

weltwärts 

Partner Conference 2012

for North India and Nepal.

October 1st – 4th, Nagpur, India.

Conference Documentation



On behalf of

BMZ



Federal Ministry
for Economic Cooperation
and Development

**ENGAGEMENT
GLOBAL**

Service für Entwicklungsinitiativen



Organized by



Deutsch-Indische
Zusammenarbeit e.V.



*Ecumenical
Sangam, Nagpur*

weltwärts 

Partner Conference 2012

for North India and Nepal.
October 1st – 4th, Nagpur, India.

© Deutsch-Indische Zusammenarbeit e. V.
Odrellstraße 43
60486 Frankfurt am Main / GERMANY
e-mail: info@diz-ev.de
Website: www.diz-ev.de
Phone: +49 (69) 7940 3920



Deutsch-Indische
Zusammenarbeit e. V.

Printed with the financial support of the BMZ.
The editor is solely responsible for the contents
of this publication.



Graphic Design, Photos: Stefan Berndt, fototypo



Contents

Introduction	4
Who is Who	6
Cornerstones and Targets of the Partner Conferences 2012	12
Conference beginning	14
Collection of Expectations	16
History and Concept of the weltwärts Volunteering Programme	18
Evaluation of the weltwärts Volunteering Programme	22
Addendum: India Country Study	28
Results of the Follow-Up Process	30
Marketplace / Lunch	32
How to get hold of the right Volunteer?	34
Which kind of volunteers do you want in your NGO?	38
Thoughts on the Occasion of Gandhiji's Birthday	40
Inclusion	42
Challenges and Risks	46
Network Game	48
Speech on the Occasion of the German Unification Day on 3rd October	50
Development Sector	52
Dance Performance	56
Group Photo	56
Do No Harm	58
Workgroups "development sector" / "do no harm"	59
Best Practices in weltwärts	62
Longtime Benefits / Returnees / Further Involvement	64
Reaching out the Partner Conference in Buenos Aires, Argentina	68
Pilot project for the South-North component of the weltwärts programme	70
Networking (wall of cooperation)	72
Open Questions / Closing Session	74
Instant Feedback	76
Interviews	78
Résumé	80
Appendix	84
Findings from the Evaluation forms / Questionnaires	96

Introduction

(Dr. Jona Aravind Dohrmann, Director Deutsch-Indische Zusammenarbeit – DIZ)

Dear Friends and Partners in the *weltwärts* volunteer programme,

It was a privilege to host the *weltwärts* Partner Conference 2012 for North India and Nepal together with the Ecumenical Sangam on behalf of the German Federal Ministry for Economic Co-operation and Development.

This conference was organised in the aftermath of the evaluation of the German development volunteers service *weltwärts* and the follow-up process to the evaluation. This documentation with its statements and findings does not claim universal validity, not even for the region covered (North India and adjoining South India and Nepal). But it makes a forceful statement towards a vibrant volunteer programme which is widely accepted amongst the Partner Organisations.

Although the partners in India and Nepal have always been integral parts of the programme, so far an opportunity had been missing to discuss on a common platform issues of this volunteer programme. These Partner Conferences – altogether there will be nine of them – are filling the gap and are the first concerted effort of the *weltwärts* Secretariat and the involved Sending Organisations to seriously involve the overseas partners in shaping this volunteer programme together. This programme is globally unique and thus one could feel how much everybody enjoyed interacting with each other, exchanging views and experiences, good ones and not so nice ones, and most of all understanding, that all of those present are working towards global learning.

Nobody disputes that the *weltwärts* volunteer programme meets the target group's need. Volunteers who are seeking a meaningful deployment in India or Nepal are welcomed by the South Asian Partner Organisations. Nevertheless, the need for a better matching of the volunteers' desires

and the Partner Organisations requirements have been highlighted in the conference. In this regard the selection process – one of the most crucial phases in the execution of the volunteer service – is the interface between Germany and India or Nepal. Thus it was no surprise that practically all the Partners from India and Nepal opined that their early involvement is much desired and would add value in selecting volunteers.

It was also seen, that the focus has to be sharpened towards development issues of the various partners. This can be best achieved when all the stakeholders of the programme contribute in a concerted way in all the phases of the programme: selection of the volunteers, preparation, interim seminar and post-volunteer seminar and beyond.

This conference has sent a strong message, that all stakeholders present therein are willing to take up the challenge and make this programme a success story for all those involved!

Wishing all the Partners good success in their endeavours,

Jona Aravind Dohrmann
(Convenor of the *weltwärts* Partner Conference 2012 for North India and Nepal)

Arrival from the Nagpur airport of Ms Astrid Neumann (Director *weltwärts* programme, middle) and Ms Renate Tietz (Karl Kübel Foundation, far end) picked up by Jona Dohrmann (Director DIZ front) at the Rainbow Guesthouse which served as the venue for the Partner Conference.

weltwärts



Partner Conference 2012

for North India and Nepal.
October 1st – 4th, Nagpur, India.



