



PartnerConference 2019

For India and the Asian Region

February 19th-22nd in Nagpur, India

On behalf of the German Federal Ministry for Economic Cooperation and Development (BMZ), the Deutsch-Indische Zusammenarbeit (DIZ), together with its anchor partner, the Ecumenical Sangam, Nagpur, and IB, volunta, and bezev had the privilege of hosting the fourth Partner Conference in India.



With funding from the



Federal Ministry
for Economic Cooperation
and Development

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Partner Conference 2019

Nagpur, India



weltwärts Partner Conference Documentation, Nagpur, India: February 19-22 2019



Conference Documentation

Nagpur, India
February 19th to 22nd, 2019



Partner Conference 2019
For India and the Asian Region
February 19th – 22nd, 2019

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1. Introduction and Background

1.1. Welcome Address of the weltwärts Programme Steering Committee at the Partner Conference for Asia in Nagpur/India, 19th February 2019

Dear employees of the partner organisations and sending organisations/(German weltwärts organisations),

We are delighted to welcome to you on behalf of the weltwärts Programme Steering Committee to this partner conference to be held in India.

My name is Annette Chammas, head of division „Civic engagement, weltwärts, Engagement Global” at the Federal Ministry for Economic Cooperation and Development.

And my name is Barbara Kerime, representing the association of catholic exchange organizations in the programme steering committee.

And my name is Jan Wenzel, managing director of ventao – association of exchange organizations in the field of development from Berlin. Barbara Kerime and me we are representatives of the civil society part of the programme steering committee.

The past year we have celebrated a special year: the 10th anniversary of the weltwärts programme - an achievement made possible by the good working relationship between all stakeholders in the partner countries and in Germany. The theme for the anniversary event was “weltwärts changes”. In fact, it changes not only the volunteers but all of the programme’s stakeholders and people linked to the programme. We are all learners. The great potential offered by weltwärts lies in the collaborative effort to promote development volunteering worldwide. And, working together, we have managed to live up to that potential over the past ten years. We would like to thank you, too, for the part you have played in this achievement. With ten years now passed, we need to continue looking out

into the world, “worldwards”, to cite the German name of the programme, and engaging in dialogue in order to tackle future issues together.

Over the next few days, we are looking forward to discussing current developments on the weltwärts programme with you. We will be seeking to answer your questions but also, and above all, to take your comments and ideas concerning the weltwärts programme back to the Programme Steering Committee. There have already been 32 conferences like this one since 2012 - all over the world. This is the 8th conference in Asia, and the 6th in India, continuing the dialogue that past conferences have initiated. We would like to thank Deutsch-Indische Zusammenarbeit e. V. and their partners Ecumenical Sangam und Dream School Foundation, as well as bezev, DRK in Hessen Volunta and Internationaler Bund for all the effort they have put in to organising this conference, which will make that dialogue possible.

In the course of this conference we will be able to share our thoughts with each other about the weltwärts programme and to general issues concerning international volunteer services and engagement in society. Your feedback provides important input for the continuing development of the programme.

Besides enabling you to discuss issues with us, the representatives of the programme steering level, you can also put forward topics of your own, share experiences in your day-to-day work with the volunteers, set up joint projects, establish contacts and take away fresh ideas for your work.

So, what are topics that we want to report to you on and discuss with you in the next couple of days?

In 2018, a comprehensive study of the weltwärts programme was published. Conducted by the German Institute for Development Evaluation (DEval), it looked at the **effects the programme has had in Germany**. One of the recommendations of the study was to define the development profile of the weltwärts programme within the framework of the Sustainable Development Goals (SDG). How can a development volunteer service be shaped in the SDG era? What effects do you, as representatives of partner organisations and places of assignment, notice around you as a result of weltwärts? What development aspects do you see in the implementation of the service on the ground? How would you say your work fits in with the SDGs? How significant is the principle of partnership in this work?

In addition to considering *your* work with volunteers from *Germany*, we would also like to look at the volunteers you send to Germany. Demand for the **South-North component** launched in 2013 is considerable and constantly growing. At the outset, we started with 150 places of assignment in 2013/2014. Currently, there are around 660 volunteers on assignment in Germany, 122 of them from India. There are also participants from Indonesia, China, the Philippines, Vietnam, Cambodia and Thailand. This, too, has been achieved through the very good working relationship with all stakeholders. In the last two years, after the evaluation of the South-North component, several stakeholders took part in a participatory process, based on an evaluation, to exchange views and ideas about the continued development of the South-North component. We would like to give you an update on this process and the resulting developments.

On behalf of the weltwärts Programme Steering Committee, we would like to thank you for travelling so far to attend this partner conference. Thank you for your commitment, motivation and input.

We are looking forward to engaging in a dialogue with you, and we wish everyone enriching conversations, productive workshops and interesting ideas to take home.

Once again, we would like to express our particular gratitude to Deutsch-Indische Zusammenarbeit and their partners Ecumenical Sangam und Dream School Foundation, as well as bezev, DRK in Hessen Volunta and Internationaler Bund for organising this conference.



Jan Wenzel, Annette Chammas and Barbara Kerime represented the Programme Steering Committee.

1.2. Foreword by the Organisers



Dear Friends from Asia and Germany,

I am happy to present to you the documentation of the 4th *weltwärts*-Partner Conference held in Nagpur, India, from 19th to 22nd February 2019.

We, the Indo-German Cooperation (Deutsch-Indische Zusammenarbeit), were very grateful for having the opportunity once again of hosting – together with our Indian Anchor Partner, the Ecumenical Sangam, – the Partner Conference for a fourth time after 2012, 2014 and 2017. This Conference focused on the Sustainable Development Goals (SDGs), on networking in the region and amongst the regions and of course on the views, wishes and thoughts of the Partners from Asia. Therefore, this documentation contains your feedback to the various topics that were discussed during the Partner Conference and which is of great interest for the *weltwärts* programme, especially for the BMZ, the *weltwärts* Coordination Office and the Programme Steering Committee (PSC). Your feedback - together with the ones received from other Partner Conferences around the world - helps in better considering your views and ideas about the *weltwärts* programme. The Conference concluded with a strong input giving recommendations to the bodies shaping the *weltwärts* programme like the PSC and the Interest Associations and provided take-aways for the participants of the Conference. Furthermore, during the Conference your high degree of involvement and enthusiasm in executing the *weltwärts* programme was clearly visible. The South-North Component of the *weltwärts* programme was highlighted



and showed how an exchange in both ways between Germany and the countries of the Global South is being fostered. The Conference has also been an excellent platform of learning and sharing. It ultimately led to the consolidation of the *weltwärts* India Network (WIN) which is still in a fledgling stage. The Conference enabled also a South-South Exchange with a representative from the South African *weltwärts* Network (SAwN) which also shows a connectedness beyond continents for the same cause.

A great thank you to our cooperating Partners from Volunta, bezev, IB, the Dream School Foundation and the Ecumenical Sangam with whom working was fruitful. We are also grateful to the BMZ and the Programme Steering Committee for having entrusted us with the realisation of this Conference and, last but not least, the *weltwärts* Coordination Office for all its support.

Wishing you all a fruitful New Year, also in successfully executing the *weltwärts* volunteer programme, be it in the North-South or South-North direction, I remain sincerely,

Dr. Jona Aravind Dohrmann
(President DIZ and Convenor of the *weltwärts*-Partner Conference 2019)



Dear participants of the weltwärts Partner Conference,

The Ecumenical Sangam is very grateful that all of you honored us with your presence during the weltwärts Partner Conference 2019. It was a pleasure and very enriching for us meeting you, coming from all different countries in Asia as well as from South Africa and Germany.

After having successfully hosted three weltwärts Partner Conferences in 2012, 2014 and 2017, all of which were highly motivating, the Sangam was once again given the honour of hosting the fourth Partner Conference by the German Ministry for Economic Cooperation and Development (BMZ), the weltwärts coordination office and our German partner Deutsch-Indische Zusammenarbeit e. V.. It was a privilege to be able to share views, opinions and perceptions about the various outcomes of what the weltwärts Programme has offered the Sangam since its inception in 2008.

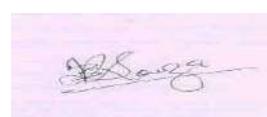
This Conference gave an opportunity to all the Partner Organizations involved to discuss and deliberate upon issues that are of relevance to their organizational structure and thus bring about an overall increase in the level of the developmental work in society and contribute in the further growth of the weltwärts Volunteer Programme. The

Conference gave important insights into the expectations and the views of the Partner Organizations, focused on the Sustainable Development Goals, and helped us network amongst each other.



The Market enabled all Partner Organizations to display the various work or the various activities being conducted by them, through the products prepared by them and through charts, drawings and pictures. The cultural night not only involved songs, dance and music by the host partners, but also by the participants from all the countries and were highly entertaining and depicted the rich cultural heritage of the different parts of the world.

We from the Ecumenical Sangam look forward to meeting you all again!



Karen D'Souza
(CFO)
Ecumenical Sangam,
Nagpur



Dear participants of the partner conference,
I am very pleased to meet you all here in Nagpur.

These days promise an interesting exchange about the view of the diverse partner organisations of India, Cambodia, Laos, Vietnam, Indonesia, the Philippines, East Timor, Thailand and South Africa on the *weltwärts* programme.

Bezev (Disability and Development Cooperation), as a human rights-based and *weltwärts* sending organization, promotes inclusion and diversity within the *weltwärts* programme and especially the inclusion of volunteers with disability since 2011. Bezev furthermore has been appointed as “Centre of Excellence for the Inclusion of Volunteers with Impairment/Disability” by the *weltwärts* programme since 2015.

The “UN Convention on the Rights of Persons with Disabilities” from 2006 declares social participation of persons with an impairment/disability in all areas of life as a human right. In line with the UN Convention, international voluntary services have to enable groups of active people as broad as possible in order to encourage an examination of developmental issues and to support their involvement in development cooperation. Also, the Sustainable Development Goals (SDGs) which form a framework for all of us,

claim to “leave no one behind” and give instructions how to include everyone, especially vulnerable groups, in our work.

The conference bears a chance to share ideas and discuss on the following questions: How can *weltwärts* include those young persons that are excluded so far? What do inclusion and inclusive voluntary services mean to all of us?

One thing is sure: An inclusive voluntary programme will not work without your approval and your know-how as partner organisations. That is why I am looking forward to getting to know your ideas and needs especially towards inclusion and diversity.

Yours sincerely
Jelena Auracher

Project Manager “Inclusive Voluntary Programme”





Dear participants of the weltwärts partner conference in Nagpur,

For me as a representative of the German NGO Internationaler Bund it was the first time to participate in a weltwärts partner conference organized by the Indo-German Cooperation (DIZ) and the Ecumenical Sangam together with bezev e.V., Volunta, and IB.

It was my great pleasure meeting so many competent and nice persons from eight countries in Asia participating in the weltwärts programme. There were really committed discussions, beneficiary presentations, meetings and evenings which made us friends and further enhanced the collaboration between partners.

We are happy to present you the official documentation of the fourth weltwärts partner conference in Nagpur in February 2019. This documentation gives us an

overview of all contents, presentations and discussions of the Nagpur partner conference. This partner conference is an important tool for exchanging our experiences, for networking and for a direct feedback to the ministry and the programme steering committee. The output and results will develop this joint venture named weltwärts.

The instrument of partner conferences will be pursued and I am looking forward to meeting you again at one of the next weltwärts partner conferences.

With best wishes for all of you.

Kind regards

Bernhard Marien

Coordination IB Volunteers' Abroad
Programmes





Dear Friends from India, the Philippines, Cambodia, Laos, Thailand, East Timor and South Africa,
dear Partners and associates of the weltwärts programme,

in the name of the German Red Cross in Hesse Volunta (GRC Volunta) in cooperation with the Indo-German Cooperation (Deutsch-Indische Zusammenarbeit), its Indian Partners Ecumenical Sangam and Centre for Sustainable Development, as well as Behinderung und Entwicklungszusammenarbeit (bezev) and IB VAP Kassel, it is my pleasure to present you the official documentation of the fourth weltwärts partner conference held in Nagpur, India, in February 2019. With this documentation we want to give you an in-depth view of the contents of the conference.

The four days of the conference served as a unique platform for networking and intense exchange of experience amongst the weltwärts partner organizations and for discussing the latest developments of the programme and selected, informative topics relevant and related to the weltwärts service.

