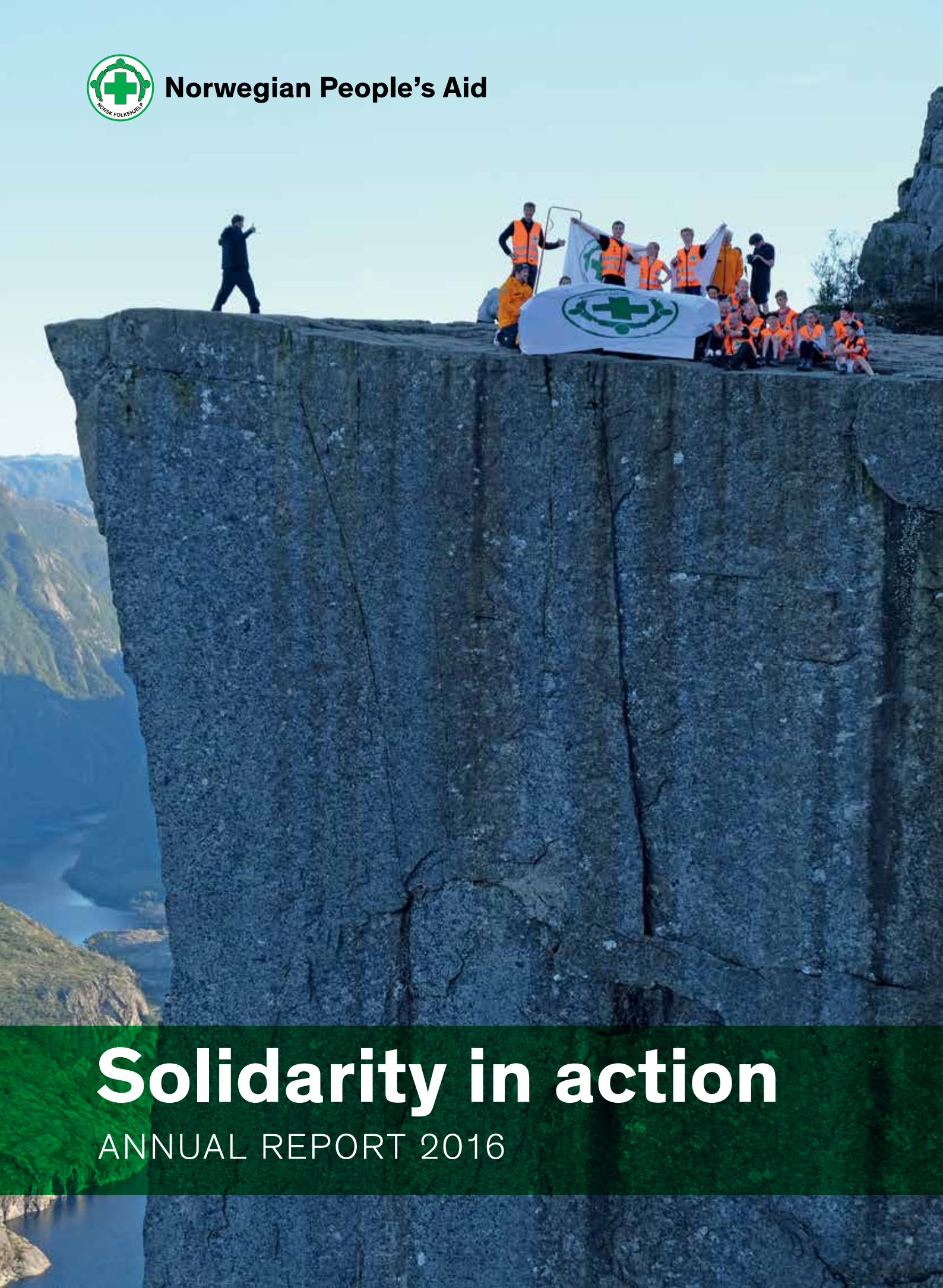




Norwegian People's Aid



Solidarity in action

ANNUAL REPORT 2016

THIS IS NORWEGIAN PEOPLE'S AID

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

We are the labour movement's humanitarian organisation for solidarity. The foundation of our organisation rests on the labour movement's 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; an organisation which adopts independent standpoints on the basis of knowledge and experience from practical work, and which challenges power and injustice.

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

Norwegian People's Aid works within two strategic areas: Fair distribution of power and resources and Protection of life and health.

CONTENTS

A strong, united organisation	3
Income from marketing work	4
The trade union movement	5
Political influence	6
First aid and rescue services	8
Work with refugees and social inclusion	11
Humanitarian disarmament	14
Democratisation and fair distribution	17
Solidarity at home and abroad	20
Work against corruption	22
Income and expenditure 2016	24
Accounts	26
Annual report of the Board of Directors 2016	37

A STRONG, UNITED ORGANISATION



Photo: Ellen Johanne Jævi

It has been my great pleasure to be the Chairman of Norwegian People's Aid for the last ten years. During this time, our members have become more numerous, more skilled and, not least, more supportive of our many activities regardless of whether their primary interests are in first aid and rescue services, anti-racism or international solidarity. It is especially pleasing to see that so many young people have become involved.

Norwegian People's Aid has been working for many years to improve the framework within which volunteers work for the rescue service and 2016 finally saw the publication of a parliamentary report about public security which points to the challenges faced by voluntary organisations. Although this does not mean we have achieved legislation to ensure that our crews receive compensation for lost earnings when engaged on rescue missions, it is nevertheless an important step on the way.

There was also good news during the summer when a great deal of attention was paid to the challenges faced by the rescue services as a result of mass tourism. The government granted an extra one million kroner to Norwegian People's Aid Strand and Forsand to cover wear and tear on materials and

to strengthen rescue preparedness vis-à-vis Pulpit Rock (Preikestolen).

2016 was a year of further restriction in relation to asylum and refugee policy in Norway. In response, Norwegian People's Aid lobbied to prevent the extended use of temporary residency for unaccompanied minor asylum seekers and the tightening of family reunification policy. Despite partial acceptance of both these issues in the Norwegian parliament (Stortinget), government practice has nevertheless resulted in record numbers of unaccompanied minor asylum seekers over the age of 16 only being given leave to remain in the country until they turn 18.

Norwegian People's Aid continues to be a world leader within humanitarian mine and explosives clearance. We freed over 49 million square metres of land in 2016, directly benefitting more than 50,000 people and positively affecting more than 200,000 others.

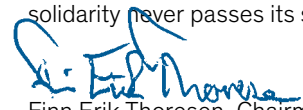
Our partnership with the trade union movement was further strengthened in 2016. Funds from the federations and their clubs and associations are used principally to meet our shares within Norad projects. In 2016, we worked together with 250 partners in 23 coun-

tries in relation to humanitarian efforts and work for democratisation and fair distribution. The trade union movement also supports our national first aid and rescue work and international work to clear landmines and cluster munitions.

We are full of appreciation for our regular donors, who are extremely loyal. Most stay with us for many years and, in 2016, our income from this group rose by a massive 18 per cent on the previous year.

Thanks to our many supporters – whether the trade union movement, individual donors or businesses – we have managed to achieve the goal we set ourselves of establishing an equity capital equivalent to 10 per cent of turnover. And not only that: In 2017 our equity capital is up to as much as 17 per cent.

Leaving my position as Chairman is not undertaken with a light heart but there is a time for everything. I would like to thank you for your support through these many exciting years and wish you all good fortune in your important work which means so much to so many. Norwegian People's Aid is Solidarity in action and solidarity never passes its sell-by date!


Finn Erik Thoresen, Chairman

INCOME FROM MARKETING WORK



Photo: Torunn Aaslund

The 1st of May is not just an important day for demonstrating political standpoints; the day sees our members out with their collection boxes all over the country, raising funds for our work.



Photo: Kristoffer Myhre

This bicycle has proved to be very effective in the work of recruiting more regular donors to Norwegian People's Aid.

Regular donors: 18 per cent increase in income

We greatly appreciate our regular donors – or 'Folkehjelpere' as we call those who support us monthly. The People Aiders are more than faithful and most stay with us for many years. Thanks to their loyalty and trust, income from this group rose by a massive 18 per cent on the previous year. Being a 'Folkehjelper' is about supporting people to change their own lives. And that pays!

Our supporters

The Kavli Foundation is an important partner, providing support to the agricultural school in Yei and farmers' groups in Central Equatoria, both in South Sudan. **Coop** members and customers also constitute a loyal support group by donating returned deposits on bottles and cans. Further, **Coop Norge** is an important partner in relation to our international work. The three-year partnership agreement with the **Norwegian Humanist Association** entails support of the Yazidi people in Iraq and combating violence against women in Rwanda while **Jernbanepersonalets Bank og Forsikring** has supported mine dogs Mino and Mina through their *Employ a Mine Dog* business concept. Mino and Mina work in Bosnia-Herzegovina and Cambodia respectively. Other partners we are grateful to be able to name here are Jotun, Johnson & Johnson and **KLP**.

Telia has supported us with both profiling and materials to strengthen our efforts in relation to the digitalisation of operational planning and resource management during ongoing rescue operations. Norwegian People's Aid has now developed a concept which has been tried, tested and put into operation on a national basis.

Testamentary gifts

After providing excellent support over many years, some of our members and donors choose to benefit Norwegian People's Aid in their will. In 2016, we received NOK 2.4 million in testamentary gifts, for which we are extremely grateful. By benefitting Norwegian People's Aid in their will, these supporters have helped ensure that our work for solidarity can continue into the future.



NTL's three so-called door-openers, who spread information and encourage involvement in our solidarity work in Rwanda. From left, Harald Moen Borgerud from NTL Nav, Lone Alice Johansen from NTL Central Administration and Inger Elin Kristina Utsi from NTL UiT – The Arctic University of Norway.

THE TRADE UNION MOVEMENT

2016 saw a great deal of activity – political, organisational and financial – in relation to our close cooperation with the trade union movement. Norwegian People's Aid international development work in particular benefits from the funds we receive from the federations and their clubs and associations, providing our share of support to Norad projects. Trade union support is also channelled towards national first aid and rescue work and international landmine and cluster munitions clearance.

Highlights

- The national assembly of the **Norwegian Railway Association** resolved to enter into a long-term partnership agreement for support to Colombia, particularly for mine clearance and development work. The agreement, worth NOK 100,000 annually, is set to run from 2017 to 2020. The assembly also passed a one-off grant of NOK 250,000 to Colombia.
- At its national assembly, **The Norwegian Union of Commerce and Office Employees** extended its partnership agreement with Norwegian People's Aid by NOK 250,000 for the period 2017-2020. The funding will benefit women in Myanmar.
- **Postkom** extended its partnership

agreement for a further four years at its national assembly. NOK 500,000 in total is to support women and young people in South Sudan.

- At the Cartel Conference, **LO Stat** granted NOK 100,000 kroner to support the rehabilitation of war-wounded Syrian refugees in Lebanon and to Norwegian People's Aid national first aid and rescue service.
- The long-term partnership agreement we have with the **Norwegian Union of Municipal and General Employees** (NUMGE) for the period 2014–2017 constitutes an important financial contribution. The agreement also means a great deal in terms of political lobbying on behalf of the Palestinians and in involvement in the union. In 2016, an ambassadorial trip was organised to Lebanon. Over the year, 24 ambassadors have made tremendous contributions in creating solidarity among the union's representatives and members. NUMGE also demonstrated its solidarity with Palestine and granted NOK 100,000 to earthquake victims in Ecuador. NUMGE Sogn og Fjordane have become involved at the local level and entered into a two-year partnership agreement with our youth affairs partner in the Palestinian refugee

camp in Rashidieh, Lebanon.

- **The United Federation of Trade Unions Norway** supports our work in South Africa, with particular interest in workers' rights. Wine farmers and miners are two of the groups that are followed up by the federation's seven-strong ambassadorial corps.
- **The Norwegian Civil Service Union (NTL)** supports our work to reduce sex-based violence in Rwanda. In December, the union's three door-openers for Rwanda travelled to the country to observe and learn from the work our partners undertake to increase awareness of the issue.
- **The Norwegian Seafarer's Union** has provided support to Norwegian People's Aid First Aid and Rescue Services through a three-year agreement. Funds are used on concrete measures to strengthen rescue preparedness while the political aspect of the agreement has seen NPA facilitate development cooperation within the Norwegian rescue service.
- This year, Norwegian People's Aid attended many different meetings across the country, setting up stands and giving talks to spread information about our international work.

POLITICAL INFLUENCE



Norwegian Rescue Service

The white paper concerning public security provides a comprehensive, insightful description of current status and the challenges faced by voluntary organisations within the Norwegian Rescue Service. The report acknowledges the need to explore the framework conditions for volunteers in the rescue service, which Norwegian People's Aid has been requesting for years. The task of undertaking the examination has been given to the National Rescue Council (NRR) and the Voluntary Organisations Rescue Forum (FORF). Establishing this has been a key demand from Norwegian People's Aid, particularly since large parts of Norwegian emergency preparedness have been under review following 22.7.2011. Given that our partners are undergoing change and development, we too must evaluate our services and the interplay between Norwegian People's Aid and the rest of the rescue service.

Not least, it is important to look at the relationship between centralisation and our local preparedness resources.

In 2016, VAT expenses in relation to the emergency network were covered in their entirety by the Ministry of Justice and Public Security. A long-term process lies behind this development and we must continue our efforts to ensure it becomes a permanent arrangement.

