



Documentation of Conference
Gaborone, Botswana
7th - 11th October 2019

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1. Introduction and background

1.1. Words of welcome from the *weltwärts* Programme Steering Committee (Svea Burmester & Cäcilie Raiser)



“Dear Minister of Youth Empowerment, Sport and Culture Development of the Republic of Botswana, dear Ambassador Breth, dear representatives of our partner organisations, dear conference management team,

we are delighted to welcome you on behalf of the *weltwärts* Programme Steering Committee to the first partner conference to be held in Botswana. This is the 34th conference of this kind, and the fifth conference in Southern Africa. We are looking forward to continuing the dialogue that these past conferences have initiated.

My Name is Svea Burmester, I am a Senior Policy Officer in the division for civic engagement at the Federal Ministry for Economic Cooperation and Development. As such, my role here is to represent the governmental side of the *weltwärts* steering structure. I am accompanied today by Tina Hofmann from the *weltwärts* coordination unit at Engagement Global.

My name is Cäcilie Raiser, I work for the organisation Bread for the World. I have been involved with the *weltwärts* programme since it began 10 years ago. Since 2013, I have been in charge of finances of the Protestant shared-interest group as well as quality development

issues and this year I also joined the Programme Steering Committee. My task here at this conference is to represent the civil society side of the Programme Steering Committee.

In 2018, we celebrated the 10th anniversary of the *weltwärts* programme, an achievement made possible by the good working relationship between all stakeholders in partner countries and in Germany. As the programme evolves, all of us continue to learn and to grow within it. The great potential offered by *weltwärts* lies in the collaborative effort to promote development volunteering worldwide. We would like to thank you for the part you have played in this achievement and are looking forward to continuing our shared journey, engaging in dialogue to tackle future issues together.

Over the next few days, we, as the representatives of the Programme Steering Committee, will have the opportunity to listen to your ideas and comments on the *weltwärts* programme, answer your questions and discuss current developments.

Later today, we will give a short overview of some such current developments in the *weltwärts* programme that are currently on the agenda of the *weltwärts* Programme Steering Committee.

We are happy to have representatives of the Southern African *weltwärts* Network (SAwN) with us this week and are looking forward to learning about your experiences as a network in the course of this conference.

Thanks again to everyone for your commitment to the *weltwärts* programme, for your patient work with the volunteers and for your dedication to fostering justice, equality and peace in our world. And thank you for

taking the time to come here to attend this week of the weltwärts partner conference. We hope to share enriching conversations and productive workshops over the next five days that will inspire and strengthen our work at home.

Last but not least, we would like to express our particular gratitude to the conference's hosting

organisations Eine Welt Netz NRW, Stepping Stones International, and Hope Worldwide for all the work and effort they have put into organising this conference.

With our very best regards, the members of the weltwärts Programme Steering Committee.

1.2. Introduction speech by Dr. Malte Wulfinghoff (One World Network NRW)

“Dear Acting Minister of Youth Empowerment, Sport and Culture Development of Botswana, dear Ambassador of the Federal Republic of Germany, dear representatives of the weltwärts steering committee, dear delegates, I have the pleasure to welcome you to the weltwärts partner conference of Southern Africa this year, which for the first time ever is taking place in Botswana, here in Gaborone in the Oasis Motel.

The partner conference has two main objectives: Firstly, to discuss weltwärts-relevant topics and content. Thus, we will receive new information and knowledge about the weltwärts structure from different perspectives. Secondly, the conference, which takes place over a period of five days, serves as a good basis to exchange between all weltwärts actors: the partner organisations, the sending organisations, the steering committee and the South African weltwärts Network.

All together 52 delegates from eight countries are taking part in the conference: from

Botswana, South Africa, Namibia, Malawi, Lesotho, Mozambique, Zambia and Germany. This partner conference is organised by the One World Network from Germany in cooperation with the partner organisations “Stepping Stones International” and “Hope Worldwide” from Botswana and funded by the German Ministry of Economic Cooperation and Development.

In general, the conference will be very interactive and participant-orientated. Instead of giving you input and holding presentations all the time, we will get to know several interactive methods in order to exchange, share ideas and information and to learn from each other.

My name is Malte and I am working at the One World Network in Germany. Keity and me, we will be the moderators of this partner conference. Let us spend a pleasant, constructive and informative time together. I wish you a nice and successful conference. Thank you very much.



1.3. Welcome and opening speech by the German Ambassador Ralf Breth

“Honorable Dikgang Phillip Makgalemele Acting Minister of Youth Empowerment, Sport and Culture Development of the Republic of Botswana, Dr. Wulfinghoff, coordinator of the weltwärts partner conference, ladies and gentlemen, dear partners of the weltwärts Program, good morning! I am pleased to welcome you to Gaborone today.

And I am very happy that you have chosen Botswana for “weltwärts partner conference 2019”. I am sure that both you and Botswana will benefit from this conference here in Gaborone.

Special thanks to our guest, Honorable Dikgang Phillip Makgalemele, Acting Minister of Youth Empowerment, Sport and Culture Development of the Republic of Botswana, for taking the time to open the conference today.

We all know that these weeks before the election are especially exhausting for you. Therefore, we are all the more pleased that you are here today. 10 years ago, the first German weltwärts volunteers left Germany. They wanted to broaden their horizons, to work abroad with their hosts while learning from and with each other.

Today, weltwärts is an essential cornerstone of the German development cooperation. The program and the many enthusiastic volunteers are the best public relations for our international commitment.

Weltwärts meets the interest of many young adults: Young people can fulfill the dream of living in other countries after school. Not to spend time on beaches, but to tackle problems with others and for others.

Today more than 4,000 young volunteers work and learn every year in 70 countries in Africa, Asia, Latin America and Eastern Europe.

Many thanks to all the partners of weltwärts - in Germany and the world: Your contribution is essential for the overall success.

Volunteers look outside the box and then see the world with different eyes. And they not only change themselves, but also influence the attitudes of their social environment in the partner countries but also friends and families at home. Both sides learn from each other and benefit from intercultural exchange.

Thousands return home and report their experiences each year, for example in schools. That changes also our society in Germany in a positive way.

Reports of the returned volunteers show: weltwärts moves the minds and the hearts. Living and working with people in a foreign culture for a year: creates understanding and respect across cultural and social boundaries. weltwärts volunteers gain valuable learning experiences for their personal development and professional orientation: linguistic proficiency, insights into global relationships, intercultural communication, teamwork, self-motivation ... and much more.

For Botswana, this program is especially important, since the classical bilateral development cooperation with Botswana has almost come to an end. Botswana is a “success story” of remarkable growth and economic performance. At independence in 1966, Botswana was one of the poorest countries in the world.

However, since the 1970s Botswana grew rapidly, far above the world average driven by diamond revenues that have been invested wisely by the Government in infrastructure, health and education. The success was also made possible by a strong governance and low corruption.

Germany values this partnership very high. This has been underlined by very high-ranking visits from Germany to Botswana and from Botswana to Germany.



In November 2018 German president, Frank-Walter Steinmeier, his wife and a numerous delegation, paid a visit to Botswana. Regional developments, safe and renewable energy and the vocational qualification of the young generation were prominent topics. Members of the German parliament have since then visited this country for first hand information and mutual exchange of ideas and experience. In April Minister Kenewendo and other high-ranking representatives of business, agencies explored chances for German engagement in Botswana.

These high-ranking visits bring us closer together but this is also true for the exchange of citizens. This is why the Weltwärts programme is so important.

I always learn this in conversations with the weltwärts volunteers that I have with the new participants every year. I hear about the many impressions they collect, about the friendships that emerge but also about difficulties in their daily life. This is a very important exchange for me. And I learn a lot about the many challenges that still exist in Botswana today. I am glad that the volunteers help to improve the situation.

I also hear from the partner organizations how much they appreciate the support of the volunteers. Just some weeks ago, I attended a

presentation of the partner organizations Stepping Stones International.

During the visit, the commitment of the young Germans was underlined. You will be able to get an impression of this project yourselves during the week when you visit Stepping Stones International.

Precisely because Botswana is no longer a classic partner country of German Development Cooperation, it would be desirable if even more young people would accept this offer in Botswana.

And even if more partner organizations would hold volunteer space here. Weltwärts is no one-way street. Germany wants the exchange in both directions, through the so-called "South-North" component. With South-North, it is also possible for young people from our partner countries to do voluntary service in Germany. It would be wonderful if more Volunteers from Botswana would use this opportunity.

I very much hope that this partner conference will help in increasing the numbers of weltwärts volunteers coming from Germany to Botswana and from Botswana to Germany. To motivate more organizations to become partners of the weltwärts program.

I wish you all a successful week and an interesting and valuable stay in Gaborone.

1.4. Welcome speech of the Acting Minister of Youth Empowerment, Sport and Culture Development of Botswana; Mister Dikgang Philip Makgalemele.

“Your Excellency Ambassador Ralf Breth of Federal Republic of Germany Ambassador to Botswana, program Director, staff of the Federal Republic of Germany in Gaborone.

Distinguished teams from weltwärts, Hope Worldwide Botswana, Stepping Stones, Eine Welt Netz, Media, dear Ladies and Gentlemen, let me at the outset, express my deep appreciation and gratitude for the weltwärts Partner Conference organizers to have chosen to host it in Botswana.

On behalf of the Government of Botswana through my Ministry of Youth Empowerment,

Program Director, Ladies and Gentlemen, indeed, let me begin by appreciating the work that is undertaken by the weltwärts German Youth Volunteers in our respective countries. It humbles me when I traverse the country and realize the great work that they do in many forms.

That is why, upon receiving the invite to officiate this event Ambassador Breth, there was no way we could not honour it. Being a part of a network with developmental partners in Botswana has instilled a strong sense of pride and responsibility for many of our youth today, as I have personally seen how their lives have been transformed.



Sport and Culture Development, it is my honour and great pleasure to welcome you all the 52 representatives of the partner organizations from Lesotho, Malawi, Zambia, South Africa, Namibia and Botswana.

I am sure that your time together will be a positive and successful one with the German NGO Eine-Welt-Netz in corporation with Stepping Stones International and Hope Worldwide from Botswana with representatives from the German sending organizations and the controlling level on weltwärts (German Youth Volunteers).

I therefore, Program Director, expect that your engagements will focus more on youth issues and gaps, and identify future actions among yourselves from diverse thematic sectors in policymaking, youth volunteerism, development partners, civil society organizations and other concerned parties. I am assured that your partner conference will deliver its output on best practices youth programs under the auspices of Germany to change the narrative. I am also informed that it shall bring a new set of action-oriented recommendations identified and agreed covering in youth empowerment priorities.

Ladies and gentlemen, this conference also provides you with the opportunity to be open with each other with new challenges and to stir new passions. Interacting as people of different nationalities this morning, will facilitate the flexibility, creativity, communication and empathy that our nations in SADC today demands.

Thereafter, you will go back to your respective countries further enriched by your exchanges and experiences. On that note. Ladies and gentlemen, our South–North regional instruments dictate that our countries need regular introspections on various programs that can make a difference to the lives of our young people.

For instance, in Botswana we would like to strengthen and promote the German Volunteer service to create more work places for German Volunteers and in return, have volunteers from Botswana to do a voluntary service in Germany for one year too.

Weltwärts is a good service to create an inter-cultural exchange for the youth and opening opportunities for them to experience the changing world.

As you may be aware, we are entering the 4th industrial revolution and there exists a wide range of specialties among youths in terms of socio, economic, and cultural sphere. The spirit, diligence, enthusiasm and the creativeness of young people contribute

positively for all round development in any nation.

Thus, the overall goal of the weltwärts Partner Conference must also be premised upon an understanding of the current situation of ongoing youth volunteer initiatives.

In conclusion, Program Director, I would like to assure participants that as the Government of Botswana, we fully support this Youth Partner initiative on strengthening the contribution of both youth engagement and volunteerism to scale up successful collaborations with developmental partners. In collaborating by youth volunteerism, we are playing an equal role in shaping African-German youth exchanges programs in the context of sustainable development.

With that being said Program Director; I declare the weltwärts Partner Conference officially opened. I would like to wish you a pleasant stay in Botswana and enjoy the tranquillity that our country offers.

Thank you God bless you.

PULA!"



1.5. Schedule weltwärts partner conference Botswana 2019

	Monday, 7th October	Tuesday, 8th October	Wednesday, 9th October	Thursday, 10th October	Friday, 11th October
07:30	Breakfast				
09:00					
09:00 10:30	Official opening and greeting + conference schedule	Work and problems of partner organizations /Handling with volunteers	Start already at 8:30am: Visit of the local projects Stepping Stones International & Hope Worldwide Botswana	South-north component	Start already at 8am: Content summary Closing document
10:30	Coffee break				
11:00					
11:00 12:30	Presentation of participants and projects (Gallery Walk Part I)	Guideline for partner organizations with specific attention to volunteer support	Visit of the local projects Stepping Stones International & Hope Worldwide Botswana (until 3pm)	Public relations / Presentation of partner organisations at the weltwärts website & social media	Evaluation Feedback Official conclusion 11:30 am end of the conference/
12:30	Lunch				
14:00					
14:00 16:00	Weltwärts news	Presentation of the South African weltwärts network "SAwN"	3pm Reflection of the visit	Open space Remaining topics	
16:00	Coffee break				
16:30					
16:30 18:00	Presentation of participants and projects (Gallery Walk Part II)	Getting member of the South African weltwärts network "SAwN"	Realisation of the Sustainable Development Goals at projects of partner organizations	Open Space Remaining topics	
18:00					
20:00				Culture Night	

1.6. Table of facts about the partner conference

Location of the conference, country and city	Botswana, Gaborone (Oasis-Motel)
Sending Organizations in charge	Eine Welt Netz NRW e.V.
Cooperating sending organisations	/
Partner organizations involved in the planning/organisation	Stepping Stones International, Hope Worldwide Botswana
Date of the conference	07 th – 11 th October 2019
Total number of participants	52
Number of Participants from the following countries	South Africa: 15 Germany: 11 Botswana: 9 Namibia: 5 Zambia: 4 Mozambique: 3 Lesotho: 3 Malawi: 2
Relation men/ women	17 men / 35 women
Language of the conference	English
Main topics	SAwN, south-north component, Handling with volunteers

2. Results regarding the topics brought in by the PSC

2.1.1. weltwärts - Basic information, news and updates presentation

weltwärts 

weltwärts

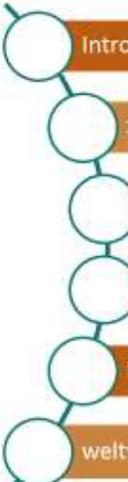
Partner Conference
Botswana
07.-11. October 2019
in Gaborone

Basic Information

weltwärts 

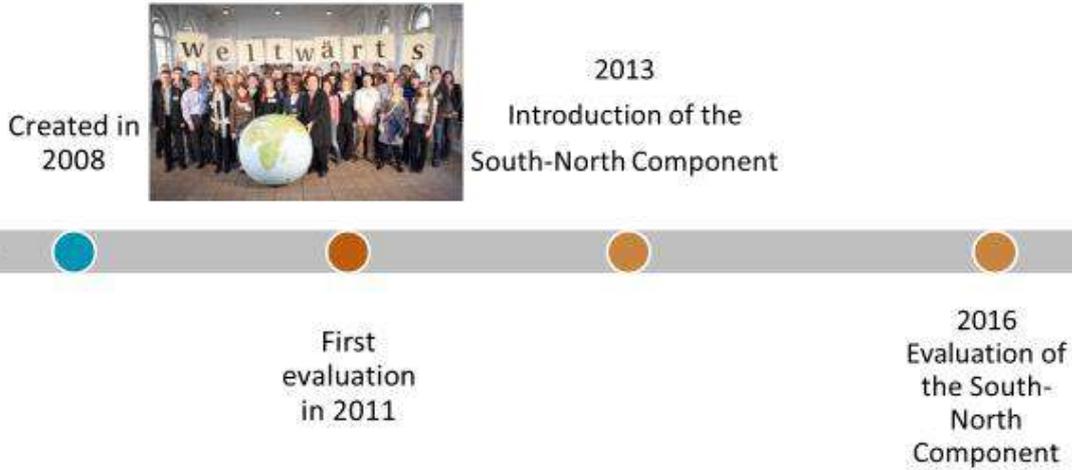


Outline

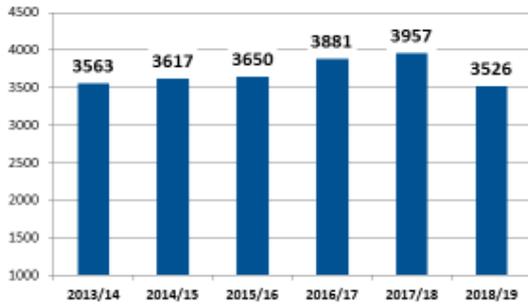
- 
- Introduction and objectives of weltwärts
 - Short history
 - Statistics
 - Stakeholder in weltwärts
 - Funding lines
 - weltwärts on Facebook and important links

Aims of the weltwärts program

- 
- Raising young people's awareness of global issues (global development, global justice, sustainability)
 - strengthen partnerships between civil society organisations in countries of the global South and Germany
 - motivate young people to become involved in civic engagement after their return and commit themselves to global issues of the future