Since its implementation in the year 2008, the weltwärts programme has been a success story in terms of promoting informal learning and education in a context of global development, i.e. enhancing intercultural understanding and helping to increase awareness and acceptance on how development issues impact the global future. Conferences like these are particularly relevant to the programme and its development, since they offer a unique opportunity for an open dialogue between the Programme Steering Committee and the partner organizations.

I wholeheartedly like to thank specifically the participants of the conference, who came to the conference from all over India, Asia and even South Africa in order to share their expertise, opinions, experience, ideas and perspectives on the programme with us and the Programme Steering Committee. It was an honor for me to meet, interact and work with all of you. Thank you!

With best regards



Jacqueline Schnicke
Educational Consultant Asia

1.3. Programme of the weltwärts Partner Conference 2019

Day 1: Tuesday, 19th February 2019

Time	Programme
10.00 a.m.	<p>Welcome and Opening Ceremony</p> <ul style="list-style-type: none"> ➤ Welcoming address by the inviting organisations and the local host <i>Jona Dohrmann (DIZ), Karen D'Souza (Sangam)</i> ➤ Lighting of the Lamp ➤ Welcoming address by the representatives of the Programme Steering Committee (PSC) <i>Annette Chammas (BMZ); Jan Wenzel and Barbara Kerime (PSC)</i>
	<p>Introduction and Expectations of the Participants of the Conference Moderation: <i>Maitreyee Kumar, Christoph Gille</i></p>
	<p>Latest Developments in the weltwärts Programme</p> <ul style="list-style-type: none"> ➤ Presentation <i>Marvin Schmelzer-Pauschinger (Kww)</i> ➤ plenary discussion
1.00 p.m.	Lunch
2.30 p.m.	<p>Inauguration Market Place</p> <ul style="list-style-type: none"> ➤ Presentations of the NGOs and their activities and products
3.30 p.m.	<p>Sustainable Development Goals and their connection to weltwärts</p> <ul style="list-style-type: none"> ➤ Introduction to the sustainable development goals (SDGs): <i>Jona Dohrmann (DIZ)</i> ➤ Workshop phase in small groups
5.30 p.m.	<p>Presentation of the Results from the Workshops Wrapping up the day</p>
7.30 p.m.	Dinner in Rainbow

Day 2: Wednesday, 20th February 2019

Time	Programme
9.30 a.m.	Summary of the previous day
9.40 a.m.	Volunteers as focal point of weltwärts: Challenges and Recommendations <ul style="list-style-type: none"> ➤ Plenary Introduction ➤ Workshop phase in small groups Chai during the session
12.00 a.m.	Presentation of Results <ul style="list-style-type: none"> ➤ Plenary discussion
1.00 p.m.	Lunch
2.00 p.m.	The South-North Component <ul style="list-style-type: none"> ➤ Introduction to the Basics of the programme: <i>Sybille Franck (DIZ) and Maitreyee Kumar (DSF)</i> ➤ Expert discussion: <i>Saanika Amembal, Mukut Bodra, Alexander Nitschke, Kirsten Sames, N.N.</i> ➤ Plenary discussion
3.15 p.m.	Wrapping up the day <ul style="list-style-type: none"> ➤ Technical information on field visits
3.30 p. m.	Chai
3.30 p.m.	Field Visits to different Projects <ul style="list-style-type: none"> ➤ IIYW: eco-friendly Lonara campus ➤ ESN: CLATS project ➤ ESN: Slum work
7.00 p.m.	Dinner „Under the Moon“ Departure from the Rainbow/the hotel at 7.00 p.m.

Day 3: Thursday, 21st February 2019

Time	Programme
9.30 a.m.	Summary of the previous day
9.40 a. m.	Visa and Security (Robinson Doss, country contact person India, et al.)
10.30 a. m.	Participation of Partner Organisations in the weltwärts Programme, part I ➤ General introduction: <i>Jan Wenzel (ventao)</i>
11.00 a. m.	Chai and group photo
11.30 a. m.	Participation of Partner Organisations in the weltwärts Programme, part II ➤ Workshop phase in small groups
12.30 a. m.	Presentation of the Results
1.00 p. m.	Lunch
2.00 p. m.	South-South-Networking ➤ General introduction: Definition of South-South Networking ➤ Experiences from Southern Africa: <i>Mary Mlambo (SAwN)</i> ➤ Experiences from the participating countries (WIN: <i>Leena Buddhe</i> and others)
4.00 p. m.	Chai
4.30 p. m.	South-South Networking ➤ Workshop Phase
5.30 p. m.	Presentation of results Wrapping up the day
7.00 p. m.	Dinner and Cultural Evening in the Rainbow Guesthouse ➤ Contributions by the participating countries

Day 4: Friday, 22nd February 2019

Time	Programme
9.30 a.m.	Summary of the previous day
9.40 a.m.	Inclusion in Volunteering <ul style="list-style-type: none"> ➤ General introduction: Jelena Auracher (bezev) ➤ Workshop phase
11.00 a. m.	Chai
11.30 a. m.	Conclusions on Inclusion in Volunteering <ul style="list-style-type: none"> ➤ Plenary session
12.00 p. m.	Lessons from the Conference <ul style="list-style-type: none"> ➤ Plenary session
1.00 p. m.	Lunch
2.30 p. m.	Summary of the Conference Look ahead into the Future <ul style="list-style-type: none"> ➤ Plenary session
3.30 p. m.	Closing of the Conference and Departure
7.30 p. m.	Dinner for those who leave the next or following days

The venue of the conference:

Rainbow Guesthouse, Ecumenical Sangam, Nagpur
316/A, Civil Lines, Rabindra Nath Tagore Marg
Nagpur - 440001 / INDIA
Tel. No: +91 9923197201 and +91 9823457201
<http://sangamonline.org/guesthouse.htm>

1.4. Fact Sheet for the weltwärts Partner Conference 2019

Place of the conference	India / Nagpur (Maharashtra)
Lead EO	Deutsch-Indische Zusammenarbeit e. V.
Cooperating EO	Volunta gGmbH, bezev e. V. and Internationaler Bund Südwest gGmbH
POs involved in planning	Ecumenical Sangam, Nagpur Dream School Foundation (DSF)
Date of the conference	19 th to 22 nd February 2019
Total number of participants	78 (incl. 2 cancellations)
Number of participants from the following countries	38 participants from India (1 cancelled) 11 participants from Cambodia 5 participants from the Philippines 5 participants from Thailand 2 participants from Vietnam 1 participant from Laos 1 participant from Indonesia 1 participant from East-Timor 1 participant from South-Africa 13 participants from Germany
Proportion men/women	38 / 40
Conference language	English
Thematic focal points	<ul style="list-style-type: none"> - Sustainable Development Goals (SDG) - South-South Networking - Participation of Partner Organisations in the weltwärts programme - Inclusion of volunteers with disabilities - Mentoring

1.5. Opening of the Conference – Gallery



Karen D'Souza, CFO of Ecumenical Sangam, heartily welcomes all the participants to the Rainbow Guesthouse, venue of the conference.



The globe as a symbol for the weltwärts programme connecting people around the world.



Team Sangam, working mostly in the background for the success of the conference.



Dr. Jona Dohrmann, chairman of DIZ, welcoming the audience.



The partner conference is formally inaugurated by the traditional lighting of the lamp.

Participants from all the countries that are present at the conference are invited to light one lamp. For Germany, Barbara Kerime lit one.



Isabel Ximenez da Cruz was the only participant from East Timor.

Mary Mlambo came from South Africa to take part in the conference.



Anette Chammas from the BMZ opens the conference. Jan Wenzel and Barbara Kerime represented the Programme Steering Committee.



The Indo-German moderation team: Maitreyee Kumar and Christoph Gille.

2. Results regarding the subjects introduced by the Programme Steering Committee

2.1. Feedback of the participants regarding the following informational subjects:

Partner Networks

- *Recommendations:* need of organisers in one's own country; sustainability = networking; find new form of Partner Conferences; maybe offer in conferences trainings on mentoring, financial issues and funding; partner networks should be formed in a proper manner – need of transparency between organisations; weltwärts should provide support to strengthen it
- *Take-aways:* networking is the progressive way; networking is strength; doors are open for networking; can be included as a separate session with more innovative ways; become a member

Communication Flow

- *Recommendations:* clarification on communication & country contact person; sharing feedback reports with the hosting organisation with respect to the volunteers by the Sending Organisation; to know the country coordinator of the programme (Philippines); to review sharing of information to SO and hosting organisations, sharing of reports; regular updates / newsletter about weltwärts; need to know the partners in the South of the weltwärts programme in their own country; to have more networks within each country
- *Take-aways:* recognizing the need for effective information flow; the programme has a structure, communication depends on partners too; clear communication with contact person between hosting organisation and sending organisation; importance of having a clear, direct, understandable form of communication; seems to be improving – keep it up!

Working towards the SDGs

- *Recommendations:* continue to integrate developmental issues in conferences and workshops related to weltwärts;
- *Take-aways:* reflections on other indicators of the SDGs; need in own NGO to raise the issue and educate the staff; will try to correlate with own organisation / work



Participants giving feedback and advice to the PSC.

North-South Programme

- *Recommendations:* the skills of the volunteers should be considered during the selection; reviewing the selection process by the SO continuously; better/more training for mentors; better training/knowledge for volunteers about needed skills; better preparation/orientation for hosting organisations themselves; workshops for the partners in the South for better understanding and implementation in receiving (mandatory?); more information from sending organisation; provide better and more specific information of culture to each volunteer

- *Take-aways:* mentor training is important; got better understanding of funding; funding plan; recognizing the option for meaningful placement in the hosting organisation; got more knowledge on North-South collaborations; working together with volunteers is very enriching

South-North Component

- *Recommendations:* increase the number of South-North volunteers; organize the website and have there a database for the places of assignment; reward the South volunteers with certificates and ceremonies at the end of their voluntary service (this will help the volunteers in the future), this can be done by the hosting organisations, the places of assignment, the sending organisations; continue to encourage NGOs to try to send South-North volunteers and look on how to evaluate their experience and performance by an independent body; inclusion in the South-North Component needs more advertisement – especially with partners in the South
- *Take-aways:* good to see that there is a big interest in the Component on behalf of the partners in the South; positive outlook that North-South & South-North volunteers to have equal opportunities; good to know that also impaired volunteers can participate in the Component – this will have them more confident to help other people instead of just getting help from others; recognizing the possibility and working to find a suitable way to send a volunteer.

Participation

- *Recommendations:* possible to support partnership building activities for participation to be de-centralized?; bring in the South-North volunteers in meetings [of the PSC] while they are volunteering in Germany?; participation in designing partner conferences (may be find new forms of conferences); bring down evaluation/feed back to grassrot POs; ensure equal participation of partners in conferences, look at cross-continental participation; encourage workshops; regular and sensitive evaluation of South-North volunteers especially in Germany
- *take-aways:* participation approach; need for complex (?) assessments of the overall experience in the NGO; mutual sharing of experience and challenges is a lot of help; enthusiasm & energy

Inclusion & Other Topics

- *Recommendation on inclusion:* if the guidelines on pedagogical support for volunteers with impairment or other disabilities would be clearer, then it will be more beneficial; people working with ethnic minorities or refugees have to be included in the programme – ensure that they can access the programme; to understand the best practices of inclusion; documentation and best practices should be provided to the volunteers; inclusion of physically disabled and migrants is a good sign/start
- *Take-aways:* got very good insight on inclusion; improving the open door for the inclusion programme
- *Recommendation on other topics:* keep follow-up process and participation in the weltwärts programme; other topic for future conferences: problems in hosting organisation related to disagreements, early returns
- *Take-aways on other topics:* there are bigger goals of the weltwärts programme, e.g. the SDGs

2.2 Results regarding cross-cutting issues

For this particular Partner Conference the Programme Steering Committee had abstained from providing concrete questions to the Partner Conference participants since the concept of the Partner Conferences was in the process of being reconsidered and re-shaped.