The plan for health service organisation at incident sites was completed in 2016, Norwegian People's Aid having contributed to the process.

Work was begun in 2016 upon a comprehensive normative study as to how the Norwegian rescue community is put together at the strategic level. Norwegian People's Aid has been invited to contribute.

Over the summer, a great deal of attention was paid to the challenges faced by the rescue services as a result of mass tourism. One consequence, following approaches from head office, was that the government granted one million Norwegian kroner extra to Norwegian People's Aid Strand and Forsand to cover wear-and-tear on materials and to strengthen rescue preparedness. As an operator involved in the Norwegian travel industry, Innovation Norway has taken the initiative to undertake a longer-term study to look at national tourist trails, information given to tourists and rescue preparedness. As an organisation involved in the latter, Norwegian People's Aid has been invited to contribute.

The battle over support for civil society

When the government put forward its proposal for the 2016 national budget in October, civil society support was



Photo: Therese Nordhus Lien

Participants at the Social Policy Conference concluded the weekend with a visit to the Parliament. Rebecca Larsen Finbak from NPA Bodø took the opportunity to ask Parliament representative Stine Renate Håheim (Norwegian Labour Party) about places at kindergarten for unaccompanied minor asylum-seekers.

pencilled in for cuts of about 60 per cent. This was countered by large-scale mobilisation which finally ended with the opposition achieving substantial reductions to the proposed cuts. The national budget nevertheless cut assistance by NOK 1.8 billion, severely affecting support to human rights work and democratisation.

During negotiations for the 2016 national budget, we managed to bring about a majority statement that confirms the need for cross-border aid into Syria: «The committee refers to the humanitarian efforts in Syria and adjacent areas. In order for aid to reach those most vulnerable, the efforts of international and local voluntary organisations are important. (...) The committee is of the opinion that the share of humanitarian assistance given to cross-border aid should be maintained and increases considered.» This helps ensure that organisations

on the ground in Turkey and Lebanon, including Norwegian People's Aid, can continue their work by reaching some of those at greatest risk inside Syria.

Refugee policy

2016 was a year of further restriction in relation to asylum and refugee policy in Norway. In response, Norwegian People's Aid lobbied to prevent the extended use of temporary residency for unaccompanied minor asylum seekers and the tightening of family reunification policy. Despite partial acceptance of both these issues in the Storting, government practice has nevertheless resulted in record numbers of unaccompanied minor asylum seekers over the age of 16 only being given leave to remain in the country until they turn 18.

Norwegian People's Aid deems it important that integration begins from

day one, meaning that asylum-seekers should have the right to work while waiting for their asylum application to be processed. In connection with the government report on integration, Norwegian People's Aid reiterated this view in hearings and meetings with all parties at the Storting. At the end of May, a breakfast seminar entitled The Right to Work – For Refugees Too was arranged. We achieved at least partial acceptance for our proposal when the requirement that asylum-seekers must have undergone interviews with the Directorate of Immigration before being allowed to work was dropped for persons with confirmed identity and high probability of being granted residence.

FIRST AID AND RESCUE SERVICES

Norwegian People's Aid Health and Rescue Service works to bring safety to local communities throughout the country. The basic principle is to demonstrate Solidarity in action through clear attitudes and concrete action.

60

operative first aid and rescue groups

There are about 60 operative health and rescue groups distributed across all Norwegian counties. We currently have around 2000 authorised health and rescue crews.

Establishing a new strategy

Following on from national assembly resolutions and discussions at the health and rescue conference, the Board in 2016 approved a separate strategy for this field for the first time. The strategy describes focus areas, goals and performance targets within five main areas: 1) Investment in NPA First Aid and Rescue Service Youth 2) Membership growth and growth in the number of local chapters 3) Professional development and quality 4) Strengthened profile and 5) Organisational development. The strategy was approved by the Board in conjunction with an additional grant to get started with the instructors' conference, youth activities and emergency response ambulances.

Resource register

Norwegian People's Aid is participating in the work to develop a national register of rescue resources. This means that all our resources will be visible in the systems of the professional bodies given access (the police, acute medical communication centre (AMK), fire service and the Joint Rescue Communication Centre). Information is compiled at one location and geographically plotted to make finding relevant resources easy when they are required. The system may also be

used strategically to identify holes in the current preparedness regime where new resources need to be deployed.

SAR reporting system

Norwegian People's Aid is now a fully-fledged user of a post rescue mission reporting system that makes it possible to extract experiences from all involved parties and to report any non-compliance.

Contact with the health service

Regular meetings with the Norwegian Directorate of Health are held twice a year. These have a jointly agreed agenda, ensuring a mutual exchange of information and common basis, and we are afforded the opportunity of influencing processes that affect us. The Directorate welcomes our opinions, views and suggestions.

Sanitet Magazine

Sanitet (First Aid and Rescue Services) Magazine is an important information channel and issued in step with Appell. Four issues were published in 2016.

Activity Conference

The First Aid and Rescue Service Activity Conference enjoyed high attendance in March 2016. The conference is the most important meeting place for the first aid and rescue service each year. Conference topics have included group teamwork, training culture and various professional challenges, including those to do with the transition between the search and rescue phases of an operation.



Photo: Ida Kroksæter

Increased visibility

NPA First Aid and Rescue Service has been strengthened by the appointment of a communications advisor from May 2016. This has increased the frequency and quality of our work in social media. A dedicated communications strategy, anchored at representative level and regulating how we are to work through our various channels, and towards which goals, has been drawn up for the service.

Preventive work

Following thorough assessment, we chose to cease reporting drowning statistics from the beginning of 2016. Reasons for so doing were the lack of competence, no solid foundation at local voluntary level, the general resource situation and, not least, the fact that we have long wished to link our accident prevention work more closely with the major thrust of our efforts.

NPA First Aid and Rescue Service Youth

NPA First Aid and Rescue Service Youth was strengthened in 2016 with the creation of a post following a Board decision. The aim of the post is to help bring about more local activity for First Aid and Rescue Service Youth. A leaders' meeting for both adults and youth was enthusiastically received, prompting the desire for further work with this forum. The 2016 summer camp was held at Høvringen while the autumn saw the beginning of a new campaign aiming at start-up activities. Many youth groups are currently under-

250

operations



Photo: Tor Inge Jessang

Tourists helped down from Pulpit Rock (Preikestolen).

going a generational shift and this affected the level of activity in 2016, which was lower than previous years.

Organisational development

Work continues to shift local chapter culture towards an ethos of continual training within both rescue work and first aid. The reason behind such a training culture is that it will strengthen participation obligations, crew identity, practical skills and unity. This will make it easier to organise new crews and carry out activities. It is, moreover, a positive development that can be undertaken without increased costs. In order to succeed, however, there needs to be sufficient capacity at local level to organise matters and a sufficient number of motivated instructors to safeguard professional quality.

Rescue operations

In 2016 we carried out over 300 rescue missions. We also undertook operations to do with patients at remote locations and first aid tasks at various events.

Professional development

An ongoing project concerning the use of digital aids, involving a number of local chapters, was continued in 2016. The autumn instructor's meeting was well attended. Training plans are currently under review and the review of the Basic Search and Rescue Course was completed in 2016.

2000
authorised first aid
and rescue crews



Photo: Tor Inge Jessang

The NPA boat comes in useful when the NPA Haugaland's First Aid and Rescue Service Youth group are out to practice rescue at sea.

ACTIVE YEAR FOR NPA FIRST AID AND RESCUE SERVICE YOUTH

NPA First Aid and Rescue Service Youth comprises 26 active groups and we carried out two new national initiatives in 2016. The first was a start-up campaign immediately after the summer holidays where, in order to participate, the local groups had to deliver a plan for the autumn giving an overview of proposed activities. This resulted in more groups getting under way earlier in the autumn. Participating groups received T-shirts and carabiners to give out to active and new members.

The second initiative was the first ever joint leaders' meeting and course for both youth leaders and adult leaders. Focus-

sing on teamwork means that neither one youth leader nor one adult leader is left with all the work and responsibility, while arriving at a common understanding of where we want to go and how we are to get there was an important topic for discussion.

Unfortunately, the youth advisor appointed in the autumn of 2015 stepped down to return to education and we had to use much of 2016 in a new employment process. The new appointee started in October and improvements in the various groups' work were evident after only a short time.



Photo: Håkon Nordvik

NPA Haugaland's First Aid and Rescue Service Youth group have had an active year in 2016.



Photo: Ida Kroksæter

Digital aids are becoming ever more important to the rescue service. Thorough, regular training in the use of such tools then becomes important too – here from a course at Høvringen, 2016.

LIFE-SAVING TECHNOLOGY

Working under the slogan *Tablets that Save Lives*, Norwegian People's Aid have taken to using tablets during search and rescue operations in recent years. The tablets dramatically cut down the use of time in planning, transport and communication between various parties in search and rescue operations.

– We estimate that the time we use to get organised and share information during a search has been cut by two thirds compared to when we used Satnav, says Norwegian People's Aid professional developer, Erlend Aarsæther.

And this is precisely the purpose of the project – that search crews are able to use more time on the ground so that they are able to find missing persons more quickly.

– Sometimes in our operations a few minutes can mean the difference between life and death, says Aarsæther.

DRAMA AT PULPIT ROCK

The 8th of August 2016 was a special day for Norwegian People's Aid Strand and Forsand, which provides emergency response crews for Pulpit Rock "Preikestolen". Heavy rain and cold winds surprised tourists dressed only in summer clothes and a regular patrol quickly turned into an extensive rescue operation.

– While we were helping one patient, another person arrived carrying a girl who was unconscious and very cold. We immediately understood we were facing a possible crisis, says head of emergency operations Arne Alsvik.

The alarm was raised and police and ambulance personnel called in while NPA crews helped exhausted tourists down from the mountain. Photographs taken on the day contributed to the triggering of vital support from a number of sources to upgrade response levels in the area, particularly as tourist activity is expected to increase in the future.

– We must be better equipped and prepared for much busier day-to-day activity, says Alsvik.

Overall, 293 crews from Strand and Forsand took part in search and rescue

operations for a total of 984 hours in 2016.



Photo: Espen Brekke

NPA Strand and Forsand First Aid and Rescue Service Youth visit Pulpit Rock in safe conditions.

WORK WITH REFUGEES AND SOCIAL INCLUSION

Asylum-seekers, refugees and ethnic minorities in Norway score lowest in indices over living conditions, meet discrimination in a host of areas in society at large and lack many of the rights to which they should be entitled. This makes them a key group for Norwegian People's Aid responsibility and involvement.



Photo: Håkon Nordvik

1943

quota refugees
received at
Gardermoen

Operation of reception centres

Norwegian People's Aid is the only large humanitarian organisation in Norway to run reception centres for asylum-seekers and refugees. Our goals are to improve the living conditions of asylum-seekers and strengthen their rights. By means of safeguarding the quality of our operations and the use of political influence, we aim to strengthen the welfare dimension and the overall quality of what we offer at our reception centres.

The record number of asylum-seeking arrivals in 2015 was followed by only 3,460 in 2016 – the lowest for 20 years. This was not owing to there being fewer displaced persons but the fact that a number of European countries introduced border controls and that the EU entered into the distribution agreement with Turkey. The considerable decline in arrivals presented us with quite different challenges from those in 2015. All the temporary arrangements that were established in record time in 2015 were wound down after having provided good, safe conditions for residents at reception centres. Four of our regular operating agreements, with an overall capacity of 850 places, were additionally called to a halt. At the end of the year, our five remaining reception centres maintained a capacity of 800 places. Considerable work and effort are put into every reception centre to ensure that the interests

of residents and staff are taken care of in the best possible way.

Although there has been a dramatic decline in the number of asylum-seekers, the challenges of integration remain the same. Particular focus at our reception centres was given to the aspects of work and participation. While the information programme was reviewed with greater emphasis on working life, we also developed the educational programme, Knowledge is the Key to Qualification, in partnership with the Norwegian Union of Municipal and General Employees (NUMGE). Norwegian People's Aid and NUMGE enjoy close national collaboration in the struggle to ensure that everyone, irrespective of ethnic origin, shall have the same rights and opportunities in working life and otherwise in society as a whole. We have also developed a course for representatives, with professional support from the Gender Equality and Anti-Discrimination Ombudsman, which provides relevant facts and information about the advantages of inclusion and diversity to businesses. Parts of the course are to be taken up in NUMGE's own educational programmes. Many other initiatives promoting social inclusion and integration were also undertaken. Our strength lies in being a nationwide members-based organisation with strong links to the trade union movement – a unique starting point from which to achieve results in these areas.

Volunteer activities

At reception centres run by Norwegian People's Aid, over 300 volunteers have organised activities for children and young people with project support from the Gjensidige Foundation. The same project has seen local chapters undertake over 100 activities aiming at social inclusion at reception centres and in local communities. We have also made 20 short information films in Arabic about Norwegian society. Another initiative was the development of a board game in collaboration with New Amigos for mutual learning and interaction between speakers of Arabic and Norwegian. The game was launched at reception centres and local chapters in September. Altogether, more than 850 players took part, competing to learn each other's native language. Another of our partners, KLP, undertook eight courses in personal economy at our reception centres.