Who is Who

(Sandra Campe, KURVE Wustrow)

In India				
S/No.	Sending Agency in Germany	Representative at Partner Conference	Partner Organisation in India or Nepal	
1	BDKJ (Bund der Katholischen Jugend)	Ms. Rebecca Daniel	Asha Niketan Kolkata	
2	bezev (Behinderung und Entwicklungszusammenarbeit)	Ms. Rebecca Daniel	Asha Niketan Asansol	
3	Bistum Osnabrück / Diocese Osnabrück		Udayani Social Action Forum	
4	Deutsch-Indische Zusammenarbeit Baden-Württemberg e. V. (DIZ BaWü)	Mr. Jona Aravind Dohrmann, Mr. Stefan Berndt	Children in Pain (CHIP) - Nagpur Chapter (future partner of DIZ BaWü)	
5	Deutsch-Indische Zusammenarbeit Baden-Württemberg e. V.		Mure Memorial Hospital	
7	Deutsch-Indische Zusammenarbeit e. V.	Mr. Jona Aravind Dohrmann, Mr. Stefan Berndt	Ecumenical Sangam	
8	Deutsch-Indische Zusammenarbeit e. V.	Mr. Jona Aravind Dohrmann, Mr. Stefan Berndt	Ecumenical Sangam	
9	Deutsch-Indische Zusammenarbeit e. V.	Mr. Jona Aravind Dohrmann, Mr. Stefan Berndt	Comprehensive Rural Tribal Development Programme (CRTDP)	
10	Deutsch-Indische Zusammenarbeit e. V.	Mr. Jona Aravind Dohrmann, Mr. Stefan Berndt	Prem Sewa	
13	Deutsch-Indische Zusammenarbeit e. V.	Mr. Jona Aravind Dohrmann, Mr. Stefan Berndt	Sewagram Ashram Pratishtan	

	Place	State	Representative at Partner Conference in Nagpur 2012
	Kolkata - 700015	West Bengal	Mr. D. B. Rana; Mr. Sagar Maity
	Asansol - 713304	West Bengal	Mr. Balaram Samanta; Mr. Sibashis Mondal (Assistant Coordinator)
	Kolkata - 700019	West Bengal	(Mr.) Father Irudhaya Jothi SJ
	Nagpur - 440001	Maharashtra	Mr. Suresh Gandhi; Ms Sudha Gandhi
	Nagpur - 440001	Maharashtra	Mr. Vilas Shende (Director); Mr. Christopher Waidande; Sister Sangita Mallam
	Nagpur - 440001	Maharashtra	Mr. Cyril Khisty (Mentor); Mr. Makrand Chandurkar (Project Coordinator)
	Nagpur - 440001	Maharashtra	
	Nagpur - 440013	Maharashtra	Mr. Iqbal David; Ms Yogita Ganvir (HIV/AIDS Project); Ms Yogita Thakur
	Nagpur - 440013	Maharashtra	Mr. Bapu Desai; Mr. Dilip Raut (Warden)
	Nagpur - 440010	Maharashtra	(Mr.) Dr. M. B. Nisal; Mr. Baba Khaikar

Who is Who

14	Deutsch-Indische Zusammenarbeit e. V.	Mr. Jona Aravind Dohrmann, Mr. Stefan Berndt	Gyan Shenbakkam School Project	
15	Deutsch-Indische Zusammenarbeit e. V.	Mr. Jona Aravind Dohrmann, Mr. Stefan Berndt	Ecumenical Sangam	
17	Deutsch-Indische Zusammenarbeit Baden- Württemberg e. V.		Nav Jeevan Sanstha	
21	Freunde der Erziehungskunst Rudolf Steiner e. V.		Chaithanya Mahila Mandali (CMM)	
22	Freunde der Erziehungskunst Rudolf Steiner e. V.		Samarpan Village	
29	Freunde der Erziehungskunst Rudolf Steiner e. V.		Nanhi Dunya School	
30	Karl Kübel Stiftung	Mrs. Renate Tietz	Karl Kübel Institute for Development Education (KKID)	
32	Kurve Wustrow	Ms. Sandra Campe	Gujarat Vidyapith	
33	Kurve Wustrow	Ms. Sandra Campe	Kutch Nav Nirman Abhiyan	
36	Deutsch-Indische Zusammenarbeit e. V. (Quality and Liaison Assistant)		Consortium of CRTDP, Nav- Jeevan Sanstha and Mure Memorial Hospital	
37	Deutsch-Indische Zusammenarbeit e. V. (Quality and Liaison Assistant)		Consortium of Ecumenical Sangam, Prem Sewa and Sevagram Ashram	
39	Nordelbisches Missionszentrum		Integrated Rural Development of Weaker Sections in India (IRDWSI)	

	Vellore - 632008	Tamil Nadu	Ms Priyanga Vishnu (Project Manager)
	Nagpur - 440001	Maharashtra	Gajanan Gangakhedkar (LEAP Project); Ms Karen D'Souza (Accountant weltwärts); Ms Usha Bende; Mr. Pankaj Bhagat
	Nagpur - 440010	Maharashtra	Mrs. Iris Wilkinson
	Secunderabad - 500061	Andhra Pradesh	Mr. Jaya Singh, Thomas; Mr. Narayana Swamy (Program Manager); Mrs. Bandari Jayamma
	Belgaum - 590011	Karnataka	Ms. Aparna Deshpande; Mr. Jayant Sabnis
	Dehradun - 248001	Uttaranchal	Mr. Alok Ulfat
	Coimbatore - 641108	Tamil Nadu	(Ms) Dr. K. S. Malathi
	Ahmedabad - 380014	Gujarat	(Mr.) Dr. Rajendra Khimani
	Bhuj - Kutch - 370001	Gujarat	Ms. Sreshta Roy; Ms. Veena Mahor , Director Setu Programme; Mr. Bharat Dodia, Sector coordinator, Abhiyan;
	Nagpur - 440010	Maharashtra	Dr. (Mr.) Sanjog Gajbhiye
	Nagpur - 440001	Maharashtra	Ms Anagha Bhusari
	Semiliguda - 764036	Orissa	Mr. Sushant Stanley