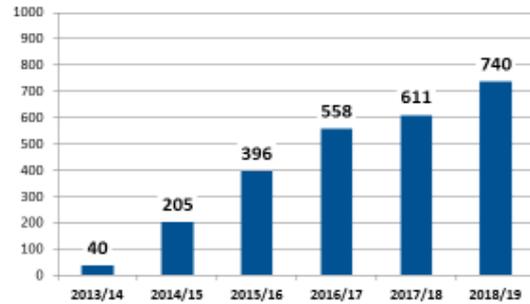
North-South volunteers



Volunteers in 2019:

- Total (as of October 2019): 3.332
- Percentage of females: 71,6%
- Average age: 19

South-North volunteers

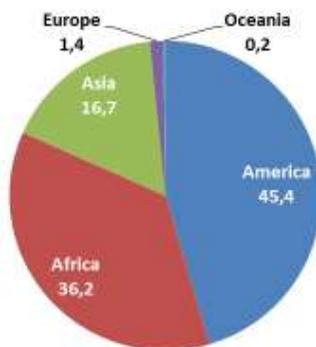


Volunteers in 2019:

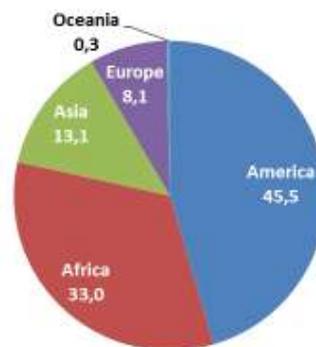
- Total (as of October 2019): 754
- Percentage of females: 56,9%
- Average age: 22

Global statistics: volunteers 2018/19

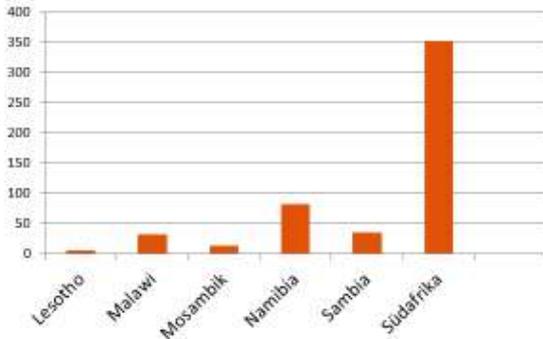
North-South volunteers



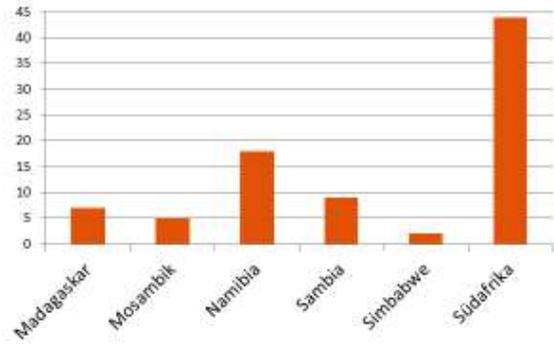
South-North volunteers



North-South volunteers

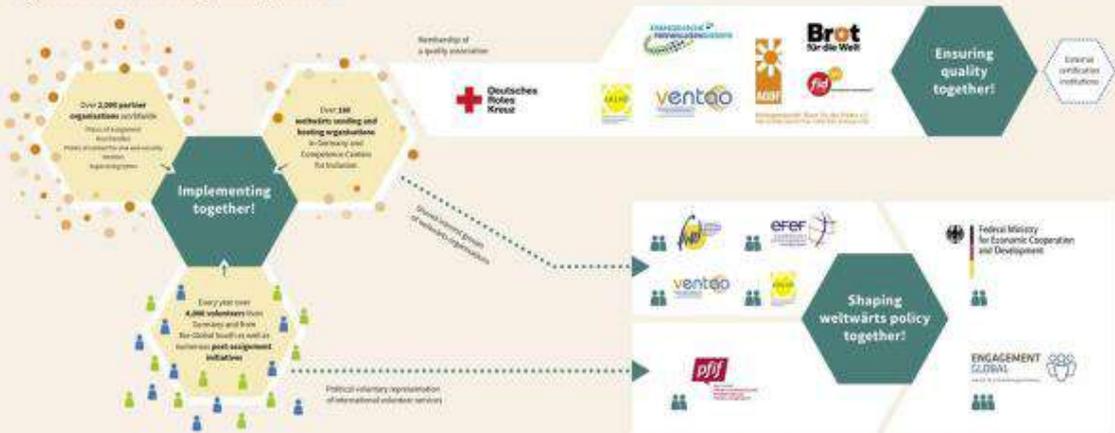


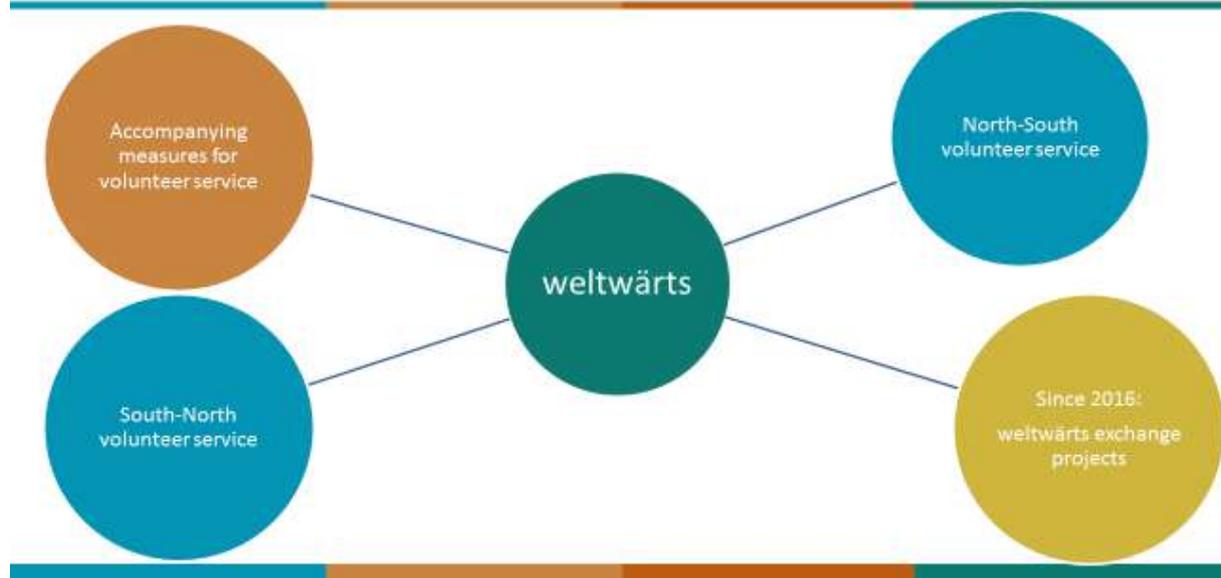
South-North volunteers



Stakeholders of the weltwärts program

10 years of weltwärts joint operation.





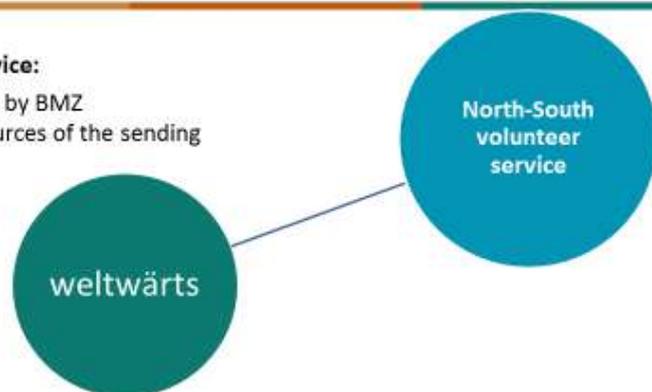
Allocation of total expenditures for the service:

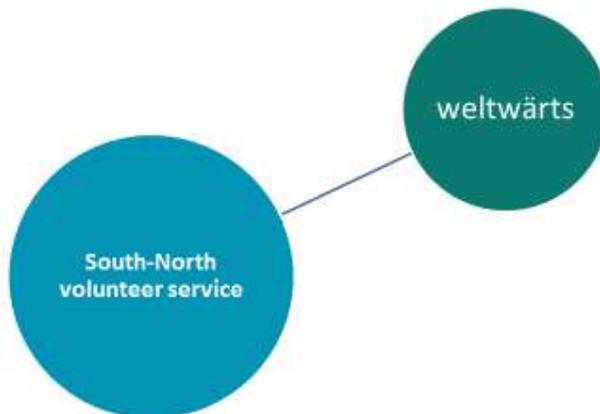
- ✓ Max. 75 % of expenditures is provided by BMZ
- ✓ Min. 25 % is covered by financial resources of the sending organisation

BMZ funding of max. 652 EUR per month/ volunteer

Quality management measures

Medical examination of volunteers before and after their service





Allocation of total expenditure for the service :

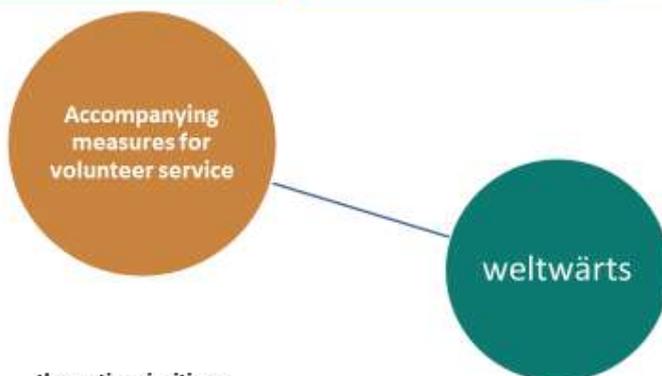
- ✓ Max 75 % of expenditure provided by BMZ
- ✓ Min 25 % is covered by financial resources of host organisation

BMZ- funding of max. 880 Euro per month/volunteer

Payment to host organisation

This can be split up into the following costs:

- ✓ Pocket money (max. 402 Euro in 2019)
- ✓ Accommodation
- ✓ Catering
- ✓ Costs for insurance, vaccinations, language courses & travel costs



Maximum amount of funding = 50.000 Euro

- ✓ Max. 75 % of expenditure provided by BMZ
- ✓ Min. 25 % covered by financial resources of applicant

Maximum duration of a project: 24 months

Two application deadlines :

- 1st January
- 1st June

thematic priorities:

- Training for mentors and sending/host organisations
- Collaboration and networking among stakeholders
- Improvement of quality ref. volunteer preparation
- Promotion of inclusion and diversity among volunteers

Since 2016

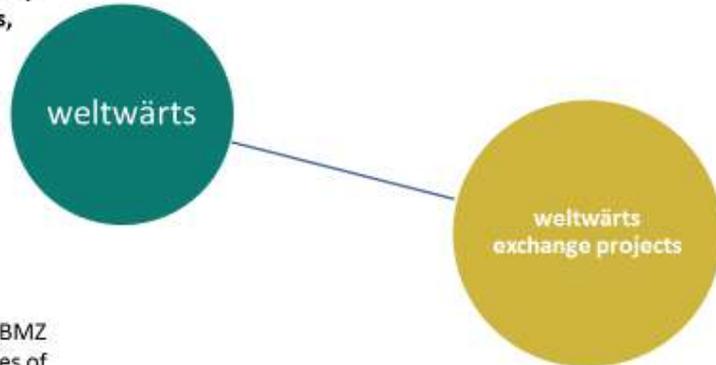
An extracurricular exchange project can **last up to 24 months** and combines **two exchanges, one in Germany and one in the partner country.**

Four application deadlines:

✓ 31.03./30.06./30.09./31.12.

Average amount of funding = 50.000 Euro

- ✓ Max. 75 % of expenditure provided by BMZ
- ✓ Min. 25 % covered by financial resources of the two partner organisations or other funding



Since 2016: official weltwärts Facebook page

Click here:

<https://www.facebook.com/weltwaerts/>

All actors can participate
- partner organisations included!

Most content is in German



Information material

- <https://www.weltwaerts.de/en/information-material.html>

Information on partner conferences

- <https://www.weltwaerts.de/en/cross-organisation-partner-conferences-in-2019.html>

Funding guideline weltwärts

- <https://www.weltwaerts.de/en/detail.html?id=180>

South-North evaluation report

- <https://www.weltwaerts.de/en/detail.html?id=268>

weltwärts quality standards

- <https://www.weltwaerts.de/en/detail.html?id=136>

Information on accompanying measures

- <https://www.weltwaerts.de/en/accompanying-measures-for-the-programme.html>

DEval-Evaluation and summary

- <https://www.weltwaerts.de/en/detail.html?id=420>
- <https://www.deval.org/en/volunteers-of-the-development-volunteer-service-weltwaerts-and-their-civic-engagement-in-germany.html>

weltwärts exchange projects

- <https://begegnungen.weltwaerts.de/en/>



weltwärts

Partner Conference
Botswana
07.-11. October 2019
in Gaborone

News and updates



- Adopted revised concept at the PSC meeting in Juni 2019

➤ **Aims** of weltwärts partner conferences:

To strengthen and promote dialogue

- among partner organisations
- between partner organisations and German sending/host organisations
- between partner organisations and programme steering committee



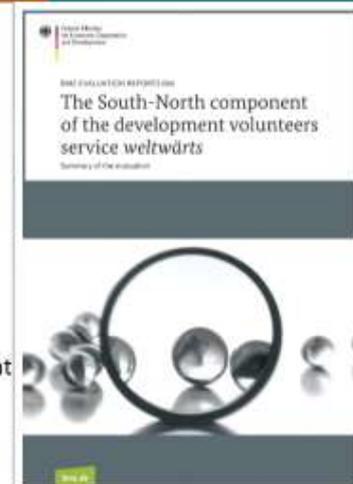
→ 34 conferences since 2012

Key findings

- *The South-North component works!*
- *There is room for improvement!*
- Results <https://www.weltwaerts.de/en/detail.html?id=268>

Key recommendations

- Strengthen the **development policy profile** of the component at implementation level
- Review **legislative and procedural framework** for South-North component
- Explore possible ways of **improving the matching of participants' needs and expectations with the assignments on offer**
- Further develop and strengthen **partnerships and returnee engagement**



Key findings

- The volunteers **acquire knowledge and skills**.
- North-South returnees become even more involved in development-related civic engagement activities and **create interest in development topics in their social circles**
- weltwärts is unique in that it **is linked to development-related issues** and that it is **jointly steered** by state and civil society actors
- weltwärts complies with the call for multi-stakeholder partnerships (**SDG 17**)
- organisations strengthen their **partnerships** through weltwärts; organisations that are not particularly well networked enlarge their network

In 2017 the weltwärts programme was evaluated by the German Institute for Development Evaluation (DEval).

The evaluation concentrated on the North-South component, focussing on the volunteers and their civic engagement in Germany.



**WELTWÄRTS VOLUNTEERS
AND THEIR CIVIC
ENGAGEMENT IN GERMANY**

2017

• Policy Brief **weltwärts volunteers and their civic engagement in Germany**: <https://www.weltwaerts.de/en/detail.html?id=420>

• **Full report**: <https://www.deval.org/en/volunteers-of-the-development-volunteer-service-weltwaerts-and-their-civic-engagement-in-germany.html>

Revision of the programme's two most important concept papers:

- funding guideline
- catalogue of quality standards

including both, North-South and South-North, components

Both concept papers will be finalized by the end of 2020.

All stakeholders (BMZ, former volunteers, German and non-German organisations, Engagement Global, German civil society) participate in this process.

Revision of the programme theory including three assumptions for the impact of weltwärts

> Intended Impact 1:

As a non-formal learning programme, the weltwärts volunteer service helps volunteers, those in their social circles, indirectly, and other persons involved in the programme **acquire the knowledge and skills needed to promote sustainable development**, as set out in SDG 4.7.

> Intended Impact 2:

In line with the principles set out in SDG 17.7, the weltwärts volunteer service helps programme stakeholders **establish partnerships and strengthen them** to promote global, sustainable development.

> Intended Impact 3:

The weltwärts volunteer service strengthens (past) **volunteers' personal, social and professional commitment** to a socio-ecological transformation as described in the 2030 Agenda.