300

volunteers
organise activities at
reception centres

5

mottak



Photo: Håkon Nordvik

Residents got on well at Jølster refugee reception centre which, despite protests from the local community, was marked for closure in 2017.

Reception Service

We assisted 1672 quota refugees and 271 people for family reunification at Gardermoen. The service continued to develop routines and the employees' competence throughout the year.

Au Pair Centre

The information and guidance centre for au pairs was established in December 2012 and operated in collaboration with the Norwegian Union of Municipal and General Employees. Since no further

funding was granted in the national budget for 2017, the centre has prepared for closure from March of that year. The centre witnessed considerable activity, with 1,300 inquiries in 2016 alone, and, following the national budget decision, Norwegian People's Aid has been working politically to safeguard the best possible protection for au pairs.

Women Can Do It

112 women completed the course. 32 of them were reception centre residents;

the others came through various NAV initiatives.

Human Library

18 human library arrangements were held in 2016.

18

human libraries



Photo: Martin Guttormsen Slærdal

The reception service for quota refugees assisted 1943 persons in 2016.



PATHWAYS MADE BY WALKING

Women Can Do It courses for immigrant women as part of Jobbsjansen.

In 2016, Norwegian People's Aid held Women Can Do It courses at a number of places around the country for over 90 immigrant women taking part in the Jobbsjansen initiative. The Women Can Do It programme aims to motivate and mobilise immigrant women to be more visible in Norwegian society.

Motivated participants

Immigrant women from Jobbsjansen proved to be active, interested participants who asked excellent questions. They spoke of their challenges in relation to language tuition and the extensive use of work experience placements in business. Some of the women had lived in Norway for years before they got their first Norwegian lesson. At the same time, many women

report how they have gone from one work experience placement to another, virtually being exploited as free labour.

One woman from Jobbsjansen in Kongsvinger said how the course has helped increase her self-confidence in interview situations. She found work within cultural affairs after attending a Women Can Do It course.

Influence in practice

When looking to develop a new party programme, the Norwegian Labour Party actively requested input from immigrant communities. A network meeting was

consequently arranged with immigrant women who had attended Women Can Do It courses.

Labour Party representative Jette Christensen summed up the meeting as follows: «They come from different countries but have a number of things in common: They want to work, they want to learn better Norwegian and they want to take part. It is our task as politicians to lay the groundwork for this to happen. When immigrants are without work or language skills, it may seldom be put down to a lack of motivation; rather it is down to our ability to provide opportunities».

The women spoke of how they would like politicians to facilitate further arenas where immigrant women can meet and get to know Norwegians and start building a network.

– I've understood that it's through networking that you learn about Norwegian codes and can find offers of work, said one of the women.

The Pathways Made by Walking project is supported by the Extra Foundation.

KNOWLEDGE IS THE KEY TO INTEGRATION

A number of the participants in the pilot courses pointed out how important it was for them to get to know Norway as quickly as possible as they wanted to establish an 'ordinary' life for themselves.

In 2016, in order to assist the process of improving refugees' opportunities of success in the labour market, Norwegian People's Aid developed a sixty-hour course for reception centre residents about rights and obligations in relation to working life and equality in Norway. An accompanying course booklet was produced with illustrations providing useful, readily understandable information to those lacking the necessary language skills.

The course booklet contains information about life in Norway, about equality, democracy, the Norwegian welfare model, the rights and obligations of working life and the process of search-

ing for work. The purpose of the course is to provide information which makes it easier to understand what is expected of an individual as a fellow citizen and how it is possible to become active in the local community and working life.

Two pilot courses were held in December 2016, one at Torshov transit reception centre and one at Dikemark reception centre.



HUMANITARIAN DISARMAMENT

The Norwegian People's Aid humanitarian disarmament programme is a comprehensive approach to weapons-related threats and the humanitarian consequences of armed conflict.



Photo: Magne Hovtun

A comprehensive approach

Norwegian People's Aid is a world leader within the field of landmine and explosives clearance and our 25-year mine-clearance history has seen us work in 36 countries. During this time, Norwegian People's Aid has followed a parallel course of political influence in support of the international bans on anti-personnel mines and cluster munitions. This work continues and includes our efforts to bring about a global ban on nuclear weapons.

Norwegian People's Aid maintains a comprehensive approach to the work of protecting life and health. Toxic waste generated by war, explosive weapons in populated areas, unsecured munitions stockpiles and nuclear weapons are all serious threats to human life and health as well as to the environment. Norwegian People's Aid uses its competence to work with the consequences of the use of such weapons as they affect the civilian population before, during and after war and armed conflict.

Our key areas

We have identified the following as areas where our competence can help make the world a safer place:

- Mines and explosive remnants of war
- Use of explosive weapons in populated areas
- Hazardous and unsecured storage of weapons and ammunition
- Surplus weapons and ammunition
- Toxic remnants of war
- Nuclear weapons

Advocacy work

In 2016, Norwegian people's Aid worked to promote its humanitarian disarmament strategy and weapons policy with other mine-clearance agencies, donors and other national and international bodies. Norwegian People's Aid jointly led the following international networks: International Network on Explosive Weapons (INEW), Toxic Remnants of War Network (TRWN), International Campaign to Abolish Nuclear Weapons (ICAN), International Campaign to Ban Landmines (ICBL) and Cluster Munition Coalition (CMC).

Norwegian People's Aid places particular emphasis upon the considerable humanitarian problem that the use of explosive weapons in populated areas entails. In 2015 we began a pilot project in Gaza, opening up a new field which we called Conflict Preparedness and Protection (CPP). The CPP programmes are designed to strengthen the civil population's ability to better protect itself in situations where it is exposed to the use of explosive weapons (from rockets, aircraft and artillery).

Monitoring progress

In 2016, Norwegian People's Aid continued on the board of both the International Campaign to Ban Landmines (ICBL) and the Cluster Munition Coalition (CMC), two organisations which have now joined forces to become ICBL-CMC. We also established an independent project for the international monitoring of clearance obligations under the Mine Ban Treaty and Cluster Munitions Convention called Mine Action Review (www.mineactionreview.org). The project prepares *Clearing the Cluster Munitions* and *Clearing the Mines*, reports that are presented at the two conventions' signatories meetings and which are updated annually. Further, a net-based visualisation of progress in relation to fulfilment of clearance obligations is now available at mineactionreview.org.

In a wider perspective, the expertise of its humanitarian disarmament division makes Norwegian People's Aid a knowledgeable advocate in relation to international work to ban nuclear weapons.

245 617
explosives neutralised



Photo: Giovanni Diffidenti.

Norwegian People's Aid clearing mines from Colombia following the long, bloody civil war.

Results in 2016

Norwegian People's Aid freed over 49 million square metres of land in 2016. About half of this area was land we could dismiss as hazardous as a result of advanced mapping techniques, thereby saving time and money on expensive clearance resources that could then be used in areas actually affected by landmines and cluster munitions. At the same time, work has continued to define and delimit hazardous areas. In 2016, 158 million square metres of land was delimited as hazardous, mostly in relation to cluster munitions in Laos, Cambodia and Vietnam. The land we cleared in 2016 has directly

benefitted more than 50,000 people and indirectly positively affected more than 200,000 others.

Estimates show that the areas we have defined as hazardous will directly benefit more than 200,000 people and indirectly positively affect 446,000 others following mapping and clearance.

Most of the freed areas are now used in agriculture but we also note that clinics, schools and marketplaces are being built in areas cleared by the many women and men that make up the Norwegian People's Aid crews.

2016 also saw the neutralisation of 245,617 explosives by Norwegian People's Aid. Half of these were explosives that lay in unsecured storage and we assisted the Congolese authorities in their removal. We additionally neutralised 8,058 anti-personnel mines, 49 anti-vehicle mines, 29,530 cluster munitions and 19,296 other explosives.

In the course of 2016, Norwegian People's Aid has strengthened its position as a major international body in relation to humanitarian disarmament. We entered into a partnership with the two other major players in the field, MAG and the Halo Trust, and with whom we collaborate closely in Vietnam, Laos, Myanmar, Somalia and Zimbabwe, among other countries.



Photo: Giovanni Diffidenti.

Mine clearance in Colombia frees land for farmers who were unable to grow their crops while the conflict lasted.

49

million sq.m.
land cleared

**NOK
382 mill.**

in turnover



The theatre piece which teaches children in Gaza about how to protect themselves in the event of armed conflict has been a great success.

THEATRE TEACHES CHILDREN IN GAZA HOW TO SURVIVE **In Gaza, Norwegian People's Aid has found a creative way of teaching schoolchildren how to protect themselves should an armed conflict arise.**

Since October 2016, the theatre piece *Let's Be Prepared!* has been shown to over 16,000 pupils at 29 of Gaza's primary schools. The piece provides tuition in CPP or, more fully, Conflict Preparedness and Protection.

After Israel relinquished its occupation of Gaza in 2005, the population has been exposed to armed conflict on a number of occasions. The use of explosive weapons in populated areas has cost many innocent people their lives. Experiences from earlier conflicts in Gaza show that a local

population with no access to shelter from explosive weapons nevertheless has an increased chance of survival if it has had CPP training.

– We hope our provision of CPP training will help increase awareness of the safety measures the Gaza population has at its disposal and make it possible for them to protect themselves and their families in periods of armed conflict, says Colin Bent, head of the Norwegian People's Aid country programme in Palestine.

Increased preparedness

The purpose of CPP is to increase preparedness within society for armed conflict by means of training, emergency relief and awareness.

– Each of the characters in the theatre piece represents an aspect of CPP, that is to say preparedness, protection, response, first aid and fire safety. We decided that they together formed a family preparing for a crisis situation. The manuscript was written by The Serb Culture and Arts Association, a local partner organisation that specialises in theatre arts, says Bent.

A total of 16,249 children and 706 teachers have seen the performance, which was played 85 times in 2016. Performances continue and our ambition is to reach a further 10,000 children and 500 teachers. Norwegian People's Aid is hoping the show may be screened on Palestinian TV and the Internet so that its important message may reach out to even more people.

DON BERNARDO HAS HOPE FOR THE FUTURE

– I feel much safer now that the mines are gone, says Don Bernardo.
– Now I can touch my land again and feel close to it once more.

El Orejón, a village in Colombia, has been affected by the conflict in the country for over 50 years. Don Bernardo is one of the village's most familiar faces. He is 71 years old and has seen and experienced pretty much all that has happened.

– I remember the day the violence broke out, he says. – On the 17th. July 1956, I heard about the first death on the news. That day started the violent struggle between the conservative and liberal forces in our local community. It led to a very difficult and unstable situation and many were forced to leave.

Don Bernardo speaks about how Norwegian People's Aid has helped create peace and stability in the region and the concrete efforts the organisation has made on behalf of the farmers who live in the war zone. The large numbers of landmines that lie hidden in the ground

constitute a significant threat to humans and animals alike.

Norwegian People's Aid clears the mines and charts which areas are safe so that the farmers can cultivate their land without fear of their lives. The clearance work is also of considerable significance because it is the first practical example where FARC-EP and the authorities have worked together towards a joint objective on Colombian soil. The Norwegian People's Aid project has been to build up trust between the two parties and the population.

It also means a lot to Don Bernardo that the people who work for him are safe.

– Now I can safely employ people again. The Norwegian people's Aid mine clearance makes it possible for me to help people so that they can get by. It's only in this way that we can find peace with ourselves and each other, he concludes.



Photo: Emma Heidenreich

After 50 years of conflict, Don Bernardo can use his fields safely once again.

DEMOCRATISATION AND FAIR DISTRIBUTION

Norwegian People's Aid encourages broad mobilisation for the fair distribution of power and resources and believes that Norway should implement development policy with this aim.

**NOK
426 mill.**
in turnover



Photo: Juan Sanjines - CEFREG

Overall in 2016, NPA international development programmes had 250 partners across 23 country programmes. Those in Vietnam and Somalia were phased out during the year leaving us with 21 country programmes. Turnover for 2016 amounted to NOK 426 million and we attracted a number of new donors, particularly in the Middle East.

Partnership for democratisation – popular mobilisation for fair distribution of power and resources

2016 was the first year in the four-period with a new strategy for the division: *Partnership for democratisation – popular mobilisation for fair distribution of power and resources*. A principle goal of the strategy is to help strengthen popular organisation and participation as well as political influence.

The most important methods used by Norwegian People's Aid to support popular organisation and influence democratisation and the fair distribution of resources are to:

- support partner organisations in their mobilisation for social and political change and to strengthen their organisations
- build alliances with like-minded organisations and to develop our political lobbying work in Norway and on an international basis
- support partners in their work to increase society's resilience and to meet humanitarian needs

Our programme work focusses on developing those areas which Norad and other

donors acknowledge to be our particular strengths: Context and real partnership. The work is based on contextual analysis which describes various parties, power relations, gender structures, resource distribution and humanitarian vulnerability. This analysis forms the basis for our choice of partners and the alliances we enter into and reveals how the roles of the various parties we collaborate with may complement each other. These analyses are updated regularly to ensure that our work remains relevant.

In 2016, there was small increase in the number of popular organisations among our partners. There was also a small increase in the number of partners which are members-based organisations. The number of partners who conducted internal elections increased considerably in 2016, from 132 in 2015 to 182. The number of partners to have their policy documents approved at annual general meetings also rose significantly.

72 partners reported having their political proposals adopted by national or local authorities during 2016. 81 partners have helped stop proposed legislation to which they were opposed. Altogether, 161 partners have undertaken campaigns and 121 partners have provided political training for members and others.

