



Norwegian People's Aid

Solidarity in Action

ANNUAL REPORT 2021



THIS IS NORWEGIAN PEOPLE'S AID

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

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

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

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

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

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

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FOREWORD BY THE SECRETARY GENERAL

NEW STEPS FORWARD – DESPITE THE PANDEMIC

For Norwegian People's Aid, managing to develop our organisation and embark on new activities despite the pandemic is what has had the greatest effect in 2021. In Norway, our anti-racism work has seen the development of new courses both for our own members and the labour movement. Solidarity Youth has really succeeded in raising anti-racism as a major issue and is a key player in most anti-racism networks in the country.

Where search and rescue is concerned, we have launched a large-scale investment in the use of drones. Once again, Norwegian People's Aid has been a pioneer in the utilisation of new technology. We have already had success with drones equipped with heat-seeking cameras and hope that our entire rescue service will gradually be able to follow suit.

We are also pleased to report that we have cleared more mines and explosives during the course of the year than was originally planned. We have good reason to be proud of this feat, achieved despite extensive lockdowns and the prevailing pandemic. Having said that, one of our greatest fears was realised when we lost a mine-clearance worker in Iraq. It is five years since we last lost an employee in the field, and we shall consequently review our safety procedures and work even harder to prevent this happening again.

Our international work has seen the commencement of mine-clearance work in two new countries – Yemen and Syria – while we have begun a new humanitarian programme in Mozambique. At the same time, we have had to deal with significant crises such as the coup in Myanmar, which obliged us to move our office to Thailand for safety reasons.

A fundamental part of our collaboration with the labour movement – in addition to the essential financial support – is to create a commitment to solidarity and contribute to political influence. A number of incidents made a powerful impression during the year, and when the situation in Palestine came to a head in May – with attacks badly affecting the civilian population of Gaza – we stood together to call to an end to the bombing.

It is also a sign of the times, unfortunately, that one of our partner organisations in Palestine was declared to be a terrorist organisation by the State of Israel in 2021. This shows how people who join together to promote their rights are increasingly exposed to restrictions and threats. For us, as an organisation working for a fairer distribution of power and resources, it is also discouraging to see the consequences that the corona pandemic has wrought on a global basis. Our report, *Ulikhetspandemien* (Inequality Pandemic) shows how inequality has increased and how both power and money have been concentrated in fewer hands. In light of this, Norwegian People's Aid has been working globally with vaccination issues, not because we wish to become a health organisation but because we see that access to vaccines has maintained and amplified global inequality.

Here at home, our local chapters have laid down formidable efforts during the pandemic and have delivered on all counts in our core missions within the first aid and rescue service. In addition to maintaining normal levels of preparedness, they have put in thousands of hours to aid local authorities' pandemic management.

It was by no means taken for granted that we should achieve all this while society was in lockdown. We can now see that it is easy to mobilise and that more and more people want to be volunteers. I believe that the pandemic has led to increased willingness to help others and that people have realised how important volunteerism is in creating sound local communities. Norwegian People's Aid may be a place through which this commitment can be channelled.

As we move towards our 2023 General Assembly, we have selected climate and crises as a keynote. In this respect, we wish to connect our global and domestic work. How will climate change affect our work? How shall we manage steadily increasing extreme weather events resulting in flooding, landslides and power outages in our own country? What happens when millions of people are forced from their homes on account of climate change, with associated drought, flooding and unrest? How can we, as an organisation working for fairer distribution, link this with changes in climate? How can we help local organisations define what needs to be done and avoid charging in with what we think are the solutions?

We do not have all the answers yet and know that we have some way to go. It is for this reason that we have initiated large-scale debate across the organisation. Our goal is to be better equipped to answer these questions when we emerge the other side of the general assembly.

Finally, a very large thank you to everyone – whether members, employees or supporters – who has helped Norwegian People's Aid manage to achieve such good results in 2021. I look forward to continuing our collaboration together.

Henriette Killi Westrin
Secretary General



Secretary General Henriette Killi Westrin



I THE ORGANISATION

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

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

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

This work may be split into two key fields:

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

A large part of our activity in Norway is based on our members' voluntary efforts. The First Aid and Rescue Service constitutes important voluntary community involvement in national emergency response management. Norwegian People's Aid is also engaged nationally in work relating to refugees and social inclusion, and in international solidarity work abroad. As of 31.12.2021, Norwegian People's Aid was engaged in over 30 countries in Europe, the Middle East, Asia, Africa and Latin America, and is currently one of the world's largest organisations working with the clearance of cluster munitions and landmines.

Members and local chapters

At the turn of the year, the organisation had 12,108 members in 105 chapters. 2,199 members were under 26 years of age (of which 1,783 count towards the amount of support from the Norwegian Ministry for Children and Equality). Three new chapters were established or re-established in 2021: NPA Modum, NPA Hustadvika and NPA Øvre Romerike. No chapters were disbanded in 2021.

Membership growth

1,424 new members were recruited through national and local activities aimed at increasing membership. The overall membership, however, decreased by 288 in 2021 on account of the corona pandemic, less activity and deregistration.

Liability insurance

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

Composition and work of the Board of Directors

As of 31.12.2021, the Board of Directors had the following composition:

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

Board members from the members' organisation

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

Collective members

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

Central First Aid and Rescue committee	Vegard Lindbæk (Midt-Troms)
Social policy committee	Jorge Alex Dahl (Bergen, Fellesforbundet)

Solidarity Youth	Ammal A. Haj (Kristiania)
First Aid and Rescue Youth	Fredrik Munkvold (Tromsø)

Employees' representative	Magnhild Sofie Otnes
Employees' representative	Jane Filseth Andersen

STATEMENT FROM THE BOARD OF DIRECTORS

The Board held 5 meetings in 2021, and 2 issues were otherwise considered digitally. The Audit Committee held 5 meetings and the Executive Committee, consisting the Chair and the two Vice Chairs held a further 15 meetings. Norwegian People's Aid holds a General Assembly every four years.

Administration

The Norwegian People's Aid head office is in Oslo. Henriette Killi Westhrin has held the post of Secretary-General since January 2017.

Solidarity Youth national board

Chair	Ammal A. Haj (Kristiania)
1st Vice-chair	Amanda Hylland (Kristiania)
2nd Vice-chair	Embla Isafold Stålesdottir (Bergen)
Board member	Johanne Sletten (Bergen)
Board member	Gunnar Johnsen (Bergen)
Deputy to the board	Salman Chaudry (Oslo)
Deputy to the board	Maria Abdallah (Sunnhordaland)
Labour movement observer	Victoria de Oliveira (Fagforbundet Ung)

Central First Aid and Rescue committee Youth

Chair	Berk Bitmez (Oslo)
1st Vice-chair	Dina Olsen Lothe (Strand og Forsand)
2nd Vice-chair	Tea Næss (Strand og Forsand)
Board representative	Fredrik Munkvold (Tromsø)
Committee member	Beate H. Liberg (Rena)
1st deputy	Einar Mortensen (Ofoten)
2nd deputy	Bjørnar Seljeskog (Strand og Forsand)

II RESULTS FOR 2021

Financial highlights

The Board has prepared the accounts for 2021 on the assumption that the organisation will continue to operate. The basis for this assumption lies in updated profit forecasts for 2022 as well as Norwegian People's Aid's long-term positive strategic forecasts for the years ahead.

The annual accounts encompass the non-profit organisation known as Norwegian People's Aid, which is an association which does not have financial gain as its purpose. The annual accounts do not reflect the local chapters' accounts. The activities result for the year amounts to NOK 14.3 million as opposed to NOK 31.4 million in 2020. Funds acquired in 2021 were NOK 1096 million as opposed to NOK 1150 million in 2020.

The activities result of NOK 14.3 million was allocated as follows: NOK 0.8 million to assets with externally imposed restrictions, NOK 1.68 million to assets with self-imposed restrictions, and NOK 11.9 million to unrestricted equity. As of 31.12.2021, total assets amounted to NOK 273 million, as opposed to NOK 258 million in 2020. Unrestricted equity as of 31.12.2021 amounted to NOK 226 million, as opposed to NOK 214.1 million in 2020, which represents solidity of around 28%. We are thus well equipped to meet future obligations.

Financial risk

The financial assets are so put together to ensure long-term expected returns on the basis of the association's ability to bear financial risk and liquidity needs. Norwegian People's Aid has spread its investments to reduce risk to the portfolio, and the assets are divided into bonds and bank deposits.

All investments in the financial portfolio are in mutual funds. The fixed income portfolio has a low credit risk and a good spread of issuers and number of securities.

Norwegian People's Aid has good liquidity, and no decision to introduce measures that change the liquidity risk has been taken. There is an inherent market risk that involves a risk of changes in the value of assets as a result of changes in market conditions – including changes in securities prices, interest rates, and exchange rates, as well as changes in fluctuations in these markets. All investments have a long-term horizon and portfolio management of investments reduces the consequences of this risk

There will always be risk associated with future income, and this may also be amplified as a consequence of the corona situation.

Norsk Tipping's gaming monopoly is under pressure with increasing competition from foreign gaming companies. Reverse vending machines in stores may face competition from other operators with pick-up at people's homes, or other systems for deposit-bottle return.

There are political risks associated with public subsidies, including tighter public budgets. Greater awareness and lower budgets are widespread among business operators, and there is increasing competition from other organisations. The regular donor market may be approaching a saturation point and competition is increasing. This is counteracted by maintaining an active approach to our contributors, as well as by diversifying the income base

III OPERATIONS

25,874,638 m²
of land
liberated

We cleared
45,328
items of explosive
ordnance

Mine Action and Disarmament

Landmines, unexploded cluster munitions and other explosive ordnance constitute a threat to life and limb as well as to development and security. Explosives clearance is a fundamental precondition of security and development. Notwithstanding a global pandemic, there is no time to be lost in working towards a mine-free world. Despite the challenging circumstances, Norwegian People's Aid in 2021 has protected very many people from explosive weapons and cleared more ground than initially expected.

