian refugees in Poland with integration and food aid.

Together with farmers' organisations in Mozambique, we supported local communities in Cabo Delgado after they had been displaced by armed rebels. We contributed seeds, tools and agricultural knowledge to 2,500 people. In Fangak county, South Sudan, communities were impacted by floods and, towards the end of 2022, were attacked by armed rebels who displaced communities and destroyed property. Norwegian People's Aid has contributed to survival and reconstruction by building dykes to protect critical infrastructure and providing food assistance to around 200,000 people, as well as financial and practical support for farmers, fishermen and female entrepreneurs.

In Syria, Norwegian People's Aid partners have provided 2,500 women with specialised therapeutic and psychosocial support services, and over 1,000 women received hygiene packages. Almost 3,000 households were supported in developing their agricultural businesses with a focus on sustainability and harvest improvement.

NATIONAL DEPARTMENT

Organisation section

In 2022, we worked on reconfiguring the course tool, *Kursportalen*, and setting up the CRM system for e-learning for all subject areas in Norwegian People's Aid – the first aid and rescue service, social political activity and organisational training. The development of e-learning modules within various topics related to organisational training and *Trygg Organisasjon* (Safe Organisation) was started.

Vipps Hurtigkasse has been introduced as a payment option for membership fees, and work is ongoing to improve the solution so that new members can also pay using *Vipps*.

The *Trygg Organisasjon* website has been further developed, and the resource group against violence, abuse, transgressive behaviour and racism has provided help and assistance in more cases than in 2021.

Work with young adults and organisational support for First Aid and Rescue Youth and Solidarity Youth have received a boost with a new dedicated youth consultant. The 2022 leadership conference for local chapter leaders and other representatives had climate and crises as its main theme, and was attended by over 80 participants. The section's staff assisted with member care, member follow-up and the creation of new local chapters and groups throughout the year.

Social policy

An important element of community preparedness is chapters' efforts for inclusion in local milieus. This became particularly visible in 2022 when a record number of people in need of protection arrived in Norway. 'People's Friend' and inclusion initiatives were strengthened with activities such as language training, digital meeting places, concerts, cultural events, swimming tuition, theme nights, courses, trips and other happenings in the chapters. Inclusion initiatives in local chapters reached around 4,000 people in 2022.

Norwegian People's Aid had a large influx of new members, and mobilised to welcome everyone who wanted to contribute. In order to strengthen the local chapters and reassure volunteers within our activities, material was produced and a course developed.

Norwegian People's Aid is an anti-racist organisation with a clear anti-racist profile and a well-established course in anti-racism. Participants from 15 local chapters have completed the course, and we now have more certified course holders. Norwegian People's Aid continues its collaboration with LO on the 'Rich in Diversity – A Workplace for All' project with the purpose of preventing discrimination. Digital network meetings, guidance and workshops were arranged for representatives in 2022.

'Women Can Do It' celebrated its 20th anniversary with a conference at Literaturhuset attended by over 100 participants. In addition, 13 courses with 200 women from immigrant backgrounds were conducted. A number of the participants have become active members of local chapters following the course.

The reception service at Oslo Airport welcomed 3,113 quota refugees. Discrimination, Legal Aid and Discrimination Assistance (DIMEe) Bergen was established and, in cooperation with head office, they strengthened their low-threshold offer to take on cases involving racism and discrimination and offer legal assistance. The emergency reception centre at the Scandic Hotel Gardermoen has received 3,200 displaced person from Ukraine since it opened in March 2022.

Solidarity Youth

Solidarity Youth can look back at an active 2022, with Palestine taking the main focus. This was also the main theme at the Solidarity conference, which had international guests and a record number of participants.

Solidarity Youth undertook a summer tour, start-of-studies tour, representative training, annual meeting and national campaign day. We have experienced growth in members, local chapters, visibility and followers on social media.

First Aid and Rescue Service

In 2022, Norwegian People's Aid took part in 405 rescue missions, which is around the same number as in the last five years. If we look ten years back in time, however, this is a considerable increase. We work continuously to meet the need, and our most important tasks are to adapt to developments in the rescue service, manage climate change and strengthen volunteering.

In the first six months, we planned courses for over 700 participants. Both basic courses have been made available via e-learning during the year, and we have established a new advanced first aid course.

One of our primary objectives is to establish more operational rescue groups. It has proven challenging, however, for groups to become operational with insufficient numbers of emergency-net terminals. We won political approval for this case, which gives us a strengthened operational capability across the country.

In 2022, we also received a grant from the Norwegian Directorate of Health to increase our capacity to assist municipalities and the specialist health service, and we will work to highlight the need for further investment in this area in the years to come. The local chapters put in enormous efforts in this field in 2022, and 21 local chapters with a total of 29 emergency ambulances carried out a total of 1,659 missions.

First Aid and Rescue Youth

After two years impacted by the pandemic, First Aid and Rescue Youth was finally able to hold several large nationwide gatherings in 2022. The dedicated conference brought together 28 young people, while this year's summer camp assembled 23 participants, in addition to five young people visiting from Iceland.

A weekend gathering was held, focusing on volume training, professional development and outdoor-life proficiency, first aid and rescue services and a national sleep out weekend. New groups have been started, and it is clear that the activities on offer are contributing to more youth engagement in the local chapters.

Marketing and communication

Growth in the number of members and local chapters, increased visibility and becoming better known in the Norwegian population at large were priorities among our activities. In collaboration with a communications agency, we carried out successful campaigns for the recruitment of volunteers and fundraising aimed at the private market. In addition, we carried out a larger door-to-door campaign that contributed a total of 5,000 new donors and members.

The 1st of May fundraiser was conducted under the slogan *War is contempt for life – stop bombing civilians*, and it brought the organisation increased visibility throughout the country.

Marketing business and trade unions

LO is our natural partner and we have 13 long-term agreements with various unions. Norwegian People's Aid ensures our work is visible at the unions' national conferences. The LO congress granted a significant donation in solidarity with our work. Another long-term supporter is Sparebank 1, which gave special conference gifts to our domestic rescue work during the union's national conferences.

The trade union movement demonstrated great commitment in solidarity with Ukraine by means of many grants, both large and small, to our mine and explosives work and humanitarian work. A new collection record was set during the 1st May fundraiser, to which the trade union movement with its members, clubs, associations and departments was a significant contributor.

Norwegian People's Aid has several partners among Norwegian companies and organisations, including Coop Norge, Jotun A/S and the Norwegian Humanist Association, for example.

In 2022, we also launched a new venture towards the business world – Employ a mine dog – in which companies can name and follow their own mine dog during training at the Norwegian People's Aid mine dog school in Sarajevo, Bosnia-Herzegovina.