Who is Who

41	Nordelbisches Missionszentrum		Integrated Rural Development of Weaker Sections in India (IRDWSI)	
43	Service Civil International - Deutscher Zweig e.V. - (SCI-D)		Human Wave	
<i>In Nepal</i>				
S/No.	Sending Agency in Germany	Representative at Partner Conference	Partner Organisation in India or Nepal	
45	Kurve Wustrow	Ms. Sandra Campe	Youth Action Nepal	
47	Kurve Wustrow	Ms. Sandra Campe	Collective Campaign for Peace	
49	Kurve Wustrow	Ms. Sandra Campe	Shanti Samaj Kendra (SSK)	
50	Kurve Wustrow	Ms. Sandra Campe	Collective Campaign for Peace (COCAP)	
51	Kurve Wustrow	Ms. Sandra Campe	Bikalpa Gyan Tatha Bikas Kendra	
54	MISEREOR		Centre for Educational Policy and Practice (CEPP)	

	Semiliguda - 764036	Orissa	Mr. Madhab Dalapati (Project Coordinator); Mr. Dayadan Suna (Program Coordinator)
	Hooghly	West Bengal	Mr. Tapas Kumar Sur; Ms Reshma Gayen (teacher in women empowerment); Ms Chhanda Dutta (Mentor)
	Place	State	Representative at Partner Conference in Nagpur 2012
	Kathmandu		Mr. Pawan Roy; Mr. Madan Pokhreal (Volunteer Coordinator); Mr. Om Chand Rauniyar (General Member)
	Kathmandu		Mr. Shyam Adhikari
	Makwanpur		Mr. Dipendra Dhakal; Mr. Madhav Timalisina; Ms Biju Aryal
	Kathmandu		Mr. Narendra Khatiwada (Central Committee Member representing Volunteers); Mr. Lokendra Bd. Shahi (Central Committee Member, representing remote member organisation from Kalikot)
	Kathmandu		Ms Uma Tamang
	Kathmandu		Mr. Ram Kumar Bhattarai

Cornerstones and Targets of the Partner Conferences 2012

(Dr. Jona Aravind Dohrmann)

I. Cornerstones of the Partner Conference

A) Background:

The evaluation of the German development volunteers service *weltwärts* and the follow-up process to the evaluation are the topics for the *weltwärts* programme in 2012. In order to integrate the partner organisations (PO) and assignment locations in the follow-up, several regional conferences could be held in *weltwärts'* partner continents (Africa, Asia and Latin America) at the end of 2012. Moreover, the conferences would also offer a framework for networking and exchange between the various players in the partner countries.

B) Formal points for the conferences in the partner continents:

1. Leading conference topics: networking, cooperation, participation by *weltwärts* partner organisations.
2. The conferences are for our partners. All *weltwärts* PO and those staff members actively involved in *weltwärts* activities (e.g. mentors, induction trainers, relevant PO staff) should be invited.
3. German participants should be limited to a "small delegation" composed of representatives from sending organisations and the BMZ/*weltwärts* Secretariat (ratio of 80:20 at the most).
4. Sending organisations and/or their networks should organise themselves and take care of the planning and implementation of the conferences in collaboration with their partner organisations.

C) The aims of the partner conferences may be:

1. To inform partner organisations about the programme (history, goals, etc.) and discuss their needs (opportunities for input, etc.).
2. To present the findings of the evaluation and the outcome of the follow-up process. To

discuss the findings and outcome with members of the partner organisations.

3. To formulate recommendations from the PO for programme activities.
4. To offer the PO a platform for sharing experiences and insights.
5. To create a forum for exchange on various topics (for example, quality, integration of the programme in development policy, technical and pedagogical back-up, demand on the PO side for reverse placements, experiences and needs in terms of measures to accompany the programme).
6. To facilitate networking and participation (for example, building up regional and topical networks, possibly founding representation bodies in the partner countries, elaborating possibilities for participation in programme development).

II. Specific Targets of the Partner Conference 2012

The Following targets have been pursued with the *weltwärts* partner conferences in 2012. They pertain to all participants from partner organisations and all persons involved in the *weltwärts* programme and who have participated in the Partner Conferences.

1. Room and time is given to the participants to discuss **their own issues**, that they bring from the daily work with volunteers.
2. The participants are informed about the development, structures, instruments (e. g. accompanying measures) and **targets of the *weltwärts* program**. They had time for exchange and assessment regarding the targets.
3. The participants are informed about relevant **results of the *weltwärts* evaluation** and had time to reflect, discuss and assess the results from their own perspective.
4. The participants are informed about the **„follow-up“ process** that is connected to the

weltwärts evaluation.

5. The participants know the **changes with-in the programme** connected to the „follow-up“ process that are relevant for them. They had sufficient time to discuss and comment these results.

6. The participants are informed about the pilot phase of the recent **„South-North component“ within the weltwärts programme**. They have shaped their opinion and wishes and formulated their own ideas and needs for changes

regarding this concept.

7. The participants know the new **management structure** of the programme. They could find out ways of participation for themselves within this new structure.