Thanks to our extraordinarily dedicated mine-clearance workers in 21 countries, we are able to point to impressive results. We cleared 45,328 items of explosive ordnance, and liberated 25 874 638 m² of land by means of explosives clearance. This corresponds to more than 3,750 football pitches. Every single landmine or item of unexploded ordnance which was neutralised represents at least one potential life saved.

Over
75,000
people received training
in preparedness and
protection

Moreover, over 75,000 people received training in conflict preparedness and protection through a programme which aims to help civilians in towns and cities exposed to bombing. The risk of being injured or killed is lessened when citizens receive training in simple preparedness and can make safer choices for themselves and their families. Urban warfare leads to different challenges both for civilians and for us, who wish to protect them.

The protection of civilians from explosive weapons extends into many areas, and Norwegian People's Aid takes a comprehensive approach to the task. Bringing political influence to bear in order to safeguard weapons bans and to create new norms is essential for ensuring better protection for civilians. We kept up our advocacy work throughout the year, reporting on and monitoring the Antipersonnel Mine Ban Convention, the Convention on Cluster Munitions and the Nuclear Weapons Ban through Mine Action Review and Nuclear Weapons Ban Monitor. We also made particular efforts to strengthen environmental considerations in our programmes and to raise competence and awareness of gender equality and diversity

2021 began with the good news that the ban on nuclear weapons came into force on 22 January. The ban became a reality as a result of persistent effort from civil society, and Norwegian People's Aid contributed many years' work to help achieve this goal. We are now working just as hard to get more signatories on board and to ensure implementation of these important regulations.

Norwegian People's Aid also took part in various digital meetings, both formal and informal, between the States Parties to the conventions on landmines and cluster munitions, in relation to nuclear weapons and the use of explosive weapons with a wide-area impact in densely populated areas. This work also helped increase the organisation's visibility to a considerable extent. For example, Nguyen Thi Dieu Linh, Norwegian People's Aid project manager in Quang Tri province, Vietnam, represented the organisation at the UN Security Council meeting on April 8, 2021. Linh was invited to contribute her insight to the debate *Mine Action and Sustaining Peace: Stronger Partnerships for Better Delivery*. We are very proud of Linh's efforts in the Security Council.

The responsibility of protecting and taking the best possible care of our programme staff was given high priority throughout the year. Safety, as always, came first. Despite this, we were once more reminded of how dangerous mine-clearance work is when one of our colleagues was killed in an accident in Iraq while clearing landmines deployed by IS.

Our programme in the Solomon Islands was closed in 2021.

Development and Humanitarian Cooperation

The ongoing pandemic affected all our programme countries. In many places, its effect was exacerbated by economic and political crises and armed conflicts, creating a very unpredictable situation and leading to war in Palestine, economic collapse in Lebanon and a coup in Myanmar. In a number of countries, the pandemic has also worsened the vulnerable situation of social leaders and organisations. Norwegian People's Aid has

also made it quite clear that the pandemic is an inequality crisis too, and the struggle to achieve a fairer world is more important than ever.

Development and Humanitarian Cooperation continued to grow in 2021, with an increase of NOK 10 million on 2020. Programme turnover amounted to over NOK 454 million, with contributions coming in from seven international institutional donors in addition to trade unions, businesses and collected funds.

Popular organisation and mobilisation

In 2021, Norwegian People's Aid collaborated with 250 partner organisations in 19 countries. We support marginalised groups to organise themselves and challenge the unfair distribution of power and resources in their society.

A few of our programme countries have eased their corona restrictions and reopened borders in 2021 while many others are still struggling with high rates of both infections and deaths. Vaccination rates are still extremely low in many places, serving to maintain and increase inequality both internally and between countries.

In Myanmar, civil society groups carried out protests and strikes following the coup in February, making it difficult for the junta to get the country functioning both administratively and financially. Our partners are extremely vulnerable following the coup but have managed to adapt their work to the new situation and continue to support an active civil society.

In Colombia, the national strike in the spring was met with police violence, deaths and disappearances. Norwegian People's Aid supports partners' mobilisation to improve the living conditions of indigenous peoples, Afro-Colombians and farmers in line with the peace agreement, and has raised their demands for improvement in the critical security situation in international fora.

In Ecuador, one of our partners assisted workers with training in employment law and organisation. The workers concerned were working on internationally owned plantations under slave-like conditions. In the autumn, the 123 workers who took their case to court succeeded in their claim for compensation.



Norwegian People's Aid has also continued to argue for fairer distribution of vaccines worldwide. Alongside other organisations, we have played an active role in pressuring the Norwegian authorities and international bodies to ease patent rights and to allow production of vaccines in poorer parts of the world too.

In the spring of 2021, in collaboration with Agenda, we published a report demonstrating how the pandemic has contributed to even greater inequality in the world. The report put forward a raft of recommendations as to how development aid policy should be applied to reduce inequality and received a lot of attention both in the media and in subsequent debates.

Humanitarian work

In humanitarian crises, Norwegian People's Aid works with local parties in order for them to achieve a greater role and influence in humanitarian response. Over 270,000 people in Lebanon, South Sudan, Palestine, Syria and Mozambique received support from Norwegian People's Aid in 2021 so that they might improve their food security in 2022.

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270 000
people in Lebanon, South Sudan, Palestine, Syria and Mozambique received support from Norwegian People's Aid in order to improve their food security.

2021 was a demanding year for Norwegian People's Aid humanitarian programmes. Employees and partners have had to deal with the effects of the corona pandemic as well as insecurity and devastation caused by ongoing conflicts, economic collapse, natural disasters and climate change. Norwegian People's Aid continues to prioritise work in long-term crises in countries such as Lebanon, Syria, Palestine, Iraq and South Sudan.

20
partners in Zimbabwe received training in IT security

New in 2021 was the commencement of a humanitarian programme in Mozambique in collaboration with partners we know well from our long-term work with NORAD. This initiative was approved as part of the Strategic Partnership Agreement with the Ministry of Foreign Affairs, and included support to reduce sexual and gender-based violence, and strengthen food security for people fleeing violence and political and economic unrest in Cabo Delgado province.

In South Sudan, over one million people were affected by the worst flooding in 60 years. Norwegian People's Aid stepped up support to those affected by flooding and hunger, with food distribution to those in need of such life-saving support.

In Syria, our partners adopted face masks, cohort rotation and mobile teams in order to continue the work of strengthening people's food security and living conditions during the pandemic. This made it possible for humanitarian work to continue in difficult circumstances and to reach the goals we had set for 2021.

As an organisation, Norwegian People's Aid has collaborated with parties such as the International Council of Voluntary Agencies (ICVA) and Charter 4 Change to pressure institutional donors and others to live up to the localisation obligations under the Grand Bargain agreement entered into over five years ago.

NATIONAL DEPARTMENT

Organisation Department

The organisation department works directly with all Norwegian People's Aid activities that concern the members and local chapters. The department's 2021 ambitions were largely linked to resolutions adopted by the General Assembly in August 2019. The corona pandemic which struck in March 2020, however, has impacted a great deal of our national work in 2021 – and our results over the year.

Volunteerism made easier

The corona pandemic greatly affected the members' organisation and our activities in 2021. At the same time, the situation made it easier to establish a culture for digital meetings among members across geographical divides and the work to simplify systems for volunteers really took off. 2021 was used to establish Microsoft Teams as a tool for meetings, document storage and interaction between chapters.

Preparations were made to phase in Vipps for members' subscription fee payments, and work on a new members' portal was started. A new resource page was set up for members where they could find help and information for dealing with difficult issues, how to report non-compliance and how to prevent sexual harassment, violence, abuse and racism. On the re-opening weekend following corona, 121 participants gathered for a leaders' conference at which leaders of local chapters and other representatives received training in topics such as safe organisation, recruitment and recruitment culture.

First Aid and Rescue Service

The number of missions over the last few years has been in excess of 400, and 2021 was no exception. This is a considerable increase viewed over a longer perspective, and we are working hard to meet the increasing need both within Norwegian People's Aid and through the umbrella organisation *Frivillige Organisasjoner Redningsfaglige Forum* (FORF). The rise in the number of missions places increasing demands on volunteers, equipment and expertise.

2021 was a year in which much of our effort was channelled into dealing with corona, not least in connection with mass vaccination. Many of our volunteers assisted local authorities in ensuring vaccination was undertaken as efficiently as possible.

Corona aside, 2021 was a year of great contrasts. On 22 July we commemorated the tenth anniversary of the terror attack on Utøya and the Government Quarter during which one of our crew members was killed. In Bodø, later in the year, we celebrated the 50th anniversary of the Norwegian Search and Rescue Service in the presence of both Crown Prince Haakon and the Minister of Justice.

The year was also marked by a backlog in recruitment and training of new crews, as a result of corona restrictions. A considerable effort has now been made to catch up. At the same time we can see that people regard being part of the rescue service as an attractive, relevant pursuit, especially in places which have experienced serious crises. We have gained two new chapters in Hustadvika and Øvre Romerike, started by volunteers who have joined forces and organised themselves in the aftermath of the Viking Sky incident and the Gjerdrum landslide respectively. This shows the importance of local preparedness and security in our local communities.

First Aid and Rescue Youth

Like 2020, 2021 was affected by corona restrictions. Norwegian People's Aid First Aid and Rescue Youth nevertheless managed to hold a digital conference in April with around 50 participants. After a lot of hard work, we also managed to arrange a summer camp at Lysebotn with 18 participants from around the country. First Aid and Rescue Youth also decided to have a greater focus on training and uniforms for members has been introduced. In addition, an exchange trip to Iceland saw 15 young people visit various search and rescue groups to see how their youth work was organised.