The private market

Our private supporters are extremely valuable to us. In 2022, our work in the marketing department towards private donors concentrated on increasing the number of members. In march, we started a recruitment campaign, through which we achieved our target of 5,000 new members.

Communications department

A major investment in four campaigns in owned, paid and earned channels brought considerably increased visibility for Norwegian People's Aid in 2022. The campaigns gave a significant boost to our recruitment work, which was also supported by a fifth campaign to strengthen health preparedness, with funds from the Norwegian Directorate of Health. Our magazine, *Appell*, ran themed issues about the campaign subjects in all four editions. The aim of visibility campaigns is to increase people's awareness of the organisation. In tandem with thorough work with external communication in our own channels and traditional media, we have achieved an increase of ten percentage points in the reputation and visibility measurement tool, Traction.

Compliance

In 2022, Norwegian People's Aid strengthened its compliance work by appointing a further *Compliance Officer*. This has led to the newly established compliance team being able to work more closely on our international programmes with consultancy, and to be a support for larger parts of the organisation. The compliance team will work, for example, with political influence, the establishment of a joint tool for due diligence assessments and assistance of the National department in the work with a new joint action support system. Compliance has also had a leading role in the coordination of the GDPR project, and will work with the implementation of routines for privacy protection in the organisation through 2023. Country offices with greater risk and need for support in the compliance field have been identified, and will be subject to compliance visits during 2023.

Political advocacy

Norwegian People's Aid takes clear positions and seeks political influence in a number of matters in Norway and internationally. In 2022, in order to gain traction for our national and international objectives, we carefully prepared positions, input, proposals and comments for a number of different processes related to the public sector, political parties and various partners in the non-profit sector and in the trade union movement. Our ways of working range from long-standing participation in international networks and fora to media attention and consistent messaging in social media.

Throughout the year, we put forward our positions in order to gain traction in the National Budget 2023. One important result in this work was that we achieved the goal of one per cent of GNI continuing to go to aid. We also contributed to the text in the state budget proposal, as well as in the supplementary proposal in connection with the Ukraine package, emphasising the role of civil society in both humanitarian response and democracy building.



Photo: Baneservice/ Stein Bjørge



Photo: Giovanni Diffidenti



Photo: Øystein Sassebo Bryhni



Photo: Ida Krogstær

IV PERSONNEL, HEALTH, SAFETY AND THE ENVIRONMENT

Norwegian People's Aid employees represented 149.71 FTEs in Norway in 2022, and increase of 21.1 FTEs on the previous year. At the end of the year we had a total of 266.46 FTEs with Oslo contracts – 149.71 FTEs at head office, the regional offices, Gardermoen service and emergency accommodation of refugees at Gardermoen, and 116.75 FTEs abroad. In addition, there were around 2,300 people employed locally in international projects amounting to the same number of FTEs.

The following table gives an overview for 2022 of employees and FTEs in Norwegian People's Aid, broken down into different locations.

Workplace	No. of employees	FTEs
Head office	137	136,75
Regional offices	9	9
Gardermoen service	10	0,75
Emergency accommodation Gardermoen	35	3,21
International	127	116,75
Total	318	266,46

Sick leave averaged out at 6.3 % in 2022, an increase of 0.8 % on the previous year.

Quarterly sick leave in %			
1	2	3	4
7.7	5.9	6.7	4.9

Norwegian People's Aid works actively for an inclusive, safe working environment for all employees. Trust-based management and the concept of psychological safety in the workplace are important tools in this respect. We have drawn up individual agreements on working from home (home office) for up to two days a week for all employees, in accordance with the revised regulations for this field. One hour of training is offered during working hours. We also enjoy links with LO's sports club.

We follow up annual ergonomics rounds in the office premises with the purchase of suitable and adapted office equipment, and all employees are offered up to five consultations with a psychologist if necessary and up to 14 treatments a year if physiotherapy or a chiropractor is needed. We have a social committee that organises regular events such as winter activities day, the summer party and Christmas party.

At the end of 2022, we changed occupational health services provider to the company Medco dinHMS, which has offices throughout the country and solid experience from similar enterprises to our own. We make an anonymised whistle-blowing system readily available on our website where anyone can report improper conditions. We have divided responsibility for following up on various whistleblowing cases into three main areas: finance and corruption cases are followed up by the head of the Controller section, sexual harassment and sexualised violence are followed up by an adviser for Safeguarding, while all other cases are followed up by a senior adviser in HR with responsibility for HSE. The reporting of deviations has been digitalised. Deviation reporting must be coordinated with reporting for accidents from 2023 onwards, so that we only get one channel into head office for this type of report.

No serious incidents or accidents were reported among employees in Norway during 2022. There were, however, seven serious incidents or accidents reported in our country programmes, three more than the previous year. Of these, five were serious car accidents, one incident with a dog handler bitten by a dog, one incident where two people were stung by bees and one injury due to the use of vegetation cutters.

Through the collaboration with International SOS (ISOS), Norwegian People's Aid has access to comprehensive information and the opportunity for training related to health and safety when travelling. Through the agreement, employees both at head office and in the individual programme country receive better, more up-to-date information and answers to questions and challenges related to safety and health. ISOS is also used in connection with the drawing up of plans, preparation for travel, etc., and support in the event of an accident. The service covers all countries in the world, and is available 24 hours a day, all year round.

We have established a global HR resource page in SharePoint for the facilitation, collection, dissemination and provision of important information to all our employees. This includes relevant laws, routines and guidelines, policies, whistle-blowing and deviation reporting, internal news within the HR field, and more. The resource page is linked to the organisation's Learning Portal, where e-learning and training courses relating to the various specialist areas are constantly being produced.

V EQUALITY AND INCLUSION

Norwegian People's Aid is a values-based organisation built on the basic values of the trade union movement: unity, solidarity and human dignity. Our value base is founded on equal rights for all, regardless of gender, ethnicity, religion, sexual orientation, functional ability and social status. We work actively to promote an inclusive, safe working environment where all employees, regardless of background, can feel seen, acknowledged and valued.

In 2022, we employed a senior advisor who will systematise the statutory equality and non-discrimination work, as well as the work to promote diversity, inclusion and belonging in the organisation.

Together with the branch of the Union of Employees in Commerce and Offices, we work systematically to follow up on the obligations in the agreement 'Rich in Diversity – a Workplace for All. Equality and diversity work is anchored in the working environment committee (AMU), which comprises management, HR, health and safety and employees' representatives.