Entrance Gate to the Venue announcing the Partner Conference.



Conference beginning

Delegates of the Partner Conference at the Registration in the Conference Hall of the Rainbow Guesthouse.



Anagha Bhusari, Astrid Neumann, Jona Aravind Dohrmann and Renate Tietz (from left to right) during the Lighting of the Lamp.



Collection of Expectations

(Renate Tietz, Karl Kübel Foundation)

The *weltwärts* Partner Conference 2012 was hosted by the Ecumenical Sangam in Nagpur which organised the Conference in its Guesthouse called the Rainbow Guesthouse. Mr. Cyril Khisty, the Honorary CEO of the organisation, delivered the welcome speech and welcomed all the participants from Nepal, Germany and India. He was followed by welcome messages from Ms Astrid Neumann, the director of the *weltwärts* programme in Bonn/Germany and Dr. Jona Aravind Dohrmann, Director of Deutsch-Indische Zusammenarbeit (DIZ) in Frankfurt/Germany and Convenor of the *weltwärts* Partner Conference 2012.

To start with, the expectations of the participants were collected through the application forms sent to the Convenor of the Partner Conference and browsed and clubbed together by Ms Renate Tietz (Karl Kübel Foundation, Bensheim/Germany) who displayed the main expectations on card boards for all participants to see:

- How to involve volunteers better, quality aspects of *weltwärts*
- Sharing of best practice, Volunteers impact on projects
- Know more about the goals of *weltwärts* and long term *weltwärts* perspective and impact
- Express host organisations needs
- Build regional cooperation to increase the learning of all stakeholders
- Challenges of mentoring, develop mentorship guidelines
- How are volunteers prepared in Germany? Their image of India?
- What do volunteers do after they go back, the long term aspects of their stay?
- Volunteers behaviour in the Indian context, code of conduct?
- Risks, volunteers Visa Problem, the legal framework
- Reverse Program? Can Indians go to Germany?
- Participation in *weltwärts*
- Know about other BMZ sponsor programs
- Discuss development work in General
- Discussion on eco-friendly lifestyle

Jona Aravind Dohrmann while addressing the Conference Delegates in his inaugural speech. In the background the collected expectations displayed on a string could be seen.



History and Concept of the *weltwärts* Volunteering Programme

(Dr. Jona Aravind Dohrmann)

Volunteering is an integral part of many people's biography in Germany. In Germany the concept of volunteering evolved in the aftermath of the Second Worldwar, when many Germans who wanted to initiate a process of reconciliation with Germany's especially European neighbours embarked on going to France, England or other countries to work together on social projects or reconstruction programmes with mainly young locals to foster friendship between Germans and other Europeans. Later on, this concept understanding amongst nations ushered into a more globalised approach. Young Germans were interested in getting to know other cultures, other approaches and other environments and circumstances and wanted learn all the aforementioned things through volunteering and working in developing countries or as they are called today: the countries of the Global South. There were and are various concepts for this kind of exposure: participation in Workcamps, work & travel, going to Kibbuzims or Ashram and volunteering in charitable organisations.

Since many years, there was a lot interest in volunteering in India and Nepal. Many volunteers came to both the countries but had to bear normally all the costs which included travel, insurance, boarding and lodging and processing fees to the deploying agency since they also had to cover the administrative costs. The normally high costs proved to be a barrier for many adolescents wanting to go abroad. So as not to let volunteering become or remain a domain of elite circles in Germany the German Federal Ministry for Economic Cooperation and Development (BMZ) contemplated of launching a volunteer service programme focused on development aspects of involving oneself in the Global South. Thus, in 2007, the *weltwärts* volunteer programme was inaugurated with the aim of sending volunteers abroad from 2008 onwards.

Young people from Germany have, for many years, become increasingly interested in getting involved abroad. They usually do this between

finishing school and starting university, or after completing training. Getting involved in countries of Southern Asia is high on the agenda of young Germans. The German Government is allotting around 38 million US Dollars in aid per year from public funds to enable the execution on this one of its kind volunteering programme with the focus on developmental issues.

The first addressees of the *weltwärts* programme are of course the volunteers. They would like to obtain qualifications for personal development (e. g. foreign languages, intercultural skills) and to gain an insight into the vocational field of international co-operation. This includes the understanding of global contexts and the dependency of one's own life within the global context. The volunteer service shall at the same time raise the volunteers' awareness regarding the diversity of life and development as well motivate the thus qualified volunteers to get involved with social and developmental issues upon returning home. The volunteer shall act as - preferably lifelong - multipliers for the developmental cause. Of course, it is known, that most volunteers first have to reintegrate into their regular German life which includes taking up studies, continuing studies and/or looking for employment. Thus they are quite absorbed with their own life, but the *weltwärts* programme is construed to promote lifelong learning and is providing often times the initial spark which need to be kept alive through you - the Partner Organisations - and through us back home - the Sending Organisations. It is too early to assess the longterm benefits of such a programme, but from our experiences with previous volunteering offers we know that many a times, young person come back after they have settled in life and remember their impressive experiences from their time as volunteer and would like to draw on them and reflect them into German society.

The second addressees of the programme are the partner countries such as Nepal and India with their respective NGOs who function as the host-

ing/partner organisations. They are ideally assisted by the volunteers in their daily work whereby the volunteers are not meant to replace local work force. By participating in the programme, the partners and target group with which they work should gain a better understanding of global contexts and the dependency of one's own life within the global context.