Social policy

The corona pandemic was a challenge to our activities, but Norwegian People's Aid is an organisation built on preparedness and are good at adapting in situations of crisis. When the pandemic arrived, our chapters were quick to adapt to the situation and ensure that 'corona-friendly' activities could be carried out. This is a valuable experience, and the digital competence acquired through the pandemic has been carried forward into our work in 2021. This year's social policy conference, that took place digitally, attracted record participation of 120 members.

During the year, more than 550 people took part in 'People's Friend' activities arranged by local chapters. The chapters also facilitated and organised low-threshold meetings and social activities for immigrants. The People's Friend activities completed in 2021 contributed to a sense of community and belonging in a difficult time.

Norwegian People's Aid collaborates with LO on a joint project: *Rich in Diversity – a Workplace for All*. Two network meetings and a number of inspiring talks have been held. In order to reach out to women with an immigrant background, our collaboration with Jobbsjansen and the introductory programme has been consolidated and maintained in 2021. Over 300 women have taken part in teaching and training sessions

Over
400
missions

2000
volunteer
crews

550
participants in
People's Friend
activities

3638

**Quota refugees
met by Norwegian
People's Aid
refugee assistants**

under the Norwegian People's Aid banner, and many have gone on to participate in local chapter activities. 120 participants took part digitally in the 8 March commemoration. 2021 also saw the development of a new course package entitled Antiracist – from attitude to action. The first pilot course and leader course were completed, and there is growing interest in the package from local chapters, the labour movement and other organisations. Our collaborative project *Discrimination Assistance and Mediation Board* continues to grow and 2021 saw the beginnings of *DiMe* in Bergen.

Our reception service at Gardermoen has been in operation throughout the year and has assisted 3.638 quota refugees. Owing to the ever-changing flight- and infection control regulations, the service has had to make constant adjustments. Activity was particularly intense in the autumn when Norwegian People's Aid refugee assistants provided support to the Norwegian authorities in receiving over 700 Afghans evacuated from Kabul.

Solidarity Youth

Solidarity Youth completed its planned activities in 2021. These included the regular national arrangements such as the Solidarity Conference and the annual meeting as well as two national events with anti-racism as their primary concern. The annual Solidarity Conference was arranged at Utøya despite the pandemic, and over 60 young people gathered to discuss politics and meet others with similar interests.

Marketing and collaboration with the labour movement, businesses and private individuals

Norwegian People's Aid is the labour movement's natural partner. A number of associations renewed their contracts with us in 2021. We have long-term partnership deals with 13 LO associations. A key element in our collaboration – in addition to financial support – is to create interest in solidarity issues and contribute to political influence. A number of incidents throughout the year have left a lasting impression.



Foto: Mikael Ortenheim



Foto: Mikael Ortenheim @ortenheimphotography

When the situation in Palestine came to a head in May – with attacks badly affecting the civilian population of Gaza – the Norwegian Union of Municipal and General Employees and Norwegian people's Aid stood together to call to an end to the bombing. Norwegian People's Aid collected donations for the Gaza population and the labour movement supported our work with considerable contributions.

Following the landslide at Gjerdrum at the end of 2020, the labour movement demonstrated tremendous solidarity in the shape of several grants – both large and small and totalling NOK 1.18 million – to our preparedness work. In connection with the tragic death of LO leader Hans-Christian Gabrielsen, Norwegian People's Aid received NOK 496,000 in memorial gifts for our work, and we are both touched and grateful for all the gifts that are now being used for causes in Hans-Christian's spirit.

As always, the grassroots in the labour movement, with its members, clubs, associations and departments, supported Norwegian People's Aid's annual May 1 fundraiser, which in 2021 adopted the slogan *Stop inequality. Fair distribution of vaccines*. The majority of income from the day came from the labour movement. Norwegian People's Aid is proud to have been in collaboration with Coop Norge since 2006, and our partnership agreement was renewed for a further two years in 2021. Coop is our most important business partner. By means of our collaboration, Coop supports development work in Mozambique, Cambodia and Bolivia, as well as the training of mine dogs.

Many thanks to Jotun A/S, which has joined us in the task of freeing land of mines and other explosive ordnance, and to the Norwegian Humanist Association for their support to the development programme in Iraq. Both renewed their agreements for a further three years.

We are also extremely grateful to our many thousands of private supporters. They have made enormous contributions to our work through various campaigns in social and printed media, and not least to emergency assistance for the population of Gaza.

Our regular monthly donors, 'People's Helpers', are both loyal and extremely valuable. In 2021, they contributed around NOK 24 million. New this year was a campaign encouraging members to become People's Helpers. Others choose to provide occasional support to issues close to their hearts or various disasters, or to support our work through purchasing our symbolic gifts and calendars.

A warm thank you to all our supporters for their confidence, support and engagement in 2021 – you really demonstrate Solidarity in Practice.

Political advocacy

During 2021, Norwegian People's Aid, in line with our national and international objectives, has demonstrated its own positions, contributed to and forwarded proposals and comments on a number of different processes related to budgetary and electoral processes in the public sector and in political parties, and to various partners in the non-profit sector and the labour movement.

Our purpose is to influence the various political parties, their party programmes and the alternative national budget with Norwegian People's Aid's analyses and suggestions. Many of these processes have also sought to include Norwegian People's Aid members and representatives and, whether alone or in collaboration with others, our advocacy has influenced various media at different times through the year.

Norwegian People's Aid also maintained a broad presence during *Arendal Week* 2021.

One large, important victory for Norwegian People's Aid and several other voluntary organisations was the breakthrough on VAT exemption, where Norwegian People's Aid supported the position and demands of *Frivillighet Norge*. Our own political issues were also promoted in countless contexts. A number of valuable alliances have been established, and we have both observed and had documented that Norwegian People's Aid's political positions, assessments and proposals have been, or are in the course of being, adopted in Norwegian politics.



Foto: Julie Strand Offerdal



Foto: Jo Straube



Foto: Mikael Örenheim





Foto: Mohammed Zaanoun



Foto: Baneservice/Stein Eljorge



Foto: Marius Nåden



Foto: Torunn Aslun



Foto: Mikael Örenheim @ortenheimphotography



Foto: Ida Kroksæter

IV PERSONNEL, HEALTH, SAFETY AND THE ENVIRONMENT

Norwegian People's Aid employees represented 128.7 FTEs in Norway in 2021, a reduction of 2.4 FTEs on the previous year. At the same time, there is an increase of 10 FTEs abroad under contract from Oslo.

At the end of 2021, Norwegian People's Aid had a total of 250.7 FTEs with Oslo contracts: 128.7 at Head Office and the regional offices in Norway and 122 FTEs abroad. In addition, there are around 2,300 people employed locally in international projects. Where local employees are concerned, we are unable to extract statistics for FTEs.

Locations	Employees	FTEs
Head Office	133	118.7
Regional offices	10	10.00
International	22	122.00
Total	265	250.7

Sickness absence in 2021 was 5.5 %, which is almost the same as the previous year. Sickness absence for women was 7.7 %, for men 3.3 %.

We consider the working environment to be satisfactory. The corona pandemic, however, has led to the increased use of home office. Norwegian People's Aid is aware that this increased use may have resulted in challenges to the physical and psychological working environment. This has been a relevant topic when following up on employees during the pandemic and we will maintain focus on the issue in future.

No serious incidents or accidents were reported in the course of the year among employees in Norway. Four serious incidents or accidents, however, were reported from the country programmes, two fewer than the year before.

By means of collaboration with International SOS (ISOS), Norwegian People's Aid has access to extensive information and opportunities for training in relation health and safety when travelling. The agreement means that employees both at Head Office and in the individual country programmes receive improved, more up-to-date information and answers to questions and challenges linked to health and safety. ISOS is also used in connection with planning and preparation for travel etc., and support should an incident occur. The service covers all countries of the world and is available 24/7 throughout the year.

Norwegian People's Aid has introduced a united HR policy for our international programmes. This ensures the greatest equality possible between our programme countries in order to provide equal treatment and have recognisable rules across country programmes. It also makes follow-up from Oslo easier.

Employment legislation differs widely in those countries where Norwegian People's Aid has a programme and the HR policy ensures that all Norwegian People's Aid employees have basic rights, covering, but not limited to, areas such as illness and parental leave. The policy lays down common principles in relation to wage policy, with the aim of equal pay for equal work and in order to avoid discrimination.

V EQUALITY AND INCLUSION

Norwegian People's Aid works unceasingly to promote equality and inclusion. These topics are taken up in the working environment committee, by safety delegates, in our HMS work and in the management group. Gender equality and the desire to correct any imbalances in both the appointment and salary structure are discussed, among other things, in connection with recruitment both by NPA management and in start-up meetings before each recruitment process. In our ongoing strategy work, Norwegian People's Aid has stated that we are to start work on establishing a new inclusion and diversity policy in 2022. This work will involve the entire organisation, and the new policy is expected to be ready in 2023.

The Board of Norwegian People's Aid consists of nine women and nine men. The 2021 management group consisted four women and five men, but from new year this will become four women and four men. The division between the sexes among the employees overall was 37.7 % women and 62.3 % men. There is thus a slightly lower percentage of women compared to the previous year.

At Head Office, there was, in 2020, a slight majority of women (55.9 %), while abroad there was a clear majority of men (83.6 %).

Where country and regional directors are concerned, the split is 5 women and 15 men, while of the 57 management posts* in the international programmes, 16 were filled by women and 41 by men. The percentage of women in management positions is a little lower than in 2020.

* Posts with management responsibility that are members of a Country Management Team (CMT), that is to say the international management groups.

International management posts	Women	Men	Total
Regional and Country Directors	5	15	20
Programme Manager	5	10	15
Deputy Programme Manager	1		1
Finance Manager	3	6	9
Logistics and Security Managers		7	7
Project Manager	2	3	5
Total	16	41	57

Equal pay

Norwegian People's Aid does not practice individual wage determination or individual wage negotiation. With the exception of the Secretary General and the Heads of Section, all positions, as of 31.12.2021, are placed in line with the AAF-HK National Agreement, local wage policy and its appurtenant wage scale. Placement on the wage scale is determined on the basis of the job description.