In the autumn of 2022, we invested in Ernst & Young's 'Equality and diversity assessment tool', which will help us to systematise the work with the activity and reporting obligation, as well as provide us with a good overview across departments and programmes of all our policies, routines and guidelines, targets and action plans, etc. relating to equality, non-discrimination and diversity. A resource group with representatives from all departments will work actively with this tool in 2023.

We have a safeguarding adviser who follows up our safeguarding policy for protection against sexual exploitation, abuse and sexual harassment. We also have ethical guidelines that all employees must sign and follow.

The board of Norwegian People's Aid consists of nine women and nine men. The management group consists of four women and four men. Of the employees as a whole, 52 % are women and 48% men. At head office in 2022 there was a slight preponderance of women (56 %), while there was a slight preponderance of men (64 %) abroad.

Among the country and regional directors, the distribution is six women and nine men. There are 18 women and 32 men in a total of 50 management positions in the programmes abroad. The proportion of female managers is somewhat higher than in 2021.

International management positions	Women	Men	Total
Country Directors	6	9	15
Programme Managers	7	9	16
Deputy Programme Managers	1	1	2
Finance Managers	2	7	9
Logistics and security Managers		2	2
Project Managers	2	4	6
Total	18	32	50

Equal pay

Norwegian People's Aid does not practice individual wage determination or individual wage negotiation. With the exception of the Secretary General and the Heads of Section, all positions, as of 31.12.2022, are placed in line with the AAF-HK National Agreement, local wage policy and its appurtenant wage scale. Placement on the wage scale is determined on the basis of the job description

The wage scale has five groups. All positions are placed in the relevant wage group in consideration of the position's complexity and the need for assessment, planning, leadership and independence. Advancement occurs in keeping with the fixed seniority ladder and the criteria laid down in the wage policy

Average salary in Norway per wage group¹

Wage group	Women		Men		All		Women's salary in % of men's salary
	Average salary	No.	Average salary	No.	Average salary	No.	
1	510 443		529 080		519 969		96.4 %
2	634 400		634 559		634 460		99.9 %
3	701 185		737 256		724 139		95.1 %
4	767 052		794 369		778 227		96.5 %
5	949 110		870 448		905 409		109 %
M			867 338		867 338		
Employed in Norway	639 158	110	658 338	87	647629	197	

For positions in the international programmes, wage determination is based on the job description and the local wage policy for international positions. It is the position that is placed on the wage scale, irrespective of who holds it, and neither wage seniority nor operation seniority is practiced in these positions.

Wage groups were not implemented internationally as of 31.12.2022, and the average salary is therefore only stated for each gender.

¹ Owing to reasons of privacy, we have chosen to remove the figures for the number of women and men in the overview as there are so few employees in many categories, it would be possible to identify individual employees. Certain positions are manually placed during the transition period.

Average salary internationally by gender²

With additional salary steps:

	Women	Men	Total
Number	23	103	126
Average salary steps	50	48	48
Amount	kr 591 511	kr 569 988	kr 569 988

Uten tilleggstrinn:

	Women	Men	Total
Number	23	103	126
Average salary steps	49	46	47
Amount	kr 580 698	kr 549 294	kr 559 484

Use of part-time positions in Norway

Part time positions are made use of to a small degree in Norway; internationally, the use of part-time positions is not practicably possible..

Post type	No. of women	No. of men	Total
Full time	73	59	132
Part time	10	2	12
Waged hourly	1	2	3
Temporary	31	21	52

The percentage of full-time employees is 66.3% and the percentage of part-time employees is 7.5 % of which 1.5% is waged hourly. 26.1% are employed on a temporary basis and work at the emergency accommodation at Gardermoen for refugees from Ukraine.

The reasons for working part-time are age, health, family/caring situation or concurrent studies. Some of the part-time positions have existed as such from the start of employment, and are linked to project financing and/or operating agreements with external parties.

Parental leave

The average number of weeks of parental leave is 12.5 weeks.

Diversity and inclusion

The organisation's personnel policy shall secure equal rights and opportunities for all, irrespective of gender, age, ethnicity and disability. This is ensured, among other things, through recruitment processes with structured interviews and competence-based questions. We are also continuously working on arrangements in the office landscape with, for example, prayer rooms, nursing rooms and changing tables, and we will buy in movable rails for the stairs between the upper office floor and the social zone.

In terms of age, the staff has a range from 22 to 72 years old, with the majority in the 40-49 age group. The average age overall is 47, and there is minimal variation between employees in Norway and employees internationally.

² In 2021, we switched to a new salary table and in that connection, expats who were employed before this received 2 extra salary supplements and a B supplement. In 2023, we removed the B supplement for expats and replaced it with 1 additional salary supplement. Therefore, expats who were employed before 2021 have +3 additional steps.

Nationality of employees, overview 2022

- 47 nationalities in total, including Norwegian citizens.
- 255 Norwegian citizens (65.3 %).
- 74 employees from 19 countries in the EU/EØS, UK, USA, Canada, Australia and New Zealand (18.9 %).
- 61 employees from European countries outside the EU/EØS, African countries, South-east Asia and South America (15.6 %).
- At head office, (incl. regional offices, the Gardermoen services and the emergency reception centre at Gardermoen) the background of 27 of 193 employees is from countries other than Norway (13.9 %). Employees with a background other than Norway come from Afghanistan, Bosnia-Herzegovina, Brazil, Switzerland, Denmark, Ecuador, Eritrea, Ethiopia, France, UK, Hungary, Iceland, Peru, Pakistan, Serbia, Sweden, Ukraine, USA, South Africa and Zimbabwe.
- 43 different nationalities are represented in the leader teams internationally, distributed across the globe; 11 are Norwegian citizens (8.1 %).

VI CLIMATE AND ENVIRONMENT

In 2022, we worked on the planning of the Norwegian People's Aid's General Assembly 2023, which has the theme "climate and crises". We continue to strengthen our environmental work in line with both our obligations as an environmental lighthouse-certified organisation and our own climate and environment policy, which applies to all our employees

We also worked to implement and further develop an environmental management system for large parts of our international programme activities, work that will continue in 2023. The aim is to reduce Norwegian People's Aid's environmental and climate footprint, and to map and manage possible environmental risks.

Objectives

Our objective is to reduce our negative and increase our positive impact on the climate and environment in all countries where we are present. This means that we must reduce our greenhouse gas emissions and our contribution to local pollution of soil, water and air, and prevent potential negative impacts from the degradation of nature and natural resources. We must also analyse and understand how climate change and environmental destruction affect the people we work with and for, and work on the basis of these analyses.