Networking among partner organisations and with the sending organisations is encouraged and strengthened.

The third group of Addressees of the programme is the German society at large. Former volunteers get involved in their own country (non-governmental organisations, training, projects etc.), Civil-society players in the development cooperation in Germany are strengthened. Volunteers pass on their experience and become multipliers. The programme gains publicity, thereby also reaching out to future volunteers who have previously felt ignored (people of migrant backgrounds, vocational school students, people from low-income families and persons with disabilities). Although for the Partner Organisations it may not be so important which background the volunteers have as long as they integrate themselves well into the organisation and work, NGOs and the Government in Germany would like to bring the erstwhile marginalised sections of society into the mainstream.

The BMZ is in the overall political charge of and has the political management of the *weltwärts* programme. It recognises sending organisations and places of assignment. From public funds, i. e. tax money, the BMZ provides up to 75 % of the funding of the costs of the sending organisations for conducting the deployment of the volunteers to their various partners worldwide. The remaining amount of 25 or more %, as the case may be, has to be borne by the sending organisations which in turn request the volunteers to support this effort through the establishment of donor's circles since the sending organisations cannot allocate donations otherwise received for different purposes towards the volunteering programme. The BMZ through its operating bureau, the *weltwärts* Secretariat, maintains a direct relationship with the sending organisations.

The *weltwärts* secretariat (wwS) advises sending organisations and volunteers regarding the *weltwärts* volunteer programme. The wwS first assesses the sending organisations who have to once apply for recognition and then the places of assignment in the respective countries to which *weltwärts* volunteers are sent. The wwS also channelizes the funds from the BMZ to the various sending organisations for the execution of the programme on the level of the sending and partner organisations. The sending organisa-



History and Concept of the *weltwärts* Volunteering Programme

Jona Aravind Dohrmann while elaborating on the genesis of the *weltwärts* programme.



tion then does the funds allocation and pays for airtickets, insurances, the costs of the accompanying programme for the volunteers (altogether 25 days), the boarding and lodging, the pocket money and for the overall administration of the programme through the sending organisations. Finally, of course, the funds allocated to every sending organisation has to be controlled and audited by the wwS since after all, the funds made available for this volunteer service are public tax payer's money.

The *weltwärts* volunteer service functions as a composite project of the State and the Civil Societies in Germany as well as in the respective partner countries abroad.

Normally, the **sending organisation** selects the volunteers, although this is more and more done in cooperation with partner organisations through making applications of volunteers available in English or using Skype for direct interviews. The sending organisations prepares the volunteers in Germany, organises their interim seminars abroad and the post-volunteering seminar after the volunteers' return to Germany. They also follow-up the entire process of the volunteer programme within their purview and maintain a direct relationship with the partner organisations in the hosting countries. For all this, they have to annually submit applications to the BMZ through the wwS to obtain funds for the execution of the programme and provide proof the appropriate spending of the funds.

The **volunteers** are supposed be young, dedicated people aged between 18 and 28 years. Their volunteering service duration has to be a minimum of six months and up to 24 months. In India the longest duration of the volunteer service could be up to 11 months since in normal course of events, the authorities do not issue visas with longer duration than 12 months (the visa being immediately valid from the time of issuance). The profile of

the interested volunteer should be such that he or she should be open-minded, interested in development policy, dedicated, capable of learning and having a basic knowledge of the host country's language. The volunteer are no regular staff and therefore also do not receive a salary. Nevertheless, they get a pocket money.

The **partner organisations** provide places of assignment, accommodation and food or organise accommodation with host families. Places of assignment must strictly have a developmental focus and are not allowed to replace local work force. The partner organisations are responsible for integrating the volunteers into daily work, thereby accompanying the volunteers by mentors outside the immediate place of assignment for cases of emergency or crises. The mentor need not, but could be even from outside the partner organisation.

Evaluation of the *weltwärts* Volunteering Programme

(*weltwärts* Secretariat)

I. INTRODUCTION: THE EVALUATION REPORT¹

The Federal Ministry for Economic Cooperation and Development (BMZ) commissioned an independent consulting agency to evaluate the entire *weltwärts* aid programme in 2010 and 2011, with the **aim of assessing** the programme's implementation and effect, and formulating specific **recommendations** for further development.

The most important element of the evaluation was the **online survey** of all *weltwärts* players in Germany and six selected countries, as well as former volunteers. **Specific country studies** were then conducted in these countries, where volunteers, partner organisations and assignment centre staff were interviewed once again. These studies are available for Bolivia, Costa Rica, Ghana, India, Tanzania and Vietnam.

In total, almost 10,000 (current and former) volunteers were contacted, with just over half completing the survey. These were divided into four groups: Volunteers before departure, volunteers at work, volunteers who had returned home in the last 14 months, and volunteers who had returned home more than 14 months ago.

The report has been available since the end of 2011. The most important findings will now be presented to the partner organisations.

2. ASSESSMENT OF THE VOLUNTEERS BY THE PARTNER ORGANISATIONS

Most partner organisations and places of assignment see the volunteers' work as being a **major contribution** towards their own project. The

¹ Kindly note that the following results from the evaluation report refer to the entire *weltwärts* programme and the findings therein may vary widely to your own experience.

volunteers provide **assistance**, thereby taking the strain off staff. Overall, they are a big help in daily work and project development. The volunteers not only help staff on site, but, in over half the cases, also contribute skills not otherwise available at the assignment centre, or organise their **own projects**. The latter particularly relates to additional sporting, artistic, musical or language activities.