Examples of results from partners' work:

- **El Salvador:** Influenced review of communications legislation
- **South Africa:** Review relating to surveillance legislation

- **Bolivia:** Policy adopted so that indigenous peoples' traditional economic structures gain access to state support and contracts relating to the distribution of school food
- **Colombia:** Policy adopted for a chapter concerning ethnicity in the peace agreement to ensure participation in the implementation
- **Rwanda:** Policy adopted for including the Batwa people in the national strategy for helping the most impoverished
- **Ecuador:** Organisation and reconstruction following the earthquake
- **Zimbabwe:** Policy adopted for reinstating water supply to poor district of Harare
- **Mozambique:** Local community mobilised and achieved a 'new' round of consultations regarding the establishment of Green Resources
- **Ethiopia:** Increased participation of women in local management groups, including at leadership level

2016 saw active work to facilitate partners being able to put forward their cases in Norway – as suggested in the new strategy. We have followed up their efforts with advocacy work in cooperation with, for example, the indigenous peoples' organisation ONIC and the Congreso de los Pueblos in Colombia, the Association for Freedom of Thought and Expression (AFTE) in Egypt, representatives of the Mapuche people in Chile, those responsible for the commemoration and debate surrounding the 20-year anniversary of the peace agreements in Guatemala and

representatives for the rights of minorities in Iraq. We have made it possible for organisations from Zimbabwe to enter into dialogue with, and present their views to the EU parliament and secretariat as well as European ambassadors to Zimbabwe through the Zimbabwe European Network. We have also facilitated the Women Human Rights Defenders Coalition in the Middle East.

Norwegian People's Aid has also played an active role in a host of development policy processes in programme countries. This includes, for example, countries such as Palestine, South Sudan and Syria.

We have also worked with political processes relating to the UN sustainability goals and the government's foreign development report; we have helped raise discussions about support to civil society and made active efforts in connection with the parties' programme work.

Close cooperation with the Norwegian Union of Municipal and General Employees upon the follow-up of findings and recommendations contained within the report *Dangerous Liaisons II – Norwegian Links to the Israeli Occupation* has led to a range of activities and results. It has been important to ensure that Norway distinguishes between Israel and the settlements and that Norwegian authorities and businesses do not contribute to the endorsement or support of activities in breach of international law in the occupied Palestinian territories. A series of dialogues with investors has also been held, including with Heidelberg Cement, the Ethical Council to the Government Pension Fund Global, DNB, KLP and Storebrand. Following such dialogue, Storebrand excluded nine companies. We have also submitted articles and undertaken active media work. Two municipalities have adopted bans on settlement produce following initiatives where Norwegian people's Aid, among others, was involved. *Dangerous Liaisons II* is also available in English.



Photo: Werner Anderson

SOUTH AFRICA

Four Norwegian People's Aid partners in South Africa (AIDC, Right to know Streetnet, COE) have engaged with the executive and legislative authorities attempts to influence a number of laws and ordinances with negative consequences to civil rights or on the livelihoods of people in rural areas.

One of the most successful campaigns so far has been Right to Know's campaign relating to South Africa's surveillance policy, in particular stopping and forcing the re-evaluation of the Regulation and Interception of Communication Act (RICA), which forces telecommunications companies to provide the authorities with access to customers' telecommunications.

In a time of unrest, political tensions and social conflict, this was perceived as a serious limitation to people's possibilities to organise and a breach of the constitutional right to privacy (Section 14 of the South African constitution). RICA has already laid the ground for manipulation of, and spying on activists, journalists and even the public prosecution service and police (in connection with the claim of corruption against president Jacob Zuma).

R2K organised a campaign to mobilise civil society organisations and media which culminated in the presentation of a report to the UN Human Rights Commission in Geneva in April 2016. The pressure from civil society has forced the government in South Africa to undertake a legal review of RICA.



Photo: Mona Bristol

COLOMBIA

Parallel to the peace negotiations taking place in Havana between FARC-EP and the government (2012-16), social organisations in Colombia organised broad mobilisation to influence the outcome of the negotiations. An extremely unfair distribution of resources (land in particular) and power is the underlying cause of the conflict. Norwegian People's Aid partners regard a peace settlement that ensures fairer development in the country – and truth and compensation to victims of the conflict – as a precondition of lasting peace.

Norwegian People's Aid partners represent the population groups that are worst affected by the conflict: Indigenous peoples, Afro-Colombians and small farmers. They have engaged in the peace process in various ways. Eleven social organisations, including all our partners (ONIC, ANZORC, Congreso de los Pueblos, Coordinador Nacional Agraria and PCN), came together in 2014 at the Agrarian, Ethnic and Popular Summit. They have a broad political agenda which includes land distribution policy, territorial rights (indigenous peoples, Afro-Colombians and small farmers), food sovereignty, natural resource management, political rights, victims' rights, social and economic justice, peace and transitional justice. Through a series of strikes and protests, they pressured the authorities into coming to the negotiating table in 2016.



Photo: Craig McInally

Refugees from Mosul receive emergency aid from Norwegian People's Aid partner organisations in Iraq.



Photo: Charles Lomdong

The civilian population of South Sudan is driven to flight from the conflicts tearing the country apart. 36 year-old Nyaban Oyuach lives in a refugee camp in Malakal with her five children. Her husband was killed in the war.

EMERGENCY RELIEF (SELECTED FACTS AND FIGURES)

2016 was a year marked by refugee crises and a continued extraordinary need for emergency relief.

In **South Sudan**, 320,000 people received direct support from the food programme run by Norwegian People's Aid. In addition, 114,000 people were given essential equipment and 290,000 animals were vaccinated and otherwise treated.

In **Syria**, during the project period from autumn 2015 to autumn 2016, and in collaboration with our partners, 5,904 food boxes were distributed to 3,663 vulnerable households in Aleppo and Idlib. In eastern Ghouta, 6,248 families received food support. A shift in focus towards income-generating initiatives saw 1,168 households receive support to start keeping livestock and 150 to establish kitchen gardens. Pregnant animals were distributed with the overall initiative extending to feed, vaccination and veterinary services and courses in animal husbandry, agriculture and woodland management. The vaccination campaign protected 46,250

animals while 52 villages in Hasakah totalling 2,155 households gained more reliable water supplies through the rehabilitation of water towers.

In **Iraq**, 52,259 people received monthly ration coupons to get food and other essentials and around 16,000 people received life-saving food aid after fleeing Mosul. By means of outreach activities and mobile teams based at centres for traumatised survivors, 1,035 people received psychosocial assistance after abuse at the hands of IS. 749 survivors received treatment for trauma, medical assistance, legal aid and socio-economic support at the centres. 277 women exposed to gender-based violence from IS were offered treatment during the project period.

Owing in part to funds collected, Norwegian People's Aid has also mediated emergency aid to refugees from Mosul right up to the front line.

In **Ethiopia**, the El Niño weather phenomenon led to drought and Norwegian People's Aid delivered emergency aid through its partners to around 10,000 people in 1,500 households.

We have additionally mediated emergency aid in **Palestine** and **Lebanon**, during an earthquake in **Ecuador** and in **Somalia** for the first six months of the year.

63 Norwegian People's Aid partners have provided emergency aid in 2016 and overall humanitarian efforts within the development division have increased.

SOLIDARITY AT HOME AND ABROAD

36
media mentions
for main
campaign

Democracy does not arise of itself – it has to be fought for. Norwegian People's Aid was founded on the basis of popular mobilisation and solidarity at home and abroad. Voluntary involvement and popular mobilisation makes sure the authorities are held accountable and is one of the most important tools in work for a fairer world.



Photo: Hilde Sofie Pettersen

International solidarity

The slogan for the 2016 1st. May campaign was *People Change the World – We stand together with displaced persons.*

As a concrete example of how we work, we chose Norwegian People's Aid involvement in Syria and the surrounding areas. Here we provide both acute humanitarian relief and long-term development aid so that people can support themselves. We mark the flight routes through the Balkans as mine-free areas, provide information about first aid and offer temporary shelter. In Norway we meet refugees at our reception centres and work for social inclusion and a sense of community.

It is important that assistance does not create dependency but helps people get by on their own and gives them hope for a better future.

Local chapters concerned with socio-political issues

The refugee situation in the autumn of 2015 led to the involvement of many local NPA chapters. They arranged demonstrations, helped with arrivals, initiated activities at reception centres, were responsible for language cafés and other meeting places, organised anti-racist computer meets (LAN) to hit back at prejudice and xenophobia on the net with facts and much, much more. We saw local chapters focus their activities to a much greater degree and make greater practical efforts than before. This development has continued into 2016.

The socio-politically involved local chapters are largely engaged with refugees and social inclusion work but also with international solidarity. During the year, a number of chapters have organised meetings about the political situation in some of our programme countries such as South Africa, South Sudan and Palestine. Keynote speakers have featured Norwegian People's Aid employees from both home and abroad and various country experts. Such work is important for increasing support for our work abroad. The chapters have also become more politically aware, maintaining contact with the trade union movement and local politicians, and are keen to influence change, particularly in the field of refugee policy. They work for refugee children to get places at kindergarten, against closure of refugee reception centres, for refugees and immigrants to be active participants

in society and to prevent social exclusion. We see considerable growth in the number of members with minority backgrounds in our own organisation, both as members and representatives. Instead of only being offered various activities, they are learning about Norwegian society by means of active participation in our local chapters. This amounts to important practical training in democracy.

The refugee situation created the need for local chapters to come together and exchange experiences. To this end, a gathering of volunteers was arranged in Tøyen, Oslo in January 2016. 60 participants from local chapters across the country met up, many of them from minority backgrounds. The issue under discussion, naturally enough, was work with refugees and social inclusion.

In April 2016, the socio-political activity conference was held at Helsfyr Hotel in Oslo. Here too, 60 participants met to share experiences and acquire relevant new input. The conference was entitled *A Changing World* and examined the role of Norwegian people's Aid in the world at large and how local and global issues are interrelated. The conference ended with a visit to the Storting where participants were shown round and able to questions Storting representative Stine Renate

Håheim (Norwegian Labour Party) about the issues closest to their hearts.

4650
Facebook likes



Photo: Ellen Johanne Jarli



Photo: Therese Nordhus Lien

Norwegian People's Aid Youth for Solidarity at the solidarity conference on Utøya.

YOUTH FOR SOLIDARITY

The Annual Assembly Period 2016/2017 began with a telephone call from the Norwegian broadcasting corporation (NRK) no more than one hour after the assembly had come to an end. NRK News wanted to make a report about how volunteers were receiving verbal abuse and threats on account of their engagement on behalf of refugees and asylum-seekers. The leader of NPA Youth for Solidarity, Ingrid Aspelund, appeared on the Sunday news bulletin to talk about how she and other young people in our organisation had experienced the same. At the same time, she was able to speak about how the Youth for Solidarity annual assembly had just adopted anti-racism as its main campaign issue.

NPA Youth for Solidarity has witnessed an increase in approaches from youth organisations and parties seeking advice in relation to asylum and integration policy. Inkluderings Lille Grønne (The Little Green Book of Inclusion) was produced by Youth for Solidarity's select committee and the report, The Anti-Racist Challenge, about local authorities' lack of initiatives or plans of action to combat racism proved important in getting municipalities to acknowledge racism as a real problem. During the October campaign weeks, NPA Youth for Solidarity managed to achieve good coverage at both national and local level. The main campaign was concluded with the crowning of 'Goodness Tyrant of the

Year', which was won by Storting representative from the socialist left party (SV), Karin Andersen. She accepted the diploma at a breakfast event with panel discussion at Kulturhuset in Oslo.

One consequence of ever stricter immigration policy in Norway and the rest of Europe is that fewer asylum-seekers are coming to Norway. While protesting the inhumane asylum policy, local Youth for Solidarity chapters demonstrated decisiveness and imagination as refugee reception centres started to empty. Where they had previously been active at the centres, the local chapters shifted focus to arranging social fora, including language cafés, in the local community. In the autumn of 2016, the UN took the historic step of starting negotiations towards a ban on nuclear weapons in 2017. Unfortunately, the Norwegian government has not been just passive but has actively opposed the process. Members of NPA Youth for Solidarity have made considerable efforts to put pressure on the Norwegian authorities on this issue, from local chapters through the Youth Board and to the UN itself through our partnership with ICAN.

During the Annual Assembly Period, the Board of Norwegian People's Aid Youth for Solidarity has lobbied political parties, the trade union movement and other decision-makers in efforts to promote our political views in all our key areas. This

has been done by means of talks, workshops, joint articles and participation at relevant events and meetings. We have also worked particularly closely with NTL UNG (Youth section of the Norwegian Civil Service Union), which has a seat on the board of NPA Youth for Solidarity. We have together worked on proposals to put to the 2017 LO Congress, including the setting up of a minority network within LO.

The year's highpoints:

- Annual Assembly 2016
- Gathering of local chapter leaders – part of organisational training
- Summer tour visiting summer camps for recruitment and information purposes
- Solidarity conference at Utøya in September
- Implementation of our major campaign The Anti-Racist Challenge, which received good media coverage and led to a number of municipalities looking to produce action plans against racism.

