

NNO Partnerships

- Resilient Health Care for All

“Good health is a fundamental prerequisite for individuals to reach their full potential and contribute to development in society.” This is how sustainable development goal number 3, good health and well-being, is presented. Nurses and midwives are essential in the work of assisting people in various situations and stages of life. For nurses and midwives to do a good job, they need solid competence, access to professional development, and good and safe working conditions. Ensuring this is the core of the nurses organisation's work.

What we do

International development work and solidarity are an integral part of NNO's identity. For over 40 years, NNO has worked to strengthen nurses organisations worldwide. NNO recognises its global responsibility and actively supports nurses and midwives in other countries by sharing knowledge, expertise and experiences. Competence, systems, and routines must be in place for nurses organisations to become strong and sustainable advocates for their members. As a trade union and professional organisation, NNO has a competence and experience that no other Norwegian civil society actor possess. With decades of experience with international development work, NNO has unique insights into the various stages of the development process of a dual-mandate nurses organisation and possesses broad expertise in the many fields that these organisations work with.

Our vision is to contribute to making our sister organisations attractive membership organisations that secure the interests of nurses and midwives, for the benefit of the population's health and well-being.

How we work

By working as a team, we assist our partners with expertise in professional and health policy topics such as nursing education, leadership, research, negotiation, labour law, and membership recruitment. Together, we work to build local organisational capacity so that our partners become strong advocates for nurses and midwives and hold their governments accountable. We work according to NNO's ten principles to ensure high quality and sustainability, and we have certain criteria for selecting our partners (for full list, see “NNO's International Development Work - our principles and criteria for choosing our partners”)

To achieve our goals and adhere to our principles, we take the following strategic measures:

- **Ensure good results and financial management** by continuously assessing and documenting progress and results, performing controls and providing close follow-up of our partner organisations.
- **Utilise internal resources from across NNO**, involving professional interest groups, the department of collective bargaining rights, finance/administration department, communication department, department of nursing and health politics, membership services, and student organisation.
- **Ensure predictable financing** to conduct responsible and long-term assistance, as well as fulfill our commitments and objectives.
- **Highlight NNO's international development work** to promote the importance of developing strong nurses organisations.
- **Collaborate with strategic actors** who share values and have relevant expertise.



Why we do what we do

Nurses and midwives are the backbone of any health system. To ensure that people can access quality care, there is a need for nurses and midwives to have strong trade unions to advocate for their working conditions and terms of employment, raising their collective voice and representing their interests effectively.

The world is facing a severe shortage of healthcare professionals, significantly worsened by the COVID-19 pandemic. The International Council of Nurses (ICN) estimates a shortage of over 13 million nurses and midwives in the coming years. Africa alone currently experiences a shortage of 4.2 million nurses.

This shortage has serious consequences, including limited access to healthcare and compromised patient safety. It also leads to a decline in the nursing profession as a result of poor working conditions, low salaries, and limited career opportunities.

In a world where democracy and human rights face increasing challenges, strong trade unions and vocal civil societies are fundamental. By promoting social dialogue and workers' rights, trade unions strive to reduce inequality and promote human rights at national and global levels. A sustainable healthcare system relies on empowering healthcare workers to address challenges effectively. By prioritising the development of strong nurses organisations, NNO contributes to key objectives of Norwegian development policy and sustainable development goals. In addition to working for good health and well-being for all (SDG 3), we also work to promote gender equality (SDG 5), reduce inequality (SDG 10), and promote decent work (SDG 8).

Organisations with a large membership base have a better chance of being heard and achieving their goals. Strong negotiation skills in professional and advocacy issues are crucial for success. These organisations can influence national authorities, support educational institutions, and mobilise current and future nurses to secure funding for nursing positions, and enhance education opportunities.

Our goal is to contribute to strengthening nurses organisations that:

- are democratic organisations with broad support among nurses
- strengthen the status and terms of employment for nurses
- contribute to the development of nurses' competence to ensure good healthcare for all
- strengthen women's rights

Collaboration among nursing organisations is important in *addressing social determinants of health globally*. Social determinants of health are the conditions in which people are born, grow, live, work and age. They include factors like socioeconomic status, education, neighbourhood and physical environment, employment, and social support networks, as well as access to health care.

These determinants are the conditions that shape our health, influenced by access to resources, financial policies, and factors outside the healthcare system. *Working conditions, fair wages, and job safety are core concerns for trade unions, encompassing many of the social determinants of health.*



NNO Partnerships

- our principles and criteria for selecting partner organisations

1. We work to strengthen organisations, not individuals

Our focus is on institutional collaboration with organisations that can have a broad and lasting positive impact. We do not provide support to individuals.

2. We offer expertise when needed, but we are also sparring partners and colleagues

Our approach is based on knowledge transfer and capacity building, and we believe that learning goes both ways. Innovative thinking and partnerships require involvement from all parties. This means that local needs will guide the efforts, but they will align with NNO's priorities and Norwegian development policy.

3. We strengthen existing structures

Existing structures have a greater chance of survival than project-based, temporary structures when the period of direct financial support is over. If activities are owned and operated from Norway, partners will be less involved and responsible for their own development, making implementation of activities even more challenging. We can lead the way, but the responsibility for change lies with the partner.

4. We have one voice

Our development work is implemented and coordinated centrally, and we are clear and precise in our communication.

5. We work according to the 'do no harm' principle

We strive to ensure that our actions do not have unexpected negative consequences locally. This requires a good understanding of the context, and we approach decision-making with creativity and critical thinking.

6. We prioritise quality

The impact and positive changes we make cannot always be reflected quantitatively. Thoroughness and sustainability are important.

7. We believe in long-term commitment for lasting change

We cannot achieve lasting change with the necessary expertise and essential ownership in just a few years. However, we set clear goals for both the short and long term.

8. We emphasise cost-effectiveness

We work digitally when appropriate and utilise the expertise within our own organisation as much as possible. We also facilitate South-South cooperation and exchange.

9. We are ambassadors for the results created by nurses

Our international development work is highlighted in other contexts as well, and the entire NNO is involved and engaged in this work.

10. We have zero tolerance for corruption

To combat corruption within organisations, we emphasise strengthening internal procedures. We continue to implement control measures and turn down on any form of misconduct.



NNO Partnerships

- criteria for selecting partner organisations

NNO's access to resources is limited. Therefore, the criteria for selecting partners are based on NNO's assessment of the prerequisites for achieving real and lasting change. The criteria are not mutually exclusive and are intended as guiding principles.

The partner must have as their main objective to work for the rights and working conditions of nurses and midwives

NNO's support for the development of strong nursing organisations directly contributes to several key sustainability goals, including Goal 3 (good health), Goal 8 (decent work), and Goal 5 (gender equality).

NNO possesses sought-after knowledge and expertise that no other Norwegian civil society organisation can offer

In the Norwegian context, NNO possesses unique expertise and a knowledge base for building strong nurses organisations. Therefore, NNO has a responsibility to share this knowledge when it is deemed that we can contribute to concrete and sustainable change.

Local partner demonstrates commitment and ownership

NNO sets high standards for its partners. Transparency, professionalism, mutual trust, and shared core values are essential for change to occur and common goals to be achieved.

Local conditions facilitate good and safe collaboration

In line with NNO's principles, the work should be carried out without establishing parallel structures locally and without compromising the safety of NNO representatives. To ensure knowledge exchange at multiple levels, one of the main languages in the country should be English.