From 2020, the wage scale entails five groups. All positions are placed in the relevant wage group in consideration of the position's complexity and the need for assessment, planning, leadership and independence. Advancement occurs in keeping with the fixed seniority ladder and the criteria laid down in the wage policy.

Average annual salary in Norway per wage group

Wage group	Women		Men		All		Women's salary in % of men's
	Average salary	No.	Average salary	No.	Average salary	No.	
1	459 876		454 500		456 292		101,2 %
2	583 327		584 847		583 889		99,7 %
3	688 544		671 794		682 961		102,5 %
4	738 119		741 044		739 582		99,6 %
5	906 674		839 622		861 973		108,0 %
M	622 034		616 794		619 176		100,8 %
Empl. in Norway	609 809	80	616 816	63	612 896	143	98,9 %

* Owing to reasons of privacy, we have chosen to remove the figures for the number of women and men in the overview as there are so few employees in many categories, it would be possible to identify individual employees.

* Certain positions are manually placed during the transition period.

For positions in the international programmes, wage determination is based on the job description and the local wage policy for international positions. It is the position that is placed on the wage scale, irrespective of who holds it, and neither wage seniority nor operation seniority is practiced in these positions. All positions and placements are normally taken up for review and assessment once a year. Wage groups were not implemented internationally as of 31.12.2021, and the average salary is therefore only stated for each gender.

Average salary internationally by gender

Wage group	Women		Men		All		Women's salary in % of men's
	Average salary	No.	Average salary	No.	Average salary	No.	
Empl. int.	562 832	20	548 048	102	550 472	122	102,7 %

Use of part-time positions in Norway

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

Post type	No. of women	No. of men	Total
Full time	68	51	119
Part time	9	4	13
Waged hourly	3	8	11
Employed in Norway	80	63	143

The percentage of full-time employees is 83.2 %, and part-time employees 16.8 %, of which 7.7 % are waged hourly.

Overview of part-time positions:

- 8 employees have chosen to work part time on account of age, health, family/care situations or parallel studies.
- 5 positions were part time from the beginning of the employment contract and are related to project financing and/or operating agreements with external parties.

Age span and diversity

The Norwegian People's Aid staffing policy aims to secure equal rights and opportunities for all irrespective of gender, age, ethnicity and disability. This is safeguarded through recruitment processes as well as daily staff administration and monitoring in Norwegian People's Aid.

Where age is concerned, our members of staff range from 22 to 72 years of age, with the majority between 40 and 49. The average age overall for employees is 47, and there is little variation between those employed in Norway and those employed abroad.

Overview: nationalities among employees 2021

- 45 nationalities in total, including Norwegian citizens.
- 197 employees from 17 countries in the EU/EEA, UK, USA, Canada, Australia and New Zealand (74.3 %).
- 68 employees from 28 other countries (25.7 %).
- At Head Office (incl. regional offices) 21 of 143 employees were from countries other than Norway (14.7 %), of which 10 were from countries other than the EU/EEA, UK, USA, Canada, Australia and New Zealand (7.0 %).
- 39 different nationalities were represented in our international operations, of which 11 were Norwegian citizens (9.0 %).

Figures for 2020

- 42 nationalities in total, including Norwegian citizens.
- 207 employees from 16 countries in the EU/EEA, UK, USA, Canada, Australia and New Zealand (78.1 %).
- 58 employees from 26 other countries (21.9 %).
- At Head Office (incl. regional offices) 21 of 153 employees were from countries other than Norway (13.7 %), of which 8 were from countries other than the EU/EEA, UK, USA, Canada, Australia and New Zealand (5.2 %).
- 37 different nationalities were represented in our international operations, of which 13 were Norwegian citizens (11.6 %).

There is a small increase in the percentage of employees from countries other than the EU/EEA, UK, USA, Canada, Australia and New Zealand, and the overall number of nationalities represented has gone up a little from last year. The percentage of Norwegian citizens in our international operations is again slightly reduced.

VI THE EXTERNAL ENVIRONMENT

Sustainability

We have continued to strengthen our environmental obligations in 2021. Norwegian People's Aid was environmentally certified in 2020, and in 2021 we have concentrated our attention on continuing to collect and monitor data to map our climate and environmental footprint at the head office in Oslo. We have also started developing mapping tools for our international programme operations. This is important, large-scale work, and will give us the opportunity to introduce emission-reducing measures and improve our environmental impact where they work best. In this way, we also contribute to improving the quality of life for the people we work with and for, and to developing Norwegian People's Aid in a more sustainable direction.

Objective

Our objective is to reduce our negative impact and increase our positive impact on the climate and environment in all countries where we have a presence. This means that we must reduce our greenhouse gas emissions and our 'contribution' to local pollution of land, water and air, and prevent potential negative impacts and the degradation of nature and natural resources. We will also undertake analyses to understand how climate change and environmental damage affect the people we work with and for, and make these analyses the basis of our future work.

What we have done so far

In 2021, we have introduced measures both in Norway and abroad and expanded our obligations where the climate and environment are concerned. We have introduced new procedures for our mine action and disarmament work that take increased consideration of the local environment. Guidelines in this field shall help our mine-clearance operations to increase focus on everything from the sorting of waste to the use of methods that do not involve the degradation of nature. In this way we will not only deliver land that is free of landmines and cluster munitions to the local population, but also land which offers long-term sustainability. The work with better mapping tools in 2021 will also result in increased access to data and information from our international activities, which will now be processed and analysed. This will give us a more comprehensive impression of the organisation's global climate and environmental footprint.

In 2021, our members began a large-scale process working towards the general assembly in 2023. Climate change, adaptation and new fields of endeavour are now being widely discussed in all local chapters across Norway. Norwegian People's Aid also signed up to the Climate and Environment Charter of the International Committee of the Red Cross, along with 232 other organisations and parties. Together with our own climate and environmental policy, this puts the necessary pressure on us as an organisation. In 2022, it will be our task to share our measures and objectives with the other signatories.

Eco lighthouse

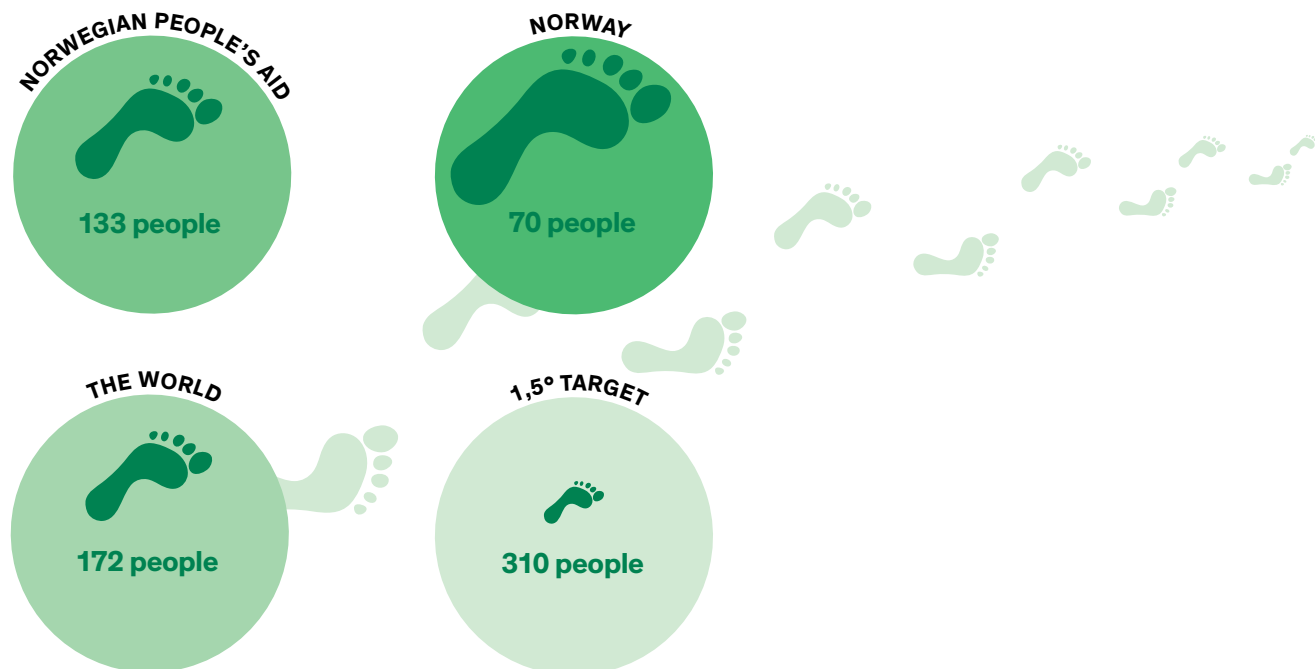
As an environmentally certified organisation, it is one of our obligations to provide an annual climate report for our head office in Oslo. Our climate footprint in 2021 was equivalent to 777.08 tons of carbon dioxide (CO₂).¹ Our business travel by air in particular affects the figures, but our electricity consumption and ability to reduce waste also come into play.

For the sake of comparison, an average Norwegian citizen has an annual climate footprint of 11.1 tons CO₂. We can therefore state that Norwegian People's Aid Head Office emissions correspond to the consumption-based greenhouse gas emissions of 70 people in Norway. Norwegian consumption, however, is high. If we make a comparison against the global average of 4.5 tons CO₂ per person per year, Norwegian People's Aid Head Office in 2021 had annual greenhouse gas emissions corresponding to those of 172 people. If we are to achieve the goal of halting global warming at 1.5 degrees, the global climate footprint must be reduced to 2.5 tons of CO₂ per person per year², i.e. more than a fourfold reduction in emissions.