However, the participants discussed various aspects of the weltwärts Programme at length, the results of which are given in the following and have been named in the tradition of the previous Partner Workshop of September 2017 "Message from Nagpur":

Message from Nagpur:

Around 70 participants from 9 partner-countries of the weltwärts programme (Cambodia, East-Timor, India, Indonesia, Laos, Philippines, South-Africa, Thailand and Vietnam) gathered in the city of Nagpur in February 2019: persons responsible for social NGO's working with German volunteers and sending local volunteers to Germany, colleagues and mentors in these NGO's and mentors working with weltwärts volunteers in different organizations. We had fruitful discussions on current developments as well as ongoing issues of the weltwärts programme. After contemplation on various key topics, some significant takeaways and recommendations for the programme have emerged from the group. Through this second "Message from Nagpur", we would like these outcomes to enrich the discussions of the various stakeholders and policy-makers of the programme and add our view as representatives from the partner countries.

North-South Programme

All in all, the receiving organizations are pleased to see how enriching the volunteers are for their organizations and their countries. At the same time, hosting organizations as

well as mentors need more preparation and orientation for better understanding and implementation of the programme. This could be done through regular workshops from the sending organizations which could also strengthen the relationship and communication between both the partners.

There was need felt for the volunteers to be even more prepared and better informed about the skills and the attitudes required for a successful voluntary service in the hosting organizations. Further stress could be laid in precautionary measures for their safety and security in the host country. In this regard, weltwärts should continue reviewing the selection process too. A lot of tools like placement-profiles, participation in the selection and preparation process, skype interviews etc. can serve these aims. The sending organization should get and use more specific information about these topics from the hosting organization.

South-North Programme

To begin with, there is lot of interest and enthusiasm amongst the South partners to undertake this programme. However, there is lack of awareness and available information to participate in this component of the weltwärts programme.

The partners would like increase in numbers of South-North volunteers along with enhancement of scope and variety in the places of assignment. To expand the reach and dissemination of information about the opportunities available through this programme, a listing of available places of assignment on the weltwärts website would be helpful.

There is very positive outlook and appreciation about the North-South and South-North volunteers being given equal opportunities. It is also very commendable to have inclusion of specially-abled volunteers in

the programme. However, some support for the south partners for accompaniment in the selection, preparation and the returnee stages will be helpful for them to participate meaningfully in the programme.

Communication flow

As a constantly recurring issue, a well-functioning communication flow between the stakeholders of the programme has been showing up on the conference. Especially the communication between the hosting and the sending organization is of great importance. The communication between these partners has to be continuous, deep and clear.

To further enhance the communication flow, we recommend the following measures:

- Provide regular updates and news on the weltwärts programme to the partners in the Southern countries. We encourage the idea of a regular newsletter.
- Please give us information on other partner NGO's inside the countries and regions for the purpose of networking within the areas.
- Also, the evaluation by the volunteers after his or her time in the programme should be communicated back to the hosts.
- Effective communication about visa process and updates should be given by country contact person or the weltwärts coordination unit directly.
- Weltwärts could ensure that networking and sharing of good practices, ideas, systems continues between conferences as well - perhaps by creating a structure of communication, where the ownership lies with all concerned parties.

Inclusion

The inclusion programme of weltwärts is a well thought-out initiative. It has good potential and if executed well, then it will make the voluntary experience worthwhile. Inclusion of specific fringe groups, e.g. school drop-outs, non-formal educational stream

with or without certification etc., is a challenge, but much needed component of the programme especially in the South-North-programme.

It would be beneficial to receive more information on the logistics/the process of pedagogical engagement with the POs so as to make the implementation of the inclusion programme smoother. Separate documents or concept notes on inclusion in both the South-North and North-South components to be created and shared as the requirements for both programmes are different. People of ethnic minorities and refugees should be included in the inclusion programme and relevant services to be made accessible for their comfortable participation.

Networking in and in between partner countries

Networking strengthens us further, by encompassing diversities and widening our scope as well as global coverage and understanding within. Networking is the way forward for every country and examples like SAWN are inspirational moves which added on new ideas. Networking helps in advocacy, larger learning and sustainability of weltwärts programme. Networking should be a step by step growth which will support factualizing the planned milestones and achieve targets.

To this regard, networks should be developed organically with each country's requirement and grow realistically. Networks should have transparency and accountability at all levels - to the cause and purpose for which they are developed. Inter-country exchanges and inter-partner learnings would need to be facilitated and financially supported by every country. Advocacy and persistent efforts in this regard is necessary. Partner conferences could also focus on specific trainings and vision, for example on financing networks or building up country networks etc. Partners conferences could also be organized abroad (in other countries) to enhance perspectives.

Participation of Southern partners in the governance structures

The weltwärts programme has already developed a good participatory approach and encourages the stakeholders to own the programme. All key players of this programme trust and bond with each other and so are open in sharing, caring and learning with one another for mutual benefit and future progress of the programme. We encourage all stakeholders to remain enthusiastic about further participation and look forward to future development.

In this regard, we agreed on some key recommendations for further progress:

- Partners are willing to participate at all levels of the programme.
- It is recommended to continue with the existing good practices of involving all levels of stakeholders (from the volunteers to the BMZ) suitably as per the requirements.
- The programme should design activities on regional level to enhance further participation (example: planning partner conferences, involving regional countries in discussion seminars, etc.).
- Include partners when installing systems of monitoring and communication patterns (example: developing and validating instruments of communication like reports and assessment parameters).
- Design multi-stake and multi-level evaluation of the programme and quality assessment and install structures like networks for further programme promotion (example: joint mini projects across the borders on

themes like networks, inclusion, impact, quality criterion, quality circles).

- Consider establishing think tanks with representatives from the partner countries to upscale the programme from partner countries perspective.

Working towards SDGs

The SDGs are regarded as a useful framework for the activities of the weltwärts programme. Many partners do understand working towards the SDGs as one of the bigger goals of the programme and support this idea.

However, some just have the basic awareness of the Sustainable Development Goals and its significance in this programme. The concept of SDGs and its relevance to this programme is not very clearly conveyed and understood by all partners. Many questions arose, for example on the improvement of the content of SDGs, the structure of SDGs as well as the relation with the weltwärts programme. Therefore, further awareness and knowledge sharing of the SDGs is needed. Creation and dissemination of simple, precise SDG information through social media (presentations, videos etc.) would be useful.

NGOs need to reinforce the understanding of SDGs within their organizations and their staff. Weltwärts can contribute and support the NGOs by offering discussion forums, platforms to further reflect on the SDGs in relation to their own work and connect to the larger scope of the weltwärts programme.

2.3 Feedback to the Programme Steering Committee

Please see chapters 2.1 and 2.2.

3. Minutes (Individual Parts)

3.1. Day 1: Tuesday, 19th February 2019

10 a. m. - Welcome and Introduction

Welcome Address by

Mrs. Karen D'Souza (Head of the Indian Host Organisation for the Partner Conference, Ecumenical Sangam Nagpur)

Dr. Jona Aravind Dohrmann (Convenor of the weltwärts Partner Conference, Deutsch-Indische Zusammenarbeit e. V. Frankfurt [DIZ])

Mrs. Annette Chammas (German Ministry for Economic Cooperation and Development [BMZ], member of the Programme Steering Committee [PSC] of the weltwärts programme)

Mrs. Barbara Kerime (AGEH, member of the PSC)

Mr. Jan Wenzel (ventao, member of the PSC)



The conference was opened by Karen D'Souza from Ecumenical Sangam.

Brief introduction to the German organisations who had been facilitating in organizing the conference together with the DIZ: IB Kassel VAP, German Red Cross in Hessen volunta

Welcoming of the Participants

Partner organisations in India, Philippines, Thailand, East Timor, Laos, Indonesia, Cambodia, Vietnam, South-Africa; sending organisations in Germany

Introduction of Facilitators

Mrs. Maitreyee Kumar (Dream School Foundation, Bengaluru) and Mr. Christoph Gille

Formal Inauguration of the Conference

by lighting the lamp by PSC, DIZ, participants of the different countries of the conference



Annette Chammas, lighting one candle during the official inauguration of the conference.

Overview of the Programme and Main Topics

- the weltwärts programme in general, news & updates
- the Sustainable Development Goals (SDGs) and weltwärts
- South-North Voluntary Service
- inclusion
- networking

10.30 a. m. - Getting to Know Each Other

The participants were given several questions in order to get to know each other, e. g.

- Who is from which country?
- How long did it take you to get to Nagpur?
- Who works on which SDG?



Getting to know each other.

10.45 a. m. - Expectations of Participants

The participants were split into different groups according to the SDGs that most interested them and then given time to discuss within their groups about their expectations on the conference. Furthermore, they were able to briefly introduce themselves, their organisation, and the focus/aims/activities of the organisation. Later, the different groups presented a brief summary of their discussion to all the participants.

Results of the Groups

Group 1 – quality education I

- ✓ issue of qualification of the volunteers
- ✓ the need of certain skills for the voluntary service
- ✓ working on ideas and concepts how to tackle this issue

Group 2 – quality education II

- ✓ opportunities of exchange programmes between the NGOs for alternative schooling/schooling methods

Group 3 – quality education III

- ✓ volunteers in general (age, skills, some kind of certain German mindset)
- ✓ challenges with volunteers (cultural issues, misunderstandings)
- ✓ expectations of POs and volunteers
- ✓ how to optimize the mutual benefits for POs and volunteers

Group 4 – good health and well-being

- ✓ opportunity for networking
- ✓ opportunities/ideas on how to stay connected even after the conference – is there maybe already a structure?
- ✓ finding ways for collaboration

Group 5 - sustainable cities and communities

- ✓ creation of networks (south-south network, regional/local network)
- ✓ visa issues (incoming and outgoing) / how to improve the process

Group 6 – decent work and economic growth

- ✓ update on the weltwärts-programme
- ✓ vision for next 20 years of the programme
- ✓ challenges of mentoring
- ✓ networking (WIN/SAWN)

Group 7 – clean energy

- ✓ general information on the programme
- ✓ challenges with volunteers



At first, the participants assembled according to the SDGs their organisations are working on.

11.30 a. m. - Brief Introduction to the weltwärts Programme

short presentation by Marvin Schmelzer-Pauschinger (weltwärts Coordination Unit [wCU])

→ *Powerpoint Presentation (ppt) and detailed information on topic, see conference reader handed out during the Partner Conference to each participant /download of the conference files from the server of ENGAGEMENT GLOBAL*



Marvin Schmelzer-Pauschinger, representative of weltwärts Coordination Unit, gave a brief introduction to the programme.

The Programme in General and its Beginning as a North-South Voluntary Service

weltwärts started in 2008. In the year 2018 about 3,400 participants from Germany volunteered abroad within the framework of the weltwärts programme (North-South volunteers).

The programme aims in general to introduce young people to development policy issues, increase the skill levels and involve young people while at the same time strengthening international partnerships and networking as well as promoting the reinforcement of civil

society structures in the host countries. weltwärts is a youth and non-formal learning programme which enables young people to learn and develop important skills like intercultural communication, social responsibility etc. within a developmental context. Volunteer services have long lasting effects on volunteers for the rest of their life (e. g. regarding job selection, studies selection). The programme was designed not to depend upon the financial status of the participants.

weltwärts was created by the German Federal Ministry for Economic Cooperation and Development (BMZ) and is managed jointly by the Ministry and by civil society actors (representatives of German organisations respectively their quality associations, members of the political representation group for former North-South volunteers). Thus, weltwärts is not a single actor, but a joint operation, consisting of stakeholders from civil society and from the German state. This is a special and unique feature of the weltwärts programme that, so far, cannot be found with any other voluntary service. After a first evaluation of the programme in 2011, the second evaluation in 2017 placed greater emphasis on the returning volunteers and their engagement for civil society in Germany resulting in the current follow up process of the programme.

The next Logical Step: Implementation of the South-North Component

The idea to have a volunteering service in both directions, i. e. not only sending volunteers from Germany to host countries (North-South), but to receive volunteers from other countries within the framework of the programme as well, came up quite quickly. Five years after the first sending of German volunteers abroad, in 2013 the South-North component of the programme was implemented. In 2018 about 650 volunteers from partners in the South were volunteering in Germany. There is the option to increase the numbers of South-North volunteers in the future even more.

Regarding the current conference and the participating countries (India, Philippines, Thailand, East Timor, Laos, Indonesia, Vietnam, Cambodia), the country sending the most South-North volunteers is India (41 volunteers). Since only a very small number of South-North volunteers (1-5 persons per country) from the other participating countries have been sent to Germany so far, the partner organisations in these countries are particularly encouraged to participate in the South-North programme in the future.