What we have done so far

In 2022, we implemented measures both in Norway and other countries and increased our commitments regarding climate and the environment. We have followed up on measures to ensure our mine-clearance operations reduce waste and energy consumption, started work on targeted capacity building within climate and environment, carried out pilot projects to reduce the use of plastic, and ensured that we integrate climate change more into our work – especially when it comes to long-term priorities of which areas are to be surveyed and cleared of cluster munitions and landmines. In this way, we can hand over land to the population that is not only free of landmines and cluster munitions, but is also sustainable in the long run.

Eco-lighthouse

As an environmentally certified organisation, one of our obligations is to provide an annual climate report for our head office in Oslo. Visit our website (www.folkehjelp.no) to view the figures for 2022.

VII ETHICAL STANDARDS FOR PURCHASING, INVESTMENT AND MARKETING

Norwegian People's Aid is a member of Ethical Trade Norway and we introduced our own ethical standards for purchasing, investment and marketing in the organisation back in 2013.

We wish to make an active contribution to a more responsible working life and to safeguard human rights, employees' rights and environmental considerations in all our operations throughout the organisation. In addition to Norwegian People's Aid's own ethical principles, expectations from Ethical Trade Norway and universal human rights, the standards incorporate elements from OECD, ILO and UN guidelines. The ethical standards are used globally in our programmes, and guidance is also given to our national chapters and members when needed.

The Norwegian People's Aid ethical standards for purchasing, investment and marketing are published on our website. Written acceptance of our ethical standards in tender rounds is an obvious means we use to ensure increased awareness in this area. If suppliers do not work in line with our expectations, we use positive persuasion to try to bring about lasting change. If long-term dialogue does not yield results, we will normally terminate the contractual relationship.

Norwegian People's Aid also works with rights-based projects in many countries and openly reports our activities and plans to Ethical Trade Norway on an annual basis. These reports are shared with the Board of Directors and are readily available on our website (www.folkehjelp.no).

VIII ANTI-CORRUPTION

The fight against corruption in the aid sector is high on the agenda of the Norwegian aid community, including Norwegian People's Aid. We continued our work targeting corruption throughout 2022 and have updated our anti-corruption policy and routines for case management.

This has contributed to increased debate and experience exchange concerning how we can best prevent and deal with corruption cases, both at head office and out in the country programmes. In 2022, Norwegian People's Aid had revenues of NOK 1,278 million. Most of the countries where we are present have a very high corruption risk according to Transparency International's *Corruption Perceptions Index* (CPI).

Full transparency

Norwegian People's Aid practices zero tolerance of all forms of corruption. We acknowledge the problems but do not accept them. We work for a unified attitude towards corruption throughout the organisation and seek full transparency in relation to our anti-corruption work and any exposure of corruption

Corruption and the abuse of power prevent the efficient use of national resources, inhibit economic growth and contribute to unfair distribution of resources in society. Widespread corruption is also an indicator of poor governance and a barrier to a country's democratic development.

Anti-corruption policy

Corruption can manifest itself in many ways, but will always be closely linked to disloyal behaviour and crime. Corruption is therefore a taboo subject and it requires both courage and knowledge to acknowledge that this is a problem for us too. During 2022, we completed an update of our whistle-blowing routines and systems.

Norwegian People's Aid's anti-corruption policy ensures that the Head Office in Oslo maintains a system for receiving and processing reports of unwanted actions or situations wherever they might arise within the organisation. In addition, we wish to include assessments of the risk of corruption in relevant tools and

processes within both the administration and our project work at home and abroad. Norwegian People's Aid maintains an incident reporting function for all incidents that may involve non-compliance.

Responsibility for reporting incidents to Head Office lies with the individual in the programme concerned, whether in Norway or abroad. The reporting system has a wide embrace to include cases which lie in grey areas where the definition of corruption is concerned. The system helps create greater ownership of our anti-corruption work in the country programmes as well as making it easier to uncover cases which may not at the outset be considered as deviation from acceptable routines or actions.

Information to partners

By means of contractual negotiation and capacity assessment, Norwegian People's Aid ensures that all our partners establish adequate guidelines and procedures for anti-corruption work. We undertake assessments of our partners' administrative and control routines and unequivocally communicate our zero tolerance policy. At the same time, we recognise that many of our partners lack the necessary capacity to manage these challenges. Where we find this to be the case, we either make training part of the collaboration or offer our partners external support in relation to the issue.

Incidents in 2022

In 2022, Norwegian People's Aid reviewed 14 specific cases where corruption or corrupt behaviour was suspected. One case was investigated externally, and the rest internally. All cases are reported to donors as a matter of routine. The vast majority of these cases have had little or no financial consequence.

- Four cases were investigated in southern Iraq. One reported case turned out not to be corruption. One case concerned allegations of irregularities in the repair of vehicles. The result of the investigation was that there were no signs of corruption, but a lack of adherence to routines. Measures have been taken to ensure that our internal requirements are complied with. One report concerned an allegation of the involvement of a family member in a procurement process. The investigations did not reveal any violations of internal procedures. The fourth case concerned a theft. Measures have been implemented to better secure equipment.
- One case in Angola and two cases in Mozambique concerned burglary/theft of IT equipment. The cases were referred to the police as a matter of routine.
- In South Sudan, the disappearance of food was reported in relation to the delivery of emergency aid. Investigations were unable to determine who was responsible. Internal routines were subsequently altered.
- One case in Kosovo was defined as a matter for HR and consequently closed in relation to corruption.
- A report was received from a company in Palestine, claiming they had not been paid. Investigations revealed that Norwegian People's Aid was not involved in the project concerned.
- A report from Laos suggested possible irregularities in our purchasing process. Our investigation showed that there was no attempt at corruption.
- A partner in northern Iraq was accused of duplicating invoices. Investigations revealed that one of the partner's employees had manipulated invoices on account of inadequate routines for cash and purchasing. The partnership has been terminated.
- A report was received against an employee in Syria. The case is currently under investigation.
- South Africa: A former employee of a partner reported regular breach of contract by the head of the organisation. The investigation confirmed the suspicion. Several donors are involved, and an external investigator has been commissioned to determine the extent of the embezzlement. In parallel, there is also a local trial against the accused.

IX OUTLOOK AND RISK

The war in Ukraine has triggered a number of needs in which Norwegian People's Aid has considerable expertise. We have extensive experience in working with local civil society in relation to humanitarian response, long-term efforts for democracy and social change, and we have very great expertise in humanitarian landmine and explosives clearance.

The building and further development of our programmes in Ukraine will demand a great deal from the organisation and is likely to require an increase in personnel resources both at head office and locally in Ukraine.

One major challenge is that there is a tendency for donor funds to be moved to Ukraine and other less visible crises and programme countries to be downgraded and given less attention. We must work proactively to secure donor interests and attract more relevant donors.