In 2021, we can see that our climate footprint has been reduced by 42 % from 2019, but increased by 28% in comparison with 2020. This is not surprising. We consider 2019 as a 'normal year' for us, being before the global corona pandemic. With the easing of travel restrictions and the reinstatement of normal office operations, it was natural that our emissions should rise again. The question will be whether we can maintain lasting emissions reduction in relation to 2019 in future. That is our aim.

The Climate footprint of Norwegian Peoples Aid. 2021:

777,08 ton CO₂



Read more:

[Read Norwegian People's Aid climate and environment policy here](#)

[Read more about the Red Cross movement's climate and environment charter and our obligations here](#)

[Read the Norwegian People's Aid environmental report for 2021 here](#)

¹ *Framtiden i våre hender (The Future in Our Hands)*

² *Anja Bakken Riise: Mitt klimaregnskap (My climate account)*

VII ETHICAL STANDARDS FOR PURCHASING, INVESTMENT AND MARKETING

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

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

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

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

VIII ANTI-CORRUPTION

The fight against corruption in the aid sector is high on the agenda of the Norwegian aid community, including Norwegian People's Aid. We continued our work targeting corruption throughout 2021.

The issue of corruption is high on the agenda of Norwegian People's Aid, contributing to increased debate and exchange of experience relating to best practice in preventing and dealing with such cases, both at Head Office and within the country programmes. Norwegian aid policy has a clear standpoint in support of this work.

In 2021, Norwegian People's Aid had a turnover of NOK 1,096 million. We work with long-term development and humanitarian work with local partners around the world and we are one of the world's largest organisations within the field of humanitarian disarmament. According to Transparency International's Corruption Perceptions Index (CPI), most of the countries where we maintain a presence represent a high risk of corruption.

Full transparency

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

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

There is no simple explanation as to why corruption occurs. Deficient systems or culture often facilitate corrupt behaviour while poverty and low wages are often important contributory factors.

Anti-corruption policy

Corruption can manifest itself in many ways, but will always be closely linked to disloyal behaviour and crime. Corruption is therefore a taboo subject and it requires both courage and knowledge to recognise that this is a problem for us too. In 2021, we have maintained continuous updating of our anti-corruption processes and continued the work of improving our whistle-blowing routines and systems

Norwegian People's Aid's anti-corruption policy ensures that the Head Office in Oslo maintains a system for receiving and processing reports of unwanted actions or situations wherever they might arise within the organisation. In addition, we wish to include assessments of the risk of corruption in relevant tools and processes within the administration and in our project work both at home and abroad. Norwegian People's Aid maintains an incident reporting function for all incidents that may involve non-compliance.

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

Information to partners

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

Incidents in 2021

In 2021, Norwegian People's Aid has reviewed 25 instances in which corruption or corrupt behaviour was suspected. All the cases were investigated internally. The relevant donor is routinely informed of all such cases. Most have little or no financial consequence; larger cases, or those of particular interest, are listed below:

- Four cases were investigated in South Sudan. In two cases it was discovered that a partner had exchanged currency at a rate that was not the official exchange rate at the time and had pocketed the difference. This occurred despite all partners being informed of the requirement that all currency exchange be undertaken at the national bank. The third case involved the theft of a cash-box at a partner organisation. The stolen amount was routinely reclaimed. The last case involved notification that twelve partners had not been paid. Our investigation showed the notification to be groundless.
- While investigating a case in Rwanda, we were made aware of rumours that a number of partners were not following agreed purchasing routines. The investigation is ongoing.
- Another case concerned the possible breach of purchasing routines by a partner in Palestine. The price was set above the market rate in order to obtain a so-called kick-back from the supplier. Our investigations confirmed such attempts and cooperation with the partner has been routinely terminated.
- Three cases were investigated in Iraq. In the first, we were notified of favouritism towards particular suppliers. The whistle-blower was contacted for further information but none was forthcoming. Our investigations did not uncover any such favouritism. The second case concerned potential 'double-dipping' by the head of a partner organisation. This occurs through two or more donors being charged for the same costs. There were additional reports of falsification of documents, payment to relatives etc. This case is still under investigation. The third case involved a potential conflict of interest at a partner organisation, but this turned out not to be the case.

- Four cases were investigated in Syria, of which one concerned 'double-dipping' of wages at a partner organisation. This was confirmed and our collaboration with this partner has been routinely terminated. The second case concerned potential favouritism of suppliers in relation to procurements. This case is still under investigation. The third case involved potential kick-backs from suppliers, charging a higher salary than an employee was paid, and an employee taking commission when paying funds. In consultation with our donor, a special audit was performed in relation to the reported conditions by an external auditing company. Their report did not confirm all such breaches but weaknesses in certain areas were uncovered. The partner is working to correct these conditions while our collaboration with the partner is put on hold.



Foto: Barry Christianson



Foto: Mohammed Zaanoun



Foto: Saia Hamdy



Foto: Liv Torres

IX OUTLOOK AND OPERATIONAL RISK

Outlook

Mine action and disarmament

Despite the global pandemic, Norwegian People's Aid maintained high levels of activity through 2021. The pandemic will continue to affect the world in the next few years, hopefully to an ever-diminishing extent. International meetings in particular have been postponed, and this is likely to continue into 2022. We incorporate this into our planning and consideration of different scenarios. We are taking an offensive stance, however, and will travel to our international programmes, participating and influencing where we are able to do so.

The relationship between environment, climate and conflict will become increasingly important in our work in the years to come. We plan to strengthen our efforts to make our own work greener, contribute to a greater understanding of the consequences of weapons and conflict on the environment, and show how climate change affects both the work we do and the conflicts we observe.

We undertake long-term work to ensure donor interest in, and continued attention to our mine action work. We also work strategically to preserve the great interest in this vital endeavour.

It is part of our planning work always to take into account possible changes or restrictions in operations. This became very much a reality during the ongoing global pandemic. We cannot, however, reduce or erode the quality of our work or the responsibility we bear towards the people Norwegian People's Aid works with or who are employed by us.

Loss of reputation is another potential risk to our work. We depend on a high level of confidence in our professionalism and integrity from the people we work with and work for, from the donors who support us in our work, and from society at large. It is extremely important that Norwegian People's Aid fulfils the highest international standards in order to maintain our strong position as one of the leading humanitarian mine-clearance organisations in the world. This means that we must continue to 'think new', adapt to trends and remain faithful to our values and our mission.

Development and Humanitarian Cooperation

Throughout the pandemic we have noted the great relevance of the change theory which forms the basis of our civil society work. In many places, civil society has proved more important than ever, from compensating for a lack of response from the authorities to our partners' involvement in specific challenges affecting their local communities and the groups they represent. The pandemic has also led to new ways of working, and a number of our partners report that those with digital platforms have been able to reach out to more people than expected.

A further result of the pandemic is that the importance of working to reduce inequality has acquired a greater role in both domestic and international debate concerning development aid. In keeping with this, there is also greater acceptance that more drastic measures are needed to lift the role of local agencies in humanitarian response. This, in turn, contributes to Norwegian People's Aid having more room to both influence and gain support for our projects.

National Department

In 2022, the National Department aims to concentrate its efforts on contributing to growth and development of the members' organisation. The overriding priorities adopted by the 2019 General Assembly and our joint national strategy point towards the department's areas of focus.

The Search and Rescue Service expects the high number of missions to remain stable in the coming years, partly owing to more incidents related to climate change. In an increasingly challenging field, it is important to build up competence and skills among our volunteers through thorough, up-to-date training, a healthy training culture and the correct equipment. During the pandemic, we have also seen how important the voluntary

sector is in supporting the authorities' response during major crises, and we expect a greater focus on voluntary health preparedness in the future.

There is a growing interest among our own members, the labour movement and partners for our work with gender equality, anti-racism, diversity and social inclusion, and international solidarity. Strengthening the voluntary efforts of our members and ensuring organisational development to make volunteer operations easier and more robust are also among our most important goals.

Marketing Department

Private donors

We depend on our committed, loyal supporters and will continue recruiting long-term donors to our work. In 2021, we have expanded the use of analysis to further strengthen these relationships through social media as well as more traditional channels. Such analysis is a prerequisite of getting to know our current donors better and gives us the opportunity to provide targeted information and create greater interest through the preferred media. Analysis also provides a better basis from which to reach out to new potential supporters. One of our goals as a humanitarian organisation is the most efficient use of our resources so as much as possible of our funds raised goes directly to the given purpose. Our ambition is to be relevant and visible to donors who wish to support us and give expression to their interest.

The labour movement

Cooperation with the labour movement has been strengthened over recent years and will remain a high priority. Agreements signed with the trade unions emphasise political cooperation on individual issues, the development of organisational collaboration such as the ambassadorial corps, and financial support of Norwegian People's Aid projects. Everything is well placed to further strengthen our political and organisational cooperation.

Businesses

We shall continue to nurture and develop our relationships with our partners in business. At the same time, it is important to reach out to new business partners to contribute to increased efforts in our country programmes, whether that is mine clearance, development work or the training of mine-detection dogs. Our new digital strategy is an important building block in this work. Moving forwards, we will concentrate on entering into partnership agreements that support our work to help fulfil the UN sustainability goals through less inequality, greater security and peace rather than war.

Risk

The Board constantly monitors economic developments and places great emphasis on the organisation having satisfactory management and reporting systems. Sound management systems for the following up of budgets and quarterly prognoses have been developed. These are subject to continuous improvement. Internal control is given high priority by the Board and is followed up through the administration.

Compliance

Norwegian People's Aid has continued working throughout the year to strengthen our compliance work both at head office and in the international programmes. This work has concentrated on ensuring that Norwegian People's Aid works in line with international requirements and regulations from both authorities and donors through the implementation of procedures and routines in the international sanctions regulations related to, among other things, anti-terror regulations that came into force at the end of 2019.

The Norwegian People's Aid compliance officer has worked closely with the various departments over the year in the preparation of new procedures to ensure the organisation fulfils its demanding obligations. A new compliance page has also been opened on our intranet to make information about screening and sanctions readily available.