The PSC shows great interest in having a discussion, regarding expectations that sending organisations from abroad have towards South-North volunteers who come to Germany.

An imbalance between male and female participants in North-South programme can be observed with more than two thirds of the volunteers being females. In comparison, in the South-North programme there are almost as many male as female volunteers. Also, the North-South participants tend to be of relatively young age (\varnothing 19 years in average), while the South-North volunteers are in average about 4 years older.

With respect to the financial framework for North-South volunteers as well as for South-North volunteers a maximum of 75 % of expenditure is provided by the BMZ. While in the North-South programme the remaining 25 % are covered by the German sending organisations or by voluntary financial contributions by the volunteers, e. g. by conducting donation campaigns, in the South-North component the remaining 25 % are covered by the financial resources of the host organisation.

Together with their German partner organisations in the South can apply for accompanying measures, which have the aim to ensure the quality of the weltwärts programme and raise its profile as a development learning service. Such an accompanying measure could be e. g. a training for mentors.

Furthermore, in 2016 extracurricular exchange projects were introduced. Those are to provide an opportunity for youth groups from Germany and countries in the South to conduct exchange projects together, which focus on one of the 17 Sustainable Development Goals.

12 p. m. - Update: Latest Developments in the Programme: 10 Year Anniversary and Evaluation

10 Year Anniversary

The 10th anniversary of the weltwärts programme was celebrated in a large event with about 800 guests in September 2018 in Berlin including several German organisations, around 100 representatives from partner organisations in the South and former North-South volunteers as well as current South-North-volunteers at that time. Apart from the ceremonial act, participants were able to take part in workshops and discussions. During that event the Minister for Economic Cooperation and Development, Dr. Gerd Müller, announced that the programme will be expanded and there will be more funds available for the different funding lines.

Evaluations

In 2016/2017 the German Institute for Development Evaluation (DEval) conducted a large evaluation of the weltwärts programme (North-South volunteering). The evaluation focused on the commitment and involvement of returned volunteers for social and development issues after their volunteer service.

According to the evaluation volunteers acquire knowledge about their country of assignment, gain language and cultural skills and develop empathy towards people from their country of assignment. Also, after their return, volunteers look for civic engagement activities that are more development related.

They share their knowledge and experiences with their families and friends, thus creating interest in development topics in their social circles.

DEval not only reported on the findings but also gave recommendations for the further development of the programme. Some of those were, e. g. that the possibilities for participation should be continued and further developed, i. e. all stakeholders (particularly sending/partner organisations and volunteers) should have the opportunity to contribute input on their views and jointly steer the programme on the basis of a programme theory, or that also with respect to the partner principle the outcomes of the programme should be reviewed on a regular basis. Furthermore, it was recommended to work on the programme's development profile in an era of the Sustainable Development Goals (SDGs), i. e. that all stakeholders should jointly redefine the development profile of the weltwärts programme (within the framework of national and international agendas such as the 2030 Agenda and the SDGs) as well as that all stakeholders should systematically participate in international discourses on development volunteer services and seek opportunities for knowledge-sharing with other countries' development-related youth volunteer services. The findings of the evaluation were discussed by the Programme Steering Committee in 2018 and a follow-up process is being jointly planned, which shall be implemented in 2019.

While the evaluation from 2016-2017 focused on the North-South voluntary service, there was another evaluation from 2015-2017 which focused on the South-North Component. According to the evaluation the South-North-Component does reach its goals in general, nevertheless there is room for improvement. The evaluating institution Syspons recommended e. g. to review the legislative and procedural framework for the South-North component or to explore how to improve the matching of participants' needs and expectations with the offered assignments. Furthermore, the development policy profile of the component, particularly at the implementation level, should be strengthened as well as partnerships and

returnees' engagement of South-North-volunteers should be further developed and strengthened.

In order to further develop the South-North component based on the results of the evaluation, a participatory follow-up process was carried out in 2017-2018 with several regionals workshops and workshops in the Global South, e. g. in Bangalore.

Other News

It is planned that there will be an integrated catalogue of quality criteria for North-South and South-North from 2019 onwards (postponed to 2020).

From 2019 on pre- and post-assignment medical examinations will be obligatory for North-South volunteers to ensure that volunteers are fit and healthy for volunteering, all medical precautionary measure have been taken as well as to review their health status when having returned to Germany after their voluntary service.

Questions and Comments of the Participants

"Where can I access the findings of the evaluations?"

Marvin Schmelzer-Pauschinger: The findings of the evaluations can be accessed online:

- **evaluation of the weltwärts-programme with focus on North-South voluntary service:**
<https://www.deval.org/en/volunteers-of-the-development-volunteer-service-weltwärts-and-their-civic-engagement-in-germany.html>
- **evaluation of the South-North-Component:**
<https://www.weltwärts.de/en/detail.html?id=268>

"As I have been receiving volunteers from Germany now for several years, I am glad that there is now compulsory medical examination. I have experienced that some volunteers are

mentally not fit enough for the weltwärts voluntary service. Does the examination include mental health?"

Marvin Schmelzer-Pauschinger: "The examination focuses on the physical health of a volunteer only."

Barbara Kerime: "We do understand that mental health is important. To examine the mental health of somebody can be quite difficult. How can a doctor know, if someone is mentally healthy respectively has mental problems, if the patient/volunteer does not mention it? Therefore, from my point of view, this is one crucial topic within the preparation of the sending organisation. In any case, it is and will continue to be a challenge for sending organisations. We respectively the sending organisations are thankful on any ideas, recommendations and suggestions on how to assess the mental state/health of a volunteer."

"From my perspective, preparation is very important. Young people often don't realize what they get into when they decide to volunteer. Particularly workshops and seminars in accordance with the specific regions and for the region and the volunteer's project relevant topics on are the key."

"Were partners in the South involved in the evaluations?"

Jan Wenzel: "In the evaluation of the South-North Component the partners in the South were involved. This does not apply for the evaluation about civic engagement of returned volunteers of North-South volunteers – in this evaluation the POs were not involved. The original plan consisted of including the PO perspective, but at that stage it was not possible. I am hopeful that in the future the PO perspective will be included. Personally, I think that evaluating the partnerships between POs and SOs is important and that fixed mechanism/models should be used to evaluate the latest group. This is very important on a practical level, but

even more important on a bigger level. It should be mentioned that there is an annual returnee's questionnaire. The results of these questionnaires are published online."

Mukut Bodra (former South-North volunteer): "After the completion of my voluntary service in Germany, I had to answer a questionnaire anonymously. This as well as the findings of the South-North conference in Bangalore are contributing to the evaluation of the programme and So POs in the Global South and their perspective are to a certain extent involved in the programme, although not entirely."

"According to the presentation about the news and updates of the weltwärts-programme there are more than 2,000 partners in the Global South. It startles me that there is no representation/interest group of the NGOs of the Global South in the programme steering committee (PSC)."

Marvin Schmelzer-Pauschinger: "This is correct, at the moment there is no interest group of the Global South represented in the PSC, but I want to point out that if POs in the South form a (temporary) group of at least 10 POs, they can raise a topic for discussion in the PSC."

Mrs. Annette Chammas: "I am quite a new member in the PSC and I noticed that the POs are not represented directly in the Committee. Discussing this with my colleagues, I understand that this happens mainly for practical reasons. What options of representation of more than 2,000 POs in the Global South are there? As a representative of the BMZ, a Ministry which aims at partnerships at par and at a mutual base, I am very open for any ideas on how this could be organised."

"As partners in the South we want our issues heard in the PSC. What we were discussing during or former partner conferences will it be/was it discussed in the PSC?"

Jan Wenzel: “There are reports from all conferences. If a conference took place, the conference and the topics raised will be discussed at the beginning of the PSC meetings.”

“It bothers me that each evaluation of the programme so far was done by a German institution, which may not represent the perspective of the partners in the South. For future evaluation, I suggest that the evaluation-team should consist of somebody from India as well as from Germany.”

Jan Wenzel: “The evaluations are carried out by independent German institutes. Therefore, of course, the consultants are German scientists. The recommendations and findings of the evaluation of the South-North Component were discussed with the partners in the South. We do try to include them more and more, but I agree that there is a need and interest to evaluate it from another (not-German only) perspective.”

“So far only five South-North volunteers from Cambodia have been sent to Germany. Is there any possibility for replacement, e. g. if one drops out early?”

Marvin Schmelzer-Pauschinger: “If there are funds available and it can be organised, it is, of course, possible. Nevertheless, one must consider other factors, too, e. g. when the former volunteers will drop out etc.”

02:30 p. m. - Inauguration of Market Place

After the break the Market Place was officially inaugurated. It was organized in the Dining Hall of the Rainbow Guesthouse to enable all the partners and other stakeholders of the weltwärts programme to get to know each other and each other's activities more thoroughly. Interested partner organisation could display their flyers, placards and information sheets of their NGO.



The Marketplace

03.30 p. m. - Sustainable Development Goals and their Connection to weltwärts

presentation by Jona Dohrmann (DIZ) and Jan Wenzel (PSC)

→ Powerpoint Presentation and detailed information on topic see conference reader and conference documentation /download of the conference files

In 2015, United Nations General Assembly in New York adopted the 2030 Agenda for Sustainable Development. Aiming towards all people around the world being able to live in peace and without poverty, 17 Sustainable Development Goals (SDGs) were defined.

According to former Secretary General of the UN, development is one of the three key factors - aside from security and human rights - “[...] to build a more peaceful, more prosperous and more just world for our succeeding generations”.

What does one mean when talking about “development”? In general, it is quite difficult to define the term, because it is influenced by many factors, perspectives. Within the context of weltwärts “development” is defined, in general, as a process of formation or change that is initiated or even led by human being.

A similar challenge one might face when talking about development in different countries. Terms like “developing countries”, “least developed countries”, “Third World” etc. most of the times convey a certain perspective/perception as well as often carry a certain connotation.

weltwärts being the developmental voluntary service is linked specifically to SDG number 4 and number 17.

SDG 4 “Quality Education” aims to ensure inclusive and equitable education and promotes lifelong learning opportunities for all, but particularly sub-target 4.7 stands out when having in mind the weltwärts voluntary service: It focuses on “Education for Sustainable Development and Global Citizenship” and targeting “[...]to ensure that all learners acquire the knowledge and skills needed to promote sustainable development, including, among others, through education for sustainable development and sustainable lifestyles, human rights, gender equality, promotion of a culture of peace and non-violence, global citizenship and appreciation of cultural diversity and of culture’s contribution to sustainable development.” By participating in the programme, weltwärts volunteers are not only learners themselves, but agents of change promoting sustainable development by teaching and sharing their experience and what they learned with others.



The SDG exhibition was helpful for understanding the different goals.

SDG 17 “Partnerships for the Goals” aims to strengthen global partnerships to support and achieve the ambitious development targets. The weltwärts programme contributes to strengthening civil society structures in partner countries and Germany. Also, as a joint operation emphasizes and promotes partnerships between weltwärts organisations in Germany and in partner countries. In line with the principles mentioned in sub-target 17.17, the weltwärts programme helps the different stakeholders to encourage and promote civil society partnerships building on their experience and resourcing strategies.

Not only on a policy's level are the SDGs relevant, but also for the legitimacy of the weltwärts programme. Also, the SDGs are the reference point for the theory of change of volunteer services.

On a practitioner's level, although the weltwärts voluntary service might not be necessarily the key motivation for organisations in Germany or in the partner countries, looking closely at the different fields of work of each organisation, one can see that each one of them is working in the area of at least one, more often several SDGs. By volunteering in an organisation volunteers contribute to the work of the partners and hence the SDGs. Also, partners work with organisations in Germany or other partners in the south - by that SDGs are even often combined. Furthermore, for volunteers, the voluntary service is a form of non-formal learning aiming for global education.

After the introduction to the SDGs and their relation to the weltwärts programme the participants were split into working groups - based on the ones that have been formed in the morning according to the SDGs- in order to discuss on the following questions:

1. What does your NGO concretely do to reach the SDGs?
(exchange good practices – inspire each other)
2. How can the volunteers be involved to reach the SDGs?

(which concrete learning situation can you create regarding knowledge, action, attitude/morals)

This session was not recorded since the participants should mainly “warm up” to the subject and to get to know each other leisurely.