Loss of reputation is a potential risk to our work. We depend on the people we work with and for, the donors who support us in this work, and society in general having high confidence in our professionalism and integrity. This means that we must continue to think innovatively, adapt to developments, and be true to our values and our mission

The relationship between the environment, climate and conflict is an area that will gain increased importance for our work in the years to come. We plan to strengthen our efforts to make our own work greener, contribute to an increased understanding of the consequences of weapons and conflict on the environment, and show how climate change affects both the work we do and the conflicts we observe. We are also experiencing stricter donor requirements for environmental standards and increased public awareness of humanitarian organisations' own carbon footprint.

Demanding security situations in countries with ongoing or new programmes, such as Sudan and Ukraine, for example, will require special attention. Thus part of our work in 2023 will involve special efforts to strengthen our ability to support partners in relation to digital security.

There are rapid developments where the First Aid and Rescue Service is concerned, and out in the field it is important that our crews have sufficient knowledge and training to fulfil their missions. This means that we must increase attention to safety and training culture in the organisation. We have gradually achieved economic growth in this field. If this development continues, it will require changes in the way we are currently organised within the administration.



Norwegian People's Aid often meets people in vulnerable situations. It is important that organisations have good routines at all times to ensure volunteering is safe. We are contacted by many people who wish to be active with us and we know that volunteerism can also attract people who want to exploit people in vulnerable situations. Another operational risk is media attention if Norwegian People's Aid activities are not of sufficient quality. Norwegian People's Aid has good routines for training, prevention and management should such cases arise.

The board of directors continuously monitors financial developments and emphasises that the organisation has satisfactory management and reporting systems. Good management systems have been developed for following up the budget and quarterly forecasts. These are under continuous improvement. Internal control is given high priority by the board, and is followed up through the administration.

Norwegian People's Aid employs the strategy of taking the least possible financial risk. The organisation has internal procedures for distributing exchange rate differentials across the various projects. As part of our currency management, donor funds are held in the donor's currency until transferred to the relevant country programme. Contracts with Norwegian People's Aid local partners in relation to international development cooperation contain clauses to avoid currency risks. Norwegian People's Aid has no loans with external creditors and very little exposure in the stock market.

Oslo, 16.6. 2023

			
Amalie Hilde Tofte Working Chair	Liv Nesse 1. Vice Chair	Stine Elisabeth Antonsen 2. Vice Chair	Stein Guldbrandsen Norwegian Union of Municipal and General Employees
			
Vegard Grøslie Wennesland The United Federation of Trade Unions	Mildrid Kvisvik The United Federation of Trade Unions	Torulf Mikkelsen NPA Hammerfest	Lene Klatten Vikan NPA Bergen
			
Elisabeth Wickstrøm Åkredalen NPA Horten	Geir Nilsen NPA Moelv og omegn	Øystein Valen NPA Strand og Forsand	Walfred Andersson NPA Malm
			
Magnhild Sofie Otnes Employee Representative	Jane Filseth Andersen Employee Representative	Jorge Dahl Central socio-political committee	Amanda Hylland Spjeldnæs Solidaritetsungdom
			
Berk Bitmez First Aid and Rescue Youth	Vegard Eidissen Lindbæk Central first aid and rescue committee		



Photo: Therese Nordhus Lien



Photo: Ellen Johanne Jarli



Photo: Ludvig Gundersen



Photo: Norsk Folkehjelp



Photo: Shoaib Sultan

STATEMENT OF ACTIVITIES as of 31.12.2022

		(Figures in thousands)	
FUNDS ACQUIRED	Notes	2022	2021
Membership fees, individual		2 180	2 203
Membership fees, collective		2 684	5 289
Total membership fees	1	4 864	7 492
Public donors		1 035 806	933 482
Other donors		59 663	48 743
Total donors	2	1 095 469	982 225
Private donors		95 578	89 021
Total funds acquired	3	95 578	89 021
Refugee reception centers		44 098	2 307
Value added tax refund		10 682	10 908
Total activities that fulfil the organisation's purpose		54 780	13 214
Games and lotteries		302	576
Advertising and product sales		2 472	2 215
Total income generating activities		2 774	2 791
Net financial items	4	369	1 352
TOTAL AVAILABLE FOR THE PURPOSE		1 253 834	1 096 095
FUNDS SPENT			
Games and lotteries		0	138
Private donors		41 236	24 313
Product sales - expenses		2 882	1 258
Total costs to acquisition of funds		44 118	25 710
Expenses for the organisation's purpose			
Humanitarian disarmament		597 262	518 579
Reconstruction, food and emergency relief		98 280	100 930
Long-term development work		368 609	334 639
International solidarity - national work		13 026	13 697
Refugee reception centres and other operational units		21 525	2 104
First aid and rescue		27 238	25 967
Anti-racism		4 614	6 891
Information work in Norway		13 003	12 551
Organisational work in Norway		4 074	3 603
Other operational expenses		25 172	20 925
Total expenses for purpose		1 172 803	1 039 887
Administration expenses			
Administration		16 210	16 151
TOTAL FUNDS SPENT	5,6	1 233 131	1 081 748
RESULT ON ACTIVITIES		20 703	14 347
ALLOCATION OF RESULT ON ACTIVITIES			
Transfer to/from RF with externally imposed restrictions		6 214	770
Transfer to/from RF with self-imposed restrictions		-7 276	1 676
Transfer to/from other equity		21 765	11 902
TOTAL ALLOCATION		20 703	14 347

BALANCE as of 31.12.22

		(Figures in thousands)	
ASSETS	Notes	2022	2021
Fixed assets			
Fixed tangible assets	8	1 762	2 290
Pension funds	9	4 844	4 564
Total fixed assets		6 607	6 854
Current assets			
Receivables	10	686 971	380 311
Financial current assets	11	83 361	106 411
Bank deposits, cash in hand and similar	12	436 186	307 566
Total current assets		1 206 518	794 287
TOTAL ASSETS		1 213 124	801 141
ASSETS TO THE PURPOSE AND LIABILITIES			
Assets to the purpose	7	247 820	226 055
Other equity			
Assets to the purpose with restrictions			
Assets to the purpose with externally imposed restrictions	7	15 699	9 485
Assets to the purpose with self-imposed restrictions	7	29 904	37 180
Total assets to the purpose		293 424	272 720
Current liabilities			
Funds received for unfinished projects	2	746 443	379 496
Liabilities to project donors	13	1 233	0
Interest owing on funds received	13	229	88
Miscellaneous creditors		34 267	36 125
Public taxes owing; holiday pay		32 397	25 090
Provisions for obligations	14	105 132	87 622
Total current liabilities		919 701	528 421
TOTAL ASSETS TO THE PURPOSE AND LIABILITIES		1 213 124	801 141