Task of the programme steering committee:

„Ensure adequate involvement of all stakeholders“ in questions of programme steering

➤ **What about involvement of partner organisations?**

Formats:

1. Information:

- **Website** in English, Spanish and French (www.weltwaerts.de), translation of documents
- Through German sending/ host organisation

2. Consultation:

- **Agendas of meetings of PSC** are translated and send to partner organisations and partner networks to give feedback and put forward items
- **2018:** work group South-North consulted partner organisations on selected issues (via email), workshops with partner organisation in the follow-up process to the South-North evaluation
- **February 2019:** Consultation of partner organisations and partner networks in identification of weltwärts programme impacts (via email)

- Currently, a new corporate design is being elaborated. In 2020 the weltwärts programme will appear with new colours, typeface, advertising and information material etc.
- Relaunch of the weltwärts website in spring 2020 applying the new corporate design: new structure; incorporation of weltwärts exchange projects; more information for partner organisations, volunteers and interested persons in the Global South
- Elaboration of a mobilisation campaign to reach potential North-South volunteers

Information on the weltwärts programme:

Web: <https://www.weltwaerts.de/de/>; English: <https://www.weltwaerts.de/en/>

Registration on website for partner organisations in the Global South :

<https://www.weltwaerts.de/en/hosting-partner-organisations.html>

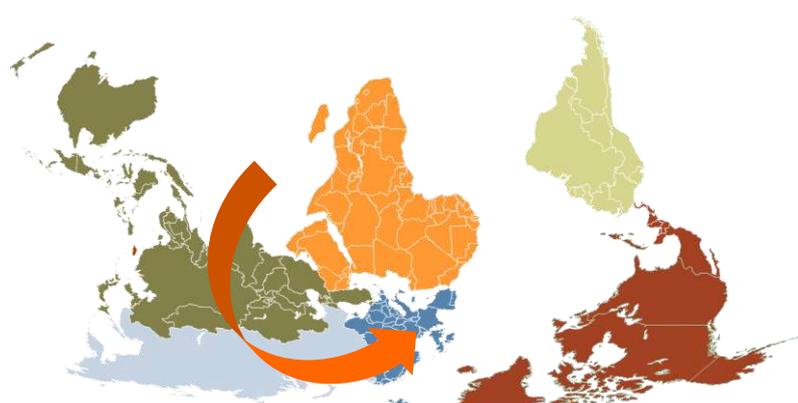
Social Media:

<https://www.facebook.com/weltwaerts/>

2.1.2. The South North Component

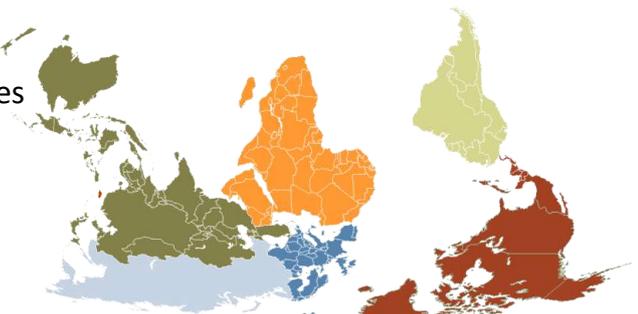
weltwärts 

The South North Component



Outline weltwärts 

- Facts and figures
- Overview of sending countries
- South North information
- Financial framework
- Assignment places



Facts and figures

- Since 2013 there have been around **2690 weltwärts volunteers in Germany** with **83 host organisations**
- In total up to **800** volunteers may come to Germany in 2019



1. Facts and figures

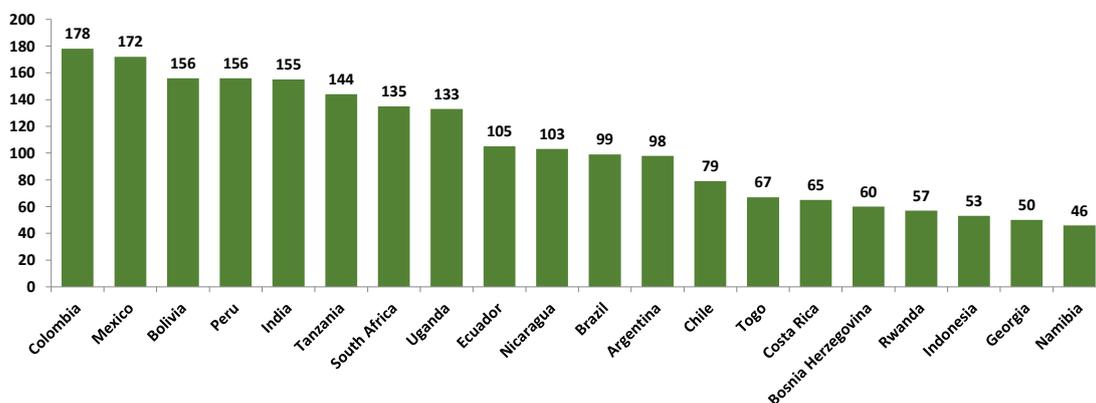
2. Framework conditions

3. Assignment places

Notes:

- The new South-North component of weltwärts was launched at the end of 2013.
- The programme component enables young people from the partner countries of the weltwärts programme to serve as a weltwärts volunteer in Germany. It strengthens partnerships and exchange between the organizations in Germany and the partner organizations in countries of the Global South.
- In February 2014, Minister Müller invited the first South-North volunteers to the Federal Ministry for Economic Cooperation and Development (BMZ) for a kick-off event.
- Demand for places quickly surpassed the allocation for the pilot phase. The BMZ responded to this strong take-up by increasing the allocation to 800 volunteers from countries of the Global South.

Sending countries and number of assignments since 2013



1. Facts and figures

2. Framework conditions

3. Assignment places

Notes:

South volunteers to date:

South Africa: 135; currently: 40

Namibia: 46, currently: 19

Zambia: 26, currently: 9

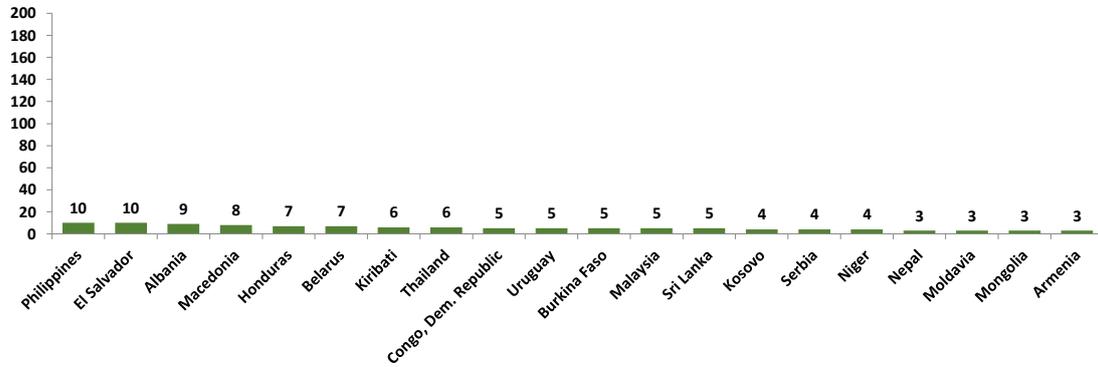
Mosambique: 22, currently: 6

Malawi: 1; currently: 0

Lesotho: 0

Botsuana: 0

Sending countries and number of assignments since 2013 – continuation*

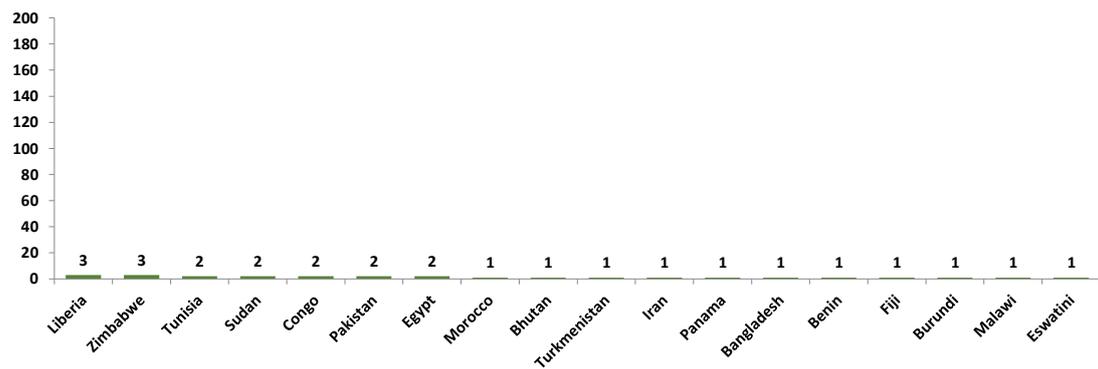


1. Facts and figures

2. Framework conditions

3. Assignment places

Sending countries and number of assignments since 2013 – continuation*



1. Facts and figures

2. Framework conditions

3. Assignment places

Assignments in % according to region



Region	Assignments in % of total			
	2016	2017	2018	2019
Latin America	50.2	46.1	45.0	45.1
Africa	30.0	31.8	32.4	34.2
Asia	13.5	16.1	16.6	13,9
Eastern Europe	5.9	4.9	5.5	6.0
Asian-Pacific	0.4	1.1	0.5	0.8

1. Facts and figures

2. Framework conditions

3. Assignment places

„South-North Map“



Notes:

About 45% from Latin America

34% from Africa

14 % from Asia

6% Eastern Europe

<1% from Asian-Pacific region

Who can participate?

Sending organisations

- ✓ Partner organisations of the weltwärts program, ideally experienced partners



Host organisations

- ✓ Recognised weltwärts organisations
- ✓ Initiatives of returned volunteers

Volunteers:

- ✓ 18-29 years
- ✓ School/vocational qualification
- ✓ Willingness to learn German
- ✓ Openness. Willingness to learn. Interest in intercultural and development issues
- ✓ Participation in education and mentoring program
- ✓ Willingness to engage in home country after participating in the program. Existing engagement prior to assignment desirable.

1. Facts and figures

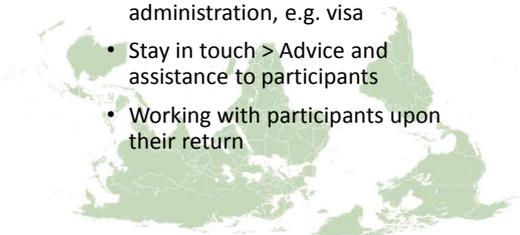
2. Framework conditions

3. Assignment places

What are the organisations responsible for?

Sending organisations

- Application process of participants
- Selecting participants
- Preparation and follow-up
- Assistance as regards administration, e.g. visa
- Stay in touch > Advice and assistance to participants
- Working with participants upon their return



Host organisations

- Bear overall responsibility
- Selection and support of the places of assignment
- Accompaniment in Germany
- Framework conditions in Germany (pocket money, accommodation, insurances, language classes etc.)
- Advice and assistance to participants
- Networking for participants in Germany



1. Facts and figures

2. Framework conditions

3. Assignment places

Financial framework conditions

- **Allocation of total expenditure for the service:**
 - ✓ 75% of expenditure is provided by the BMZ
 - ✓ 25% is covered by the financial resources of the host organisation
- **BMZ funding** of max. 880 EUR per month/per volunteer
- **Payment to host organisation**
- **This can be split up into the following costs:**
 - ✓ Pocket money (max. 402 Euro in 2019)
 - ✓ Accommodation
 - ✓ Catering
 - ✓ Costs for insurance, vaccinations, language courses & travel costs

1. Facts and figures

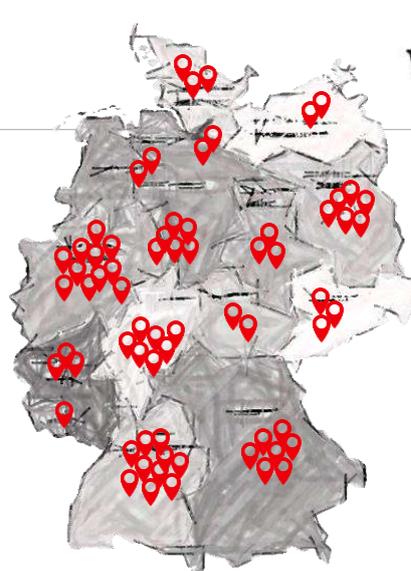
2. Framework conditions

3. Assignment places

Places of assignment

→ 1310 places of assignment

- ✓ Social sector
- ✓ Education
- ✓ Promotion of children and adolescents
- ✓ Environment
- ✓ Development policy education



1. Facts and figures

2. Framework conditions

3. Assignment places

Notes:

Volunteers work full-time in not-for-profit organizations. Places of assignment may be at cultural, social, education, environment/nature conservation, or sports institutions. Institutions concerned with development education are particularly suitable.

Thank you very much for your attention!



After the presentation, some of the participants talked about their experiences regarding to the south north component in front of the plenum. The most of them made positive experiences.

2.1.3. Public Relations / Presentation of partner organizations at the website/ social media

During a world café, organised by Svea Burmester, BMZ, the participants elaborated on the online presence of the *weltwärts* programme. In small groups, they discussed what content they would like to find and offer

on the website, on Facebook and Instagram. In doing so, they also identified different tools and strategies for addressing the relevant audiences – such as (future) volunteers, their parents and partner organisations.



Group 1



Website

World Cafe:
I. Choose what to (further) discuss → write down
II. before moving: choose one person to introduce new group



To find

1. Meaning of the name WW in English.
2. Historical background
3. Aims and Objectives
4. Other Links
 - Reports from Alumni
 - Partner org.
 - Hosting Org.
 - Social media site
5. Application deadlines of SO's
 - Document templates
 - Faq
 - subsidies



To share

1. News = ^{up coming Seminar} New Funding
2. Experience
3. An internal portal for information management so partner organisations are a bit more independent. ↳ ability for PO's to login to find internal info.

find orgs through search

Possibly self managed through the online portal + background info from PO's + whether there public receive direct hit etc (the way they



ideas

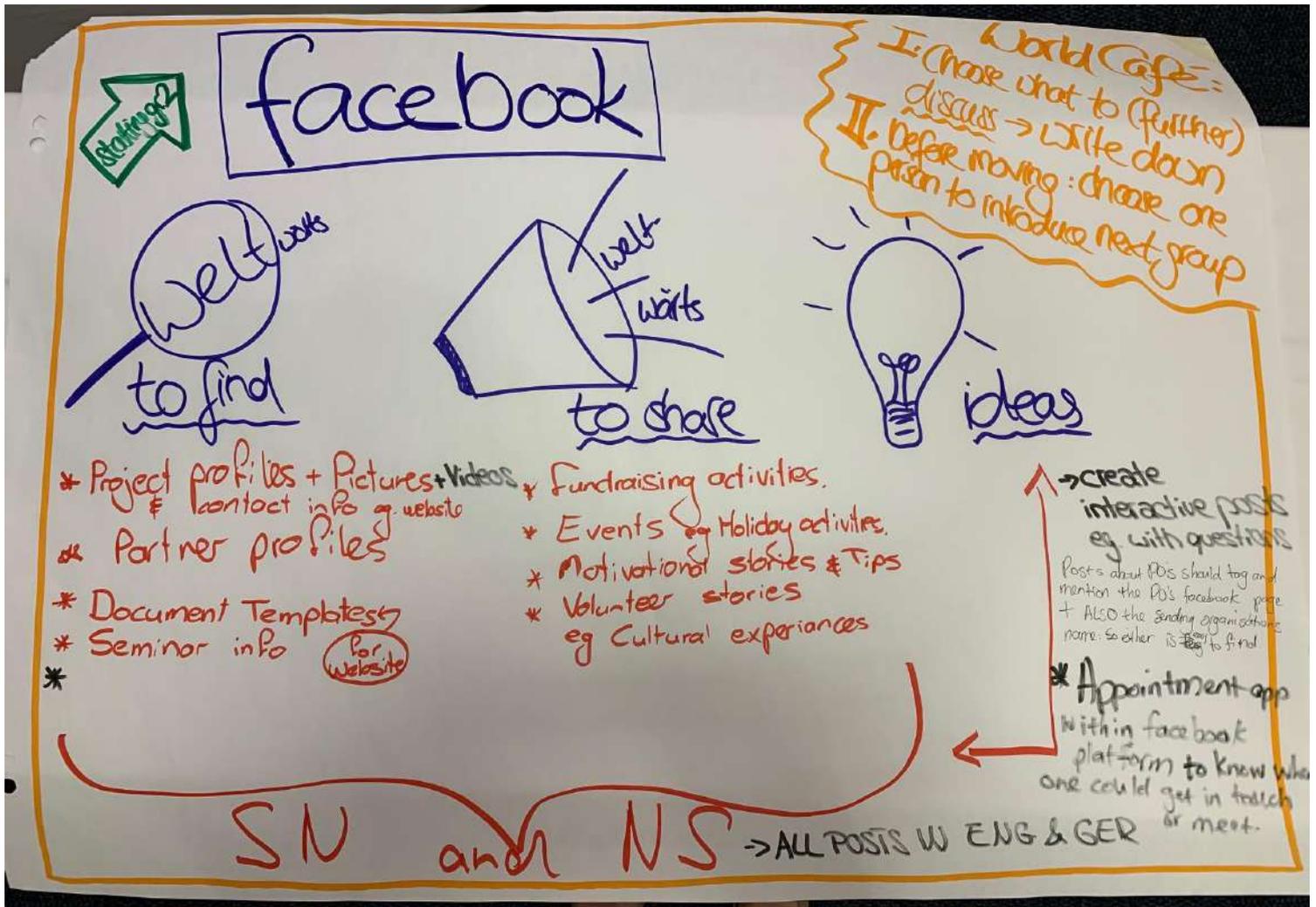
1. Placements

a map that has all the placements of PO's with profile images/bio + link to their sending organisation