3.2. Day 2: Wednesday, 20th February 2019

09.30 a. m. - Energizer

Starting the second day with an energizer, instructions by Malathi, Joy and Sitha

09.40 a. m. - Summary of the Previous Day

by Maitreyee Kumar

Comments on the Sessions on SDGs

Maitreyee Kumar: "The SDGs are difficult to understand, but it is critical and important to know about them, because all partners work in the same framework. Also, for the volunteers it is important to understand how their work and the weltwärts programme are linked to the SDGs."

Dr. K.S. Malathi: "India signed 13 of the SDGs. I am thankful that the conference came up with the topic because it is also important not only for the projects but also to the country, to the donors and the states. To work towards the SDGs is very useful. Also, one can use them as automatic monitoring tool, it is just a beginning. From my point of view, it is very important to discuss this. The government is often struggling to find indicators. Furthermore, I want to mention a link/website for more information about the monitoring of the SDGs. Google: SDG report by Niti Aayog: <http://niti.gov.in/content/sdg-india-index-baseline-report-2018>."

[09:50 am – Welcoming Mrs. Christiane Hieronymus (Representative of the BMZ in the German Embassy in Delhi)]

Christiane Hieronymus: Working for the German Embassy, one of my tasks is the implementation of the weltwärts programme here in India. There are not many volunteers in Delhi. I invite you to encourage them to come around when the volunteers are in Delhi that we can get an impression of their voluntary service.

India is a global and important partner for Germany. With respect to developmental topics, renewable energy and climate mitigation is the most important."



Christiane Hieronymus, representative of the BMZ in the German Embassy in Delhi, with Annette Chammas and Jona Dohrmann.

10 am - Volunteers as Focal Point of weltwärts: Challenges and Recommendations

After a brief introduction to the topic, Christoph Gille gave an overview of the answers the participants had given with the registration form for the conference, being asked which topics were of most interest for them.

The participants decided on which topics they wanted to particularly work on and formed groups for discussion:

1. selection and matching, skills of volunteers
2. health
3. preparation and orientation
4. mentoring
5. returnee's involvement
6. performance appraisal
7. funding
8. general information on ww-programme



The participants selected various topics they wanted to discuss.

Presentation of Results

While groups 1-6 focused on an exchange of experience between the participants and their recommendations to overcome challenges/obstacles, groups 7-8 gave the participants the opportunity to get information about the framework of weltwärts by asking members of the PSC or experienced partners in South or from German organisations.

Group 1- selection and matching

Recommendation: since many volunteers experience a cultural shock when they are in their host country, careful selection/matching of the volunteer is crucial. Not only the project and task should be taking into account, but other factors like e. g. cultural aspects, accommodation of the volunteers etc. should be considered, too. The sending organisation needs to prepare the volunteer as well as possible.

Group 2 – health and well-being

Not only physical health is important, but mental health, too. Mental health is much harder to scrutinize. Stakeholders (SO and PO) should be aware that they have an important role in the health and wellbeing of the volunteers

Recommendations: mental health and state of applicants and volunteers should be considered in all stages of the voluntary service and thought of as a process, e. g. before the voluntary service: interview of candidates together with social workers or

psychologists, during the preparation seminar create an open space and safe environment to talk about mental issues, prepare the volunteers that they might be facing difficult phases; during the voluntary service: create a support space, have a good relationship with the volunteer, introduce them to people who the volunteers can trust; after the voluntary service: there should be a follow-up process giving feedback to the organisation for further development, give them a space to reflect on their mental challenges/issues (with social worker/psychologist).

Group 3 - preparation and orientation

There is a lot of preparation of the volunteers, but preparation of the hosting organisation should be considered too, i. e. preparation on how an organisation can/should handle volunteers recommendations: do a specific preparation for the area (rural and city is very different, also inside the countries the cultures differ.

Group 4 - mentoring

Mentors need to be well qualified, should have a basic understanding of the mindset of a volunteer and what might be challenging for them

Group 5 - returning involvement.

Not clear: What is returnee's involvement:
Recommendation: Should be started before the voluntary service at the preparation seminars. That the volunteers think about how they can be involved after their service because the involvement does not end with the end of the volunteer's deployment.

Group 6 – performance/appraisal of volunteers

Should be done at different levels of the voluntary service

Recommendations:

1. There needs to be standards of communication to assess the individual performance for the sending and hosting organisation
2. All the stakeholders should meet in the area to assess the performance

3. Standardized feedback forms which are given to the volunteers for the feedback on partners,
4. Assessment of performance over years for the monitoring of the organisation should be done.

Group 7 – funding

The participants had the opportunity to get a lot of their questions answered by Marvin Schmelzer-Pauschinger and Jacqueline Schnicke. The preparation of South-North volunteers means a lot of work and input by the partners. It was not clear for some participants if there are funds available to cover their costs or not.

Several participants mentioned that for upcoming conferences, they preferred to discuss the subject of funding in depth and more time.

Group 8 – general information on the weltwärts programme

It became evident that the level of knowledge among the participants of the conference was quite varied. The knowledge not only depended on how experienced a partner organisation was, but also on the relation between Partner Organisation and German Sending Organisation.



There was lively discussion amongst the participants even during tea breaks.

2 pm – the South-North Component

presentation and facilitation by Sybille Franck (DIZ) and Maitreyee Kumar

→ ppt and detailed information on topic see conference reader /download of the conference files

General Overview

The idea to include a south-north component in the programme has existed since 2008. Promoted by the evaluation of the weltwärts programme in 2011, a working group was established, which presented its findings and a concept for the South-North component at a conference in 2012. The first volunteers arrived in Germany in 2013.

The South-North component within weltwärts started only with very few volunteers, but the number increased significantly since then. In 2018 about 650 volunteers came to Germany, adding up to more than 2,000 volunteers since 2013. Most volunteers were sent, so far, from Mexico. Regarding the participants of this conference, there 122 deployments from India, 41 volunteers from Indonesia, 9 volunteers from Philippines, 7 volunteers from Vietnam, 6 volunteers from Cambodia, 4 from Malaysia, 1 volunteer from Thailand to Germany. It would be great to receive more volunteers in the future particularly from countries which have not sent or have only sent a very small number of volunteers to Germany so far.

The aims of the South-North component are similar to the North-South programme. I. e. the volunteers should not only take along personal/individual experiences back to their home countries but also to have a long-lasting impact on their home country's society. The programme promotes to strengthen existing partnerships, an equal exchange between the partners, the strengthening of civil society in general as well as is a stimulus for development and policy work in Germany.

The designation/wording of the organisations is reverse to the north-south component. This can be confusing. In the South-North component a German sending organisation is a partner organisation and an e. g. Indian Partner Organisation becomes a Sending Organisation. The roles and tasks of the organisations are reversed, too. For example the Sending Organisation (in the south) selects and prepares the volunteers (often in

cooperation with the hosting organisation in Germany); the German hosting organisation supports and offers guidance for the volunteer during the service. Volunteers can be placed at the German hosting organisation directly or in one with the hosting organisation associated projects or other organisations.

The volunteers are 18-29 years of age or in exceptional cases older. In some countries, e. g. India, there is an ongoing discussion and the wish to send older volunteers in general. The volunteers are required to have the willingness to learn German latest when they arrive in Germany, but this can be contradictory to the actual requirements of obtaining a visa for Germany. The other requirements for volunteers are like those of German volunteers doing a voluntary service in their host countries abroad, i. e. openness and interest to learn in a global context.

Tasks of the Different Stakeholders

> the Sending Organisations

- to indicate to partners in Germany that they want to participate in South-North programme
- to select the volunteers accordingly, to prepare and support volunteers to know what to expect in Germany (e.g. food, language) and for the project they are assigned to
- to remain in contact with the volunteer during the assignment
- to support the volunteers after their return
- to encourage the returnees to stay involved and to further promote the aims of the programme.

> the German hosting organisations

- to have the overall responsibility in the North-South as well as in South-North programme
- to take most care of the volunteers once they have arrived in Germany
- to be part of the selection of volunteers (if wished by sending organisation)

- to select project posts
- to support the projects the volunteers are assigned to with mentoring and guidance
- to ensure the legal framework, i.e. that project posts are recognized with the legal framework of the programme [the South-North volunteers run within the framework of the federal voluntary service (a certain voluntary programme in Germany)]
- to support with organisational and administrative topics such as accommodation, pocket money etc.
- to facilitate networking/connecting between the volunteers from abroad in Germany.

Financial and Legal Framework

- up to 75 % of the overall costs are covered by BMZ / German Federal Ministry, 25 % by host organisations, partner organisation and/or volunteers (like in the North-South programme)
- the South-North programme is more expensive than North-South programme; a 12-month voluntary service costs at least 14.500 € per volunteer
- the German hosting organisation has the overall responsibility and must ensure that all the rules are complied with (Funding Guideline, appropriate entry title/visa, finances etc.)
- South-North volunteers have social insurance during their voluntary service in Germany; the costs are covered by the German health systems
- funds are used to cover costs for seminars, pocket money, food, accommodation, travel expenses from/to Germany, language courses etc.

Having been involved herself, Maitreyee Kumar emphasized how much the South-North Component motivates her, perceiving it as a great opportunity for young people in the Global South.

Expert Discussion

Saanika Amembal (former South-North volunteer, now: facilitator of seminars for

weltwärts-volunteers and former Mentor), Mukut Bodra (former South-North volunteer, nowadays mentor/working with SARJOM (Sending Organisation from India), Alexander Nitschke (SARJOM, India), Kirsten Sames (host organisation Karl Kübel Stiftung, Germany)



Expert participants informed about the South-North component.

Maitreyee Kumar: "What do you think was the primary benefit for you participating in this programme? How was your overall experience?"

Saanika Amembal: "I volunteered from November 2014 to August 2015 at DIZ. My tasks were related to the framework of educational awareness building (e. g. giving presentations on certain topics, seminars, work in the office). It gave me the opportunity to mold my character and to grow in life, because I was taken out of the cultural and social bubble and was forced to make new experiences outside my comfort zone. My confidence grew by contributing to civil society – the latter is usually quite difficult, because one does not know how to start or how to get exposed to developmental issues. Also it shaped my critical thinking. Furthermore, it made me aware of the potential that lies in India."

Mukut Bodra: "From 2014 to 2015 I was sent by the Gossner Church in Jharkand to volunteer at the Gossner Mission in Berlin. Participating in the programme gave me many opportunities to see things in a different

perspective, also by having very diverse conversations. Like Saanika, it helped me to grow personally. Since one of my tasks was to do presentations, e. g. in schools and congregations, I was able to tell a larger number of people about India. During my voluntary service, I also worked in an old age home and kindergarten. The latter most likely influenced my decision to continue to working with children like I do now in the kindergarten of my church in India."

Maitreyee Kumar: "Mukut, you are from a small town called Ranchi. Can you tell us about the challenges you faced?"

Mukut Bodra: "Indeed, there were several challenges. Germany was so different, and I experienced what people call a cultural shock: I arrived in grey, cold December and it took me some time to adjust to it; German food was difficult at the beginning, now I like it and even long for it. Punctuality - learning to follow this was very hard. From another person's view, it appears these were only little things, which are normal there [in Germany], but it can be very difficult when you come from another country. Language, for sure, was another challenge."

Maitreyee Kumar: "The two of you are still involved in the weltwärts-programme - what keeps you motivated?"

Mukut Bodra: "Even before working at the Gossner Mission here in India, I have been involved with the North-South programme, where I got to know German volunteers. This helped me understanding the whole concept of volunteering, i. e. that young people do something meaningful for society. This experience motivated me and continues to motivate me to stay involved. I made a lot of new friends continue to be interested in developmental issues."



Mukut Bodra, former South-North volunteer.

Saanika Amembal: “I was already teaching German in India, when I was working with the DIZ [and before participating in the South-North-Component], which was very enriching. When I came back from Germany, I felt very lost because I did not feel that sense of contribution. My work with the DIZ motivates me. I also could have never imagined how much my language skills would carry me.”

Further Comments of Participants

“My organisation in Cambodia had been receiving volunteers from Germany for a couple of years. What motivated my organisation to send volunteers to the North? Every year we see a lot of volunteers to come to Cambodia. After working more and more with volunteers, we realized that also young Cambodian people can contribute in Germany (like they do vice versa). In Asian culture we tend to go in group/do things together, so this is very beneficial for us as individuals, because then they become more independent, more confident, gaining experience far away from home.”