Key figures:

- Participation at 2 Storting hearings in the Standing Committee on Local Government and Public Administration
- 3 special committees which assist the Youth for Solidarity board in forming policy
- 9 summer-camp visits during the summer
- 100 participants at the solidarity conference
- A total reach of about 4,500,000 people from media coverage of our main campaign (radio/newspapers/internet)



Photo: Torunn Aasland

The first ever award for 'Goodness Tyrant of the Year' went in 2016 to Karin Andersen, parliamentary representative for SV.

WORK AGAINST CORRUPTION



Photo: Bjerger Stein /Aftenposten – NTB Scanpix

Corruption remains high on the agenda in the Norwegian aid community, Norwegian People's Aid included.

Norwegian People's Aid has continued work against corruption in 2016. The issue is discussed openly in the organisation, contributing to increased debate and experience exchange in relation to the best way to prevent and deal with incidence, from both our headquarters and out in the field. Norwegian aid policy maintains a clear standpoint that supports this work.

In 2016, Norwegian People's Aid made use of NOK 1,192 million. We work with long-term development and humanitarian disarmament with local partners around the world. A number of the countries where we are present occupy a high position on Transparency International's list.

Importance of openness

We acknowledge the problem but do not accept it. Norwegian people's Aid practices zero tolerance of all forms of

corruption. We work for a unified attitude to corruption throughout the organisation and strive for full transparency about our anti-corruption work and if corruption is discovered.

Corruption and the misuse of power prevent the effective use of national resources, hamper economic growth and contribute to unfair distribution in society. Widespread corruption is also an indicator of poor governance and a barrier to a country's democratic development. There is no simple explanation as to why corruption occurs. Deficient systems, however, or culture often serve as incubators for corrupt behaviour while poverty and low wages are often part of the picture.

Policy against corruption

Corruption may take many forms but will always involve disreputable behaviour and a breach of the law. For this reason,

corruption has become a taboo issue and it requires both courage and awareness to acknowledge that this is a problem we have too. We have updated our policy against corruption in 2016 and made our system for reporting corruption both simpler and more efficient. The changes are due to be introduced in 2017.

Norwegian People's Aid anti-corruption policy involves our Oslo headquarters having a system for receiving and dealing with reports of unwanted actions and situations wherever they may occur within the organisation. We also wish to include corruption risk assessments in relevant tools and processes within the administration and in our project work at home and abroad. Norwegian People's Aid maintains a so-called incident reporting function for all occurrences that may involve non-compliance. The responsibility for reporting incidents to head office



lies with the individuals involved in the programmes, both in Norway and abroad. The reporting system has a broad scope and includes cases which may be in grey areas where the definition of corruption is concerned. The system creates greater ownership of anti-corruption work in our programmes as well as making it easier to catch issues which might not initially be considered as non-compliance with acceptable routines and practices.

Information to partners

By means of contractual obligations and capacity assessments, Norwegian People's Aid ensures that all our partners establish adequate anti-corruption guidelines and procedures within their own organisations. We undertake assessment of our partners' administrative and control routines and are clear about our zero tolerance policy. We nevertheless acknowledge that many partners lack the

capacity to deal with these challenges. Where we discover this to be the case, we either introduce the necessary training into our collaboration or offer our partners external support.

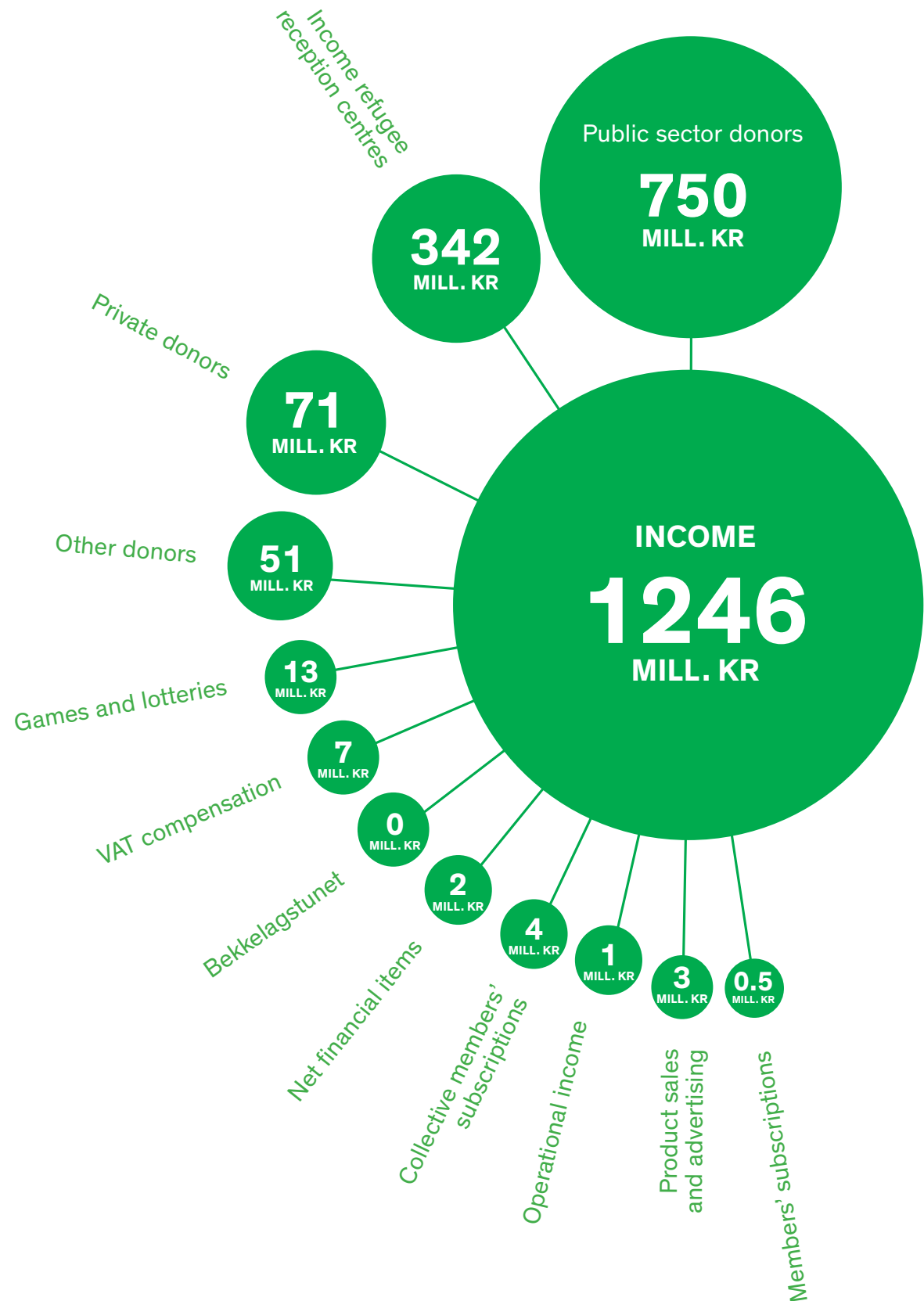
INCIDENTS IN 2016

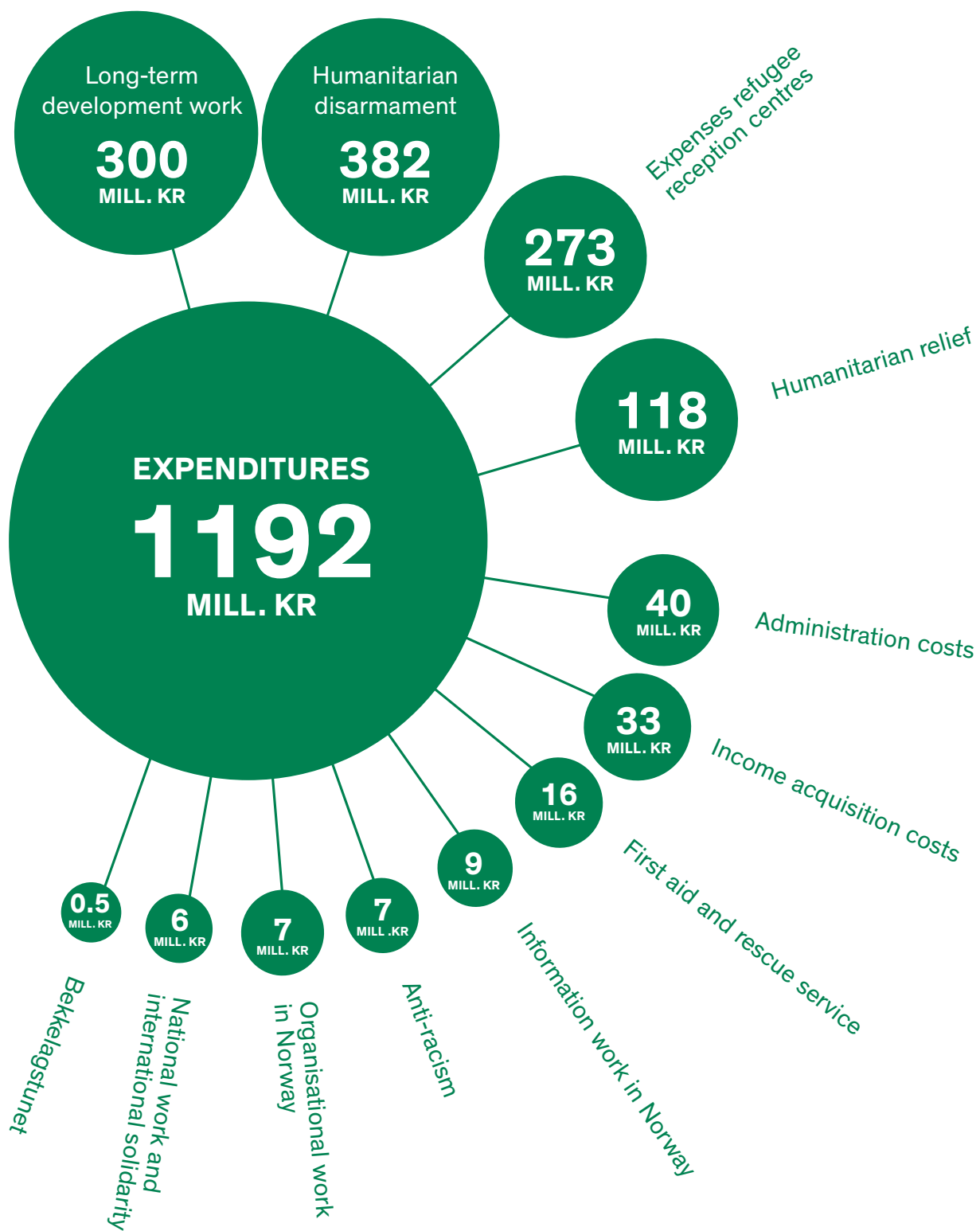
Norwegian People's Aid has investigated 21 incidents of suspected corruption or corrupt behaviour in 2016. The cases were investigated internally and eight sent on to the relevant donor for further action.

- Three cases in Lebanon. In one of the cases a partner is suspected of falsifying signatures. The case is being followed up in collaboration with other donors. The two others involved operations at the national office and in one of the cases Norwegian people's Aid has repaid NOK 343,755 back to the donor. The remaining case was closed upon concluding that no irregularities had taken place.
- Three cases in South Sudan where irregularities were discovered internally in our own organisation. Two of the cases concern petty cash management by our own employees. In one of the cases Norwegian People's Aid required repayment of USD 4,000 and the employee was given a written warning. The national office has now introduced stricter cash management control. The third case involved an employee who made unauthorised use of one of our vehicles and a conflict of interests in relation to the sale of a car.
- Three cases in Zimbabwe, one of which involves the breach of purchasing routines by a partner organisation. The case had no financial consequences and the breach was not serious. The two other cases are linked to high petrol consumption and the theft of a computer. As a result, the control routines for petrol consumption and the storage of computers and other equipment belonging to Norwegian People's Aid have been tightened.
- Two cases in Colombia, one to do with the storage of cash and one with a breach of purchasing routines and a consequent conflict of interests. The cash management case resulted in a repayment demand of NOK 3,000 from the employee concerned and both cases were followed by a tightening of routines and controls to prevent repetition.
- Two cases in Cambodia, one internal and to do with a conflict of interests in relation to the purchase and sale of equipment, the second to do with a partner organisation. The latter concerned the misuse of power and the use of funds for purposes other than those agreed. The case had no financial consequences for us but collaboration with the partner has been brought to an end. The internal case uncovered weaknesses in the systems and documentation requirements relating to the purchase of equipment and has resulted in tighter controls where this is concerned.
- Two cases in Mozambique, both to do with partner organisations. One of the cases involved the use of funds outside the contracted activities and NOK 45,000 has been repaid to the donor. The second case involves suspicion of irregularities in relation to travel expense payments but no evidence has yet come to light to confirm this.
- Two cases linked to internal routines relating to personnel issues at head office.
- One case in Laos where a local employee has stolen money. The person concerned admitted the theft and has been dismissed. Norwegian People's Aid has covered the NOK 177,500 loss from its own funds.
- One case in Palestine as the result of a complaint about a tendering process from a supplier. The case has been investigated and the complaint rejected.
- One case in South Africa concerning the theft of a computer. Norwegian People's Aid has since received compensation from insurance.
- One case in Syria where a partner is suspected of double-invoicing office expenses. The case is still under investigation.

INCOME AND EXPENDITURE 2016

The figure shows approximate figures from our activities budget; some smaller items are omitted.