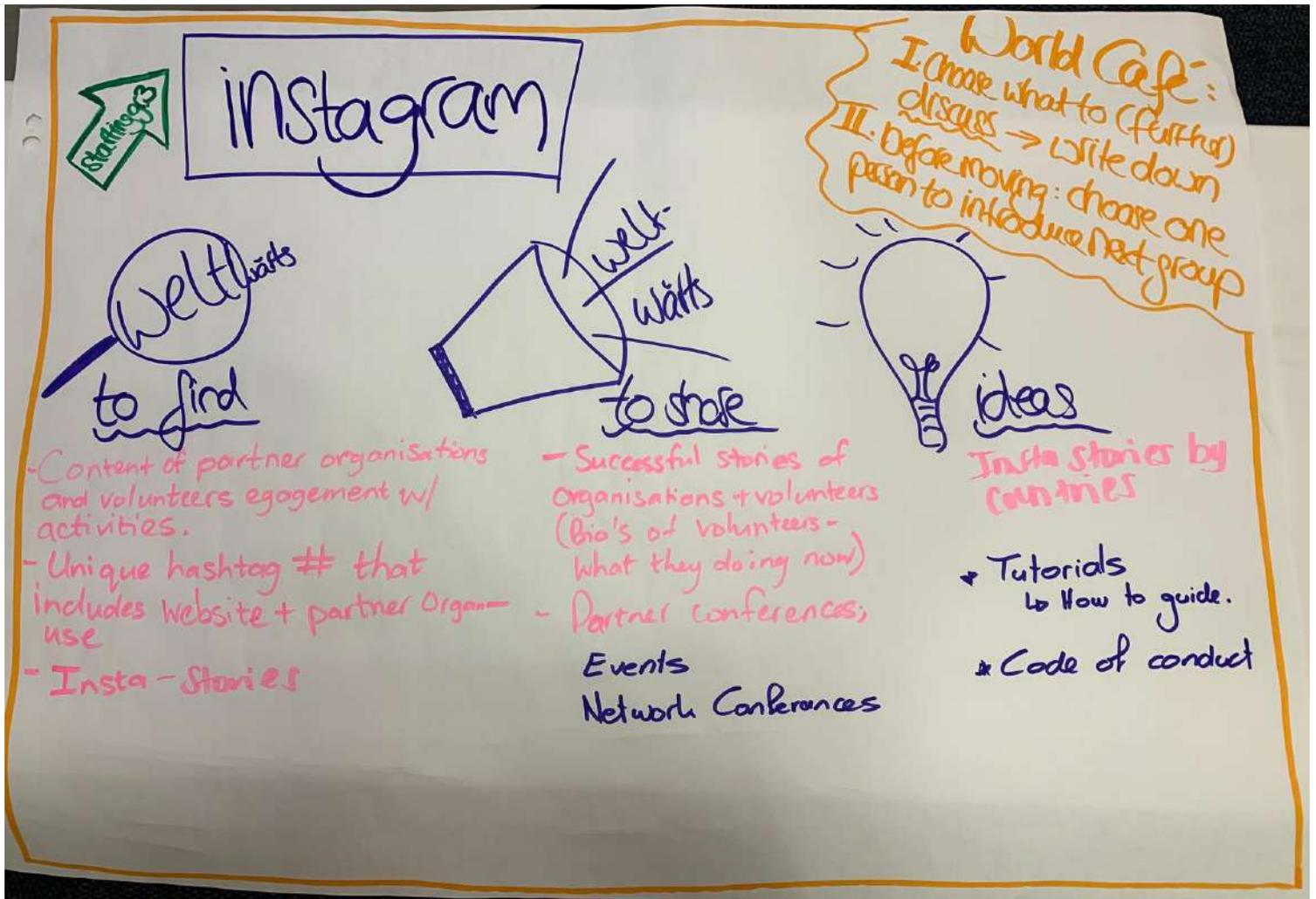
Separated in categories for example: ecds, hospits environment, churches etc.

↳ Also a search engine by name/country/city.

Group 2



Group 3



Group 4

Website

Weltwärts
to find

Weltwärts
to share

ideas

World Cafe
I choose what to (fully) discuss → Write down
II before meeting: choose one person to introduce new group

✓ INFORMATION ON:

- BACKGROUND OF PROJECTS
- VISION & MISSION
- PROGRAMME - Hosting & sending
- OBJECTIVES

✓ CONTACTS OF PARTNER ORGANIZATION *)

✓ CHECKLIST / RELEVANT TOOL(S) SAMPLES
e.g. PRE- / POST INTERVIEW QUESTIONNAIRE, GUIDELINES ...
APPLICATION SAMPLE ...

✓ LINKS
Links of financial policies
Links of quality assurance and standards
Links of other social media (F, T, I, W)

✓ REPORTS, ANALYSIS
FEEDBACK

✓ ADVANTAGES OF BEING
PART OF THE PROGRAMME

✓ Q & A's
Pop ups for events upcoming

✓ IMAGES / VIDEO CLIPS

✓ ATTRACTIVE DESIGN

*) avoid direct contact between german applicants or applicants + hosting organizations!

Group 5



facebook



to find



to share



ideas

World Cafe:
I. choose what to (further) discuss -> write down
II. before moving: choose one person to introduce next group

GROUP 1
De: FACEBOOK SUCKS - DESTROY IT
SA: IT MAY BE VERY USEFUL TO CONNECT.
MAL: NOT SURE

- GROUP 2
- ✓ ANNOUNCEMENTS ABOUT UPCOMING EVENTS
 - ✓ SUCCESS STORIES ♡
 - ✓ OPEN APPLICATIONS / CALLS ♡
 - ✓ LINK TO WEBSITE & BLOGS

- ✓ language interactions
- ✓ MEDIA - Events.
- ✓ INSPIRATIONAL STORIES FROM PD'S and Volunteers.
- ✓ MONTHLY STORIES / UPDATES BY VOLUNTEERS
- ✓ TAGGING OTHER ORGANIZATIONS
- ✓ SOCIAL FUNDRAISERS

- ✓ EXPERTS RESPONSE TO SHARED POSTS
- ✓ 'DYK' - DID YOU KNOW? (FUN FACTS)
- (✓ BLOCK OUT MISUSERS)
- ADMIN APPROVAL

Group 6

Instagram

Weltwärts

to find

- Photos of conferences
- Photos of volunteers (SIN-NIS)
- Upcoming events
- Upcoming SAWN Networks
- Alumni Networks
- Profile 1 country p/month (e.g. It choose Afs we put the logo, activities, catch info)

to share

- Contact Info and how to get involved. "Link to Partner Host organisations"
- Fun that current Paxs have "Pic's" !!!

World Café:

- I. Choose what to (further) discuss → write down
- II. before moving: choose one person to introduce next group

ideas

Lot's and lots of Pic's, Photo's say it ALL

"Big five"

Set up of Instagram Page Per Country e.g Bots, NAM, RSA Malawi Moz, Zambia.

Tag?

2.2 Results on cross-sectional issues

2.2.1 Which expectations do partners have regarding the volunteer programme?

Partners were initially asked what expectations they have about the Voluntary Service. The mentioned answers highlight the following aspects:

- Intercultural exchange
- learning from each other
- New methods and contents
- support for their project activities
- More information, communication, feedback
- support for the institution
- South-north-exchange
- solidarity in cooperation
- enhancing the value of the own work
- Enlarging the network

2.2.2 Which topics from the conference are relevant for the future development of the programme and will be reported to the PSC?

On the last day the participants were given 3 methods to facilitate a overall evaluation of the conference. First they received the evaluation forms to fill individually, then they received questions to guide them to plan 'a perfect partner conference' in groups. The groups were given the Africa' big five animals names. The views of the groups will be narrated below with only the highlights mentioned as the rest can be read from the photos. The last feed back method was the "one word" feedback. Although they were requested to give one word, the participants felt the conference was well organised hence

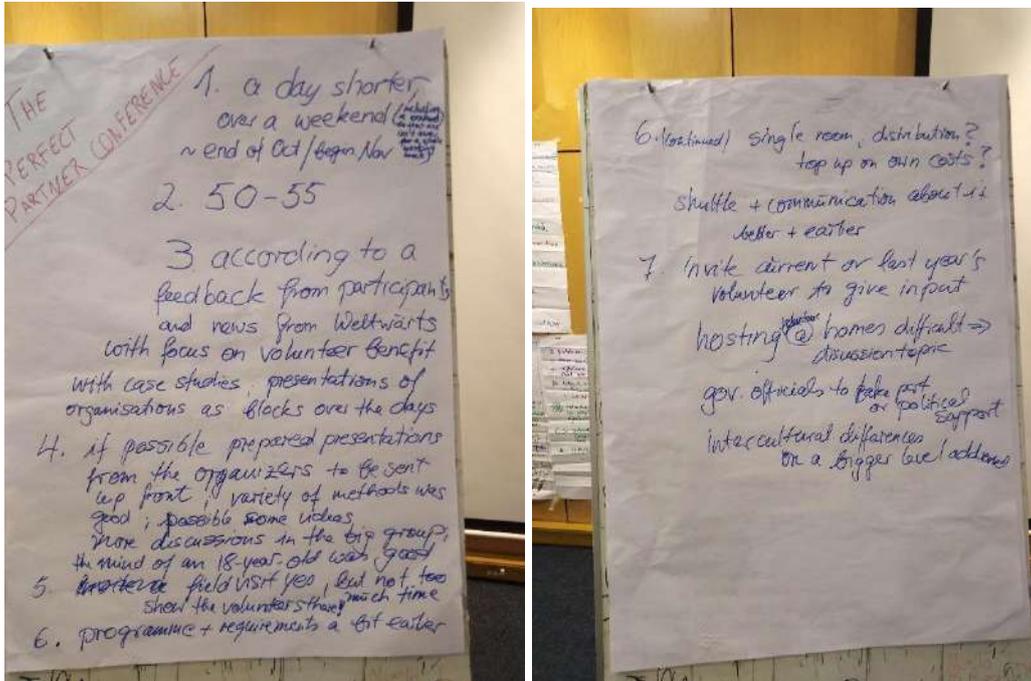
no word could give justice to what they had to say. They were therefore given time to express their views and they all gave good reviews. The only big down fall to the conference was said to be miscommunication on lodging conditions. There had been miscommunication as to what a double room ment. The participants would have preferred to not share rooms or atleast to have known before had to come prepared for such.

Below are presentation by groups on what would make a perfect conference.

The RHINO GROUP

The group had few things in common with the ending conference organisation. They would plan a conference that shows volunteer benefits from a research study. They would allow all organisations to present their organisation or send presentations about all

attending delegates to all participants to allow for more indepth marketing of individual organisations. They will invite government officials to give political support, invite previous volunteers to give testimonies and also give people single rooms than have them share.

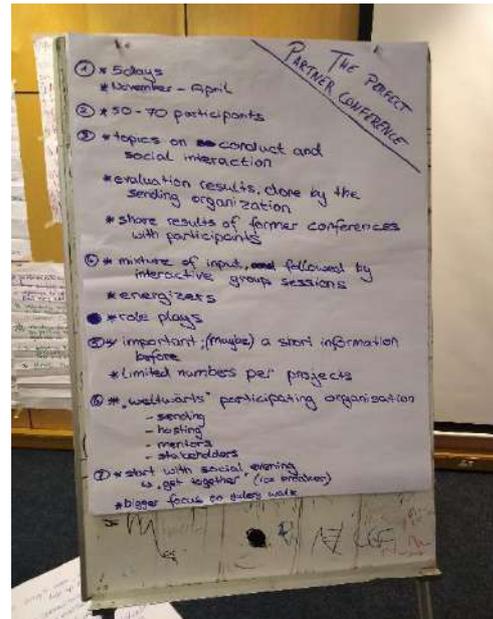


The perfect partner conference

1. A day shorter, over a weekend ~ end of October/ beginning of November (so that one isn't away for a whole working week)
2. 50-55 participants
3. According to a feedback of participants and news from Weltwärts with focus on volunteer benefit with case studies; presentations of organisations as blocks over the day
4. If possible prepared presentations from the organizers to be sent up front; variety of methods was good; possible some videos; more discussion in the big group; the mind of an 18-year-old was good
5. Field visit yes, but not too much time; show the volunteers there!
6. Programme and requirements
7. (Continued) single room, distribution? (top up on own costs?); shuttle and communication about better and earlier
8. Invite current or last year's volunteer to give input
9. Hosting volunteers at homes difficult → discussion topic
10. Government officials to take part or political support
11. Intercultural differences on a bigger level

THE LION GROUP

The lion group believe a perfect conference will be one where delegates are sending and receiving organisations, hosting families, the mentors and other stakeholders. The conference will have role plays and will be done between the months of November and April as it is not too hot.

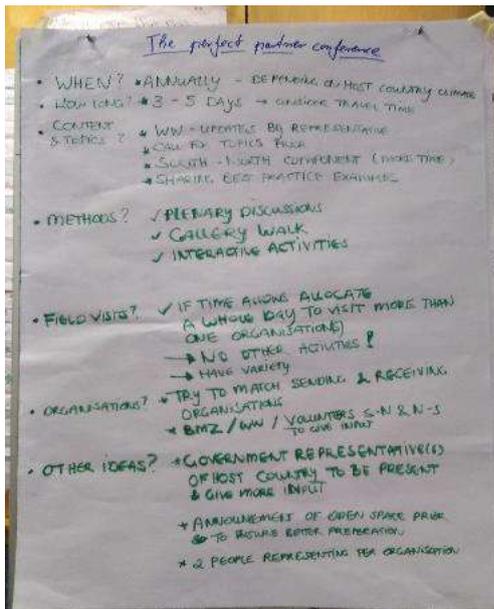


The perfect partner conference

1. * 5 days
* November – April
2. 50-70 participants
3. * topics on conduct and social interaction
* evaluation results; done by the sending organization
* share results of partner conferences with participants
4. * Mixture of input, followed by interactive group sessions
* energizers
* Role plays
5. * important; (maybe) a short information before
* limited numbers per projects
6. "weltwärts" participating organization
 - Sending
 - Hosting
 - Mentors
 - Stakeholders
7. * start with social evening → "get together" (ice-breaker)
* bigger focus on gallery walk"

THE ELEPHANT GROUP

The group wrote almost all idea that were used in the conference as what will make their perfect conference, with a few ideas worth noting. Such are; time to visit more than one organization and to do other extra activities. They would plan a conference that invites matching sending and receiving organizations



to allow them opportunity to interact. The group will invite 2 people per organization for better representation. They would also invite government officials to be part of the participants as a way of making sure the government give input to the program rather than just open the ceremony. Lastly they would announce and allow planner for open space well on time to allow better preparations by interested individual.

The perfect partner conference

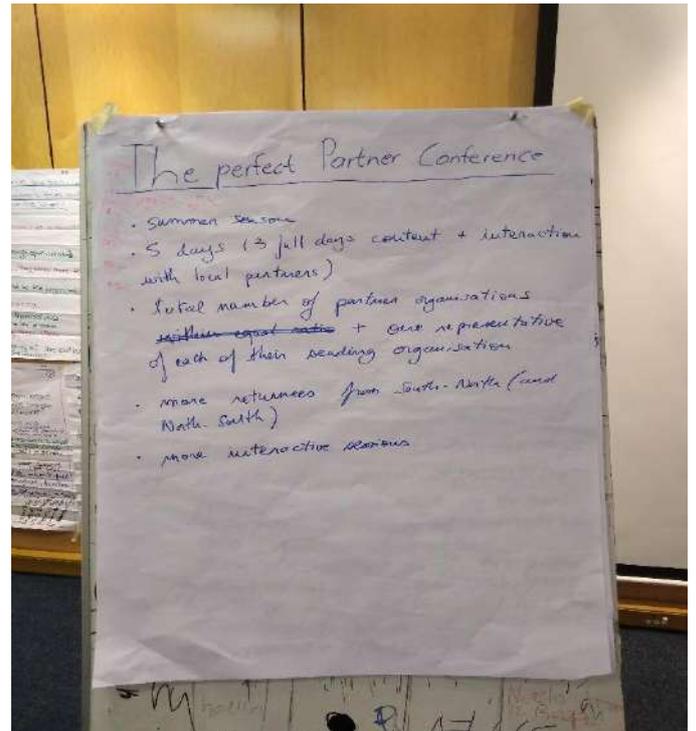
- *When?:* annually – depending on host country climate
- *How long?:* 3-5 days – consider travel time
- *Content and topics:*
 - * WW upgrades by representatives
 - * Call for content prior
 - * South-North-Component (more time)
 - * sharing best practice examples
- *Methods:*
 - * plenary discussion
 - * gallery walk
 - * interactive activities
- *Field visits:*
 - * if time allows allocate a whole day to visit more than one
 - * no other activities!
 - * have verity
- *Organizations:*
 - * try to match sending and receiving organizations
 - * BMZ/ WW/ Volunteers S-N & N-S to give input
- *Other ideas:*
 - * government representative(s) of host country to be present and give more input
 - * announcement of open space prior to ensure better preparation
 - * 2 people representing per organization

THE GIRRAFFE GROUP

The group mentioned that they wished to invite German volunteers and more graduates of the programme in attendance.

The perfect partner conference

- Summer season
- 5 days (3 full days content + interaction with local partners)
- Total number of partner organizations + one representative of each of their sending organization
- More returnees from South-North (and Nord-South)
- More interactive sessions



The content summary in pictures



2.2.3. Feedback

During the whole conference the delegates could give their feedback to all weltwärts-actors on large flipchart paper.

My feedback to future volunteers:

- Inform yourself properly about the country and why you want to go
- Use your talents while your volunteer
- Wash yourself
- Take time to learn
- Come with an open mind and an open heart
- Listen to safety tips
- Induction training
- Safety first (HIV etc.)
- Relationships
- Receiving organizations are really counting on your positive attitudes
- Learn about the culture of the country and adapt to it as much as possible

My feedback to steering committee/ BMZ:

- Improve your pp-presentation
- Invite former S-N-Volunteers to the conference
- Help develop hosting organizations, information about funding opportunities
- Help SWAN to speed up the mobilization
- Invite all sending organizations (possible separate from hosting organizations)
- Get input from HOs and SOs in the hosting country on a regular basis and keep rules flexible enough for thought-through “adjusted” decisions
- Appreciate pp/ who took time to attend workshops
- Acknowledge pp’s contribution and flexible

My feedback to sending organization:

- Please support volunteers initiatives with small grants

- Keep information about conferences open. Please send communication.
- Input to your orientation days and what brief new volunteers when they apply should be more thorough and the voice of partner organizations should be present. Inductions should be briefed or guided by partner organizations, as they know their projects the best!
- Seems like we have a really, really amazing SO with “Die Freunde der Erziehungskunst”
- Give us more feedback and keep us up to date with changes. Communicate more.