Socheat Suon (NFC Cambodia): “Another reason to participate in the South-North-Component for young Cambodians is that we want the young people to grow, to interact with a new culture and bring back their experience. Also enable and allow them to get involved with the SDGs – my organisation is working with SDG 4 [quality education]. We also want to strengthen the partnership between your organisation and our partner in

Germany. After I participated in my first Partner Conference in Nagpur in 2017 and got to know of the South-North Component, I got in touch with my Sending Organisation. One can do it. We found a good work placement, a kindergarten, worked on the job description and then started the selection process. We try to advertise this great opportunity with our own students, explain the tasks. They then hand in their application and we did the interviews. Motivation is key for us in a good candidate. Then we informed the German organisation and forwarded the CV and motivational letter of the applicant to them. After the confirmation, we organized the preparation seminar, helped them with the visa process. So far, our experience is really good – we learned a lot. We plan to continue to send volunteers to Germany.”

Maitreyee Kumar: “Alexander, what is your experience as an Indian sending organisation? From your point of view, what are the benefits of the South-North voluntary service?”

Alexander Nitschke: “I have been living in India for 11 years now. There was a good existing partnership with Germany and I was involved in a development project and also worked as a mentor. I must admit, that I was not that successful in the development aspect, but I realized that working as a mentor with the weltwärts volunteer programme is actually working with or for development. Mukut, for example –after his return to India, he even started his own organisation, i. e. there is a multiplying effect, the participation in a voluntary service may have further effects in the future. This is encouraging, this is what we want, so go for it, especially where you see the potential for a fruitful partnership.”

Maitreyee Kumar: “Kirsten, you are from a receiving organisation in Germany. Where do you see the benefits and challenges of receiving, also the challenges when the so far established roles between organisations are reversed?”

Kirsten Sames: "The Karl-Kübel-Stiftung started with South-North Component 4 years ago, and we do see impacts. The volunteers are living in host families – often middle or upper class, and we can clearly see the impact the South-North volunteers respectively their service has on their host families and the family's surroundings. Also, most certainly, there is an impact on the project. The South-North volunteers work with the local Tafel (also called foodbank/an organisation which collects from bakeries, restaurants and Supermarkets' groceries left overs and products that can't be sold anymore, which is then distributed to those who have difficulties purchasing food, because they don't have enough financial resources). The volunteers are exposed not only to more or less wealthy people, but get to know people from the lower class, too. On the one hand, one can observe that the volunteers are interested in getting a bigger picture of Germany, on the other hand the people, who come to the food bank to pick up some food show interest in the volunteers. With respect to the challenges, in the first year of receiving volunteers, I was overwhelmed with the responsibility, my colleagues and I had to face. I realized what receiving volunteers really means. To find host families is always very challenging, and to get the visas requires a lot of work and effort. Despite all the challenges, it has been, overall, a very good experience."



Maitreyee Kumar interviewing Saanika Amembal, former North-South volunteer, and Kirsten Sames Karl Kubel Foundation.

Maitreyee Kumar: "Talking to some of the conference participants, I understand that there can be funding issues. Mrs. Chammas can you tell us something about that?"

Annette Chammas: "The South-North Component is not only of professional interest for me, but of personal interest, too. There is a lot going on in the background and lots of efforts put in. At the current phase, we are still in a pilot phase, which is ending this year. Now we have to continue to further develop the framework, analyze the funding and what else is there that needs to be done. The stakeholders of civil society gave us feedback about the funding. The programme is important to us and we are willing to invest in it. Also there is the interest in expanding the programme. Since the South-North Component is piggybacked by another programme in Germany, the BFD, there is a discussion on how we can broaden the places of assignment. The Federal Ministry for Family Affairs, Senior Citizens, Women and Youth, responsible for the BFD, imposed a cap of 800 South-North volunteers per year before, but it seems that it will be possible to increase the programme. The South-North Component grows at a good rate – also in relation to providing the structure, the number of partners etc."

Alexander Nitschke: "With respect to the SDGs – are those equally relevant for the places of assignment in Germany? I am interested to know more about the pool of places of assignment. Having a website with all the places of assignment (as there is for the North-South places of assignment), would be great. Then possible applicants know where to obtain information. Also relating to equality of organisations in the programme, this would be very recommendable."

Maitreyee Kumar: "From my point of view, too, the homepage of the South-North Component is very limited with respect to the places of assignment. Unless one knows a partner in the South, who is sending volunteers to Germany, it is really difficult to obtain information."

Annette Chammas: "I am not yet familiar with the selection process, but indeed I am aware that there is no database for the places of

assignment within the South-North Component. Interested POs need to get in touch with their German organisation. Since there will be a relaunch of the website anyway, this might be a good opportunity to investigate that. The SDGs are a target for the German organisations too. For them as well as for our partners in the South the developmental aspect and the SDGs are often a challenge. Indeed, there still is a lot to be done.”

Plenary Discussion, Comments of the Participants

“Seeing the benefits for POs & SOs – is there any plan to increase the number of South-North volunteers? And, how does the distribution of costs of 75 % vs 25 % work?”

Annette Chammas: “weltwärts is a very diverse programme, which relies on a bottom-up process. The Ministry ensures that there is the legal framework, but the first steps/momentum must come from you and the partners in South. It does require work and effort, but I am confident that there are more than enough German organisations interested. The distribution of costs (75 % public funds by the Ministry, 25 % by the partners/organisations/other resources) is a general rule working in the developmental field.”

Maitreyee Kumar: “Usually the German organisation is the one, who pays 25 %.“ “Is there one specific contact person, who can I get in touch with if our organisation is interested? Where can I get information? Is there a certain time frame /call for application?”

Kirsten Sames: “You should contact your German Sending Organisation. If they would want to be part of the South-North Component, a dialogue and consultations are necessary. To get started, one will usually need more than one year before the first volunteers can start their service in Germany.”

Jan Wenzel: “There are some German SO,

which do not receive. Sometimes this may be, because the organisation is run by German volunteers only, which are very devoted, but simply don't have the time or resources to do all this in addition to their regular job and life. Nevertheless, if the South-North Component shouldn't be possible with your German SO, you can ask them, if they may know another German organisation, which would be interested to cooperate with you in the Component.

In general, the stakeholders of civil society in Germany also do not want to raise the numbers of North-South volunteers, but the number of South-North volunteers instead.”

“What about the age of the volunteers?”

Annette Chammas: “According to the framework, South-North volunteers are between 18-29 years old. There were exceptions to the age range in the past, so maybe there will be the possibility for exceptions in the future.”

Mary Mlambo: “I have some questions for Mukut and Saanika. Did the two of you have completed your post high school studies, before you went to Germany? Did you pick your project or did you get picked by the project? Did you perceive your work as meaningful and structured?”

Saanika Amembal: “Going to Germany, I already had my bachelor's degree. My work was quite structured, so when I started I knew what I was getting into. I did not have access to a database, since I did my voluntary service in the first year, which was still a developing phase. I am glad that I stumbled over DIZ and, although being one of the first South-North volunteers, had a great experience and well-structured voluntary service.”

Mukut Bodra: “When I went to Germany, I was almost older than the usually allowed age limit. Because I volunteered in one of the first years of the South-North Component, there was an idea of what my tasks would be, but overall the structure of my work was not very clear. It was a learning process for both of us.”

Christiane Hieronymus: “How difficult was it to identify candidates with German skills? Can a volunteer go to Germany without language skills?”

Socheat Suon: “Our volunteer started to learn German 3 months before his travel. We can observe a lot of improvement of his language skills, when he started working in his place of assignment. It gets better and better.”

Mukut Bodra: “Knowledge of German is desirable, but not mandatory. The programme also includes German lessons in Germany. When I went, I only had learned German in a 4-week course, but that was hardly enough. During the first 3 months of my voluntary service in Germany, I went to another language class. It was not always easy and indeed on some occasions challenging, but I managed.”

Kirsten Sames: “The moment the volunteers are selected, they are asked to learn German. After their arrival in Germany they participate in an additional intensive course.”

Mirjam Kumdee (Mercy for Thailand Foundation): “We also established a kind of tandem between current North-South volunteers or expats living in Thailand and future South-North volunteers. This helped the South-North volunteers, not only with language, but also to get a first understanding of German culture.”

Alexander Nitschke: “One has to be aware that different consulates may have different requirements. Contact your German consulate in advance, but they don't know enough about the programme. The invitation letter from Germany should state clearly that language skills are not required at the beginning and that the volunteers will participate in a German course during the first months of his service. I really want to encourage you to send. My organisation is working with a marginalized group and a long period of preparation is necessary to make a person fit for going to Germany. But it is worth all effort, it is a great possibility.”

Robinson Doss (country contact person of the weltwärts programme in India): “From my experience, in general, German authorities in India do their best to help. Nevertheless, it is sometimes difficult to get an appointment for the volunteers. Are there window dates?”

Christiane Hieronymus: “I am aware of that it is not always easy and will do my best to help. Unfortunately, it is a problem worldwide that volunteers have to queue to get a visa appointment. We do try to make our colleagues more aware of the problems, but I still recommend getting in touch with them early. Don't come on short notice, this will make my colleagues angry. Try to be early and consider that you might need to wait for months.”



Christiane Hieronymus actively took part in the conference.

Maitreyee Kumar: “I know from problems in Chennai and Bangalore, but in Mumbai it appears one can get an appointment quite on time, with the consulate in Delhi I have no experience. Can you do something to help us to get appointments?”

Christiane Hieronymus: “I will reach out to my colleagues in Chennai and Bangalore hoping that we can solve the issues.”

Participant: “Concerning the visa process, the help of the embassy would be much appreciated. When one of our South-North volunteers wanted to apply for his visa two months before the travel date, we experienced a lot of problems.”

Maitreyee Kumar: "From my experience, two months is very short, one should take into account a much larger window period."

Barbara Kerime: "I recommend informing your German partner organisations. They can discuss this with the representation of their interested group, which then might be able to support you and your German partner solving the issue."

"With respect to the funds available, I wonder if for participants with a financially very poor background the available amount of 880 € per months is enough? Is additional pocket money needed?"

Kirsten Sames: "We try to make it possible. We depend heavily on finding host families because we cannot afford other types of accommodation Jan Wenzel: "The volunteers get food and accommodation. The pocket money is enough to get along, although you can't do big travelling."

Maitreyee Kumar: "From personal observing the positive outcomes participating in the South-North Component for volunteers particularly with a marginalized background, I really want to encourage you all to further explore this opportunity and to send more volunteers to Germany. For the volunteers it will be a life transforming experience."



After the input, the South-North component was also discussed in smaller groups.

3.3. Day 3: Thursday, 21st February 2019

09:30 am - Introduction to the Day

Summary of the previous day by Christoph Gille and outlook on the cultural evening

09:40 am - Visa and Security

The participants form groups according to their country in order to discuss about visa and security issues/measures and share their experience with the process and involved authorities; in most groups a facilitator was chosen. Each group was joined by one of the German participants of the conference, who were interested to hear about visa process in general or challenges the partners in the countries face:

- participants of India - Robinson Doss, Sybille Franck
- participants of Cambodia - Socheat Suon, Barbara Kerime
- participants of Thailand – Mirjam Kumdee, Annette Chammas, Jacqueline Schnicke
- participants of the Philippines – Valentina Botte, Kirsten Sames
- participants of Laos, Indonesia, East Timor, Vietnam – Jan Wenzel.



Robinson Doss, country contact person in India, giving information on visa and security.

10:30 am - Participation of Partner Organisations in the weltwärts Programme

presentation and input by J. Wenzel
→ ppt and detailed information on topic see conference reader /download archive of the conference

The weltwärts programme is based on the understanding that development in general, but the weltwärts voluntary service in particular is a joint operation/undertaking and can only reach its aims, when all stakeholders are involved. The programme is shaped by governmental and civil-society stakeholders in Germany and the partner organisations in over 80 countries. The voices and perspectives of the partner organisations are important. The programme strives to incorporate those in the programme itself and the programme development, i. e. in general aiming for cooperation, dialogue and participation of the partner organisations in the programme.