STATEMENT OF ACTIVITIES as of 31.12.16


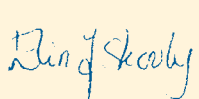
		(figures in thousands)	
	Notes	2 016	2 015
FUNDS ACQUIRED			
Membership fees, individual		550	545
Membership fees, collective		4 249	4 386
Total membership fees	1	4 799	4 931
Public sector donors		749 803	649 941
Other donors		50 515	26 711
Total donors	2	800 318	676 652
Games and lotteries		12 516	13 930
Private donors		70 801	80 489
Total funds collected	3	83 317	94 419
Refugee reception centres		341 974	154 482
Other operational revenues		1 061	2 325
Mine dogs		2 427	207
Bekkelagstunet, rental income and subsidies		0	3 302
Value Added Tax refund etc.		6 965	6 678
Total activities that fulfil the organisation's purpose		352 427	166 994
Advertising sales – Appell		457	611
Product sales - revenues		2 998	2 593
Total income generating activities		3 455	3 204
Net financial items		2 221	2 350
TOTAL AVAILABLE FOR PURPOSE		1 246 537	948 550
FUNDS SPENT			
Games and lotteries		9 401	9 868
Private donors		22 134	18 845
Product sales - expenses		1 500	1 543
Total costs for acquisition of funds		33 036	30 256
Expenses for the organisation's purpose			
Humanitarian disarmament		382 153	304 246
Reconstruction, food and emergency relief		118 187	111 609
Long term development work		299 544	273 835
International solidarity – national work		5 783	6 028
Refugee reception centres and other operational units		272 886	134 132
Hospital operations and other healthcare work		719	100
First aid and rescue service		16 480	12 181
Anti-racism		6 611	7 103
Information work in Norway		8 971	8 520
Organisational work in Norway		6 927	5 651
Bekkelagstunet		517	2 830
Total expenses for purpose		1 118 777	866 235
Administration costs			
Administration		40 274	32 520
TOTAL FUNDS SPENT	13	1 192 086	929 011
RESULT ON ACTIVITIES		54 451	19 539
ALLOCATION OF RESULT ON ACTIVITIES			
Transfer to/from RF with externally imposed restrictions		-25 559	-15 745
Transfer to/from RF with self-imposed restrictions		-1 111	901
Transfer to/from other equity		81 121	34 383
TOTAL ALLOCATION		54 451	19 539

BALANCE SHEET as of 31.12.16

(figures in thousands)

EIENDELER	Notes	2016	2015
Fixed assets			
Tangible fixed assets	4	18 895	18 312
Pension funds	11	2 995	2 947
Total fixed assets		21 890	21 259
Current assets			
Receivables	5	314 578	298 339
Financial current assets	6	24 095	25 402
Bank deposits, cash in hand and similar	10	435 463	389 202
Total current assets		774 136	712 943
TOTAL ASSETS		796 026	734 202
ASSETS TO THE PURPOSE AND LIABILITIES			
Assets to the purpose			
Other assets	9	203 414	122 293
Assets to the purpose with restrictions			
Assets to the purpose with externally imposed restrictions	9	28 250	53 809
Assets to the purpose with self-imposed restrictions	9	24 838	25 949
Total assets to the purpose		256 502	202 051
Current liabilities			
Funds received for unfinished projects	2	354 508	355 739
Liabilities to project donors	7	23 498	97
Interest owed on funds received	7	784	794
Miscellaneous creditors		47 845	62 928
Taxes and holiday pay owed		37 673	35 733
Provisions for obligations	8	75 216	76 860
Overdraft facility		0	0
Total current liabilities		539 524	532 151
TOTAL ASSETS FOR THE PURPOSE AND LIABILITIES		796 026	734 202

Oslo, 29.05.2017

Finn Erik Thoresen
Chairman of the Board


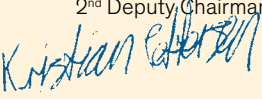
Elin Skovly
1st Deputy Chairman



Atle Høie
2nd Deputy Chairman



Line Hoaas
Northern Region

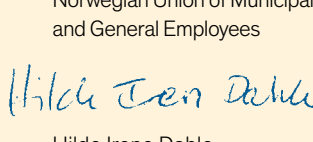
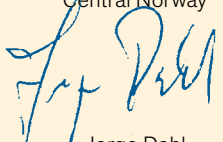
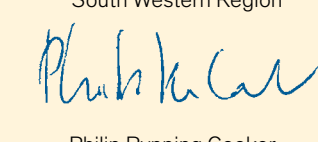
Stein Guldbrandsen
Norwegian Union of Municipal
and General Employees

Poyan Renani
Central Norway

Kristian Pettersen
South Western Region



Stine Antonsen
South Eastern Region

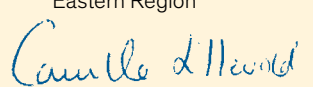
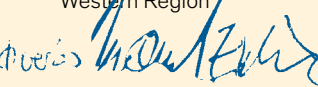
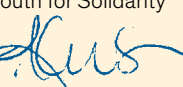
Hilde Irene Dahle
Eastern Region

Jorge Dahl
Western Region

Philip Rynning Cooker
Youth for Solidarity



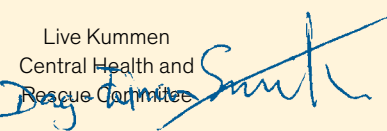
Live Kummén
Central Health and
Rescue Committee



Camilla Lillevold-Øverås
Employee Representative

Per Øivind Eriksen
Employee Representative

Mildrid Kvisvik
FO



Dag-Einar Sivertsen
NTF

Håkon Knudsen
Health and Rescue Youth

Henriette Killi Westhrin
Secretary General

CASH FLOW STATEMENT as of 31.12.16

	(figures in thousands)	
	2016	2015
Profit or loss for the year	54 451	19 539
Depreciation	4 706	5 052
Gain/loss on sale of fixed assets	0	0
Change in accounts receivable	-16 239	-52 599
Change in accounts payable and other deferred items	7 325	120 001
Net cash flow from operational activities	50 243	91 993
Other investments	1 307	6 477
Proceeds from sale of tangible fixed assets	185	0
Payment for acquisition of tangible fixed assets	-5 474	-7 265
Net cash flow from investment activities	-3 982	-788
Allocation of funds	0	0
Change in overdraft facility	0	-7 553
Net cash flow from financial activities	0	-7 553
Net change in cash flow	46 261	83 653
Bank deposits and cash 01.01	389 202	305 549
Holdings as of 31.12	435 463	389 202

NOTES as of 31.12.16

(In all tables the figures are included in whole thousands; in the rest of the text, whole figures are included)

NOTE 1

Accounting policies:

The annual accounts for Norwegian People's Aid consist of the following:

- Statement of Activities
- Balance sheet
- Cash flow statement
- Notes

The accounts, which have been prepared by the organisation's board of directors and management, must be read together with the annual report and the auditor's report..

Fundamental principles – valuation and classification – Other circumstances

The annual accounts have been presented in accordance with the Norwegian Accounting Act and generally accepted accounting principles in Norway, including the Provisional Norwegian Accounting Standard: *Generally Accepted Accounting Principles for Non-Profit Organisations*, as of November 2008. The annual accounts provide a true and fair representation of the organisation's accumulated resources and how these have been used during the year, together with the financial position at the end of the year. The necessary specification has been made in the notes. The notes are consequently an integrated part of the annual accounts.

The annual accounts are based on the fundamental policies concerning historic cost, comparability, going concern basis, congruence, and caution. The fundamental principles for transactions, earnings and presentation have been deviated from in accordance with Section 4–1, third sub-paragraph of the Norwegian Accounting Act where it can be regarded as generally accepted accounting practice. The accounting policies are elaborated upon below. When actual figures are not available or certain at the time of submitting the accounts, generally accepted accounting practice requires the management to calculate a best possible estimate for use in the annual accounts. There may be discrepancies between estimated and actual figures.

General principles

Assets for long-term ownership and use are classified as fixed assets. Other assets are classified as current assets. Valuation of current assets/current liabilities is done at lowest/highest value of acquisition cost and actual value. Actual value is defined as estimated future sale price reduced by expected sale expenses.

Receivables are entered at nominal value less foreseeable losses. Valuation of fixed assets is done at the outset at acquisition cost.

Fixed assets which deteriorate are depreciated. If normal sale value falls under balance sheet value at the balance sheet date, the fixed asset is written down.

There are some exceptions from the general valuation rules with respect to generally accepted accounting practice. These exceptions are commented on below. In the application of accounting principles and presentation of transactions and other circumstances, emphasis is placed on economic realities, not merely legal form. Contingent losses that are probable and quantifiable are written to expenses.

Accounting policies for material accounting items

Time of income recognition/accrual

Income is recognised when it is accrued. For income for which no consideration will be provided, for example, 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. The income must be capable of being measured with sufficient reliability

Membership fees

The organisation receives gross income from membership fees from members. 75% of membership income is transferred to the region and local chapters. The share accruing to Norwegian People's Aid is presented net in the Account of Activities.

Received 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 market value are reported in a note. Unused project funds are booked as a liability to donor upon project conclusion.

Sponsor funds

Sponsor income is accrued to income in step with the agreed consideration. Where it is not possible to measure the consideration reliably, linear accrual is used as a practical approximation.

Lottery income

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

Time of expense recognition/compilation

Expenditures 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. Expenditures which cannot be directly attributed to activities are written to expenses when they are incurred.

2011 TV campaign

Norwegian People's Aid conducted the TV campaign for 2011, a nationwide fund-raising campaign under the auspices of the Norwegian Broadcasting Corporation (NRK). Funds raised were taken to income in their entirety and entered as assets with externally imposed restrictions. The funds are to be used over five years. Annual use is recorded in the profit/loss account and reduces the assets with externally imposed restrictions. Funds unused after the five-year period (2012–2016) are approved for use in 2017.

Taxes

The organisation has no activities resulting in an obligation to pay taxes.

Tangible fixed assets

Tangible fixed assets are entered on the balance sheet at acquisition cost, minus accumulated depreciation and write-downs. An asset is considered fixed if it has an economic life of more than three years and a cost price greater than NOK 15,000. Tangible fixed assets acquired for carrying out projects abroad are expensed at the time of acquisition and charged to the individual projects in accordance with undertakings from donors.

If useful value and re-acquisition cost are lower than the value entered on the balance sheet as at the balance sheet date, the asset is written down to actual value. Where sale value is difficult to determine, re-acquisition cost minus depreciation is used as actual value. Where the basis for the write-down has ceased to exist, the write-down is reversed. Write-downs, and any reversing of write-downs, are entered on the same line in the statement of activities. The write-downs are classified as administration expenses if they cannot be directly related to an activity.

Depreciation

Ordinary depreciation is calculated linearly over the assets' estimated life based on historic cost price minus estimated scrap value. Depreciation is classified as an administration expense if it cannot be directly related to a project.

Leasing

For lease agreements that are not entered on the balance sheet (operational leasing), the lease payments are treated as operating expenses. The leasing expenses are classified as administration expenses if they cannot be directly related to a project.

Financial investments and receivables

Market-based stocks, bonds and other financial instruments classified as current assets are valued at actual value if these are listed on an exchange or managed by a professional capital manager and the actual value of the investments can be measured reliably. The result (return and change in value) from such investments is classified as financial and investment income. Receivables are entered on the balance sheet at actual value.

Pension obligations and pension costs

Annual expense is charged to payroll and social expenses. Norwegian People's Aid has no obligations beyond paying premium to the Norwegian Public Service Pension Fund. A fund at Sparebank 1 Livsforsikring, see Note 11, is used to cover remaining obligations to former and current members of the former agreement and are not included in the accounts. Three persons receive money from this premium fund. The premium fund is considered sufficient to cover future obligations and has therefore not been entered on the balance sheet. Norwegian People's Aid also has a pension obligation at Kommunal Landspensjonskasse (KLP) for former employees at the Kure Epilepsy Centre. The pension scheme is a defined benefit scheme and is treated in accordance with the Norwegian Accounting Standard for pension expenses. Pension funds are booked at estimated value on 31.12.15, see account statement from the life insurance company, and are corrected annually.

Assets in foreign currency/agio

Assets in foreign currency are related to specific projects and agio/disagio is continuously recognised as revenue or expense at the respective projects to the extent possible. The balance at year end is valued at the exchange rate on the balance sheet date, and any agio/disagio is either recognised as income or expense at the project or included in the income and expenditure account under financial income/expenses.

Cash flow statement

The cash flow statement has been prepared according to the indirect method. Liquidity reserve includes cash, bank deposits and interest rate funds valued at actual value.