My feedback to partner organization:

- My experiences with “Freunde der Erziehungskunst” has never been problematic ever. They have been sending volunteers to us since 2012. If you have trouble some sending organizations do not roll over. Find a new one as your own organization should never over be compromised. Protect yourself and your network. → EOS lacks this professionalism
- We have good experiences with our partner organization “volunta”.

Any other feedback:

- For an open space: let a former volunteer share own experience
- Issue too many bottles → can we use one bottle which we can refill? (water)
- The total cost of the conference concerns me. The programme could have been reduced to three days and offered single rooms to participants. Also break away sessions should have sufficient talk time as this is where solution to problems arise!
- Program review
- More time on the gallery walk

3. Individual part of the documentation

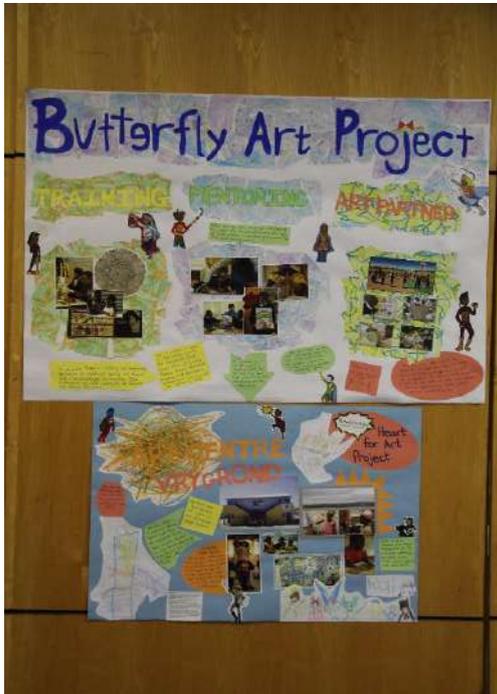
3.1 Getting to know each other

After the welcoming and opening speeches, participants of the conference got to know each other using a cardinal-points method. For that, they were asked to align themselves according to the places they lived using North, South, East and West as reference points. Doing so they had to communicate with each other to align in the correct position in proportion to the other participants standing next to them.



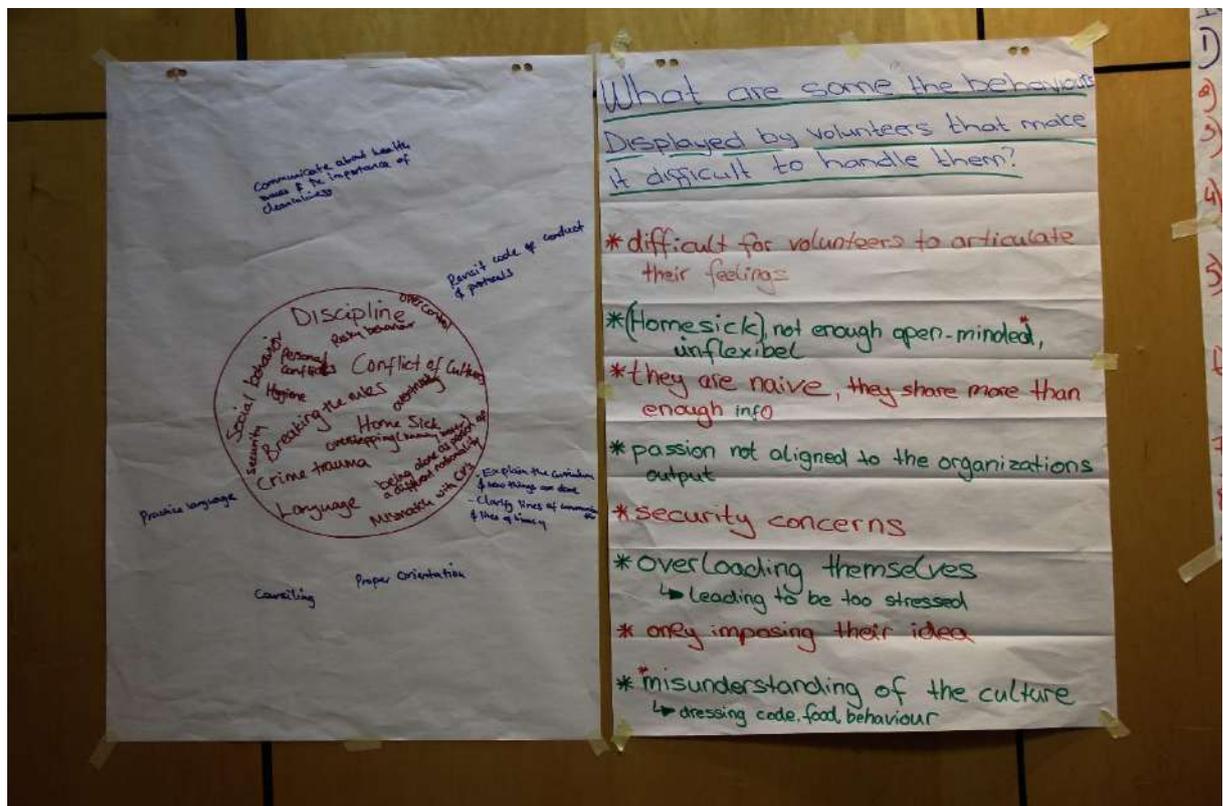
3.2. Gallery Walk

The “Gallery Walk” was an interactive method for all participants of the conference to present their organisation/project on a Flipchart paper. Participants were invited to be as creative as they wished using written words, paint, stick pictures or info-flyers (in preparation of the conference). The “Gallery Walk” was intended as a medium of exchange and getting to know each other.



What are the problems faced by partner organizations in handling volunteers?

1. Accepting/ adapting to situations
2. Impatience with regards to time
3. Orientation/ preparing volunteers for experience is not enough
4. Host/ country specific organizations needed to include do's and don'ts (cultural sensitivity)
5. Adjustment is too long
6. Volunteers not prepared to meet host organisations where they are
7. Hosts are too young
8. Lack of commitment to task – excuses
9. Time off – holidays are not clarified up front
10. Safety/ security with a limited budget during private time
11. Minimum standards needed for hosting organisations
12. Health issues – volunteers don't trust local doctors – recommendations (volunteers would rather use own medication/ doctors)



What are some of the behaviours displayed by volunteers that make it difficult to handle them?

- Difficult for volunteers to articulate their feelings
- (Homesick), not enough open-minded, inflexible, misunderstanding of the culture (dressing code, food, behaviour)
- They are naive, they share more than enough info
- Passion not aligned to the organizations output
- Security concerns
- Overloading themselves → leading to be too stressed
- One imposing their idea
- Breaking the rules
- Crime trauma
- Language
- mismatch with CV's

- being alone as a person of a different nationality
- overstepping (knowing better)
- conflict of cultures
- personal conflicts
- over trusting
- hygiene
- social behaviour
- over control
- discipline

Solutions:

- practice language
- revisit code of conduct and protocols
- explain the curriculum and how things are done
- clarify lines of communication
- proper orientation
- counselling
- communicate about health issues and the importance of cleanliness

3.4. Guideline for partner organizations with specific attention to volunteer support

3.4.1. Presentation

Guideline for Partner Organisations with
specific attention to :

Volunteer support,(Role play)

Presentation entails:

- Understanding Volunteer Support- (*What is it?*)
- Why support is needed?
- What should I consider when planning support for volunteers?
- Core Support Approaches
- Summary: (*Points to consider in Volunteer Support*)

Understanding Volunteer Support- (*What is it?*)

- Support is an informal process which identifies the encouragement
 - Help that a volunteer can expect.

Why support is needed?

- It helps the volunteer to carry out their role to the best of their ability.
- The volunteers can understand more about the culture and ethos of the organisation or group.
 - It helps motivate and enthuse volunteers.
- It stops volunteers from feeling isolated, or even exploited, in their role.
 - It helps volunteers cope with the demands of the role.
- It shows the volunteer that the organisation values them.
- If volunteers feel supported they are more likely to be committed and satisfied with their experience. They may choose to volunteer with you for longer, return in the future or encourage others to help out too.

What should I consider when planning support for volunteers?

(Support can take many forms but all volunteers need some kind of support, Deciding what's the most appropriate will depend on individual volunteers and the nature of their role. Support can at different levels):

- Support in the Work placement for learning
- Support to access medical support
- Support to access other services
- Support to learn cultures of that organisation and the community
- Support in situations such as culture shocks, being home sick
- Support with adjusting to living with host family, new environment

Core Support Approaches

- Personal approach
- Support through training and learning
- Support from the organisation

Core Approaches 'Cont'n:

Core Approaches exercise:

Activity: Divide participants in 3 groups

Group 1: (At their personal level, how can we support Volunteers?)

Group 2: (Support through training and learning)

Group 3: (Support from the organisation)

Personal Approach:

- Try and get to know your volunteers and make them feel welcome.
- Sometimes a simple hello, remembering their name or asking how they are getting on can make all the difference
- Make sure volunteers have a contact person to take any questions, issues or problems to when volunteering.
- Spend time alongside your volunteers, to get to know them and their role.
- Keep in touch with volunteers. This could be in lots of different ways, for example face to face meetings, a conversation over coffee, by telephone, email, text or letter.

- Value their contribution and recognise the contribution they make at an individual and organisational level by saying thank you privately and publically.

- Individual certificates that celebrate their specific contribution can be awarded. Group and peer support

- You could have formal or informal group meeting. This could be a 'task meeting' or a 'role meeting' to focus on specific issues, share ideas and generally discuss areas of interest.

Support through training and learning:

- A good induction and relevant training makes sure and the volunteer can do what's needed for the role.

- The provision of high quality training can show that you are investing in your volunteers.

- Ask volunteers what relevant training they need for their role and offer this.

- Be clear what training is essential for the role and what's optional.

Support from the organisation

- Provide volunteers with a volunteer handbook. This will include volunteer policies and procedures, such as Code of conduct, Stigma & Discrimination policy, health and safety etc
- Volunteer expenses that organisations can legitimately offer to the volunteer (Travel expenses in the course of volunteering.
- Keep volunteers motivated (Feel appreciated and recognised by the organisation, used effectively and can see that their work is needed, are adequately supported and supervised
- Identify volunteers performance issues, the term 'poor performance' covers a wide range of behaviour that makes a volunteer unable to contribute to the organisation. Poor performance tends to be related to either behavioural or competence issues.
- Quality assurance (It is important to review your practice regularly, involving Volunteers Quality Check can help assess how you're doing.
- Resources & Support (Planning and Background guide will give the information needed to successfully recruit and manage volunteers

Action

- Weltwärts Mentoring Guide and Toolkit download:
 - <https://kef-online.org/sites/default/files/datei/ivs-quality-toolkit-101.pdf>

3.4.2. Report by Kereng Keatlaletse

Weltwärts Botswana 2019 conference instructor.

Receiving organization: Hope Worldwide Botswana, Programs Manager

Introduction:

This report gives details of the topic delivered on day two of the conference, which was scheduled from 11am-1230pm on Tuesday 8th October 2019. There were fifty-two (52) delegates from Malawi, South Africa, Mozambique, Namibia, Botswana, Germany, Lesotho, and Zambia who attended the session.

The main objectives from the topic was:

- 1) Help delegates to understand volunteer support
- 2) To help delegates identify different approaches to consider when planning volunteer support
- 3) To create opportunity for delegate to introspect to what extend they have prepared to support Weltwärts volunteers placed in their organizations



Methods of Facilitation Used:

- Role Plays
- PowerPoint presentation (Discussion)
- Group work and discussion
- Energizers (reflect)- “Mingle Mingle”

The presentation entailed the following discussion points:

- Understanding Volunteer Support- (What is it?)

- Why support is needed?
- What should I consider when planning support for volunteers?
- Core Support Approaches
- Summary: (Points to consider in Volunteer Support)

Section 1: of the Presentation-

1a) What is Volunteer Support?

To start off with the topic, the instructor, used a role play, which demonstrated frustrations that the volunteers could experience if not supported.

(Role Play)- One of the instructor played a role of a volunteer, who was introduced to the team who represented the staff members, often times that happens in the work placement. The volunteer was given a chair, and space to sit, no tasks, no orientation. The volunteer approached one of the staff members to ask if there is anything she can do, however the staff member gave the volunteer a cold should, she responded by saying “No I have everything covered, not even looking at the volunteer”. The frustrated volunteer, went to sit back in her chair, started playing with her phone, then decided to just sleep on her desk to wait for knock off time”.

There was role play demonstrated what often happens in work placement, where volunteer support is not considered.

Picture showing the instructor introducing the Topic, first by role play

Instructor then introduced Volunteer Support as:

- An informal process, which identifies the encouragement
- Help that a volunteer can expect.

The Instructor then engaged delegates to discuss:

1b) Why is Supported needed:

It helps the volunteer to carry out their role to the best of their ability.

- The volunteers can understand more about the culture and ethos of the organisation or group.
- It helps motivate and enthuse volunteers.
- It stops volunteers from feeling isolated, or even exploited, in their role.
- It helps volunteers cope with the demands of the role.
- It shows the volunteer that the organisation values them.
- If volunteers feel supported they are more likely to be committed and satisfied with their experience. They may choose to volunteer with you for longer, return in the future or encourage others to help out too.

The instructor helped the delegates to be consider some points when planning for volunteer support, these were discussed further with examples:

- Support in the Work placement for learning (*The instructor challenged the delegates to know that they should plan, clear specific roles, for volunteers, with a Mentor who is equipped with skills to mentor a volunteer, with organisational processes, and all that pertaining to learning*)
- Support to access medical support (*Identify health practitioners for the volunteer, based on what known to be best in the locality, introduce the volunteers to these practitioners and support the volunteer to identify one they can always use in need of health services. The hosting organisations should know that they are responsible for the volunteer 24 hours!*)
- Support to access other services (*The hosting organisation should identify a buddy for the volunteer to help them access other services, be it entertainment, sports activities, shopping etc*)

- Support to learn cultures of that organisation and the community (*The hosting organisation should also know that part of the volunteer's objective is to learn culture and the community they are hosted in, in that regard the organisation should plan for activities that speaks to exposing the volunteer to different cultures, engaged them, share the schooled activities, if not organise them.*)

- Support in situations such as culture shocks, being home sick (*The hosting organisation should be aware that the volunteer is in a totally different culture, to what extend is the volunteer supported, with what? To cope with stress as a result of being home sick, culture shock?)*)

- Support with adjusting to living with host family, new environment (*The hosting organisation should prepare the hosting families, do sessions with them, evaluate their previous hosting experience and identify challenges prior attaching another volunteer. It also talks about interacting with the volunteer in regard to their stay with the host families, this should be structured.*)

Section 2: Volunteer Support Approaches

The instructor introduced delegates to three main volunteer support approaches, which they can use to plan for Volunteer Support. These are:

- **Personal approach** (It speaks to what is that the hosting organisation can do to ensure that the volunteers are supported personally, as an individual, of the example the instructor used was, "Knowing the Volunteer by his/ her name, welcoming them so that they feel comfortable".)

- **Support through training and learning** (It speaks to what the organisation has prepared to enhance the volunteer's learning and to capacitate them so that they are able to meet their learning objectives)

- **Support from the organisation** (This speaks to what the organisation has prepared to support the volunteer on daily basis, such as transport to move from office to do activities,

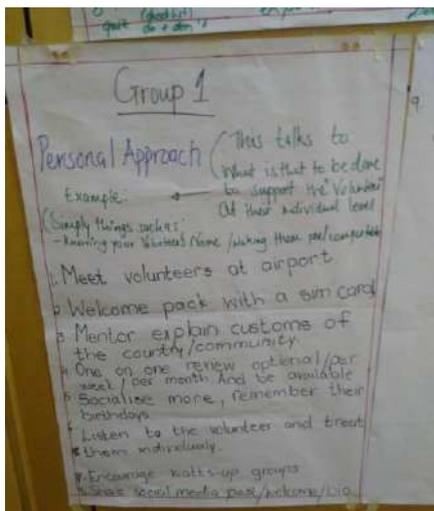
to move from home to access other services, etc.).

Activities: Delegates were divided into three groups to further discuss these approaches with examples.