The **high level of commitment** and clear **social obligation** of the *weltwärts* volunteers are particularly praised.

There are **deficiencies** in the manner in which the volunteers are **prepared**. Half the partner organisations describe the volunteers as **insufficiently prepared**. Some partner organisations also report of **intercultural misunderstandings**. However, the country studies hardly mentioned inappropriate behaviour by the volunteers.

There continues to be a **need for specialised knowledge**, which is not being met by the *weltwärts* programme. The report thus recommends a **greater focus on the organisations' specific needs**. But this also involves taking into account the necessary limits of volunteer work, so as not to create false expectations.

Almost all the partner organisations said they would want to take on the same number or more volunteers, though some partner organisations want more qualified, older volunteers.

3. ASSESSMENT OF THE WELTWÄRTS PROGRAMME BY PARTNER ORGANISATIONS

The organisations rated a few ***weltwärts* features** as particularly **positive** compared to other volunteer programmes. The programme is **more**

binding, the volunteers **work for longer** and are **financially supported**, and the organisations can take on **several volunteers**.

On the other hand, the **administrative expense** associated with the programme was deemed a **disadvantage**, particularly in terms of Visa difficulties, the reporting duty, or financing the programme.

4. VOLUNTEERS' VIEWS ON THEIR ASSIGNMENT

One third of the volunteers deem their place of assignment to be unsuitable or hardly suitable for a volunteer. One third of the partner organisations also spoke of problems with finding suitable tasks for the volunteers. The country studies similarly showed that many places of assignment find it difficult to systematically integrate volunteers into the work.

The **orientation** phase is particularly criticised by the volunteers. Even right at the start, there were often no defined task areas, goals or schedules. Just under half the interviewed volunteers also reported that, **at times, they did not perform any useful work** or looked for work to do themselves. **However, only a minority felt they were not well integrated into the place of assignment overall.**

Most volunteers met the **requirements**; only 12 percent felt overwhelmed by the work.

5. PROBLEMS WITH ORGANISATION AND EXECUTION

A) Mentoring

The partner organisations should provide the volunteers with a **mentor** who is responsible for

supporting the volunteer and providing technical and educational assistance during their stay. These mentors should *not* come from the volunteers' direct work area.

The volunteer survey analysis showed that good on-site support by the mentors influences the volunteers' self esteem and their evaluation of the programme. The higher their satisfaction with the support offered, the more likely they are to better understand the developmental cooperation as a strengthening of social structures and help for self-help, and the more they perceive themselves as a form of support.

Deficiencies were noted here, particularly in the country studies. **Most of the volunteers do not receive technical instructions at the place of work.** Only a minority of partner organisations provide the mentor themselves; the sending organisation generally arranges the mentoring. The mentors are also often busy at their own place of assignment or partner organisation.

The mentors particularly work in the volunteers' direct working environment at smaller partner organisations. The mentors only actually worked outside the organisation in 17 percent of cases; this was usually the case for intermediary partner organisations.

The volunteers' **assessments of the mentors** are very varied, but are very often negative.

Sometimes the contact person previously appointed was not the same as the actual contact person, and in another case, the person only existed on paper. The contact persons' lack of teaching skills and (in only a few cases) unreliability and poor support in emergencies were cited as further points of criticism. Mentoring has an important function: The evaluation showed that volunteers are more willing to get involved later on if they were satisfied with the mentoring during the service.

Evaluation of the *weltwärts* Volunteering Programme

B) Partner organisation involvement in the selection process

Most partner organisations are **not or hardly involved** in **selecting** the volunteers or **allocating** them to their places of assignment. When it comes to selecting volunteers, they can generally only express their consent or rejection. Only 15 percent were able to directly select the volunteers. Allocation revolves more around the volunteers' wishes than the needs of the partner organisations. In addition, only half the sending organisations use a list of requirements compiled by the partner organisations.

There is **need for improvement** here: **Half the partner organisations would like to be more involved with selecting the volunteers.** The country studies also showed **positive effects** when the partner organisations were involved in the selection process beforehand.

A correlation between the intensity of the cooperation in the selection process and the assessment of the volunteers' suitability for the respective place of assignment was proven empirically.

Specifically speaking, the report suggests, for example, developing clearly formulated **needs profiles** which relate to the place's of assignment tasks and the relevant requirements. The partner organisations could also be given the option of **selecting from several applicants.**

C) Lack of information

Partner organisations and places of assignment generally do **not distinguish between the different volunteers services.** Only in very rare cases can volunteers be allocated to a certain programme. This is not just important for *weltwärts* itself; **understanding the programme is also relevant for the partner**

organisations: Volunteers rate their places of assignment more positively if the respective partner organisations have been sufficiently informed about *weltwärts* beforehand. In particular places of assignment working with an intermediary partner organisation often only see the dispatching of volunteers as being a cooperation with this organisation, not as part of a wider programme.²

6. CHANGES WITHIN THE PARTNER ORGANISATIONS

A) Intercultural skills

The staff at the places of assignment and partner organisations also benefit from the volunteer exchange. Just under 80 percent of partner organisations report of **changes in the area of intercultural skills.** One third also notice an **increased awareness of global contexts.**

The volunteers' work enables partner organisations to reflect their knowledge, deepen their existing knowledge and acquire new knowledge. They question their own **processes and practices** more frequently, and view them from a different cultural perspective. This generally involves an **informal knowledge transfer.** For example, this includes new teaching methods, dealings with children or HIV patients.