Oslo, 16.6. 2023

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CASH FLOW STATEMENT

	2022	2021
Profit or loss for the year	20 703	14 347
Depreciation	759	1 740
Changes in accounts receivable	-306 659	90 589
Changes in accounts payable and other deferred items	391 000	-82 203
Net cash flow from operational activities	105 803	24 474
Other investments	23 049	18 537
Proceeds from sale of tangible fixed assets	-232	-1 056
Net cash flow from investment activities	22 818	17 481
Allocation of funds	0	0
Net cash flow from financial activities	0	0
Net change in cash flow	128 620	41 955
Bank deposits and cash 01.01	307 566	265 611
Holdings as of 31.12	436 186	307 566

NOTES

(The figures in all the tables are given in thousands of NOK; elsewhere in the text, the whole figures are given)

NOTE 1

Accounting principles

The Annual Accounts of Norwegian People's Aid consist of the following:

- Activity accounts
- Balance sheet
- Cash flow statement
- Notes

The Annual Accounts have been prepared by the organisation's board and management and must be read in connection with the Annual Report and the Auditor's Report.

Basis for the presentation of the accounts

The Annual Accounts have been submitted in accordance with the Norwegian Accounting Act and generally accepted accounting principles for idealistic organisations.

The Annual Accounts provide a true picture of the organisation's earned resources and how these have been utilised in the course of the year, as well as its financial position at the end of the year.

The necessary specifications appear in the notes. Consequently the notes form an integral part of the Annual Accounts.

The Annual Accounts are founded on the basic principles that apply to historical costs, matching, the going concern assumption, all-inclusive income and prudence. The basic principles relating to transactions, earned income and matching have been deviated from in accordance with Section 4-1 sub-section 3 of the Norwegian Accounting Act, where such can be regarded as generally accepted accounting practice.

Use of estimates

In preparing the annual accounts, estimates and discretionary assessments of uncertain variables are used. The estimates and assessments represent a best judgment at the time of the presentation of the accounts. There may be deviations between estimated and actual figures.

Assets and liabilities in foreign currency

Monetary items in foreign currency are translated in the balance sheet at the exchange rate on the balance sheet date. Income and expenses in foreign currency are translated using the closing rate on the penultimate day of the previous month.

Changes in value resulting from changes in exchange rates are recognised in the income statement as far as possible on the respective projects or are included in the income statement under net financial items.

Receivables

Receivables are stated at face value after deduction of provisions for expected losses. Provisions for losses are made on the basis of an individual assessment of the individual receivables

Fixed assets

Assets intended for permanent ownership or use are classified as fixed assets. Fixed assets are valued at acquisition cost and written down to actual value if this is lower than book value, and the fall in value is not expected to be temporary. Fixed assets with a limited financial life are depreciated over their expected useful lives. Depreciation and write-downs are classified as administrative expenses where they cannot be directly linked to a project or activity.

Fixed assets acquired for the implementation of projects abroad are written to expenses at the time of acquisition and charged to the individual projects in accordance with commitments from donors.

Financial current assets

Market-based shares, bonds and other financial instruments classified as current assets are valued at actual value if they are listed on a stock exchange or administered by a professional asset manager, and the actual value of the investments can be measured reliably. The result (return and change in value) from such investments is included in the income statement under net financial items.

Income recognition principles

Income is recognised as and when it accrues. For income for which no consideration will be provided, e.g. donations and collected funds, this is considered accrued when the following three criteria have been met:

1. The organisation must have a legal right to the income
2. It must be reasonably certain that the income will be received
3. It must be possible to measure the income with a satisfactory degree of reliability

Income from members

The organisation receives gross membership fees from its members. 60% of income from members is transferred to the local chapters. From 2020, the share accruing to Norwegian People's Aid is presented gross in the account of activities.

Contributions from donors

Contributions for coverage of expenses are recognised as gross income. Where the criteria for income recognition have not been met, the contribution is recognised as a liability on a separate line in the balance sheet. The contribution is recognised at the value at the time of the transaction. Material contributions which cannot be estimated at an actual value are reported in a note. Unused project funds are entered as a liability to the donor upon project conclusion.

Lottery income

Lottery income is recognised as gross income. The expenses associated with lotteries, prizes and sales expenses are entered under expenses for acquisition of funds.

Expense accounting principles

Expenses are compiled and written to expenses simultaneously with the activity related to the expense. This applies both to expenses for acquiring funds and to realising the purpose. Expenses that cannot be directly attributed to activities are written to expenses when they are incurred.

Taxes

The organisation is tax-exempt.

Pension obligations and pension costs

In the case of deposit plans, the organisation pays deposits to an insurance company. The organisation has no further payment obligation after the deposits have been paid. Premiums for contribution-based pension plans organised through life insurance companies are taken to expenses in the period to which the contribution applies and are included among salary costs in the income statement. Liabilities or pension assets related to the collectively insured pension scheme are not capitalised.

A defined benefit plan is a pension scheme that is not a defined contribution plan. Typically, a defined benefit plan is a pension scheme that defines a pension payment that an employee will receive upon retirement. The pension payment is normally dependent on several factors, such as age, number of years in the company and salary. The capitalised liability related to defined benefit plans is the present value of the defined benefits on the balance sheet date less the actual value of the pension assets (amounts paid to insurance companies), adjusted for unrecognised estimate deviations and non-recognised costs related to previous periods' pension accruals. The pension obligation is calculated annually by an independent actuary using a linear accrual method.

The pension scheme Norwegian People's Aid has in the Government Pension Fund (Statens Pensjonskasse) appears to the employees as a so-called benefit plan, i.e. they have a claim for a future pension based on, among other things, earning time and salary at the time of retirement. There is thus in principle an obligation for the employer to the employees to provide this pension. The Government Pension Fund does not have sufficient information available to make it possible to calculate such a liability, and thus the scheme is treated as a defined contribution scheme for accounting purposes. According to recommended practice in Norway, such pension plans can in this case be treated as contribution plans for accounting purposes, which in practice means that the period's pension cost is equal to the period's contribution.

Cash flow statement

The cash flow statement has been prepared according to the indirect method. Liquidity reserve includes cash and bank deposits which are valued at actual value.