Delegates engaging in groups to thresh the topic

Group 1 task: List and discuss all points that speaks to what need to be done when preparing for volunteers to support them individually):



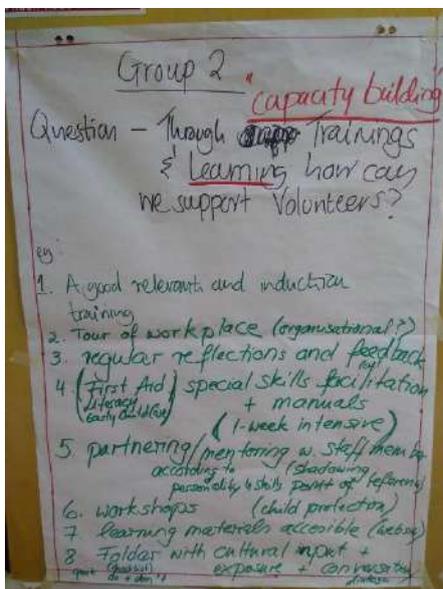
Group responses:

- Meeting the volunteer at the airport
- Prepare a welcome pack for volunteer which include (Simcard, welcome card)
- Introduce a Mentor to the volunteer, and ensure the mentor takes the volunteer through customs of the country/ community
- Structure one on one feedback/ reviews either per week, month and be available for the volunteer
- Social more with the volunteer, remember their birthday
- Listen to the volunteer and treat them individually
- Encourage WhatsApp group so that they are updated
- Share social media post/ welcome/ biograph of the volunteers so that they feel important

After the group presentation, the Instructor shared theses points of discussion, to clarify and add to the group how effectively they should support the Volunteer personally.

- Try and get to know your volunteers and make them feel welcome.
- Sometimes a simple hello, remembering their name or asking how they are getting on can make all the difference
- Make sure volunteers have a contact person to take any questions, issues or problems to when volunteering.
- Spend time alongside your volunteers, to get to know them and their role.
- Keep in touch with volunteers. This could be in lots of different ways, for example face to face meetings, a conversation over coffee, by telephone, email, text or letter.
- Value their contribution and recognise the contribution they make at an individual and organisational level by saying thank you privately and publicly.
- Individual certificates that celebrate their specific contribution can be awarded. Group and peer support
- You could have formal or informal group meeting. This could be a 'task meeting' or a 'role meeting' to focus on specific issues, share ideas and generally discuss areas of interest.

Group 2 task: List and discuss all points that speaks to what need to be done to Capacitate the Volunteers and Enhance their Learning:



Group responses:

- Develop a good relevant induction training
- Prepare a tour in the organization for the volunteer
- Structure regular reflection meetings, feedback
- Offer special trainings (such as First AID, Child care & working with children if volunteers are attached with children, and provide manuals
- Appoint a staff member for the volunteer to do job shadowing
- Offer other internal trainings such as (Child Protection, Facilitation skills)
- Offer link where the volunteer can access materials
- Create a folder with different components that speaks to volunteer work (culture, programs/activities)
- Create a check list of Do's and Don't

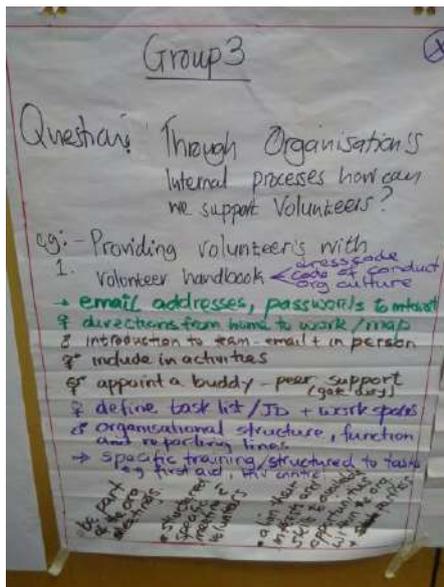
After the group presentation, the Instructor shared these points of discussion, on Capacity Building and Enhancing Learning of Volunteers.

- A good induction and relevant training makes sure and the volunteer can do what's needed for the role.
- The provision of high quality training can show that you are investing in your volunteers.
- Ask volunteers what relevant training they need for their role and offer this.
- Be clear what training is essential for the role and what's optional.
- Develop a work plan with objectives which outlines the activities that the volunteer will do
- Schedule activities, in calendars,
- Offer trainings on reports writing, documentation

Group 3 task: List and discuss all points that speaks to what need to be done to Support Volunteers on Daily Basis internally in the organization)



Delegate presenting Group responses



Group responses:

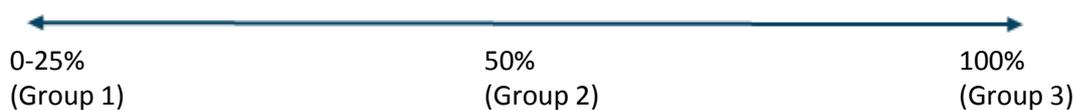
- Providing volunteers with "Volunteers Hand Book"
- Create and provide email addresses, with passwords to internet
Offer maps with directions from work to host family
- Introduction to team email, and activities plans
- Appoint a Mentor
- Appoint a Peer Buddy
- Develop a job description with roles that speaks to the volunteer's objectives of learning
- Provide organizational structure, functions and reporting lines
- Offer specific trainings (Code of conduct, HIV/AIDS)
- Involve them in organization meetings
- Structure meetings for feedback
- Align their interests with activities and opportunities available
- Offer team building activities, share channels for raising concerns
- Introduce basic language sessions
- Introduce the volunteers to external stakeholders
- Inform them about holidays, HAVE FUN TOGETHER

- Provide volunteers with a volunteer handbook. This will include volunteer policies and procedures, such as Code of conduct, Stigma & Discrimination policy, health and safety etc.
- Volunteer expenses that organisations can legitimately offer to the volunteer (Travel expenses in the course of volunteering).
- Keep volunteers motivated (Feel appreciated and recognised by the organisation, used effectively and can see that their work is needed, are adequately supported and supervised)
- Identify volunteer’s performance issues, the term ‘poor performance’ covers a wide range of behaviour that makes a volunteer unable to contribute to the organisation. Poor performance tends to be related to either behavioural or competence issues.
- Quality assurance (It is important to review your practice regularly; involving Volunteers Quality Check can help assess how you’re doing).
- Resources & Support (Planning and Background guide will give the information needed to successfully recruit and manage volunteers).

Section 3: Summary of the topic’ with an activity:

Participants were asked to mingle “mingling means interacting with other”. They were asked to mingle and be in groups of 5, 8, until in groups of 15. The energizer is done just to allocate the delegates in groups.

They had to rate themselves as to what extend they have planned to support the volunteers:



Those in group 1, said they are at 20-25% in preparing for their Volunteers, one of the organizations said they do not have the volunteers package and they have realized that they have a lot to do to prepare (things like appointing a mentor, schedule of activities).

Those in 50% said they have done something, though it was not structured, and some were at 85% because from the presentations of the instructor they have prepared a lot, just have toad other items such as the policies, trainings that complement learning.

In closure, the instructor encouraged the delegates to use feedback and lesson learned from the exercise to package their volunteer support, for the Welt warts to benefit both.

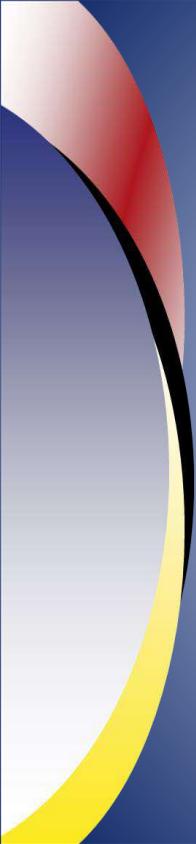
In a nutshell the conference’s topic went well, there was a lot of positivity and feedback from the session.

3.5. South African weltwärts Network “SAwN”



INTRODUCTION & BACKGROUND

- The Southern African weltwärts Network - SAwN was a formed as a significant new structure within the weltwärts programme at the weltwärts Partnership Conference – Southern Africa held in Port Elizabeth, South Africa in 2014.
- It was a defining moment for partner organisations in Southern Africa.
- There was consensus that a Southern African structure of weltwärts partner organisations needed to be formed to give partner organisations direct links and communication with the weltwärts Steering Committee in Germany.



INTRODUCTION & BACKGROUND

- It was the first of its kind for weltwärts partner organisations across the globe.
- It was agreed that SAwN would also facilitate communication internally within the network of partner organisations and their governments.
- The Network would also have a lobbying role and ensure that an information portal is developed to access relevant information regarding the weltwärts programmes.



INTRODUCTION & BACKGROUND

- One of the first tasks was to establish an interim structure – SAwN Interim Steering Committee

Role & Function

- ✓ Update the data-base of partner organisations in the Southern African region
- ✓ Plan the first Southern African weltwärts Network (SAwN) 'Kick-Off' Strategic Workshop in 2015
- ✓ Liaise with the weltwärts Steering Committee in Germany with the aim to have an equal partner in the Program to improve cooperation with Engagement Global who was the primary funder for the our 2014 Conference.

OBJECTIVES OF THE “KICK OFF” CONFERENCE IN 2015

- ✓ Determine the Vision, Mission and Objectives of SAwN
- ✓ Establish Communication and marketing strategies to increase SAwN’s profile
- ✓ Identify strategies for enhancing co-operation with SOs, POs and weltwärts Steering Committee
 - ✓ Enhance partner organisation networks
 - ✓ Determine the structure, governance and activities Facilitate direct links with weltwärts Steering Committee
 - ✓ Establish fundraising strategies to sustain operations
 - ✓ Elect the Southern African weltwärts Network Executive Committee
- ✓ This was achieved at the “Kick-Off” Workshop held in Cape Town, November 2015

Membership/ Composition

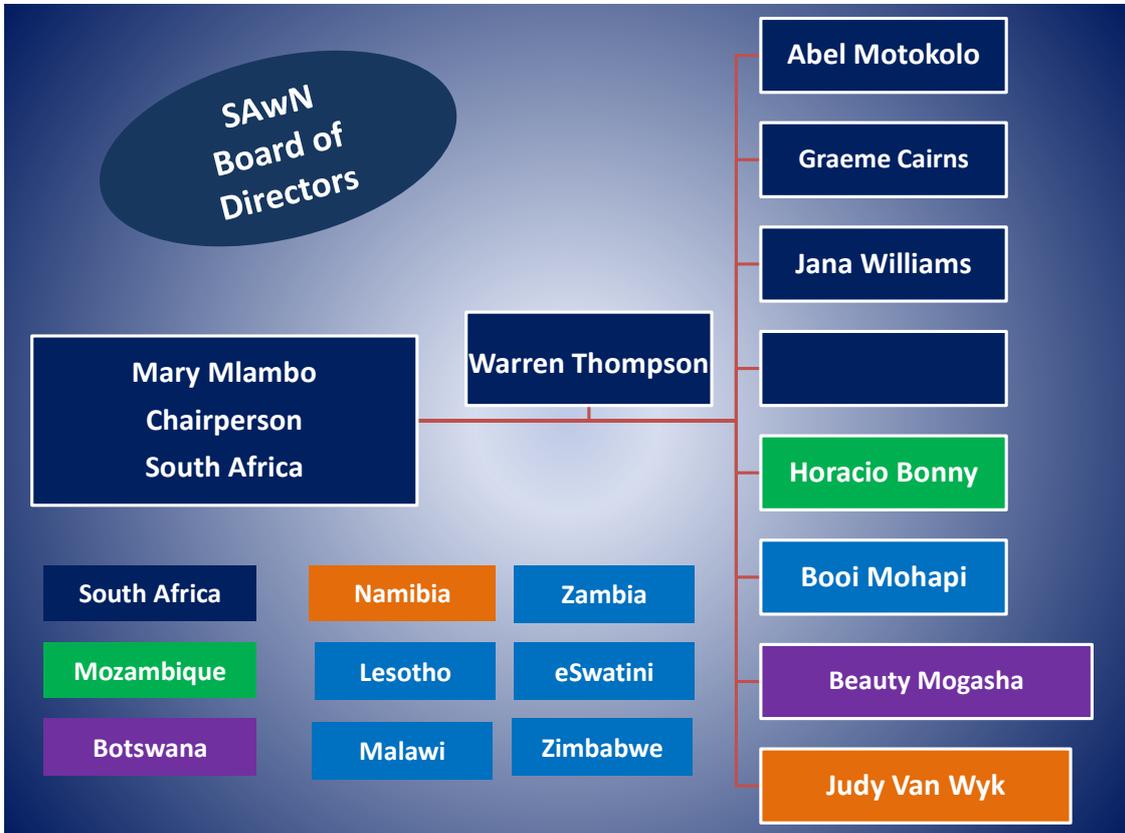
Members of SAwN are comprised of host organisations also known as partner organisations in the weltwärts programme in Southern Africa.

SAwN STRUCTURE

- The Steering Committee is comprised of elected/appointed representatives from **weltwärts** SAwN Country Structures in Southern African.
- Each country is required to have a SAwN Country Structure from which the representatives serving on the SAwN Steering Committee would be elected.
- SAwN Country Structures would meet prior to the Steering Committee meetings and the representatives should come with a mandate
- SAwN Board of directors are legal representatives and have operational policies to govern the operations of SAwN



Botswana
Lesotho
Mozambique
Namibia
South Africa
Eswatini
Malawi
Zambia





SAwN STRUCTURE

- SAwN Board meetings will be held once a quarter
- The meetings are held via Skype (virtual) with at least one face to face meeting per year
- Every Board Director heads at least 1 working group
- An executive role need to steer (strategic decision) the envisioned way forward of the network (lobbying role, legal expertise, board compliance, fundraising etc



SAwN STRUCTURE

- SAwN Director attendance of meetings will be compulsory unless with written apology
- SAwN Boards Elects/Appoint new Directors
- SAwN Board Directors are the Executive
- AGM to be held with all Weltwaerts participating organisations



Vision

SAwN is an effective network for the collective decision making voice of all Southern African host/partner volunteer organisations and thus optimising the volunteer environment in Southern Africa focussing on weltwärts and potentially on other programmes.



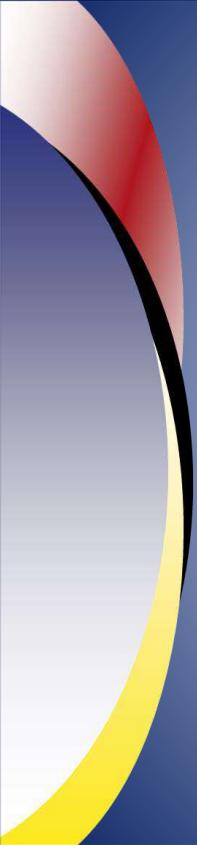
Mission

1. Supporting South North and North South volunteering programmes and this giving of self for humanity (Ubuntu)
2. Increasing the opportunity for Southern African young people to experience transcultural learning, by sending more Southern African young people abroad to Germany and respectively other countries.
3. Providing strong supporting structures for the Southern African partner/host organisations and returnees/alumni.
4. Strengthening partnership relationships between organisations.

What do we offer?

1. A network of partner organisations in the Southern African region which would be the conduit through which direct communication would be facilitated between the host/partner organisations and the weltwärts Steering Committee in Germany.
2. Play a fundamental role in influencing decision making and policy development that affects the placement of weltwärts volunteers at partner/host organisations in the Southern African region and in Germany.
3. Facilitate and ensure accessible communication internally with SAwN member organisations.

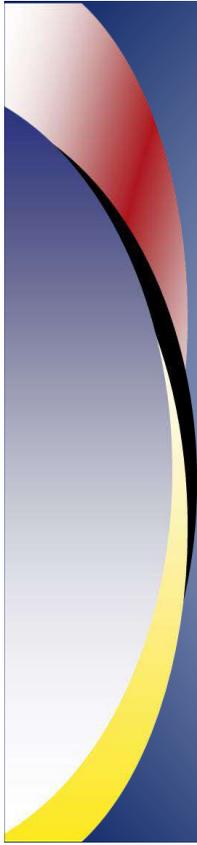
4. Lobby and advocate within the Southern African region with relevant government structures to safe guard the interests and social developmental benefits of the weltwärts volunteer programmes and potential other volunteer programmes.
5. Strengthen the relationships with and between the SAwN member organisations, German partner organisations and weltwärts Steering Committee with the aim of enhancing & supporting the weltwärts volunteer programmes.



6. Provide an information portal to facilitate and access relevant information with the view to building and bolstering the weltwärts programme in the Southern African region and potential other volunteer programmes.

7. Ensure that weltwärts is taken up on the bilateral government consultation agenda in the forthcoming years.

8. Ensure that an accurate data-base of all Southern African member and other volunteer organisations is available for the SAwN members.



9. Ensure that quality measures are adopted, adapted and implemented in the Southern African countries to ensure volunteer best practice. (Quality Association in the South)

10. Facilitate research to strengthen relationships between partner organisations, sending organisations and volunteers in Southern Africa and Germany.

11. Establish a network of alumni to continue education and training to support SAwN and its member organisations.

12. Promote learning exchanges between member organisations and volunteers within Southern Africa.

13. To be an equal partner in the development of the North - South and South - North weltwärts volunteer programmes to fulfil the vision of weltwärts.

14. SAwN has pioneered and offers a model for the formation of other networks, e.g. West Africa Latin America, India & others.

Coming together is a beginning; keeping together is progress; working together is success.

Henry Ford



3.6. Visits of local projects

3.6.1. Visit of the local project HOPE worldwide Botswana (Molepolole)

On the 9th of October 2019 nineteen of the weltwärts participants, one organizing German team member and two HwwB employees who were also part of the organizing team lead the delegates to HwwB field offices in Molepolole. The nineteen delegates who went on this journey were previously given the option to decide between the two hosting organization which were Stepping Stones International and HwwB. The two organizations had a chance to briefly present to all participants on what they did as a way to help participants choose projects they deemed relevant to them. On the 9th the participants boarded a hired bus to take them to Molepolole. This journey of 64.7 Km took 1h 27minutes.