What is meant, when speaking about partner participation in the weltwärts programme? On one side, there is cooperation and dialogue, which happens among the practitioners side, i.e. when stakeholders (in Germany and the partner countries), carry out all the tasks which are related to the volunteer's work. On the other side, there is the aim of the participation all stakeholders. The programme is not designed as a one-way street from Germany but wants that all stakeholders are directly involved in the shaping of the programme, e.g. participation at the programme steering level. Therefore, e. g. by the rules of order of the Programme Steering Committee, adequate involvement from the weltwärts partner countries before and after a PSC meeting must be ensured.

The PSC tries to provide a framework and different dialogue and participations measures. There is a continuous discussion on how to better involve partner organisations, but bearing in mind the enormous number of partner countries (more than 80) and the even higher number of partner organisations (more than 2000), one can understand that this might not be that easy and that there is room for further development, finding new methods for partner participation etc.

Overview over the different measures that are possible on a regular basis:

- participation of the partner organisations by influencing the discussions of the PSC. The PSC meets twice a year. Groups of Partner Organisations (minimum 10 partners) are very welcome to raise topics, which are relevant for the framework of the programme, for the meetings and to hand them in a month before the meetings.
- participation through cross-country partner conferences: The Partner Conferences are an important instrument for partner
- dialogue within the programme; the direct communication between PSC and partner
- organisations during the conference as well as giving the partner organisations a platform are two of the key aims for having these type of conferences
- influence through the German Sending Organisations: by having close communication and mutually beneficial partnerships at eye level with the German Sending Organisation, the German Sending Organisations can advocate for the interests of the Partner Organisations, too.
- influence through the contact person for partner dialogue: there is a designated person in the PSC in Germany, who can be contacted by Partner Organisations regarding e. g. their needs and recommendations.
- influence by forming and participating in partner networks: a network of Partner Organisations within a country (or a region) can be built; although until now, only a very few exist (e. g. in South Africa, West-African region, Bolivia), they have benefits not only with regard to the communication between Partner Organisations and the PSC, but on a more local level, too.

In order to foster the role of the Partner Organisations, the weltwärts homepage is

now available in different languages (English, Spanish and French) and not only in German. It offers basic and further helpful information about the programme (see link in the presentation). Also, there is the option for partner organisations to be represented on the homepage, too.



WCU, BMZ and PSC members informed about participation of POs in the weltwärts programme.

Overview of measures of partner participation/dialogue in the more recent past:

- consultation of Partner Organisations in a work group South-North
- involvement of Partner Organisations in the follow-up process after the evaluation of the South-North Component

Ongoing measures for partner dialogue/participation:

- translation of the agenda of the meetings of the Programme Steering Committee, that is then sent to partner organisations.

Upcoming measures with partner dialogue/participation:

- formulation of hypothesis/assumptions for the impacts of the programme
- revision of the catalogue of quality standards

In order to have sustainable partnerships in general, but in particular with respect to the

weltwärts programme, as a conclusion the quote of Dr. K. S. Malathi (with several years of experience in the weltwärts programme) "that those kinds of partnerships need a process of latent maintenance. Create a culture of sharing and learning; forecast challenges, mitigate them and re-fix goals."



Christoph Gille summarising the expectations of the Partner Organisations about participation.

Plenary Discussion and Comments by the Participants

"From my point of view, the policy level matters. I wonder how we can induce something on the ministry level between Germany and India? We should try and reach out to the Indian ministry. Also, the German consulates need to initiate the cooperation – that's what I think."

"I understand that the situation was very different a couple of years ago. If we try to negotiate on a ministry level maybe it will also be possible to increase the funds for each volunteer?"

Annette Chammas: "We would welcome this, if this should come from such a strong partner, which is true for a country like India. It would be also a topic which you could bring to your [Indian] government. Most likely this is not part of government to government talk."

With respect to the funding, right now the weltwärts programme is fully funded by Germany. The German Government and BMZ

can't continuously increase the funds. If partners in the South advocate for the possibility of funding with their government, this would be great – not only with respect to the funding, but with respect to the strengthening of civil society in partner countries."

"In India there is a strong tradition of volunteering. Many people volunteer, even for companies it is not uncommon. One does not have to be connected very closely to have a stronger movement, but contacts and authorities are relevant in India. Maybe the Indian government would be interested, too. I want to encourage you, to be confident for that."

"I would like to encourage the partner countries to improve the dialogue, like in Cambodia the voluntary issues are present everyday on every level. I think, we should work on how the civil society can be engaged. We should promote this with our own government. It starts from there."

"Talking about corporation dialogue and participation, when you look on power - from the programme perspective - we are much ahead. With respect to the programme management and development, what about the idea of having a think-tank? One can have a quality circle, work on frameworks and legal issues, introduce ideas. We can check if we are doing the right thing, are we doing it right or wrong. Here we do have a dialogue, but what is next? How can we take this further? How can we change a policy? I wonder if we would benefit from a think-tank."

Jan Wenzel: "The idea of having a think tank is interesting. One might be able to assess the assumptions of impacts what we are doing. I want to emphasize my general invitation to take part and to get involved. Furthermore, I want to mention one thing: the undertaking of the quality associations is an ongoing work to do capacity development for the practices of volunteering."

Christoph Gille: "Who wants to comment on the current available measures of participation?"

Annette Chammas: "Since Partner Organisations are not involved in the Programme Steering Committee, I am interested to know, if – from your perspective - you are sufficiently heard from the Sending Organisation? Where do you get information from? And it is also interesting for me how much do you refer to the weltwärts website and how much do you use it?"

Mukut Bodra: "Since we are partnering with the DIZ, usually they provide us with most of the information. I am wondering if this is also the case with other organisations?"

"I get most information through my Partner Organisation in Germany, too. It would be quite a lot of effort to go on the homepage to get all this information, although I really appreciate that the website is now available also in English and other languages."

"As an external mentor, I get the information forwarded by the German SO. I forward it to the POs I am responsible for, but the German SO does so, too."



The audience listening carefully to all the different talks.

"From my point of view, there need to be different sources for the information, because when I talk to other POs, I observe that often very basic information is not known."

Marvin Schmelzer-Pauschinger: "Indeed, we do wonder how information can be distributed best and get known by all involved. We provide most of the information about the programme. But have we chosen the right way to provide these? Or does information have to be more accessible? Maybe a newsletter with shorter information? You are really welcome and invited to give us feedback."

"Only because Robinson Doss told me about the update on visa today, I know about them.

Most of the people from India didn't know either. How can we make sure that the information he provides, is forwarded to all the partners?"

Barbara Kerime: "The information is sent to the SO through the Quality Association and the SO should forward it to the PO."

Annette Chammas: "From my point of view, this applies not only for visa but for security, too. There is the need that all information is passed quickly to the POs. The right information to the right time."

Jona Dohrmann: "It is not only about the time it takes to forward information, but also about the terms and language which are used. From our side (the PSC and German SOs), the language we use is very technical. Everybody should be able to understand, so we made a glossary translating weltwärts-language to understandable (Hindi) language."

Annette Chammas: "This is something I didn't understand either, asking why they can't communicate in more easy language/terms. We need a simpler language - also on the website, because we also want to reach out to persons with different segments/levels of education segment. When this is our aim, we need to be aware of this."

Christoph Gille: "Would it make sense for you to have a representative in the Programme Steering Committee?"

"Absolutely, that would be best and very useful. It would also take the programme development a step further."

"I agree, beneficial would be a guideline, too. I think we should be able to communicate directly with the government, so that the POs are not left out and that there is participation."

“I would like to recommend that all of you frequently visit the website of weltwärts. The FAQs are very helpful.”

“It would be great, if one could post questions on the weltwärts homepage.”

“From my point of view, it would be much more effective to have a newsletter. Then I would receive a precise update. Also, I don’t have the time to screen the whole website. For the Thai-partners, I also think that there is the need to create a Thai network. But the problem is that we don’t know how many organisations and volunteers are there in Thailand.”

“With respect to having a seat/direct representation in the PSC, I recommend building networks and then to choose a representative.”

Annette Chammas: "I agree and see the legitimacy for a seat in the PSC for the partner organisations. Nevertheless, I wonder, how a representative of the Partners could be selected. There are so many partner countries, so many interests. It would also affect the balance between the political stakeholders and stakeholders of civil society in the PSC. That are only some of the challenges one would face."

“From my point of view, it is about understanding each other, to find a common language.”



Many ideas were collected on how POs can participate in the programme.

02:30 pm – South-South Networking I: SAwN

presentation by Mary Mlambo about SAwN (South African weltwärts Network)

→ ppt and detailed information on topic see conference reader /download of the conference files



Mary Mlambo talking about SAWN – the South African weltwärts Network.

Comments of the Participants

“Are there funds for coordinator of the network?”

Mary Mlambo: “The funding was provided by the African-German Youth Initiative (AGYI) and not by weltwärts. AGYI also provided funds only for one year, which is already over now.”

“Are there general member fees for the members of the network as a kind of funding in order to be able to continue the work?”

Mary Mlambo: “We are still working on that. There is a lot of diversity within the NGOs - some are quite big and others very small. The latter can't afford member fees. Now we don't have a final answer, yet.”

“Is there something to consider regarding the legal framework or finance, e. g. taxes?”

Mary Mlambo: “SAwN is a non-profit organisation (NPO) in South Africa. Therefore, the laws for NPOs are applicable and have to be followed.”

“What does the network offer for members?”

Mary Mlambo: “Quite common is consultation. Also, we do workshops for the members. The term of officers is three years.”

“How many members does SAwN have?”

Mary Mlambo: “Currently there are more than 120 members.”

“Are all members NGOs or does SAwN has members of other entities?”

Mary Mlambo: “SAwN consists exclusively of NGOs which host volunteers.”

“How do you communicate with the members?”

Mary Mlambo: “There is a website and a newsletter.”

“The name of SAwN clearly relates to weltwärts - why is the network so close to weltwärts?”

Mary Mlambo: “We are right in the process of changing the name and in some time in the future the name won't have a connection to weltwärts.”

“How is SAwN organized?”

Mary Mlambo: “There are four working groups: 1 research and governance, 2 fundraising, 3 data base, 4 marketing and communications.”

Annette Chammas: “I am very impressed how sophisticated and formalized the network is. It has such an elaborated structure. In Mexico there is also a strong wish to start a network, but they are just starting. Also, I want to mention that the African Union offers funding for youth exchange programmes. In general, South-South initiatives are very interesting and there are already some. One participant of the conference asked me, if the BMZ will fund South-South exchange programmes, but I am quite certain that this will not be possible.”

03:30 pm – South-South Networking II: WIN

presentation by Maitreyee Kumar and Leena Buddhe of WIN (Weltwärts India Network)
→ ppt and detailed information on topic see conference reader /download archive of the conference

04:30 pm – South-South Networking III: Country Groups

The participants are given the opportunity to exchange in country groups ideas on how to form a local network.

Cambodia

There is a great interest in forming a network, but a lot of questions, too. The partners in Cambodia plan to start with an informal group or network.



The participants met in country groups to discuss regional networks.

Thailand

A facebook group will be formed. The present partners plan to spread the idea of a network with other local organisations in Thailand.

Philippines

It is quite unclear, which are the other weltwärts Partner Organisations in the Philippines.

The partners present in the conference agree on a date for a meeting in order to start an own network. The network will also be supported by Kirsten Sames from the Karl Kübel Stiftung in Germany.



The founders of the new Philippines network.

Vietnam

Since there is only a very small number of weltwärts volunteers in Vietnam, to found a network does not make a lot of sense (yet). Nevertheless, the present partners from Vietnam plan to stay in touch via e-mail.

East Timor

One partner from East Timor participated at the weltwärts conference. She is still new to the programme and to working with volunteers. Therefore, at the current stage she won't focus on researching or reaching out to may be other weltwärts partners in East Timor (yet).



For the participants from Indonesia, East Timor and Laos, it was a bit difficult to discuss networks in their countries.

Indonesia

In Indonesia the weltwärts partners currently have more urgent issues, which they need to tackle (particularly funding and visa issues). As soon as those are resolved, they might have the capacity to found a formal local network.

Laos

In Laos exists some kind of an unofficial/informal network, because all weltwärts partners have to cooperate with the Ministry of Foreign Affairs in Laos and some got to know each other. They will continue to stay in touch, but there are currently no plans to found a formal network.

India – WIN

During the group phase, there was an intense exchange and beneficial discussions with the core group members of WIN, which founded the network. The core group members will send a short concept note about the network, the agreed aims of WIN and conditions on how to become a member to the other participants of the conference.