B) Funding

Although most of the partner organisations report of **improved equipment and funding,** this growth primarily comes from the collected

² There were no intermediary partner organisations present in the Partner Conference in Nagpur. Intermediary partner organisations receive volunteers from abroad from foreign sending organisations and then distribute them in India amongst various partner organisations.

volunteer **donations** and aid from Weltwärts itself. An **expansion of resources thus very rarely has anything to do with the specific work of the volunteers**. But the programme makes no claim to this anyway. In 40 percent of partner organisations, however, funds are also strained, particularly through **support costs**.

C) Reputation and importance

Most partner organisations report of an **improved reputation** as a result of the volunteers' work. This can, in some cases, **be utilised** to raise political decision-makers' awareness of organisational issues, and attract political decision-makers for their own projects.

In some cases, this improved image was due to the fact that the work by international volunteers is recognised as a mark of quality. For example, there was an increased demand for positions at schools where volunteers work. This is viewed critically by some volunteers, and as a result of social racism.

D) Networking/Cooperation

The dialogue between the partner organisations and sending organisations is strengthened by Weltwärts. 40 percent also report of an **expansion in networks with other partner organisations**. These networks are used to exchange experiences and knowledge.

The country studies showed that there had **previously only been very few binding cooperations** between the partner organisations. But the few positive examples did show that increased co-operation definitely results in better programme implementation.

E) Accompanying measures

Accompanying measures aim to improve the exchange between sending organisations and part-

ner organisations, further train mentors and place of assignment managers, or improve the infrastructure.

Very few of the surveyed organisations stated they had benefited from Weltwärts accompanying measures. **The vast majority had never even heard of this instrument**. If accompanying measures were taken, they were, however, viewed as **helpful and important** by the partner organisations. Mentor training was particularly rated positively. Based on a cost/benefit analysis, infrastructural improvements were, on the other hand, rated more negatively.

7. DEVELOPMENTAL COOPERATION WITH PARTNER COUNTRIES

The country studies had extremely varied results in relation to the **partner countries' politics**. Various **federal government players** deemed the volunteers' work to be **reasonable support** for development-related areas, yet the volunteer programme is **not actively supported by the governments** in most countries. This regularly causes difficulties with issuing work permits and visas.

The evaluation report also proposes a **greater developmental focus**, and questions places of assignment at schools.

Hardly any negative effects on the countries were identified. Although one third of the volunteers stated they constantly or regularly had to fill in for staff, this was not confirmed in the country studies. Individual cases were identified in areas such as the education sector, where volunteers did work otherwise performed by paid teachers.

Evaluation of the weltwärts Volunteering Programme



SUMMARY

The volunteers' contribution to the partner projects is rated **positive overall** in the report. Volunteers contribute towards the project work and help support the target groups. The **partner organisations' staff** also benefit from the intercultural exchange. The **volunteers' motivation**, as well as the **quality of the place of assignment** and volunteers' **integration** into the on-site work, is particularly crucial to the success of the assignment.

There are differences when it comes to the **quality of the places of assignment**. For example, some projects are not yet able to effectively **integrate** the volunteers into the work process and employ them in a manner appropriate to their skills. **Professional educational assistance** was not provided at most assignment centres, and the mentoring function often did not meet the requirements.

With regards to the organisational side of the Weltwärts programme, it is primarily recommended to **involve the places of assignment and partner organisations more in the volunteer selection process**.

Addendum:

India country study

(weltwärts Secretariat)

The report highlights the **strong Indian civil society**, which contributes towards the success of the volunteer work – particularly through a **high acceptance capacity** and **long-time experience** with volunteers.

Many volunteers, on the other hand, find the **caste system** and its associated social differences a particular challenge. **The hierarchical structures at the place of assignment** are also viewed as problematic, especially when it involves contributing one's own project ideas. Many do not feel they are treated appropriately for their age.

The country study sees differences between two groups of volunteers here: Older and more highly qualified volunteers are more entitled to pass on knowledge and thus have more problems with hierarchies. Conflicts and dissatisfaction are more common than among younger, less qualified volunteers who adapt better to the hierarchies, come to the country with fewer fixed ideas, and often say they “just want to help”.

The report particularly states for India that **specific partner organisation profile requirements** can have a very **positive** effect. This is especially important because the needs of the Indian partner organisations vary greatly. For example, some partner organisations prefer volunteers with special qualifications, while others appreciate work even from younger, less qualified volunteers.

There are significant differences when it comes to **accommodation**.

- Volunteers who live with **host families** often have problems with the more intense hierarchical structures of Indian family life and strict rules. Specifically speaking, the food, for which the families receive a flat fee from the partner organisations, was found to be extremely inadequate.
- Volunteers **staying on-site at the project** were satisfied in some cases and critical in

others. The close **integration into the project** and everyday work was cited as an advantage, though this also means that the volunteers often cannot switch off, and are always on call.

- Most of the volunteers live with other volunteers in **rented apartments**. Most of them are comfortable with this, but also mention the lower degree of integration into the project and the region due to the intensive contact with the other volunteers.