Upon arrival the DREAMS Project Coordinator welcomed the participants and informed them that there will be divided into 4 groups and be assigned an officer to walk them through four projects pre-planned for them. The participants got to sit in a Young Mothers Support Group session, to watch an Integrated Early Child Development stimulation class go through its lesson, engage with Kgopolano Women Empowerment group and the staff at the Centre. Most of the participants were more

interested in the Kgopolano Women group as they explained their project of saving, and social engagement to the participants. The IECD participants sang to the participants and portrayed their learning centres which were; art area, fantasy area (dolls and cars), block area for building and book area for reading. The participants also liked interacting with the Monitoring and Evaluation team as they were interested in the data capturing system and how well the organization can protect its data. Most participants were uncomfortable with the young mother session as it was too personal and should not have been included or the group should have just shared their views about the benefits of being in the group.

As the participants were traveling back to Tlokeng, they were taken to Borakalalo kgotla (a community gathering area) as they had heard the word 'kgotla' being mentioned frequently by the empowerment group.

All in all the participants were happy with the visit and some organizations mentioned they will like to partner with HOPE on some learning areas for the kids.

The Visit in Pictures





3.6.2. Visit of the local project Stepping Stones International (Mochudi)

The journey started at Oasis Motel at 8:40 am to Mochudi which is 40 km from Gaborone. It was a group of 27 delegates from various countries.

Stepping Stones International (SSI) is a non-profit, civil society organisation which started in Mochudi, Kgatleng District, founded in 2006 that benefits orphaned and vulnerable youth aged 12-25 in Botswana. The innovative after school and outreach programme serves 200 youth and their families in Kgatleng District and reaches an additional 7000 youth through peer education outreach in 41 schools in 9 districts of Botswana. SSI developed an innovative model (based on research and theory) for an after school and community outreach program that has proven results in Botswana and has been presented at international conferences. The program model is holistic and addresses socio-economic development in Africa while encouraging and assisting improvement in education and critical life skills.

SSI SERVICES

- Youth Empowerment
- Family Enrichment
- Strengthening Youth Services
- Advocacy

Organizational Mission: To unlock the potential of vulnerable youth ages 12-25 through holistic development, strengthening families and activating sustainable opportunities to become self-sufficient.

Organizational Vision: To be a world where youth who are vulnerable, are empowered, become leaders and achieve their dreams.

At Stepping Stones International the delegation were welcomed and given a tour of the centre, sharing the organizational milestones and history in the tour. The grannies welcomed the visitors with a song and dance to show they are welcomed to the

centre, grannies are care givers to the orphan and vulnerable children supported by SSI.

Different department had set up stalls to explain the different programs and the activities they carry out. The delegation had an opportunity to interact with the leadership participants, the grannies and the young mothers. To ask questions and identify areas of collaboration with SSI.

The Visit in Pictures



3.6.3. Reflection of the visits

After the visit of the local projects, the participants got together, discussed, and

reflected their experiences. By using the method of “speed dating”, they talked with different persons about strengths and weakness. Thereby they got probably some new input and ideas for their own projects.



3.7. Realisation of SDGs at projects of partner organizations

3.7.1. Presentation



REALISATION OF THE SDGS IN PARTNER ORGANIZATION

- 1 -

**OBJECTIVES AND DISCUSSION LAY OUT
FROM 1630 – 1800HRS**

Part 1: INTRODUCTION: What are SDGs?

Part 2: TEAM DISCUSSION:
Create a platform for partner organizations to appreciate their effort in realizing the SDGs and brainstorm ideas that would enhance quality service delivery.

So what?

Part 3: BENCHMARK AND NETWORK:
To learn and share strategies of implementation by partner organization so as to improve where necessary.

Part 4: FOOD FOR THOUGHT: Inclusivity

- 2 -

LETS TALK SUSTAINABLE DEVELOPMENT GOALS

Activity 1: Speed kills

Instruction

This is a completion each team will be given a minute to discuss and lift answer as soon as they are ready, only the fast shall survive.

Organization team members as judges

Delegates seat in groups of three to discuss – colour coding grouping (Red, green, blues)

- 1. Define and explain the origin of SDGs to a 10 year old using 5 words?**
- 2. Write down all the goals that start with letter 'D and 'L' that comes to mind.**
- 3. Which agenda are these goals aiming to achieve?**
- 4. How many countries agreed to implement?**
- 5. Write down the goals that Welwarts focuses on?**

- 3 -



WHAT ARE SDG? Known as the Global Goals

Adopted by all United Nations Member States in 2015 and came to effect in 1 January 2016, were 193 governments agreed to implement, to end poverty, protect the planet and ensure that all people enjoy peace and prosperity by agenda 2030. (leave no one behind)



4



17 GOALS



- 5 -



Welwarts and Sustainable Development Goals

GOAL 4: QUALITY EDUCATION

GOAL 17: PARTNERSHIP FOR GOALS

- 6 -



Part 2: DISCUSSION:

Activity 2: Team work

Instructions

- Delegate shall move into teams of 18, this is done by colour coding.
- Delegates with the same colour make a team.
- Each organization member will be allocated a team colour to help guide the process.

Red (Micheal/Katti) breakaway room 1, GREEN (Kereng/Malte) far end of the main hall AND BLUE (Svenja/Beauty) far end of the main hall

- While in their teams, they will first select a team leader, note taker and or presenter

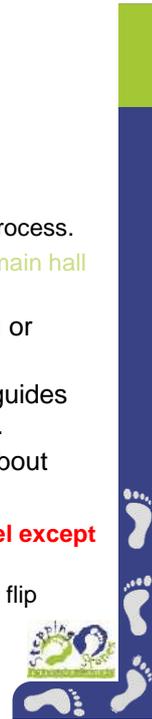
Step 2.1. Identification common goals (at least 2 similar goal) – leader guides the discussion as all delegates state SDGs specific to their organization.

Step 2.2. Individuals with at least 2 similar goals, team up to discuss in-depth about **how their organization realizes the SDGs.**

Teams are free to find a suitable working space anywhere around the motel except rooms.

- All information must be documented with visible hand writing and marker on a flip chart, as this will be shared with others. This is an example of a clear flipchart

- 7 -



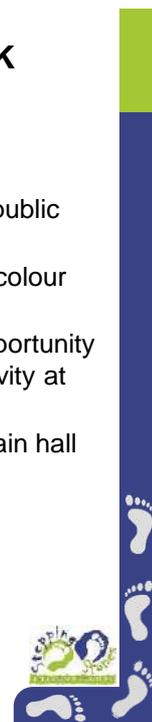
Part 3: BENCHMARK BEST PRACTICES AND NETWORK

Activity 3: Around me, I see!

Instructions

- Once all delegations are done, flip chart will be placed on the wall for public viewing.
- The team presenter will stand by the flip chart to explain to the larger colour team members.
- Share strategies of implementing SDGs in organizations and seek opportunity of benchmarking best practices to enhance quality service and inclusivity at programming level..
- After sharing, Organization members will ask teams to come to the main hall for conclusion.
- **Each organization will state their one highlight/ observation.**

- 8 -



Part 4: FOOD FOR THOUGHT

Imagine you were stake alone in a boat with nothing else right in the middle of the lake which is surrounded by crocodile and hungry hippos ready to pounce at you at any time.

Share your rescue plan in 2 seconds as your life depends on it!

- 9 -



Part 4: FOOD FOR THOUGHT

Its simple just stop imaging

Evaluation: Feel good mood

In sticky note pads, write;

1. State one thing you learnt on how other organisation realised the SDG, indicate the organization and goal? *Congratulation for realizing goal.... by..... Keep up the good job*
2. How do you indeed on utilizing learnt information?

- 10 -



INFORMATION WORTH SHARING

1. Website: www.undp.org
 - To learn more about the SDGs and self assess if you are implementing the set goals accordingly through a monitoring tool provided in the UN website.
2. SDG –primer-final.doc
 - **This is simplified SDG teaching kit designed by UN for students of all ages from kindergarten.**
3. Hashtag Evison2030: 17 goals to transform the world for persons with disabilities.
UN invites all interested member states, civil society organization and faith based to join in on the global campaign by sharing their vision of a world in 2030 which would be inclusive of persons with disabilities.

Share suggestions on: enable@un.org
Follow on UNEnable on Facebook and
Twitter hashtag Evison2030 (join the global conversation)

- 11 -



Ke a leboga



3.7.2. Report by Tunda Omondi



In the beginning of the presentation the instructor went through the layout and objectives of the session.

Objectives of the session

At the end of the session delegates would have a portfolio of partner organizations in order to appreciate their effort in realizing the SDGs and brainstorm ideas that would enhance quality service delivery.

To learn and share strategies of implementation by partner organization so as to improve where necessary.

The lay out of the session

Part 1: Introduction of SDG – Quick dial game

Part 2: Discussion – Team work

Part 3: Benchmark and networking – Gallery view corner

Part 4: Evaluation – Feel good move

Part 5: Information worth sharing

Participatory approach method used

The table below gives an in-depth explanation of each section as well as the delegate feedback regarding the topic.

Part	Approach used	Explanation	Feedback
1. Introduction of SDGs	Quick dial game Team work (Colour code - Red, Blue & Green)	Delegates get to introduce the SDGs in fun way. This is a game where delegates get to compete in teams, each correct answer is awarded 5 marks. There is the organization team that were judges and time keeping. Googling to find answers was forbidden. First delegates select their favourite colour, individuals with similar colours create a team. The instructor reads out the questions and teams are given 30 minutes discuss the answer as a team. The first team to raise a yellow board get to answer, if answer is correct then they get the 5 points, if not the second team answers and so on. At the end of the question and answer session the judges discuss and compile to get the team with the high points. Then the winner is announced. After the winner was announced 3 slides answering the questions was shared, for clarity.	The delegates got to discuss the SDGs as a team in a simplified, fun and competitive way. This active learning method enabled delegates to gag their knowledge as in how much they knew about SDG

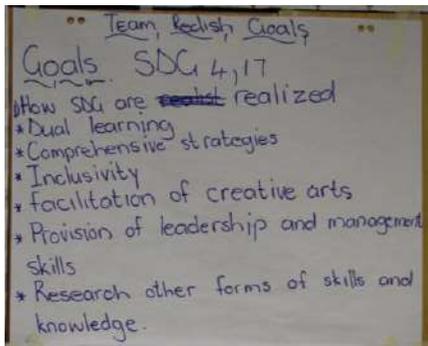
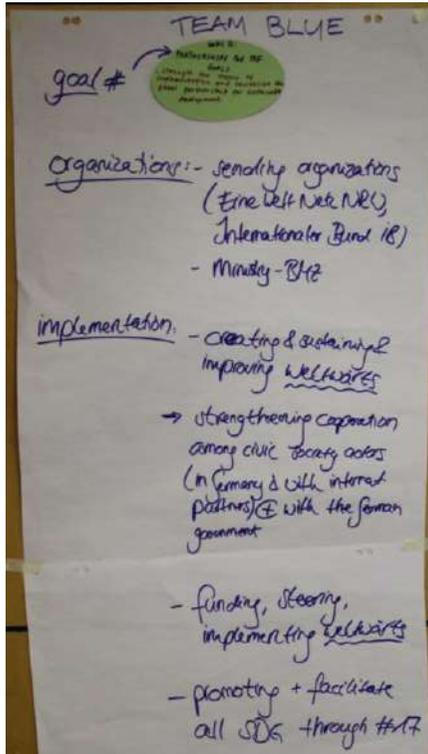
2. Discussion	Team work	<p>Delegates broke away into different spaces, while in their colour teams of 18 were they had to select team leader, note taker/ presenter.</p> <p>The leader then guided delegates to identify at least 2 SDGs that are realized in their organization. Delegates were then grouped according to the common SDGs realized per organization, these teams then had to discuss and share how their individual organization realized the SDGs.</p> <p>Each small group then came to share with the team. After each person shared with their respective colour team.</p> <p>The colour team had to select one flip chart to present to the larger group in the main conference room.</p> <p>All flip charts were then placed on the gallery view corner.</p>	<p>Placing delegates into smaller groups enabled them to discuss in-depth and get to get informed on how other partner organization are realizing the SDGS.</p> <p>During the discussion some delegates indicated that they appreciated the interaction in small groups as it enabled them to learn how SDGS are implemented in various partner organization.</p>
3. Benchmark and networking	Gallery view corner	<p>This was an opportunity for delegates to learn from each other and improve on the realization of SDGs in their programming</p> <p>Delegates viewed the various ways in which partner organization implemented the SDGs.</p>	<p>Some delegates stated that the SDGs have always been difficult to simplify in order to include them in their programming, but now the information gained will enable help to educate staff and beneficiaries.</p>
4. Evaluation	<p>Brain jogging</p> <p>Feel good move</p>	<p>Brain jogging activity was used as an ice breaker to get the delegates prepared for the next step of part 4 which was evaluation.</p> <p>The instructor read out the scenario and delegates were given a second to think of their rescue plan.</p> <p>Delegates were given sticky note pads, to THINK of one organization he/she liked how they implement the SDGS, write down how they realized which goal.</p>	<p>Two delegates gave the correct answer.</p> <p>Other delegates stated that they learnt from others how to apply SDGs their programming</p>

		Then delegate then comes to the front to acknowledge such the organization, by saying 'Congratulations organization for realizing goal. Keep up the good job. A take home reflection was for delegate to think of how the will use the gained information.	
5. Information worth sharing	Slide information displayed with	Shared information of where to find SDGs, the UN TeachSDG kit for all aged and lastly the upcoming UN2030 Campaign that speaks to including all persons of disability.	

Recommendation

1. To include a slide guiding partner organization on how to include SDGs in their programming for those organization who have not implemented.

Outcomes of the discussions



TEAM BLUE

Goal:

Strengthen the means of implementation and revitalize the global partnership for sustainable development.

Organizations:

- sending organizations (Eine Welt Netz NRW, International Bund IB)
- Ministry BMZ

Implementation:

Creating & sustaining & improving weltwärts

- Strengthening cooperation among civil society actors (in Germany and with international partners) + the German government
- Funding, steering, implementing weltwärts
- Promoting and facilitate all SDG through #17

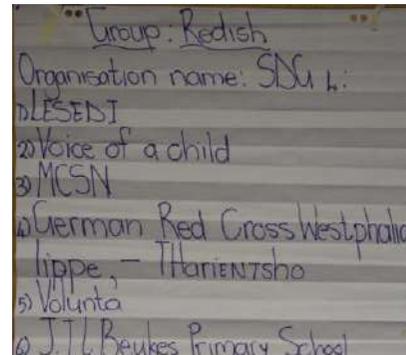
Group Redish

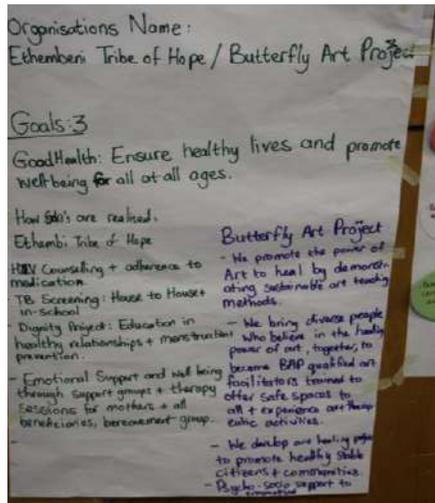
Organization name: SDG 4

1. LESEDI
2. Voice of a child
3. MCSN
4. German Red Cross Westphalia lippe - Tharientsho
5. Voluntà
6. J.T.I. Beukes Primary School

How SDG are realized:

- Dual learning
- Comprehensive strategies
- Inclusivity
- Facilitation of creative arts
- Provision of leadership and management skills
- Research other forms of skills and knowledge





Organizations Name:

Ethembeni Tribe of Hope/ Butterfly Art Project

Goal 3:

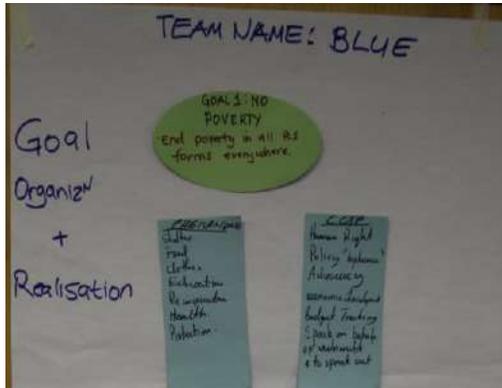
Good health: Ensure healthy lives and promote wellbeing for all at all ages.

How do's are realised: Ethembeni Tribe of Hope

- HIV counselling & adherence to medication
- TB screening: House-to-house & in school
- Dignity Project: Education in healthy relationships & menstruation & prevention
- Emotional support and wellbeing through support groups & therapy sessions for mothers & all beneficiaries, bereavement groups

Butterfly Art Project:

- We promote the power of art to heal by demonstrating sustainable art teaching methods.
- We bring diverse people who believe in the healing power of art together, to become BAP qualified art facilitators trained to offer safe spaces to all & experiences to art therapeutic activities.
- We develop art-healing projects to promote healthy stable citizens & communities.
- Psycho-socio support to traumatised



TEAM NAME: BLUE

Goal 1: Poverty

→ End poverty in all its form everywhere.