NOTE 2

The following donors have contributed to projects

	Unused contrib as of 1.1.2016	2016 Contrib. 2016	Unused contrib. as of 31.12.2016	2015 Contribs. taken to income/ funds spent
Norwegian Directorate for Children, Youth and Family Affairs, distribution committee, youth work	-	644	-	773
Norwegian Agency for Development Cooperation	23 503	165 023	19 228	163 977
Norwegian Ministry of Foreign Affairs	127 976	262 043	124 831	225 659
Norwegian Directorate of Immigration Refugee Reception Centre	461	3 000	-	2 766
Other Norwegian governmental agencies	161	14 720	2 243	13 164
Total Norwegian	152 101	445 430	146 302	406 340
USAID	1 010	38 170	3 127	32 725
US Department of State	90 606	163 638	110 760	108 463
EU	42 730	17 043	24 957	22 565
Japan	7 437	1 775	2 200	6 106
Switzerland	7 877	4 117	3 369	4 977
South Sudan (GOSS)	616	6 774	4 548	6 274
Netherlands Ministry of Foreign Affairs	10 669	14 210	14 725	3 021
Swedish Ministry of Foreign Affairs	9 597	42 087	25 948	28 487
German Ministry of Foreign Affairs	-	4 606	-	4 307
UK (DFID)	5 611	18 546	(725)	25 591
Other countries	3 269	363	2 509	1 086
Total international	179 423	311 329	191 418	243 602
Total public donors	331 523	756 759	337 720	649 941
Other international organisations	12 551	14 461	2 937	5 616
Norwegian voluntary organisations	2 171	6 290	723	7 172
UN	9 493	21 577	13 129	13 922
Total other donors	24 216	42 328	16 789	26 711
Total donor contributions	355 739	799 087	354 508	676 652
Contributions taken to income/funds used		800 318		676 652

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

NOTE 3**The following donors have contributed**

	2016	2015
Private individuals	33 779	40 669
Companies	8 704	7 477
Labour movement	13 612	17 636
Norsk Tipping, contributed lottery funds	14 707	14 707
Total donors	70 801	80 489

Games and lotteries

	2016	2015
National lottery	12 516	13 930
Total Games and Lotteries	12 516	13 930

Total funds raised	83 317	94 419
---------------------------	---------------	---------------

NOTE 4**Specification of mixed tangible assets**

	Land and buildings	Fixtures and fittings	IT-equipment	Software	Vehicles	Other	Total
Acquisition cost	17 438	14 825	6 149	19 331	1 015	2 274	61 031
Additions	0	2 088	271	2 825	290	0	5 474
Disposals	0	90	63	0	32	0	185
OB accumulated depreciation	17 438	16 823	6 357	22 155	1 273	2 274	66 320
OB accumulated depreciation	3 053	13 987	5 558	17 045	802	2 274	42 719
Depreciation for the year	2 693	926	265	666	156	0	4 706
Acc, deprec. on sold operating assets	0	0	0	0	0	0	0
CB accumulated depreciation	5 746	14 914	5 822	17 711	957	2 274	47 425
Book value as of 31.12.16	11 692	1 909	534	4 444	316	0	18 895

Fixed assets have a depreciation period of 3-5 years. Building lots are not depreciated. Norwegian People's Aid has a leasing agreement for leasing copiers. The agreements are considered operational leasing and the total leasing expenses are directly taken to expenses under operating expenses.

Norwegian People's Aid started construction of a new office building in South Sudan in 2013. Incurred costs as of 31 December 2013 were taken to expenses in 2013. Amortised over 6 years.

Expenses in 2014 and 2015 have been capitalised.

Norwegian People's Aid holds lease agreements on our refugee reception centres. The duration of these corresponds to the duration of our operating agreement with the Norwegian Directorate of Immigration with termination periods of one to three months.

NOTE 5**Short term receivables**

	2016	2015
International project donors	272 115	237 445
Other receivables	42 464	60 894
Total	314 578	298 339

There are no receivables falling due for payment 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 the 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 6**Financial current assets**

	2016	2015
Value as of 01.01	4 808	11 517
Purchase	0	0
Sale	1 609	7 258
Return	- 32	549
Value as of 31.12	3 167	4 808
Money market funds	20 928	20 594
Financial current assets	24 095	25 402

NOTE 7**Liabilities to project donors**

For various reasons, some projects have returned better than budgeted results. In accordance with contract, these funds will be repaid to donors.

(Does not apply to 4.5 million which is deposited from donors long before project start).

Interest due on funds received

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

NOTE 8**Provisions**

	2016	2015
Provisions for severance schemes at field offices (see note 11)	43 382	49 823
Other provisions	25 100	20 409
Provision for project auditing	6 734	6 628
Total provisions	75 216	76 860

NOTE 9**Net change in restricted funds (RF)**

		OB 01.01.	Addits	Used	CB31.12	Net change
Other equity	122 293	81 121	81 121		203 414	81 121
RF with externally imposed restrictions 1)	53 809	8 258	8 258	33 817	28 250	-25 559
RF with self-imposed restrictions 2)	25 949	281	281	1 393	24 838	-1 111
Total	202 051	89 660	89 660	35 210	256 502	54 451

1) Restricted funds with externally imposed restrictions include funds from the 2011 TV campaign, a nationwide fundraising campaign run by the Norwegian Broadcasting Corporation. The funds will be utilised over a five-year period beginning in 2012. All incoming resources from the TV campaign have been recognised in income. Consequently, in the financial statements, resources expended are greater than incoming resources, and the residual part of resources expended for the organisation's objects has been transferred from the balance sheet assets relating to the TV campaign. Remaining assets with externally-imposed restrictions are related to various other purposes, largely funds raised for Norwegian People's Aid work linked to Syria (ca. 10 mill.).

TV campaign 2011	2010	2011	2012	2013	2014	2015	2016	SUM
OB TV campaign	0	-172	186 263	140 288	104 872	58 810	31 729	
Incoming resources		220 162	594	11	4	0	0	220 771
Interest income	0	944	4 231	2 566	1 871	546	354	10 511
Used	172	34 671	50 800	37 993	47 937	27 627	26 019	225 219
CB TV campaign	-172	186 263	140 288	104 872	58 810	31 729	6 064	6 064

Funds unused after the five-year period (2012–2016) are approved for use in 2017.

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

	OB 01.01.	Additions	Used	CB 31.12.	Net change
Incoming resources	5 039	0	0	5 039	0
Provision for reception centres	3 000	0	1 200	1 800	-1 200
Furumo/Løren	16 810	281	193	16 899	89
Norsk Hydro donation	1 100	0	0	1 100	0
	25 949	281	1 393	24 838	-1 111

Incoming resources comprise donations that have not been earmarked for a particular purpose. Norwegian People's Aid has nevertheless decided that these funds shall be utilised for project work

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 the Norsk Hydro funds. No funds were used in 2016, thus the residual funds balance is NOK 1 100 000.

The provision for reception centres comprises expenses relating to future closures of refugee reception centres.

The return on the Furumo/Løren fund must be used for the benefit of the occupationally disabled and other vulnerable groups with a view to improving their circumstances and opportunities to participate in the workplace. The return may also be used on measures to raise awareness.

NOTE 10

Bank deposits, cash and cash equivalents

	2016	2015
Taxes withheld from employees	9 156	9 253
Total blocked bank deposits	9 156	9 253
Other restricted funds not in blocked account	170 298	131 944
Other restricted funds in foreign accounts	57 020	90 270
Total restricted funds	227 318	222 214
Unrestricted funds	198 990	157 733
Total Bank deposits, cash and cash equivalents	435 463	389 200

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 11

Pensions and other employee obligations

	2016	2015
Premium fund	100	100
Total pensions and other obligations	100	100

Payroll expenses

Payroll expenses for all field employees	242 316	234 865
Payroll expenses for reception centres and projects in Norway	110 777	70 114
Payroll expenses at headquarters and regional offices	53 042	46 466
Employer's national insurance contributions	24 593	17 229
Pension expenses	4 768	3 622
Other expenses	83 618	55 851
Total payroll expenses	519 115	428 147

As of 31.12, the equivalent of 122 full-time positions at the central administration and regional offices in Norway were paid from headquarters, 53 at refugee reception centres and 91 on contract at the field stations. Approximately 1900 local employees were paid from the field offices.

Pensions

The organisation has 202 employees covered by the rules on compulsory occupational pensions, the Norwegian Public Service Pension Fund.

Norwegian People's Aid has a pension scheme for previous employees at the Kure Epilepsy Centre which covers 26 people. 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 ("Norwegian Municipal National Pension Fund") – Gjensidige Forsikring.

Pension funds/obligations	2016	2015
Gross accrued pension obligations	26 708	26 282
Pension funds	22 909	22 090
Net obligation before employer's national insurance contribution	3 800	4 192
Employer's national insurance contribution	536	591
Gross incurred obligation including employer's national insurance contribution	27 244	26 873
Net obligation including employer's national insurance contribution	4 335	4 782
Estimate deviations not recognised in the income statement excluding employer's national insurance contributions	-6 546	-6 882
Estimate deviations not recognised in the income statement - employer's national insurance contributions	-784	-847
Net assets/liabilities recognised in balance sheet after employer's national insurance contributions	-2 995	-2 947

Pension funds/obligations

Discount rate	2,60 %	2,70 %
Expected salary adjustment	2,50 %	2,50 %
Expected G (basic amount from Statistics Norway) adjustment	2,25 %	2,25 %
Expected return on fund assets	3,60 %	3,30 %

Provision for severance payments at field offices

Provision for severance payments at field offices has been included in the total payroll expenses where this is legally required. There are various practices at the individual field offices, and it is the programme country's rules on severance pay, where these exist, that determine the matter. Norwegian People's Aid has estimated the future obligation and has a plan in collaboration with donors for provisions for severance payments.

Fees/salaries for the Board of Directors and the Secretary General

No remuneration was paid to the Board of Directors in 2016. Total salary for 2016 paid to the Secretary General amounts to NOK 755 705, while other benefits totalled NOK 6332. Payments totalling NOK 899 702 were paid to the acting Secretary General, while other benefits totalled NOK 7777. The Secretary General participates in Norwegian People's Aid's regular pension scheme and receives no other form of remuneration than regular salary. Employer's share of pension amounted to NOK 21,528. Norwegian People's Aid has no obligations to remunerate the Secretary General upon cessation or changes in the employment relationship.

Auditor

The agreed audit fee for the annual audit of Norwegian People's Aid is NOK 397 000. Donors impose requirements for special certification for all projects. For project auditing in Norway and at our field offices, NOK 9.7 mill has been taken to expenses. All amounts include VAT. The fee also applies to auditors other than our group auditor EY AS.

Consultants

Total expenses for consultants in 2016 is NOK 14.1 mill. Consultants are largely used for external assessment of our programme operations. Such assessments are necessary to be able to evaluate results and develop our work. In individual cases, consultants have been used for base-line studies, development of methods, systematisation of experience and training.

NOTE 12

Financial items	2016	2015
Interest income	1 861	1370
Return on stocks/shares	-32	548
Other	392	432
Total financial items	2 221	2 350

NOTE 13

Operating expenses by category

	2016	2015
Payroll expenses	519 115	428 147
Transferred to partners in project countries	212 953	171 303
Depreciation of fixed tangible and intangible assets	4 706	5 053
Other operating expenses	448 348	317 830
Total operating expenses	1 185 121	922 333

NOTE 14

Administration and charitable purpose ratios

	2016	2015	2014	2013	2012	2011
Administration expenses 1)	3,4 %	3,5 %	3,7 %	4,2 %	3,7 %	2,9 %
Expenses related to purpose 2)	93,8 %	93,2 %	92,5 %	92,2 %	92,6 %	90,0 %
Fund-raising ratio 3)	60,4 %	68,0 %	65,0 %	67,5 %	66,8 %	68,0 %

1) The administration expense is calculated as: Administration expenses/Total funds spent

2) Expenses related to purpose are calculated as: Total expenses for purpose/Total funds spent

3) The fund-raising ratio is calculated as: Net donors/Gross donors

"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 furnishings relating to more than one activity are allocated to activities according to full-time equivalents and volume. These expenses amounted to NOK 18.3 mill. in 2016. Under the provisional accounting standard for non-profit organisations, expenses for administration are the activities performed to operate the organisation which cannot be allocated directly to particular activities. Among other things, administration includes expenses at the central administration in Norway related to the board of Directors, Secretary General and her staff, HR, finance and accounting, and amount to NOK 40.3 mill. in 2016"

NOTE 15

Related parties

For Norwegian People's Aid, the term related parties is defined to include only the Board of Directors, management and other employees, together with trade unions affiliated with the Norwegian Confederation of Trade Unions. In 2016, Norwegian People's Aid received NOK 13.6 mill. from trade unions affiliated with the Norwegian Confederation of Trade Unions. There have been no transactions with the other related parties that are relevant in this respect.

Oslo, 29.05.2017

Finn Erik Thoresen
Chairman of the Board

Elin Skovly
1st Deputy Chairman

Atle Høie
2nd Deputy Chairman

Line Hoas
Northern Region

Stein Guldbrandsen
Norwegian Union of Municipal
and General Employees

Poyan Renani
Central Norway

Kristian Pettersen
South Western Region

Stine Antonsen
South Eastern Region

Hilde Irene Dahle
Eastern Region

Jorge Dahl
Western Region

Philip Rynning Cooker
Youth for Solidarity

Live Kummen
Central Health and
Rescue Committee

Camilla Lillevold-Øverås
Employee Representative

Per Øivind Eriksen
Employee Representative

Mildrid Kvisvik
FO

Dag-Einar Sivertsen
NTF

Håkon Knudsen
Health and Rescue Youth

Henriette Killi Westhrin
Secretary General

ANNUAL REPORT OF THE BOARD OF DIRECTORS 2016

Norwegian people's Aid is the labour movement's humanitarian organisation for solidarity. Nationally and internationally, Norwegian people's Aid works to improve living conditions for vulnerable groups of people and to help bring about a fairer society.