Sanctions regimes are subject to rapid change and new, restrictive sanctions are constantly being introduced in the international areas where we work. Sanctions do not only have consequences on the execution of our

local programmes, they also affect the transfer of funds abroad where banks are placing stricter information and documentation requirements on the use of said funds.

It is clear to Norwegian People's Aid that the strict requirements from external parties are likely to be maintained and become even more exacting in the future. In 2021, for example, we experienced longer periods where we were stopped from undertaking critical transfers in dollars to our vulnerable programme countries because foreign banks considered the risk too high. In order to minimise the risk of legal transgressions and breach of contract, the work concerned with the fulfilment of external requirements, and the further development of routines and procedures, are set to continue in the coming year.

Operational risk

Mine Action and Disarmament

Humanitarian explosives clearance is inevitably associated with high risk. These operations are regulated by international standards and are thus measurable in terms of safety and efficiency.

We undertake humanitarian work and cooperate with partner organisations in areas affected by war and considerable unrest. We have good plans and standards for all our operations so that they are rendered safe as possible, and our goal is to make them safer still in the face of external threats such as a pandemic or other natural or man-made disasters.

For our international work, risk is also associated with new, stricter donor requirements which involve closer monitoring from donors and scrutiny from the media and special interest groups. Financial risk also exists where it is either difficult to transfer money, or where such transfers are associated with such strict rules and/or sanctions that banks are unwilling to cooperate with Norwegian People's Aid. Operating in areas of conflict involves reputational risk where parties to the conflict or their interest groups can accuse Norwegian People's Aid of mis-prioritisation on the basis of their interests. Good systems, including for safe notification of irregularities, good communication with Head Office and close follow-up, help limit operational risk.

Development and Humanitarian Cooperation

Never before has being a social activist been so risky, especially for human rights and environmental campaigners. In 2022, Norwegian People's Aid will strengthen its competence and capacity to support partners in their security challenges. We will develop a more systematic approach to partner security, especially digital security, which has become increasingly relevant in recent years.

Our presence in countries suffering war or armed conflict means that our programmes are often affected by anti-terrorism legislation, sanctions regimes and strict donor requirements. In 2021, Norwegian People's Aid



worked intensively to put in place alternative solutions that are now in use in several countries, but there will continue to be challenges in countries such as Syria and Myanmar.

Travel will continue being associated with a certain risk owing to the pandemic. At the beginning of the year, it appears that the direct health risk for those fully vaccinated has been considerably reduced, but the risk of new mutations will still be present. The most likely risk is associated with delays owing to restrictions and quarantine and isolation requirements in the event of a positive test. Many of our employees work in and travel to countries that are additionally affected by conflict, social unrest and high crime rates, and we our security training is set to continue in 2022.

National Department

Norwegian People's Aid often meets people in vulnerable situations. It is important that organisations have good routines at all times to ensure safe volunteering. We are contacted by many people who want to play an active role with us. We know that volunteerism can also attract people who want to exploit people in vulnerable situations. A further operational risk is media attention if activities under the auspices of Norwegian People's Aid do not maintain the quality they should. Norwegian People's Aid has good routines for training, prevention and management should such cases arise.

Financial risk

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

Oslo, 10.6 2022

Amalie Hilde Tofte
Chair

Liv Nesse
1st Vice-chair

Stine Elisabeth Antonsen
2nd Vice-chair

Stein Guldbrandsen
NUMGE

Vegard Grøslie Wennesland
UFTU

Mildrid Kvisvik
Norwegian Union of Social
Educators and Social Workers

Torulf Mikkelsen
NPA Hammerfest

Lene Klatten Vikan
NPA Bergen

Elisabeth Wickstrøm Åkredalen
NPA Horten

Geir Nilsen
NPA Moelv and environs

Øystein Valen
NPA Strand and Forsand

Walfred Andersson
NPA Malm

Magnhild Sofie Otnes
Employees' representative

Jane Filseth Andersen
Employees' representative

Jorge Dahl
Social Policy Committee

Ammal A. Haj
Solidarity Youth

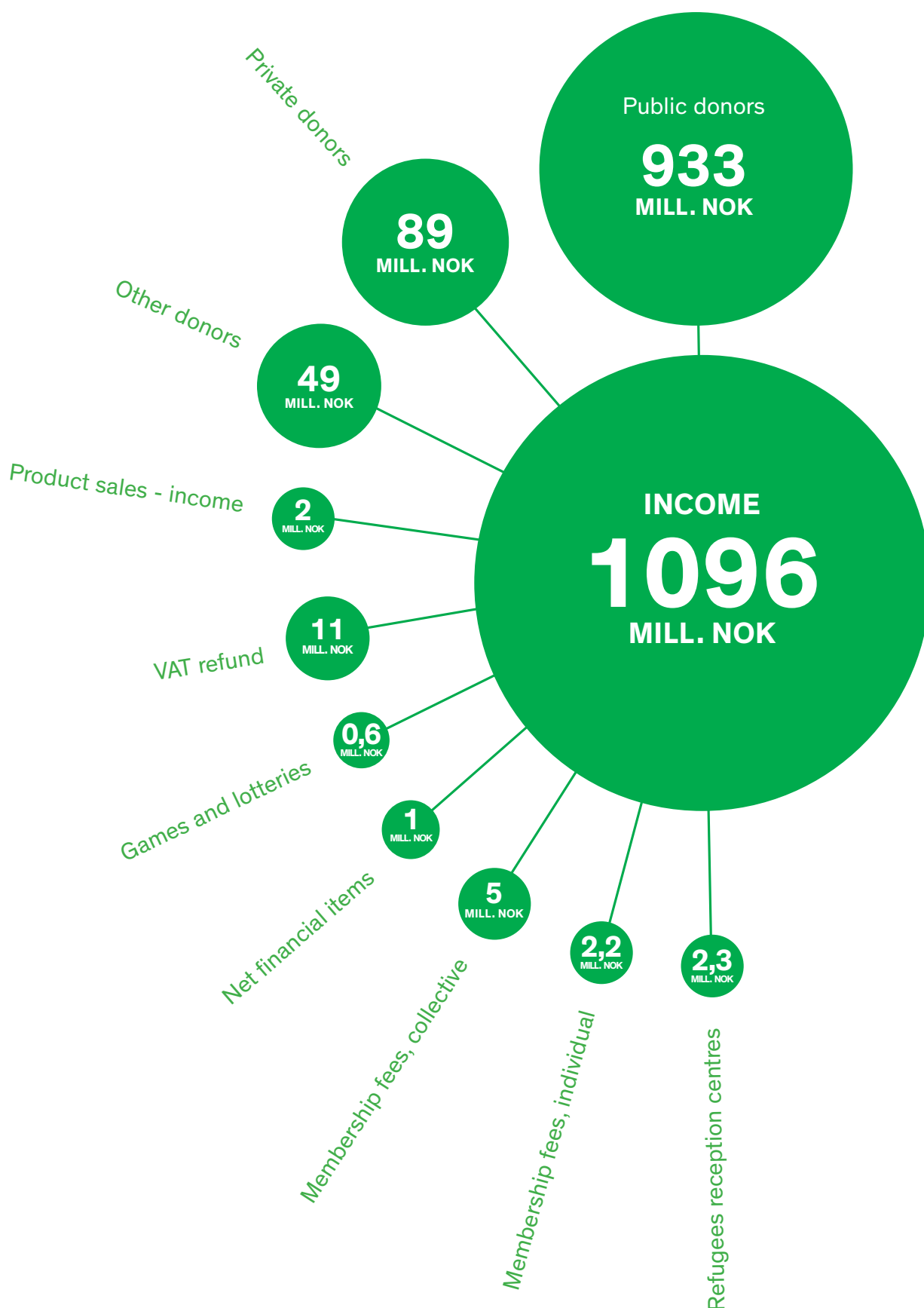
Fredrik Munkvold
First Aid and Rescue Youth