Realisation:

- Shelter
- Food
- Clothes
- Education
- Health
- Protection
- Human Right
- Policy "Influence"
- Advocacy
- Economic development
- Budget tracking



Equitable:

- Offer bursaries

Quality Education:

- Qualified educators
- Continuous assessments

Life long learning:

- Life long assessment for all

TEAM NAME: BLUE

Goal 4: Quality Education

→ Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.

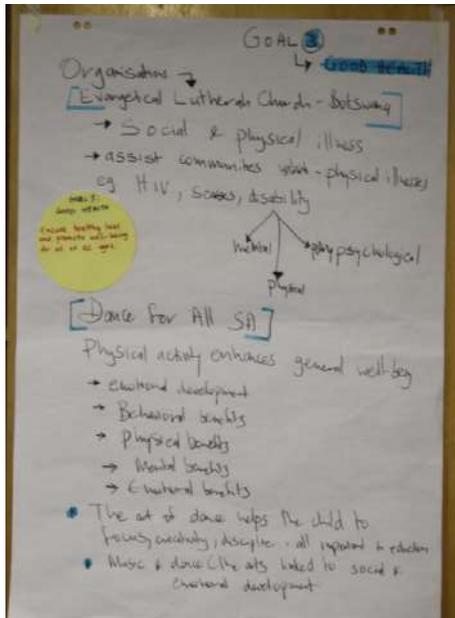
Organizations:

- OCH
- Drama for Life (WITS)
- Imbeleko Foundation
- Rescope
- Bulamo
- Makgatho

How realized:

Inclusive

- Race quotas – not biased to one race
- "SA: White Paper 6" Inclusion for all
- Disable learners
- Premises that are conducive to disable persons
- Accommodate learners from other countries
- Mix gender teacher at primary schools



Goal 3: Good Health

Evangelical Lutheran Church – Botswana

- ➔ Social and physical illness
- ➔ Assist communities – physical illnesses (eg. HIV, disability)

Dance for all SA.

- ➔ Physical activity enhance general well-being
 - Emotional development
 - Behaviour benefits
 - Physical benefits
 - Mental benefits
 - Emotional benefits
- ➔ The art of dance helps the child to focus, creativity, discipline → all important in education
- ➔ Music and dance (the arts linked to social and emotional development)

3.8. Open Space and Remaining topics



3.8.1. General Report Open Space Session

The Open Space Sessions took part on Thursday, 10th of October 2019, from 14:15-15:45 and 16:15-17:45. Earlier that day, the delegates were invite to write their workshop proposals on two flipcharts put up on the walls of the conference room. For both time slots, three to four proposals were make, which was exactly what the organisation team was hoping for.

During the first Open Space slot, Kiki Sanne offered a workshop on rhythm and emergency pedagogy, Carl Valentin Edert and Michel Goike offered a talk on “the mind-set of an 18-year-old German volunteer” and Cäcilie Raiser offered to provide further information on the program steering committee and the influence partner organisations and networks can have on it. The delegates decided that they would like to have the opportunity to rotate between the different offers so that some of them attended two or three sessions.

Mrs. Sanne introduced the delegates (ca. 10-15 people in the beginning) to adventure education methods by letting them try a variety of activities. Mr. Edert and Mr. Goike formed a circle of chairs with ca. 20 delegates. They talked about their own experiences as weltwärts volunteers in Mozambique and India: what surprised them, the rules and values they struggled with and the influence of

the “German culture” clashing with the culture of the host community. There was a very vivid discussion. Ms. Raiser and a small group of people (5-10) discussed the participation of partner organisations and partner networks in the steering committee and the possibility of having a seat in that committee.

The second Open Space slot included four topics: the first was the workshop on Child Protection Policy by Svenja Bloom, the second was about experiences with the South-North-component offered by different delegates together, the third was about the choice of host families by Zwielihle.

In general, the delegates felt content about the Open Space. They liked having the opportunity to take up again the topics they could not fully cover during the days before, such as the South-North-component, and to talk about what they felt was completely missing in the conference plan (e.g. the exchange with former volunteers). However, some delegates seemed to have misunderstood the term “Open Space”, meaning they thought it was facultative to attend. Also, there was the feedback that the organisation team should have given more structure and plan the topics ahead because the concept of an Open Space as a space for spontaneous inputs by the participants is not common in Botswana. At the next conference, a compromise between the demand for a spontaneous Open Space and the need of a good structure should be taken into consideration.

Inside the mind of an 18 years old German volunteer in pictures



3.8.2. Report: Inside the mind of an 18 years old German volunteer

Instructor: Carl Valentin Edert and Michel Goike

The aim of the open session seminar “Inside the mind of an 18 years old German volunteer” was to give our southern partners a better understanding of their volunteers and how to solve and avoid problems with their German volunteers.

Starting with an open discussion upon how African countries often are displayed in Europe, with the western media often showing a one-sided picture of war and poverty. And on the other side, how Europe is presented in most African countries, by the media and the Europeans that visits. That Weltwärts volunteers come mostly from the academic middle and upper-class. And that most tourists from Germany are more likely open minded and wealthy.

We concluded that both continents have a rather one-sided image of the other continent.

Continuing with country differences, we discussed that most young German volunteers have never washed their clothes without a washing machine before, as well as they are not used to wash themselves with a bucket of water instead of a shower.

And that they need to be shown, how to use a toilet when there is no toilet paper.

Coming to culture differences, they need to know about dress codes that are necessary in some occasions, as well as the manners during meals etc.

Following with the acceptance of drinking and smoking in the German society, and how it is different seen elsewhere.

That it must be clear to the volunteers how their behaviour affects their host organization and the community they are living in, especially when it comes to drinking, smoking and dating.

Concluding that their need to be more dialog between the volunteers and their host organization. That the volunteers often ignore

rules when they don't know the cause, but after learning the case of the rule following them very well.



3.8.3. Report: Discussion about participation of PO/ partner networks on steering programmes issues & a seat in the programme steering committee

After an hours discussion which began with a presentation of the German Mapping Structure on Exchanges.

A few points of feedback from participants came strongly.

1. The members would like the PSC to consider a seat for the networks in the committee
2. Appreciation of continued sharing about the work the PSC does
3. The Quality standard for the south North and more about how will having a seat at the PSC work will be discussed with member organisation at the SAwN AGM meeting in November 2019 to get their contribution and share with you.
4. The participants also believe the seat at the PSC is an opportunity to propose new Ideas
5. We would like to get the feedback from German volunteers coming from the south and believe this is only one sided and not fair for us.
6. We will continue to use the available options to us for communicating with the PSC.

3.8.4. Report: Workshop on rhythm and emergency pedagogy

Instructor: Kiki Sanne

This mini-workshop was aimed to introduce a pedagogical method that can help to alleviate effects of stressful or traumatic events for volunteers, children in care, teachers and team-members. During 10 minutes of practical circle work and 5 minutes of theory the 6 participants got a very brief idea how and why this tool is relevant for the environment the volunteers work in in.

One of the elements is "circle work": rhythmical games, as well as movement, singing, verses and playful contact loosen parts of a person that are in 'cramp' or contraction due to a stressful event on a neuro-physiological, vital and psychosocial level. Done regularly over a period of time and

combined with more activities such as art, this work can help to avoid more severe effects of stress and creates strong social bonds.



Participants had smiles on their faces within minutes and came to understand the key-points of the theory behind it.



3.9. Child Protection Policy

Instructor: Svenja Bloom

3.9.1. Presentation Child Protection Policy Workshop

Is this acceptable to you?

- Go through the situations and rank them from 1 to 5
- Form groups of four and discuss (10-15 minutes)
 - How do your opinions differ?
 - Which other opinions surprise you?
 - Which situations resemble situations you face at work? (if any)

What do we take from this?

w

- We all have different values, norms and perceptions, even within one country/ culture/ organisation. (and that's fine!)
- We need to set up rules and regulations, esp. regarding children/ youth.
- These rules are also an important guideline for our volunteers.



An organisation needs to know

- where, when and how your organisation affects children
- what policies and procedures are needed
- who is the appropriate designated child safeguarding person/s
- what safeguarding induction and training is needed
- its code of conduct



Abuse may still take place from within your organisation. At that point, it is how your organisation responds that is crucial for the child and for the organisation.



General principles

- All children have equal rights to protection from harm.
- Everybody has a responsibility to support the protection of children.
- Organisations have a duty of care to children with whom they work
- If organisations work with partners they have a responsibility to help partners meet the minimum requirements on protection.

All actions on child safeguarding are taken in the best interests of the child, which are paramount.



Keeping
Children
Safe

Advantages of implementing child safeguarding standards

- Children are protected
- Organisation staff and associates are protected
- The organisation and its reputation is protected



Keeping
Children
Safe

Policy



- The policy reflects the rights of children to protection from abuse and exploitation as outlined in the United Nations Convention of the Rights of the Child (UNCRC)
- The policy is approved by the organisation's management body and applies to all the organisation's staff and associates



Policy



- The policy is publicised in an appropriate manner, promoted and distributed widely
- Managers have specific responsibility for setting and overseeing the implementation of the policy



Do's and don'ts

- **Do** use other organisations' child safeguarding policies to inform yours,
 - **Don't** just replicate it!
- **Do** work with a group of relevant staff to develop and disseminate the policy
- **Do** make a child friendly version for children you work with
- **Don't** develop a policy document that just sits in the office



Further information:

www.keepingchildrensafe.org.uk

- Online self-audit
- Free download of child safeguarding tools and guidance
- Examples of child protection policies



"Thinking hats"

- 6 different positions:
 - White: analytical, fact-oriented
 - Red: emotional, feelings-oriented
 - Green: creative
 - Black: negative, pessimistic
 - Yellow: positive, optimistic
 - Blue: overseeing, controlling

Eine Welt Netz  NRW

"Thinking hats"

- 6 different positions:
 - White: analytical, fact-oriented
 - Red: emotional, feelings-oriented
 - Green: creative
 - Black: negative, pessimistic
 - Yellow: positive, optimistic
 - Blue: overseeing, controlling
- Question 1: Do we need to a CPP? Why?
- Question 2: How do we use our CPP on a day-to-day basis? How do we train our volunteers on that?

Eine Welt Netz  NRW

3.9.2. Report Child Protection Policy Workshop

The Child Protection Policy Workshop was planned for Tuesday, 8th of October 2019, from 16:30-18:00. Unfortunately, it had to be cancelled due to the big interest in prolonging the session on SAwN, so that the organisation team transferred it to the Open Space. Therefore, it took place on Thursday, 10th of October 2019, from 16:15-17:45, planned and instructed by Svenja Bloom. 15 delegates attended.

The workshop structure was as follows:

As an introduction to the topic, the delegates received a worksheet with 20 descriptions of critical situations involving children and youth, such as “A 15-year-old girl is willing to have sex with her 16-year-old boyfriend.” or “A father kisses his 13-year-old daughter on the mouth to wish her a good night.”. The task was to rate these situations from 1-5 (1 being “totally acceptable to me” and 5 being “totally unacceptable to me”). After ranking privately, they formed groups of four and discussed their answers for 10-15 minutes. Then, the workshop instructor asked them to come back to the plenum and let the others know what they took from these discussions. All said that it was a very interesting discussion and that they had very different ideas of what was acceptable. The latter served as a bridge to explain why a written CPP is so important:

Morals and norms differ a lot even within one country and organisation. To protect children and employees, clear rules are a must.

The workshop instructor built up on this with a small presentation based on the information of the British “Keeping Children Safe” NGO. She briefly explained the basics of CPP and how to (easily) find more information and material on this.

To further deconstruct barriers in establishing a working CPP, the “thinking hats” method was used. The delegates were split into two groups and each person took on one of the six “thinking hats”. Then they discussed three questions: (Why) Do we need a CPP? How do we use it on a day-to-day basis? How do we train our volunteers on the CPP? The discussions were vivid, and the delegates had a lot of fun, especially because of the black pessimistic “thinking hat”. They all concluded that they need to establish a CPP in their fictional organisation.

The feedback for this workshop was very good. Many participants reached out to the workshop instructor afterwards saying they gained a lot of new thoughts. They said that the “is this acceptable to you” method gave them a strong inside into each other’s’ values while also deconstructing what they considered “normal”. Therefore, they understood the importance of a CPP more clearly. Further, they were also very happy with the different methods used and will use them for their own work, too.

The Child Protection Policy Workshop in pictures



3.10. Report: Implementation of the South-North-Component

Participants from Namibia, South Africa and Botswana

The following steps of the implementation were discussed:

1. Selection of South-North-Volunteers

- Selection is done by the Sending Organisation in the Global South
- We are looking for age, maturity, additional experience e.g. such as gap year or volunteer experience is appreciated
- The number of volunteers to be send must be agreed in due time
- Willingness to learn German before leaving the home country
- Volunteers are nominated in due time
- Preparation of volunteer profile is supported by the Sending organisation in the Global South

2. Preparation of South-North-Volunteers

- Preparation is done by the Sending Organisation in the Global South
- Volunteers are participating in German language course e.g. at Goethe Institute or other language schools, etc.
- We make use of German North-South-Volunteers by binding them to the South-North-Volunteers several months before leaving to Germany
- This provides further cultural exchange (for both parts) and supports communication skills.
- Introduction of the relevant placements and partner competencies.
- Involvement of former volunteers whenever possible or e.g. via skype with current volunteers in Germany

3. Visa process for South-North-Volunteers

- Visa process is foreseen as a common task and is therefore supported by Sending Organisation and their

German partner as Receiving Organisation.

- The openness and continuously support from the German Embassy/Consulate is needed
- Permanent contact between the partners is needed to meet the agreed timelines.
- Having designated contact persons on both sides contributes to a smooth process.

4. Matching of South-North-Volunteers

- Matching of the volunteers to the right placement we see as a common task as well.
- The effort we put in the creation of the individual volunteer profiles helps a lot to identify the best suitable placements.
- The German partner provides all relevant information to manage unrealistic expectations.
- After the matching process the contact between the host family in Germany and the individual volunteers will be established.

5. Accompanying South-North-Volunteers

- While the South-North-Volunteers do their FVS (Federal voluntary Service) in Germany the German Partner guarantees a qualified mentoring.
- The sending organisation from the Global South keeps regular contact with our German colleagues.
- The sending organisation from the Global South remains available for our volunteers and provide guidance if needed; however the partners are convinced that challenges should be solved at the place they occur.
- An open-minded and trustful relationship between the partners is the success of this programme.

General remarks:

Many partner organisation in the global South are interested in getting involved in the South-North-Component.

We discussed various questions especially regarded the implementation of the programme.

Currently there are no common quality standards in place, so we could see that especially the preparation of volunteers differs pretty much.

3.11. Report: Host families of the volunteers

Instructor: Zwelihle Sokhela

Aims: Sharing ideas about "Home stays" hosting families for volunteers.

Methods that were shared.

Getting host families involved in the induction of volunteers, have training for host families so that there is consistency on the quality of host and people clear on the expectations. Pair volunteers with staff members so that they can join first meals with families, the idea here is to make the family host became part of the organization's family. Standards of the organization and host families or DNA can be shared value on result. Contracts between host families and organizations are key to facilitate the process.

5 people attended the session and at the end of the session I shared some of the resources that will help with moving forward in putting in place the process that was shared.



3.12. Report: Experiences of the process of sending volunteers to Germany from Mozambique

Instructor: Harriet Phiri

I wanted to know from Mozambique how they managed to send volunteers to Germany and I raised a question to them because in their presentation they said they are sending volunteers to Germany.

But unfortunately Ms Helia Chamvele in her reply said that them as an organization they have not started yet but those who went to Germany went through the mentors and embassy. She said that the volunteers from Mozambique do apply and they have 3 days seminar before going to German. For her as a Director of her organization said they have not yet started sending.

I raised this question because I wanted to know the process of sending from Africa to Germany.

3.13. Culture Night

Moderator: Tunda Omondi

Theme: Travel the world in 2hours

The delegates were advised in the preparation period of the conference to prepare an activity that would represent the culture of their specific country.

The objective of the night was to show case different cultures per country in Southern Africa, this was done through song, dance and attires.

Before lunch a signup sheet was placed on the wall for delegates to register so that a program for the evening can be drafted. This was done and 7 countries prepared song and dance and other countries supported the objective by dressing up in their respective cultural attires.



COUNTRY	ACTIVITY	DURATION
malawi	Song	3 min
Botswana	Song (s) (guitar)	5 min
ZAMBIA	Song, Dance	10 min
Namibia	Song & Dance	5 min
MOZAMBIQUE	DANCE	10 min

Program

19:00 – 20:00 – Dinner Setswana cuisine and role play of the Kgotla (*Setswana traditional gathering place*) setting and how a wedding is conducted

20:00 – 20:10 – Song by German

20:10 – 20:20 – Song by Malawi

20:20 – 20:30 – Song and dance by Zambia

20:30 – 20:45 – Song, guitar and dance by Botswana

20:45 – 20: 50 – Song and dance by Namibia

20:50 – 20: 55 – Dance by Mozambique

20:55 – 21:00 – Group dance by South Africa

All delegates got to enjoy the various cultures by participating in the singing and dancing as each country presented. At the end of all the performance delegates voted by show of hands

for Mozambique as the winners of the Culture Night during Gaborone Weltwärts Partner Conference 2019.

3.14. Official conclusion

After all the feedback was done participants were given another participant's certificate to award to them. The awarding participant got the chance to give say positive words to the awardee and that brought the ending to a positive note.

The participants were then bid farewell by one of the moderators who also declared the conference officially closed.



4. Imprint

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