During the session, the question arose how many organisations are there that would join the network on a membership level as well as if it would be beneficial to divide the network in sub regions (e. g. East, West, North and South). Also, there was the question on how WIN can reach all weltwärts partners in India. The members of WIN are convinced about the importance of the platform. Also, there is a lot of work to be done. At the current state, there won't be a membership fee, because the network is still growing, and a structure must be built. It will be a challenge, but the core members will work on if and how a person could be employed for WIN.



Every group presented their ideas regarding regional networks.

3.4. Day 4: Friday, 22nd February 2019

09:30 am – Energizer and Recap of the previous Day

With support of the participants and by Christoph Gille

10:00 am – Inclusion in Volunteering

input and presentation by Jelena Auracher (bezev)

→ ppt and detailed information on topic see conference reader /download of the conference files

The weltwärts programme as a volunteer service for development policy strives to be inclusive for persons with impairments. However, the number of volunteers with impairments sent abroad is very small, which is in stark contrast to the fact that more than 15 % of the German population does have some kind of impairment. For that reason, particularly in Partner Conferences in the past, inclusion of volunteers with disabilities/impairments and other underrepresented groups was chosen as main topics by the Programme Steering Committee for the weltwärts Partner Conferences in order to motivate and foster the inclusion of volunteers with disabilities/impairment. Anyhow, it continues to be a relevant topic.



Jelena Auracher discussing inclusion in the weltwärts programme.

What does one mean within the weltwärts programme when referring to inclusion?

The basic principle and vision of an inclusive voluntary service is that no matter what impairment a young person might have, this should not exclude him or her from participating in the programme. Diversity should be considered the normality and not a special occasion. Also, rather than demanding that individuals adapt to the existing system (e. g. framework of programme), the system itself must change so that it does justice to the diversity of individual needs.

By establishing a Competence Center based at bezev as an expert organisation with extensive experience with respect to inclusion and an inclusive voluntary service, the weltwärts programme aims to encourage more organisations and young people with impairments to participate in the voluntary service.

With bezev offering consulting services to interested organisations or impaired young people, obstacles organisations or impaired volunteers might face, can be reduced, better managed or even eliminated. If necessary, there are also additional funds available by the programme to cover additional cost of an inclusive voluntary service.

Although partners might be hesitant at first to send or receive volunteers with impairments, in general, most organisations are very open and interested in participating in an inclusive volunteer service. Also, the feedback from organisations which sent/received volunteers with impairments has been very positive, so far. There have even been already people with an impairment/a disability signaling an interest in taking part in the South-North component.

Inclusion is also covered by SDG 4 with one of

the aims to [...] eliminate [...] disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable, including persons with disabilities [...], but when referring to one of the guiding principles of inclusion one can put it simply in the words “Leave no one behind”.

Questions by Jelena Auracher for the Participants

1. What has been your experiences of volunteers with an impairment and/or a disability?
2. Are there places of assignment that are particularly suitable for volunteers with impairment or volunteers who have completed vocational training? What should volunteers be able to do in their projects?
3. How can volunteers be matched to projects? What needs to be taken into account throughout the volunteer service?
4. Are there particular challenges and/or problems involved in supporting underrepresented volunteers, such as volunteers who have completed vocational training and volunteers with impairment?



Trupti Pudoval presenting the results of her working group.

Plenary Discussion and Comments by the Participants

“Are also young people with mental impairments included? For example, somebody with down-syndrome, can he/she participate?”

Jelena Auracher: “So far, we have not had anyone with e. g. down syndrome participating in the programme, but indeed that would be the aim. Nevertheless, it must be very well prepared, the project chosen carefully etc., but in general there are no objections. Bezev and I will try to support those persons and organisations to make it possible. As there is a broad variety in hosting projects, e. g. a project directed at impaired people might have already some of the necessary infrastructure.”

“I must admit that I have my doubts with respect to volunteers with mental disabilities. Sometimes impaired people are not even able to speak their own language, how will they speak the language in a partner country? Or a South-North volunteer – how will he/she learn and speak German? How can we reach that and make sure that they have a good experience? I am afraid that if they won’t that it might even damage a volunteer with mental impairments.”

Jelena Auracher: “One can only try to do his or her best. If you have the impression that it is likely that despite all efforts and planning to meet the special needs, then from my perspective as a PO it is okay to say that you let the SO know that the stakes are too high.”

“From my perspective, this looks like a well-rounded programme. Could you tell us more about the pedagogical approach? Because some of the volunteers need a lot of assistance and we as a small organisation won’t have the resources.”

Jelena Auracher: “Close communication between sending-partner-bezev-volunteers is needed. When any assistance is needed, we

try to find solutions, think about what might be useful or necessary. There are funds available for additional assistance. It is all about dealing with the possible challenges and find solutions - ideally one can anticipate the challenges, but this is not always the case. Some might come up during the voluntary service, then one has to deal with them accordingly."

Marvin Schmelzer Pauschinger: "The German SO are responsible for the funding and they can also get assistance and/or consult bezev. In the end it is always the SO who has to apply for the additional funds by handing in an estimate of additional cost with the coordination unit."

Annette Chammas: "German society is now more diverse than it has ever been before. Nevertheless, this diversity is not represented among the participants of the programme. We want to reflect diversity in the programme, we try to promote the minorities of the programme. We are very thankful for the extra efforts of bezev, POs, SOs who work on inclusion."

"We had a volunteer of another voluntary programme in a wheelchair. For him getting around in rural settings was easier than in urban settings. What was very beneficial was to have local counterpart volunteers – for both sides. It might be an interesting thing to look into this."

Jelena Auracher: "Also bezev made very positive experiences with volunteer-tandems, i. e. a tandem of a non-impaired volunteer with an impaired volunteer - not necessarily sending them to the same project, but the same city, shared flat etc."

"Referring to a slide in your presentation – is there an indicator or are there plans on how to fight the obstacles or how to reach liberation? What is the channel of motivation etc. and how can POs contribute to that? How can one make it possible?"

Jelena Auracher: "There is a working group for inclusion since 2017. We are working on a concept how to mainstream inclusion in the weltwärts programme. Before that there were already some basic efforts within the follow-up process. Now we focus on the obstacles and how to remove them."

"There are very different levels of disabilities. What is your point of view on that with the aim of inclusion in weltwärts?"

Jelena Auracher: "There are indeed various levels of disabilities/impairments. bezev and weltwärts are not so much discussing the levels of impairments but focusing on the needs of the volunteers instead, e. g. the needs of a volunteer with learning difficulties, another volunteer who sits in a wheelchair, another volunteer has diabetes. All of them have different needs, the projects have to be chosen wisely, support and preparation might be very different depending on the needs of the volunteer, the cover of insurance might be different etc."

"Does one have to prove his or her impairment and special needs?"

Jelena Auracher: "In general, the weltwärts-programme is a very open programme. So you don't need something like an official document issued by authorities as a proof of an impairment, but e. g. the last report card from a special school the volunteer with impairment visited would be good. In the end, we trust the SOs."

Jan Wenzel: "Being here, it is important for us/the PSC to encourage you and other organisations to let your German partner know if you already have experience with a certain disability and/or that you are open to receive volunteers with impairments. That would shorten the process a lot, placement/matching would be a lot easier. Also, there are already many organisations working in this field, i. e. with and for the inclusion of people with impairments in their own country."

Jelena Auracher: "I agree with Jan and want to give you an example: There are NGOs/places of assignment in the weltwärts programme, e. g. a school for deaf children, which are actually asking for volunteers who are deaf, because there are simply a lot of benefits, e. g. a deaf volunteers already knows sign language."

"Thank you for the good presentation. In your presentation you mentioned that there was or is a competence center or a weltwärts group of volunteers of color. I am wondering – are we not going back ideologically if there is a special group for them?"

Jelena Auracher: "It is a small group of returned North-South volunteers of color. The group was formed, because those volunteers faced very particular challenges while volunteering: Some of them had experienced discrimination against them in Germany, but in the host countries they experienced discrimination, too. This time because they were from Germany. So, the group is not so much about inclusion, but more about empowerment.

I agree, one must be careful or even more considerate, when you have Person of Color (POC) as volunteers. Often in seminars there are inputs on colonialism/racism. This might be difficult for the POCs. SOs have to choose their programme carefully and consider that in their communication and particularly seminars."

"I really appreciate the approach of inclusion in the weltwärts voluntary service. The topic of inclusion really widens the perspective of the programme. You mentioned that there is also inclusion for those young adults who have vocational skills in the partner countries. Some of them might not have a certificate, but I can only imagine that there might be a lot of benefits for the places of assignment. Is it necessary for a young adult from partner countries, if he wants to participate in the South-North Component to have a certificate?"

Jelena Auracher: "From my point of view – although not being an expert on vocational training, I don't think a certificate about a completed vocational training is the condition to participate in the programme."

11:30 am – Open Tables in the Hall: Recommendations for the Programme

The participants of the conference give recommendations and write down their take-aways on the conference's topics on posters including a conference message they want to convey to the PSC / to Germany.



Collecting takeaways.

02:30 pm – summary of the conference by Maitreyee Kumar and Christoph Gille

- ❖ Agreeing on the Message from Nagpur
- ❖ Evaluation of the Conference by the Participants on Posters
- ❖ Closing Speeches and Farewell



Participants evaluating the conference.

03:30 pm – Closing of the Partner Conference

3.5. Gallery



The participants enjoyed delicious Indian food.



During the lunch breaks, the participants often discussed the topics of the conference.



Participants from the Philippines and Indonesia.

At the market place, the partner organisations could display their information as well as their products.





Indian Dance at the cultural evening.



Traditional costumes from Maharashtra.



Learning a dance from Thailand.



Getting ready for the cultural evening.

4. List of Authors

Foreword:

- Members of the Programme Steering Committee
- Dr. Jona Aravind Dohrmann (Deutsch-Indische Zusammenarbeit e. V.)
- Karen D'Souza (Ecumenical Sangam, Nagpur)
- Jelena Auracher (bezev)
- Bernhard Marien (IB Südwest)
- Jacqueline Schnicke (Volunta Deutsches Rotes Kreuz)

Fact Sheet:

- Dr. Jona Aravind Dohrmann (Deutsch-Indische Zusammenarbeit e. V.)

Recommendations and Minutes:

- Jacqueline Schnicke, Maitreyee Kumar (Dream School Foundation) and Christoph Gille (Moderator) with contributions from
- Sybille Franck and Dr. Jona Aravind Dohrmann (Deutsch-Indische Zusammenarbeit e. V.)

Minutes:

- Jacqueline Schnicke with contributions from
- Sybille Franck and Dr. Jona Aravind Dohrmann (Deutsch-Indische Zusammenarbeit e. V.)

5. Abbreviations

Abbreviation	Expansion
bezev e. V.	Behinderung und Entwicklungszusammenarbeit / Disability and Development Cooperation
BMZ	Bundesministerium für wirtschaftliche Zusammenarbeit und Entwicklung / Federal Ministry for Economic Cooperation and Development
DIZ e. V.	Deutsch-Indische Zusammenarbeit e. V. / Indo-German Cooperation
SO	Sending Organization
PO	Partner Organisation
SDG	Sustainable Development Goals
DRK	Deutsches Rotes Kreuz / German Red Cross
PSC	Programme Steering Committee
NGO	Non-Governmental Organisation
IB	Internationaler Bund
Kww-wCU	weltwärts Coordination Unit
SAwN	South African weltwärts Network
WIN	weltwärts India Network

6. Vote of Thanks - Gallery



Annette Chammas, BMZ, expressed her thanks to everyone contributing to the success of the conference.



Jan Wenzel and Barbara Kerime as representatives from the PSC thanked the participants for joining the conference and sharing their views.



Jona Dohrmann, convenor of the partner conference, expressed his gratitude towards all the participants, especially towards the Ecumenical Sangam, the BMZ, the wCU and the PSC for enabling this conference.



Marvin Schmelzer-Pauschinger from wCU looked back at very fruitful discussions.



Last get together in the hall.



Maitreyee Kumar thanked all the participants for their lively participation.

Sybille Franck, DIZ, and Nikhil Pedhekar, Ecumenical Sangam, normally working in the background for the success of the conference.



The greatest thanks belongs to Karen D'Souza and her team Sangam for all the efforts they made.