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 work |

The work is organised into two core areas:

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

A large part of the activity in Norway is based on members' voluntary effort. The first aid and rescue service constitutes important voluntary community involvement in national emergency response management. Nationally, Norwegian people's Aid is also engaged in refugee and integration work and international work for solidarity. Internationally, as of 31st December 2016, Norwegian People's Aids was involved in 40 countries in Europe, the Middle East, Asia, Africa and Latin America and is one of the world's largest organisations working with clearance of landmines and cluster munitions.

I ORGANISATION

Members and local chapters

At the end of the year, the organisation had 11,862 members in 110 chapters. 3,549 members were under 30 years of age of which 2,674 were under 26 (members relevant to amount of support from the Norwegian Ministry of Children and Equality).

The establishment of new chapters was a priority task throughout the year following a board decision.

Three chapters were established or re-established in 2016. They are NPA Melhus, NPA Sørumsund and Ullensaker and NPA Sør-Tromsøya.

Composition and work of the Board of Directors

As of 31.12.2016, the Board had the following composition:

Chairman of the Board	Finn Erik Thoresen	Central First Aid and	
1st Deputy Chairman	Elin Skovly	Rescue Committee	Live Kummen
2nd Deputy Chairman	Atle Høie	Employee's Representative	Tord Lier
		Employee's Representative	Per Øivind Eriksen
Northern Region	Line Hoaas		
Central Norway Region	Arild Nordahl Berentzen	Collective members:	
South Western Region	Kristian Pettersen	Norwegian Union of Social Educators	
South Eastern Region	Stine Elisabeth Antonsen	and Social Workers	Mildrid Kvisvik
Eastern Region	Hilde Iren Dahle	Norwegian Civil	
Western Region	Jorge Alex Dahl	Service Union	Dag-Einar Sivertsen
First Aid and Rescue Youth	Håkon Førre Knudsen	Norwegian Union of Municipal	
Youth for Solidarity	Ingrid Aspelund	and General Employees	Stein Guldbrandsen

The Board of Directors held five meetings in 2016, as did the Audit Committee. In addition, there were 10 meetings of the Executive Committee, which consists of the Chairman and the two Deputy Chairmen.

Norwegian People's Aid holds a General Assembly every four years.

Administration

The Norwegian people's Aid head office is in Oslo. Sunniva Ørstavik was the Secretary General as of 31.12.16. Per Nergaard was Acting Secretary General for much of the year. Henriette Killi Westhrin was appointed to the post of Secretary General following a decision by the Board on 2nd December, starting 16th January 2017.

II RESULTS FOR 2016

Financial highlights

The Board has prepared the accounts for 2016 on the assumption that the organisation will continue to operate.

The annual accounts encompass the non-profit organisation known as Norwegian People's Aid, which is an association that does not have economic gain as its purpose. The annual accounts do not reflect the local chapters' accounts. The activities result for the year amounts to NOK 54.5 million as opposed to NOK 19.5 million in 2015. Funds acquired last year came to NOK 1,246.5 million against NOK 948.6 million in 2015.

The activities result of NOK 54.5 million was allocated as follows: NOK 25.6 million from assets with externally imposed restrictions, NOK 1.1 million transferred from assets with internally imposed restrictions and NOK 81.1 million to other equity. As of 31.12.2016 total assets amounted to NOK 256.5 million as opposed to NOK 202.1 million in 2015. Other equity as of 31.12.2016 amounted to NOK 203.4 million as opposed to NOK 122.3 million in 2015.

Funds from the 2011 TV campaign have now been recognised in their entirety, that is to say the amount raised has been entered to assets with externally imposed restrictions. Funds used to the purpose have been deducted from the entered assets linked to the TV campaign.

Income from marketing work

See Annual Report page 4

Political advocacy work

See Annual Report page 6

III OPERATIONS

As noted above, 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. We work both nationally and internationally within the framework of both these areas.

National operations

Norwegian people's Aid First Aid and Rescue Service

See Annual Report page 8

Work with refugees and social inclusion

See Annual Report page 11

International solidarity

See Annual Report page 20

International operations

Work for democratisation and fair distribution and emergency relief efforts

See Annual Report page 17

Humanitarian disarmament (HN)

See Annual Report page 14

IV PERSONNEL, HEALTH, SAFETY AND THE ENVIRONMENT

At the end of 2016, Norwegian People's Aid had 2,265 employees of which 109 were at head office and the our regional offices, 62 at refugee reception centres, 91 working abroad under contract from Oslo and around 2,000 employed locally in projects abroad. Sick leave amounted to 4.4%, a decrease of 0.3% on the previous year. Sick leave for women was 4.85% and 3.85% for men. No serious injuries or accidents involving employees were reported in Norway. We regret to say that Norwegian people's Aid had two fatal accidents in our international portfolio in 2016. Team leader Aldin Selimović (32) died from injuries he received in a mine clearance accident in Bosnia Herzegovina in March. Another accident occurred during cluster munitions clearance in Quang Tri province

in Vietnam. Team leader Ngo Thien Khiet (45) was killed while operator Nguyen Van Hao (43) survived.

The main office moved to newly decorated premises in the summer of 2016. The new offices provide a sufficient number of meeting rooms and quiet areas, a balanced ventilation system and compartmented lighting, ensuring good air quality, the lowest possible energy use and good working conditions.

V GENDER EQUALITY AND INCLUSION

56% of employees at head office in Oslo are women and 44% men. The extended management group consists three women and seven men and the Board consists seven women and ten men. Wages and working conditions at Norwegian People's Aid are adapted for both genders.

Of 171 employees in Norway, around one quarter come from immigrant backgrounds. Of the 91 employees working abroad under contract from the Oslo head office, only 13 were Norwegian citizens.

The organisation's personnel policy aims to ensure equal rights and opportunities for everyone irrespective of gender, age, ethnicity or any disability. This is attended to through recruitment processes and the day-to-day management of Norwegian People's Aid.

VI EXTERNAL ENVIRONMENT

Norwegian People's Aid operations have little effect on the external environment. Collaboration with our partners nevertheless maintains focus on the environmental as well as social and economic sustainability of our international development work. Working politically from the various boards we sit on internationally, and practically through our humanitarian landmine and explosives clearance efforts, we have a positive influence on the external environment by removing mines, bombs and other explosive materials which prevent development and maim and kill people.

VII ETHICAL STANDARDS FOR PURCHASES, INVESTMENTS AND MARKETING

The Board of Norwegian People's Aid adopted revised standards for purchases, investments and marketing in 2013. These standards were updated in 2016. The standards are used in the global monitoring of partners to meet ethical requirements and conditions relating to employees' rights, human rights, respect for the environment and combatting corruption. The standards rely in part on ILO and UN conventions and Ethical Trading Initiative standard as well as on the principles of Norwegian People's Aids. Updated procedures are being implemented globally for all Norwegian People's Aid operations.

VIII FUTURE PROSPECTS

Norwegian People's Aid has demonstrated that we can make a difference in relation to provision for asylum-seekers at refugee reception centres and by encouraging political debate. In the years to come, we will continue to improve provision at reception centres and keep our membership-based volunteers positively engaged.

Norwegian People's Aid also aims to strengthen its emergency preparedness in Norway in the coming years. Initiatives to strengthen our profile, recruit new crews, develop new skills and establish new first aid and rescue service groups are already under way or immediately prior to launch. The organisation's first aid and rescue is clearly needed, a fact which is increasingly acknowledged by both important partners and society at large.

Norwegian People's Aid will continue to lobby Norwegian authorities to pursue a development policy which contributes to democratisation and focuses upon the extent to which developing countries pursue policies that lead to economic and social equality.

A number of countries need and are requesting mapping expertise and assistance in order to be able to declare themselves mine free. Where cluster munitions are concerned, the situation is clearer and more predictable as there are fewer countries affected. As with mine clearance, we are concerned with helping signatory states achieve the applicable targets for clearance and destruction as laid out in the cluster munitions convention. Going forward, this will continue to be one of the major activities for Norwegian People's Aid.

Cooperation with the trade union movement has been strengthened in recent years and this will be given even higher priority in future. Agreements with the trade unions emphasise political cooperation on individual issues, the development of an organisational partnership and financial support for Norwegian People's Aid projects. A solid foundation has been laid upon which to further develop

political and organisational partnership in the years to come. Work to strengthen the members' organisation will also be given high priority in the current General Assembly period.

Risk

The Board maintains continuous focus on financial developments and stresses the importance of the organisation having adequate management and reporting systems. Sound governance systems for the following up of budgets and prognoses are in place. These are subject to constant improvement. The Board places high priority on internal control and this is followed up by the administration.

Operational risk


Consideration must be given to the fact that Norwegian People's Aid international programme work entails a presence in countries with a high level of conflict and weak social infrastructure. Guidelines and procedures to address this have therefore been drawn up. Humanitarian explosives clearance entails high risk. Such activity is regulated by international standards and is therefore readily measurable. This means that Norwegian People's Aid must have the necessary capacity for follow-up and quality assurance as well as the necessary skills for this work.

Our rescue service operations mean that crews must sometimes be deployed under demanding weather conditions or in exposed terrain to undertake tasks that require clear decision-making under severe pressure of time. Work with safety naturally forms part of both practical and leadership training. The organisation nevertheless acknowledges that we are in a period of relative upheaval in relation to changes in partnership organisations, technological development, the framework within which volunteers work and so on. The Board of Norwegian People's Aid has discussed safety for our volunteer crews and work is ongoing to produce a plan for work in this area.

Financial risk


Norwegian People's Aid wishes to accept as little financial risk as possible. The organisation has internal procedures for the allocation of currency gains to the various projects. As part of our currency management, donor funds are held in the donor's currency until they are transferred to programmes. Contracts with local Norwegian People's Aid partners in relation to international development cooperation contain clauses to avoid currency risk. Norwegian People's Aid has no loans to external creditors and limited exposure in the stock market.


Oslo, 29.05.2017



Finn Erik Thoresen
Chairman of the Board


Elin Skovly
1st Deputy Chairman

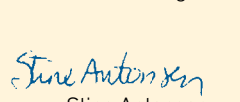

Atle Høie
2nd Deputy Chairman

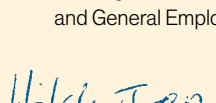

Line Hoaas
Northern Region


Stein Guldbrandsen
Norwegian Union of Municipal
and General Employees



Poyan Renani
Central Norway

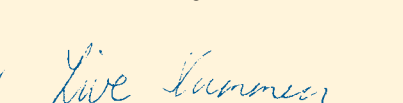

Kristian Pettersen
South Western Region


Stine Antonsen
South Eastern Region



Hilde Irene Dahle
Eastern Region


Jorge Dahl
Western Region

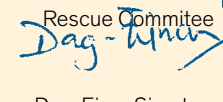

Philip Rynning Cooker
Youth for Solidarity

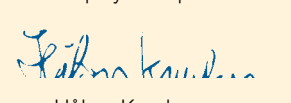

Live Kummer
Central Health and
Rescue Committee

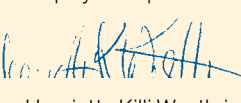

Camilla Lillevold-Øverås
Employee Representative


Per Øivind Eriksen
Employee Representative


Mildrid Kvisvik
FO


Dag-Einar Sivertsen
NTF


Håkon Knudsen
Health and Rescue Youth


Henriette Killi Westhrin
Secretary General

INDEPENDENT AUDITOR'S REPORT

To the Board of Directors of
Norsk Folkehjelp

Report on the audit of the financial statements

Opinion

We have audited the financial statements of Norsk Folkehjelp, which comprise the balance sheet as at 31 December 2016, the activity based income statement and cash flows for the year then ended and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the financial statements have been prepared in accordance with laws and regulations and present fairly, in all material respects, the financial position of the Organization as at 31 December 2016 and its financial performance 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 laws, regulations, and auditing standards and practices generally accepted in Norway, including 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 Organization in accordance with the ethical requirements that are relevant to our audit of the financial statements in Norway, and we have fulfilled our ethical responsibilities as required by law and regulations. We have also complied with our other ethical obligations 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

Other information consists of the information included in the Organization's annual report other than the financial statements and our auditor's report thereon. The Board of Directors and Secretary General (management) are responsible for the other information. Our opinion on the audit of the financial statements does not cover the other information, and we do not express any form of assurance conclusion thereon.

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.

Responsibilities of management for the financial statements

Management is responsible for the preparation and fair presentation of the financial statements 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 Organization's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting, unless management either intends to liquidate the Organization or to cease operations, or has no realistic alternative but to do so.

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 laws, regulations, and auditing standards and practices generally accepted in Norway, including International Standards on Auditing (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.

As part of an audit in accordance with law, regulations and generally accepted auditing principles in Norway, including ISAs, we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- ▶ identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control;
- ▶ obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Organization's internal control;
- ▶ evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management;
- ▶ conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Organization's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Organization to cease to continue as a going concern;
- ▶ evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Report on other legal and regulatory requirements

Opinion on the Board of Directors' report

Based on our audit of the financial statements as described above, it is our opinion that the information presented in the Board of Directors' report concerning the financial statements and the going concern assumption is consistent with the financial statements and complies with the law and regulations.



Norwegian People's Aid

**PO Box 8844 Youngstorget
0028 Oslo**

Telephone: **22 03 77 00**

Email: **norsk.folkehjelp@npaid.org**

Website: **www.folkehjelp.no**