NOTE 2

Contributions from donors

	2022		2021		
	Unused contrib. as of 1.1.2022	Contrib. 2022	Unused contrib. as of 31.12.2022	Contrib. to income/funds spent 2022	Contrib. to income/funds spent 2021
Contributions from public donors					
Nor. Dir. for Children, Youth & Fam. Aff., Distrib.comm., youth work	-	966	-	966	932
NORAD	9 413	211 984	4 721	216 676	197 060
Ministry of Foreign Affairs	54 275	356 657	104 411	306 521	260 882
Ministry of Justice and Public Security	-	11 972	-	11 972	16 026
Other Norwegian governmental agencies*	8 194	6 728	4 319	10 603	
Total Norwegian	71 882	588 308	113 452	546 738	474 899
Swiss Development office	4 594	13 789	3 858	14 526	12 111
US Department of state	220 700	597 184	508 151	309 733	263 553
EU	27 006	71 046	69 615	28 438	39 648
Swedish Ministry of Foreign Affairs	10 172	64 030	13 124	61 079	65 970
UK (FCDO)	-	-	-	-	17 452
German Ministry of Foreign Affairs	8 598	26 188	-	34 786	34 145
Other countries	29 026	35 151	23 671	40 506	25 705
Total international	300 098	807 388	618 418	489 068	458 583
Total public donors	371 980	1 395 696	731 870	1 035 806	933 482
Other donors	3 275	15 671	7 175	11 770	10 344
UN	4 242	51 049	7 398	47 893	38 398
Total other donors	7 517	66 720	14 574	59 663	48 743
Total donor contributions	379 496	1 462 416	746 443	1 095 469	982 225
Contributions taken to income/funds used	1 095 469				

*Includes NOK 537 000 to the Discrimination and Assistance Board (DiMe) in accordance with the grant scheme for special legal aid measures administered by the State's Civil Law Administration.

Donor funds must be used in accordance with the purpose of the grant.

NOTE 3

The following donors have contributed

	2022	2021
Private	52 136	47 299
Companies	8 815	5 882
Labour movement	12 395	15 188
Norsk Tipping, contributed lottery funds	22 231	20 652
Total donors	95 578	89 021
Total funds raised	95 578	89 021

NOTE 4

Financial items	2022	2021
Income from interest	3 417	344
Return on stocks/shares	-3 044	892
Other	-4	116
Total financial items	369	1 352

NOTE 5

Operating expenses by category	2022	2021
Payroll expenses	625 289	529 525
Transferred to partners in project countries	261 801	253 412
Depreciation of fixed assets	759	1 740
Other operating expenses	345 283	297 071
Total operating expenses	1 233 131	1 081 748

NOTE 6**Administration and charitable purpose ratios**

	2022	2021	2020	2019	2018
Administration expenses ¹⁾	1,3 %	1,4 %	1,3 %	1,4 %	1,1 %
Expenses related to purpose ²⁾	95,1 %	96,1 %	96,0 %	95,2 %	92,6 %
Fund-raising ratio ³⁾	56,9 %	72,7 %	71,8 %	69,4 %	72,5 %

¹⁾ Administration expenses calculated thus: Administration expenses/total funds spent

²⁾ Expenses related to purpose calculated thus: Total expenses to purpose/total funds spent

³⁾ Fund-raising ratio calculated thus: Net donors/gross donors

We have invested in getting more regular donors, which explains the decrease in the fundraising percentage in 2022. We have done this on the basis of expected increased earnings from our regular donors, who will contribute in turn to increased income to our projects.

According to the accounting standard for non-profit organisations, expenses for administration are considered to be the costs incurred to run the organisation, and which cannot be allocated directly to specific activities. Administration includes, among other things, expenses in the main administration in Norway related to the Board of Directors, the Secretary General and staff, HR, IT and finance management.

Expenses are attributed to the greatest extent possible to the activities to which they relate. Expenses such as rent, IT/communications, insurance and fixtures and fittings relating to more than one activity are allocated to activities according to FTEs and volume. These expenses amounted to NOK 25 519 000 in 2022.

NOTE 7

Net change in restricted funds (RF)	OB 01.01.	Additions	Used	CB 31.12.	Net change
Other equity	226 055	21 765	0	247 820	21 765
RF with externally imposed restrictions ¹⁾	9 485	29 542	23 328	15 699	6 214
RF with self-imposed restrictions ²⁾	37 180	4 755	12 031	29 904	-7 276
Sum	272 720	56 062	35 359	293 424	20 703

¹⁾ Restricted funds with externally imposed restrictions are gifts donated on condition that they are used for given purposes.

²⁾ Specification of restricted funds with self-imposed restrictions:

	OB 01.01.	Additions	Used	CB 31.12.	Net change
General Assembly 2023	850	425	0	1 275	425
Earmarked to Central social policy committee	15 849	0	387	15 462	-387
Earmarked to project activities	11 643	700	3 117	9 226	-2 417
Earmarked to marketing activities	8 500	3 630	8 500	3 630	-4 870
Norsk Hydro donation	339	0	27	312	-27
	37 180	4 755	12 031	29 904	-7 276

The donation from Norsk Hydro of NOK 10 000 000 was originally granted in 2005. Norwegian People's Aid has decided that the Board of Directors shall be responsible for allocating these funds.

The Board of Directors has decided to wind up the Furumo/Løren fund. The Central social policy committee has been granted the authority to dispose of said funds in accordance with the committee's mandate.

NOTE 8

Spesification of fixed tangible assets

	Land and buildings	IT-equipment	Software	Total
Acquisition cost	1 279	167	6 036	7 482
Additions	0	232	0	232
Disposals	0	0	0	0
CB acquisition costs	1 279	399	6 036	7 714
OB accumulated depreciation	448	72	4 672	5 192
Depreciation for the year	0	64	695	759
Accum. deprec on sold operating assets	0	0	0	0
CB accumulated depreciation	448	137	5 367	5 952
Book value as of 31.12.22	832	262	669	1 762

Fixed assets have a depreciation value of 3-5 years. Building lots are not depreciated.

NOTE 9

Pensions and other employee obligations

	2022	2021
Premium fund	100	100
Sum pensions and other employee obligations	100	100

Payroll expenses

	2022	2021
Payroll expenses for all field employees	324 462	288 272
Payroll expenses for reception centres and projects in Norway	38 141	23 767
Payroll expenses at Head Office and regional offices	63 944	61 308
Employer's national insurance contributions	16 561	13 624
Pension expenses	6 836	3 867
Other expenses	175 346	138 687
Total payroll expenses	625 289	529 525

	2022	2021
Number of FTEs in Norway	150	129
Number of FTEs at field offices under contract from Head Office	129	122
Local employees at field offices	about 2300	about 2300

Pensions

Norwegian People's Aid is obliged to have an occupational pension scheme in accordance with the Act on Mandatory Occupational Pensions and has a pension scheme in the Government Pension Fund that satisfies the requirements of this Act. The organisation has 184 employees who are covered by the rules on mandatory occupational pensions, the Government Pension Fund. Norwegian People's Aid's pension scheme in the Government Pension Fund is a multi-company scheme with a premium model where this year's premium is the cost of the year. All employees who earn a fixed salary for shorter or longer periods are included in the scheme.