Vegard Eidissen Lindbæk
Central First Aid and
Rescue Committee

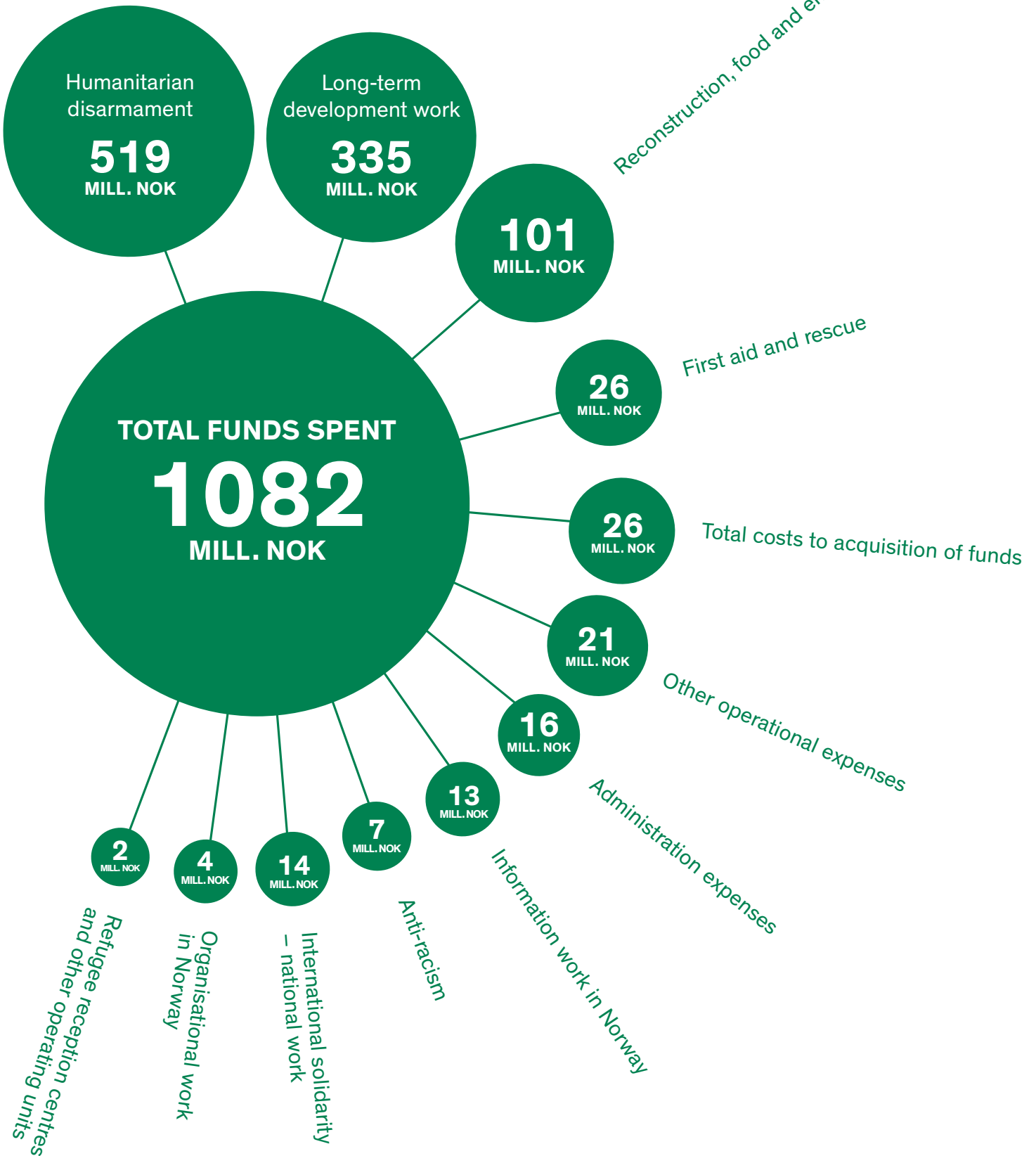
Henriette Killi Westhrin
Secretary General

INCOME AND EXPENSES 2021

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



Reconstruction, food and emergency relief



STATEMENT OF ACTIVITIES as of 31.12.21

(Figures in thousands)

FUNDS ACQUIRED	Notes	2021	2020
Membership fees, individual		2 203	2 347
Membership fees, collective		5 289	4 337
Total membership fees	1	7 492	6 684
Public donors		933 482	988 012
Other donors		48 743	35 291
Total donors	2	982 225	1 023 303
Private donors		89 021	87 333
Total funds acquired	3	89 021	87 333
Refugee reception centres		2 307	1 324
Other operational income		0	21
Mine detection dogs		0	181
Value added tax refund		10 908	9 006
Total activities that fulfil the organisation's purpose		13 214	10 532
Games and lotteries		576	7 526
Advertising and product sales		2 215	10 052
Total income generating activities		2 791	17 578
Net financial items	12	1 352	4 521
TOTAL AVAILABLE FOR THE PURPOSE		1 096 095	1 149 951
FUNDS SPENT			
Games and lotteries		138	5 424
Private donors		24 314	23 167
Product sales - expenses		1 258	1 493
Total costs to acquisition of funds		25 710	30 083
Expenses for the organisation's purpose			
Humanitarian disarmament		518 579	555 173
Reconstruction, food and emergency relief		100 930	103 255
Long-term development work		334 639	324 891
International solidarity - national work		13 697	4 790
Refugee reception centres and other operational units		2 104	3 362
First aid and rescue		25 967	31 249
Anti-racism		6 891	7 825
Information work in Norway		12 551	14 057
Organisational work in Norway		3 603	3 653
Other operational expenses		20 925	25 322
Total expenses for purpose		1 039 887	1 073 576
Administration expenses			
Administration		16 151	14 884
TOTAL FUNDS SPENT	13, 14	1 081 748	1 118 544
RESULT ON ACTIVITIES		14 347	31 407
ALLOCATION OF RESULT ON ACTIVITIES			
Transfer to/from RF with externally imposed restrictions		770	6 253
Transfer to/from RF with self-imposed restrictions		1 676	17 683
Transfer to/from other equity		11 902	7 471
TOTAL ALLOCATION		14 347	31 407

BALANCE SHEET as of 31.12.21

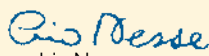
(Figures in thousands)

ASSETS	Notes	2021	2020
Fixed Assets			
Tangible fixed assets	4	2 290	2 974
Pension funds	11	4 564	4 499
Total fixed assets		6 854	7 473
Current assets			
Receivables		380 311	470 900
Financial current assets		106 411	124 947
Bank deposits, cash in hand and similar		307 566	265 611
Total current assets		794 287	861 458
TOTAL ASSETS		801 141	868 931
ASSETS TO THE PURPOSE AND LIABILITIES			
Assets to the purpose	9	226 055	214 153
Other equity			
Assets to the purpose with restrictions			
Assets to the purpose with externally imposed restrictions	9	9 485	8 715
Assets to the purpose with self-imposed restrictions	9	37 180	35 505
Total assets to the purpose		272 720	258 372
Current liabilities			
Funds received for unfinished projects	2	379 496	441 840
Liabilities to project donors	7	0	3 686
Interest owing on funds received	7	88	100
Miscellaneous creditors		36 125	43 694
Public taxes owing; holiday pay		25 090	32 618
Provisions for obligations	8	87 622	88 620
Total current liabilities		528 421	610 559
TOTAL ASSETS TO THE PURPOSE AND LIABILITIES		801 141	868 931

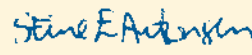
Oslo, 10.6 2022



Amalie Hilde Tofte
Chair



Liv Nesse
1st Vice-chair



Stine Elisabeth Antonsen
2nd Vice-chair



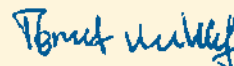
Stein Guldbrandsen
NUMGE



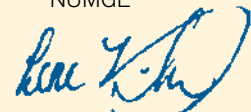
Vegard Grøslie Wennesland
UFTU



Miriam Kvisvik
Norwegian Union of Social
Educators and Social Workers



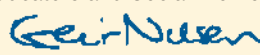
Torulf Mikkelsen
NPA Hammerfest



Lene Klatten Vikan
NPA Bergen



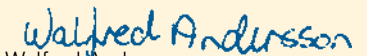
Elisabeth Wickstrøm Åkredalen
NPA Horten



Geir Nilsen
NPA Moelv and environs



Øystein Valen
NPA Strand and Forsand



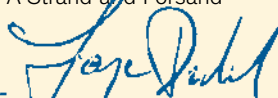
Walfred Andersson
NPA Malm



Magnhild Sofie Otnes
Employees' representative



Jane Filseth Andersen
Employees' representative




Jorge Dahl
Social Policy Committee



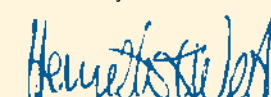
Ammal A. Haj
Solidarity Youth



Fredrik Munkvold
First Aid and Rescue Youth



Vegard Eidissen Lindbæk
Central First Aid and
Rescue Committee



Henriette Killi Westhrin
Secretary General

CASH FLOW STATEMENT

(Figures in thousands)

	2021	2020
Profit or loss for the year	14 347	31 407
Depreciation	1 740	4 551
Changes in inventory	0	2 957
Changes in accounts receivable	90 589	-80 156
Changes in accounts payable and other deferred items	-82 203	80 966
Net cash flow from operational activities	24 474	39 725
Other investments	18 537	-29 755
Proceeds from sale of tangible fixed assets	-1 056	0
Net cash flow from investment activities	17 481	-29 755
Allocation of funds	0	0
Net cash flow from financial activities	0	0
Net change in cash flow	41 955	9 969
Bank deposits and cash as of 01.01	265 611	255 642
Holdings as of 31.12	307 566	265 611

NOTES TO THE ACCOUNTS

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

NOTE 1

Accounting principles

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

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

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

Basis for the preparation of the report

The Annual Accounts have been submitted in accordance with the Norwegian Accounting Act and generally accepted accounting principles for idealistic organisations. The Annual Accounts provide a true picture of the organisation's earned resources and how these have been utilised in the course of the year, as well as its financial position at the end of the year.

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

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

Use of estimates

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

Assets and liabilities in foreign currency

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

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

Receivables

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

Fixed assets

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

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

Financial current assets

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

Time of income recognition/accrual

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

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

Income from members

The organisation receives gross membership fees from its members. 75% of income from members is transferred to the local chapters. From 2020, the share accruing to Norwegian People's Aid is presented gross in the account of activities.

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 value are reported in a note. Unused project funds are entered as a liability to the donor upon project conclusion.

Lottery income

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

Time of expense recognition/compilation

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

Taxes

The organisation is tax-exempt.

Pension obligations and pension costs

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

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

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

Cash flow statement

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

NOTE 2

Contributions from donors

	2021			2020	
	Unused contribution as of 1.1.2021	Contribution 2021	Unused contribution as of 31.12.2021	Contribution taken to income/funds spent 2021	Contribution taken to income/funds spent 2020
The following public donors have contributed:					
Nor. Dir. for Children, Youth & Fam. Aff., Distrib.comm., youth work	-	932	-	932	2 315
Norwegian Agency for Development Cooperation	-	206 473	9 413	197 060	211 842
Norwegian Ministry of Foreign Affairs	40 562	274 595	54 275	260 882	286 528
Other Norwegian governmental agencies*	9 267	14 952	8 194	16 026	18 381
Total Norwegian	49 829	496 952	71 882	474 899	519 066
Swiss Development Office	6 058	10 646	4 593	12 111	8 417
US Department of State	204 633	279 619	220 700	263 553	259 430
EU	69 898	(3 244)	27 006	39 648	67 585
Swedish Ministry of Foreign Affairs	19 004	56 954	9 988	65 970	48 240
UK (FCDO)	-	17 452	-	17 452	51 718
German Ministry of Foreign Affairs	40 522	2 221	8 598	34 145	14 776
Other countries	39 811	15 008	29 114	25 705	18 780
Total international	379 927	378 656	300 000	458 583	468 946
Total public donors	429 756	875 608	371 882	933 482	988 012
Other donors	3 089	10 628	3 372	10 344	6 681
UN	8 995	33 646	4 242	38 398	28 610
Total other donors	12 084	44 273	7 615	48 743	35 291
Total donor contributions	441 840	919 881	379 496	982 225	1 023 303
Contributions taken to income/funds used		982 225			

*Includes NOK 1,000,000 to the Discrimination Assistance and Mediation Board in accordance with to the grant scheme for special legal aid measures administered by the State's civil law administration.

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

NOTE 3

The following donors have contributed

	2021	2020
Private	47 299	50 748
Companies	5 882	5 459
Labour movement	15 188	13 347
Norsk Tipping , contributed lottery funds	20 652	17 779
Total donors	89 021	87 333
Total funds raised	89 021	87 333

NOTE 4

Specification of fixed tangible assets

	Land and buildings	Fixtures and fittings	IT-equipment	Software	Total
Acquisition cost	17 438	16 874	6 524	24 477	65 313
Additions	0	0	0	1 056	1 056
Disposals	0	0	0	0	0
CB acquisition costs	17 438	16 874	6 524	25 533	66 369
OB accumulated depreciation	16 518	16 694	6 371	22 755	62 338
Depreciation for the year	88	181	58	1 414	1 740
Accumulated depreciation on sold operating assets	0	0	0	0	0
CB accumulated depreciation	16 606	16 874	6 429	24 169	64 079
Book value as of 31.12.21	832	0	95	1 364	2 290

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

NOTE 5

Short term receivables

	2021	2020
International project donors	363 931	444 303
Other receivables	16 380	26 597
Total	380 311	470 900

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

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

NOTE 6

Financial current assets

	2021	2020
Value as of 01.01	108 462	78 836
Purchase	16 000	25 921
Sale	18 943	0
Return	892	3 706
Value as of 31.12 *	106 411	108 462
Money market funds	0	16 486
Financial current assets	106 411	124 948

* Of the total, NOK 105 659 807 are bond funds

NOTE 7

Liabilities to project donors

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

Interest due on funds received

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

NOTE 8

Provisions	2021	2020
Provisions for severance schemes at field offices (see note 11)	56 982	53 795
Other provisions	23 873	28 943
Provisions for project auditing	6 768	5 882
Total provisions	87 622	88 620

NOTE 9

Net change in restricted funds (RF)	OB 01.01.	Additions	Used	CB 31.12.	Net change
Other equity	214 153	11 902	0	226 055	11 902
RF with externally imposed restrictions ¹⁾	8 715	7 076	6 306	9 485	770
RF with self-imposed restrictions ²⁾	35 505	3 925	2 249	37 180	1 676
Total	258 372	22 903	8 555	272 720	14 347

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

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

	OB 01.01.	Additions	Used	CB 31.12.	Net change
General Assembly 2023	425	425	0	850	425
Earmarked to Central social policy committee	16 999	0	1 150	15 849	-1 150
Earmarked to project activities	12 742	0	1 099	11 643	-1 099
Earmarked to marketing activities	5 000	3 500	0	8 500	3 500
Norsk Hydro donation	339	0	0	339	0
Total	35 505	3 925	2 249	37 180	1 676

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 2021; thus the residual funds balance is NOK 339 000.

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

NOTE 10

Bank deposits, cash and cash equivalents	2021	2020
Tax withholding account	6 917	6 756
Other blocked bank accounts	3 937	3 927
Total blocked bank deposits	10 854	10 684
Other restricted funds not in blocked accounts	124 791	72 864
Other restricted funds in foreign accounts	34 998	57 687
Total restricted funds	159 789	130 551
Unrestricted funds	136 922	124 376
Total bank deposits, cash and cash equivalents	307 566	265 611

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	2021	2020
Premium fund	100	100
Total pensions and other employee obligations	100	100

Payroll expenses	2021	2020
Payroll expenses for all field employees	288 272	294 018
Payroll expenses for reception centres and projects in Norway	23 767	20 622
Payroll expenses at Head Office and regional offices	61 308	61 925
Employer's national insurance contributions	13 624	12 612
Pension expenses	3 867	2 511
Other expenses	138 687	134 285
Total payroll expenses	529 525	525 972

	2021	2020
Number of FTEs at Head Office and regional offices	129	131
Number of FTEs at field offices under contract from Head Office	122	111
Local employees at field offices	About 2300	About 2300

Pensions

Norsk Norwegian People's Aid is obliged to have an occupational pension scheme in accordance with the Act on Mandatory Occupational Pensions and has a pension scheme in the Government Pension Fund that satisfies the requirements of this Act. The organisation has 149 employees who are covered by the rules on mandatory occupational pensions, the Government Pension Fund. Norwegian People's Aid's pension scheme in the Government Pension Fund is a multi-company scheme with a premium model where this year's premium is the cost of the year. All employees who earn a fixed salary for shorter or longer periods are included in the scheme.

Norwegian People's Aid has a pension scheme at KLP for former employees at the Kure Epilepsy Centre which covers 26 persons. The pension scheme is benefit based and managed in accordance with NRS for pension expenses. This benefit scheme mainly depends on the number of pension-saving years, salary level at attained retirement age and the benefit amount from the Norwegian national insurance scheme. The obligation is covered through a collective pension agreement at Kommunal Landspensjonskasse -Gjensidige Forsikring. Pension funds are entered at estimated value as of 31.12.21.

Pension funds/obligations	2021	2020
Gross incurred pension obligations	24 233	23 641
+ Employer's national insurance contributions	4	106
= Gross incurred obligations inc. employer's national insurance contributions	24 237	23 747
- Pension funds	-24 204	-22 893
= Net obligation inc. employer's national insurance contributions	33	854
- Estimate deviations not recognised in the income statement exc. employer's national insurance contributions	-4 206	-4 859
- Estimate deviations not recognised in the income statement, employer's national insurance contributions	-391	-494
= Net assets (funds)/liabilities recognised in balance sheet after employer's national insurance contributions	-4 564	-4 499

Financial assumptions:

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

Provision for severance payments at field offices

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

Fees/salaries to the Board of Directors and Secretary General

No remuneration was paid to the Board of Directors in 2021. Total salary for 2021 paid to the Secretary General amounts to NOK 1 057 314, while other benefits totalled NOK 15 900. The Secretary General participates in Norwegian People's Aid's regular pension scheme and receives no other form of remuneration than regular salary. Norwegian People's Aid is obligated to pay six months' severance pay in the event of termination by the employer. Beyond this, Norwegian People's Aid has no further obligations.

Auditor

The agreed audit fee for the annual audit of Norwegian People's Aid is NOK 571 500. Donors impose requirements for special certification of all projects. For project auditing in Norway and at our field offices, NOK 8 300 000 has been taken to expenses. All amounts inc VAT. The fee also applies to other auditors than our auditor BDO AS in Norway.

NOTE 12

Financial items	2021	2020
Income from interest	344	725
Return on stocks/shares	892	3 706
Other	116	91
Total financial items	1 352	4 521

NOTE 13

Operating expenses by category	2021	2020
Payroll expenses	529 525	525 972
Transferred to partners in project countries	253 412	256 716
Depreciation of fixed tangible and intangible assets	1 740	4 551
Other operating expenses	297 071	331 305
Total operating expenses	1 081 748	1 118 544

NOTE 14

Total funds spent

Administration and charitable purpose ratios	2021	2020	2019	2018	2017
Administration expenses ¹⁾	1,4 %	1,3 %	1,4 %	1,1 %	2,7 %
Expenses related to purpose ²⁾	96,1 %	96,0 %	95,2 %	92,6 %	92,4 %
Fund-raising ratio ³⁾	72,7 %	71,8 %	69,4 %	72,5 %	65,8 %

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

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

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

Under the accounting standard for non-profit organisations, expenses for the administration are the activities performed to operate the organisation which cannot be directly allocated to particular activities. Among other things, administration includes expenses at the central administration in Norway related to the Board of Directors, the Secretary General and her staff, HR, IT and finance management.

Expenses are attributed to the greatest extent possible to the activities to which they relate. Expenses such as rent, IT/communications, insurance and fixtures and fittings relating to more than one activity are allocated to activities according to full-time equivalents and volume. These expenses amounted to NOK 23 278 000 in 2021.

NOTE 15

Related parties

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

In 2020, Norwegian people's Aid received NOK 17 052 000 from trade unions affiliated to the Norwegian Confederation of Trade Unions. There have been no transactions with the other related parties that are relevant in this respect.

Independent Auditor's Report

To the Board of the Norwegian People's Aid

Opinion

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

<p>The financial statements comprise:</p> <ul style="list-style-type: none">• The balance sheet as at 31 December 2021• The activity statement for 2021• Statement of cash flows for the year that ended 31 December 2021• Notes to the financial statements, including a summary of significant accounting policies	<p>In our opinion:</p> <ul style="list-style-type: none">• The financial statements comply with applicable statutory requirements, and• The financial statements give a true and fair view of the financial position of the Organisation as at 31 December 2021, and its financial performance and its cash flows for the year then ended in accordance with the Norwegian Accounting Act and accounting standards and practices generally accepted in Norway.
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Basis for Opinion

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

Other information

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

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



Opinion on the Board of Director's report

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

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

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

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

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

Auditor's Responsibilities for the Audit of the Financial Statements

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

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

<https://revisorforeningen.no/revisjonsberetninger>

Oslo, June 29th, 2022

BDO AS

Erik H. Lie
State Authorised Public Accountant

Note: Translation from Norwegian prepared for information purposes only.

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Erik Helge Lie

Partner

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