Norwegian People's Aid additionally has pension obligations with KLP for former employees at the Kure Epilepsy Centre which covers 28 persons. The pension scheme is benefit based and managed in accordance with NRS for pension expenses. This benefit scheme mainly depends on the number of pension-saving years, salary level at attained retirement age and the benefit amount from the Norwegian national insurance scheme. The obligation is covered through a collective pension agreement at Kommunal Landspensjonskasse -Gjensidige Forsikring. Pension funds are entered at estimated value as of 31.12.22.

Pension funds/obligations	2022	2021
Gross incurred pension obligations	23 128	24 233
+ Employer's national insurance contribution	108	4
= Gross incurred obligations incl. employer's national insurance contribution	23 237	24 237
- Pension funds	-22 360	-24 204
= Net obligation incl. employer's national insurance contribution	876	33
- Estimate deviations not recognised in the income statement excl. employer's national insurance contribution	-5 201	-4 206
- Estimate deviations not recognised in the income statement, employer's national insurance contribution	-520	-391
= Net assets (funds)/liabilities recognised in balance sheet after employer's national insurance contribution	-4 844	-4 564

Financial assumptions:

Discount rate	3,00 %	1,90 %
Expected salary adjustment	3,50 %	2,75 %
Expected G adjustment	3,25 %	2,50 %
Expected return on fund assets	5,10 %	3,70 %

Provision for severance payments at field offices

Provision is made for severance payments at field offices on the basis of estimated future obligations.

Fees/salaries to the Board of Directors and Secretary General

No remuneration was paid to the Board of Directors in 2022. Total salary for 2022 paid to the Secretary General amounts to NOK 1 160 907, while other benefits totalled NOK 8 808. The Secretary General participates in Norwegian People's Aid's regular pension scheme and receives no other form of remuneration than regular salary. Norwegian People's Aid is obligated to pay six months' severance pay in the event of termination by the employer. Beyond this, Norwegian People's Aid has no further obligations.

Auditor

The agreed audit fee for the annual audit of Norwegian People's Aid is NOK 313 200. Donors impose requirements for special certification of all projects. For project auditing in Norway and at our field offices, NOK 8 980 000 has been taken to expenses. All amounts include VAT. The fee also applies to other auditors than our auditor BDO AS in Norway.

NOTE 10

Short-term receivables	2022	2021
International project donors	657 126	363 931
Other receivables	29 845	16 380
Total	686 971	380 311

There are no receivables falling due later than one year after the end of the fiscal year.

Receivables from donors mainly involve pledges received on projects in progress. To the extent that funds have not been used, they are also entered on the liabilities side of the balance sheet under the item "Funds on unfinished projects".

NOTE 11

Financial current assets	2022	2021
Value as of 01.01	106 411	108 462
Purchase	0	16 000
Sale	20 006	18 943
Return	-3 044	892
Value as of 31.12 *	83 361	106 411
Financial current assets	83 361	106 411

* Of the total, NOK 82 740 940 are bond funds

NOTE 12

Bank deposits, cash and cash equivalents	2022	2021
Tax withholding account	0	6 917
Other blocked bank accounts	3 937	3 937
Total blocked bank deposits	3 937	10 854
Other restricted funds not in blocked accounts	44 185	124 791
Other restricted funds in foreign accounts	43 586	34 998
Total restricted funds	87 771	159 789
Unrestricted funds	344 478	136 922
Total bank deposits, cash and cash equivalents	436 186	307 566

Tax withholding account has been replaced with tax withholding guarantee.

Restricted funds are funds that are to be used in accordance with the donor's contribution. Unused funds must be returned to the donor

NOTE 13

Liabilities to project donors

For various reasons, not all donor funds have been utilised on specific projects. In accordance with the contract, these funds will be repaid to donors.

Interest due on funds received

Accrued interest on funds received from donors which, by agreement, must be repaid.

NOTE 14

Provisions for obligations	2022	2021
Provisions for severance schemes at field offices (see note 9)	74 283	56 982
Other provisions	23 239	23 873
Provisions for project auditing	7 610	6 768
Total provisions for obligations	105 132	87 622

NOTE 15

Related parties

For Norwegian People's Aid, the term related parties is defined to include the Board of Directors, management and other employees, together with trade unions affiliated to the Norwegian Confederation of Trade Unions in Norway.

In 2022 Norwegian People's Aid received NOK 15 635 000 from trade unions affiliated to the Norwegian Confederation of Trade Unions. There have been no transactions with the other related parties that are relevant in this respect.

Independent Auditor's Report

To the Board of the Norwegian People's Aid

Opinion

We have audited the financial statements of the Norwegian People's Aid.

The financial statements comprise:

- The balance sheet as at 31 December 2022
- The activity statement for 2022
- Statement of cash flows for the year that ended 31 December 2022
- Notes to the financial statements, including a summary of significant accounting policies

In our opinion:

- The financial statements comply with applicable statutory requirements, and
- The financial statements give a true and fair view of the financial position of the Organisation as at 31 December 2022, and its financial performance and its cash flows for the year then ended in accordance with the Norwegian Accounting Act and accounting standards and practices generally accepted in Norway.

Basis for Opinion

We conducted our audit in accordance with International Standards on Auditing (ISAs). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the Organisation as required by laws and regulations and International Ethics Standards Board for Accountants' International Code of Ethics for Professional Accountants (including International Independence Standards) (IESBA Code), and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Other information

The Board of Directors and the General Secretary (management) is responsible for the other information. The other information comprises the Board of Directors' report and other information in the Annual Report, but does not include the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.



Opinion on the Board of Director's report

Based on our knowledge obtained in the audit, in our opinion the Board of Directors' report

- is consistent with the financial statements and
- contains the information required by applicable legal requirements.

Responsibilities of the Board of Directors and the General Secretary for the Financial Statements

The Board of Directors and the General Secretary (management) are responsible for the preparation of financial statements that give a true and fair view in accordance with the Norwegian Accounting Act and accounting standards and practices generally accepted in Norway, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Organisation's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting insofar as it is not likely that the enterprise will cease operations.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

For further description of Auditor's Responsibilities for the Audit of the Financial Statements reference is made to:

<https://revisorforeningen.no/revisjonsberetninger>

Oslo, June 16th, 2023

BDO AS

Erik H. Lie

State Authorised Public Accountant

Note: Translation from Norwegian prepared for information purposes only.



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