In some cases, every day practices were changed through the **volunteers' involvement**; some organised extensive projects. For example, the volunteers introduced **group work** into a lesson at one school, which helped children with learning disabilities. Two other volunteers worked together with the local police to hold a **self-defence course** at a women's centre.

weltwärts

Partner Conference 2012

for North India and Nepal.
October 1st – 4th, Nagpur, India.

weltwärts

Partner Conference
for North India and Nepal.
October 1st – 4th, Nagpur, India.

On behalf of

BMZ



Federal Ministry
for Economic Cooperation
and Development

ENGAGEMENT
GLOBAL

Service- und Projektorganisationen



Deutsch-Indisch
Zusammenarbeit

Ms. Renate Tietz

Leiterin
Deutsch-Indische
Zusammenarbeit

Dr. Jona Aravind
Dohrmann

Deutsch-Indische Zusammenarbeit e.V.
Projektleiterin
Nagpur, Indien

Results of the Follow-Up Process

(weltwärts Secretariat)

I. INTRODUCTION

The evaluation of the *weltwärts* programme culminated in a comprehensive report in late 2011 which, in addition to the evaluation of the programme, includes seven recommendations. The goal of the so-called follow-up process was to put the recommendations of the evaluation report into practice and thereby eliminate the weaknesses of the programme. To this end, more than 90 people worked in seven working groups for half a year to develop the relevant proposals. These proposals are currently be presented at the Federal Ministry for Economic Cooperation and Development (BMZ) for acceptance. An important step in the implementation is now to discuss these results at the nine partner conferences 2012 in Latin America, Africa and Asia.

The most important results are presented below.

2. Management Structure

The evaluation suggested that the commonalities between NGOs and the Ministry should be strengthened. The NGOs in the *weltwärts* programme and the BMZ have therefore decided to take over joint responsibility and sponsorship of the volunteers service in future. To share the responsibility and to develop *weltwärts* as equitably as possible, a steering committee was set up and a new management structure was developed.

The **new management structure** of the *weltwärts* programme is characterized by the following basic elements:

- There is a **steering committee**, made up of the following members: the **BMZ**, the **weltwärts secretariat**, **sending organisations and former volunteers**.
- The committee is to systematically involve all stakeholders in the management of the

programme to create transparency with respect to procedures and decisions.

****The sending organisations must be joined in associations to be represented on the committee. The volunteers must be organized in the structure of an association.*

- The allocation of seats, voting rights and duties of the committee are defined in the rules of procedure.
- The steering committee may set up working groups on specific topics, for example on quality assurance and target groups..
- An ombuds service is set up to refer volunteers, who find themselves in a conflict situation, to the appropriate institution.

3. Quality Management

The evaluation has shown some need to improve the quality of the programme. It also suggested that quality must be ensured more systematically and jointly with the stakeholders.

As far as “quality” is concerned, a system was therefore designed that is meant to ensure quality management and development and that involves all stakeholders.

It includes the following elements:

- A permanent working group on “Quality” will be set up. The working group is joined to the steering committee.
- All sending organisations will in future be obligated to join a so-called “quality network”.
- The quality networks are responsible for the quality development of their members. Here, for example, topics like mentoring and the selection and training of volunteers will be discussed.
- The work of each sending organisation will be reviewed externally. The results of the reviews will be discussed in the quality

networks.

- In addition, all volunteers will be systematically questioned about their work (online questionnaire). These results will also be discussed in the quality networks.
- The results of the review will also be communicated to the BMZ. However, it only receives summary data for each of the quality networks.

4. Programme Profile

The evaluation recommends to further raise the profile of the programme as a developmental volunteers service. Various working groups have been wondering what that could mean. This gave rise to the following results:

- Weltwärts is a developmental learning programme. All participants are meant to learn from each other through the programme. The learning dimension of the programme is to be highlighted more prominently in the public and is also to be made clearer to future volunteers.
- Weltwärts is not an aid programme. The volunteers support the partner organisations in their daily professional work, but they are no experts.
- A key objective of the programme is the commitment of volunteers after their return to their own societies. They are supposed to bring their experiences to bear in German society and work here to support the goal of "One World". In order to strengthen this area of the programme, some measures have been developed to support the volunteers in this commitment. For example, there will be a map on the programme's website that allows volunteers to see where they can get support if they have an idea for a project.
- Volunteers from partner countries should

in future also be allowed to volunteer in Germany. This is supposed to emphasize the fact that *weltwärts* is a learning programme that is based on intercultural exchange.

The partner organisations are also meant to benefit from the commitment of their returning volunteers. This new component will be presented in more detail elsewhere.

5. Target Group Volunteers

The evaluation has shown that the volunteers leaving the country via the programme are a very homogeneous group. The majority have the German Abitur (university qualification), will study after volunteers service and come from well-off families. However, *weltwärts* wants to champion equal opportunity and provide an opportunity to volunteer especially for people who so far were not likely to have this chance. For example, people with disabilities or people from low-income or immigrant families. The evaluation therefore recommends developing an overall plan to also reach other target groups for the programme.

A working group has therefore developed a strategy how to get even more young people excited about the programme, which, for example, calls for:

- Revising the appeal on the website and in other media.
- Developing strategic alliances with other organisations that have contacts to other target groups, for example immigrant associations in Germany.
- Identifying and removing structural barriers in the programme.

Marketplace / Lunch



The Market Place was meant to explain to each other one's own work and present one's own organisation. Some Partners also sold products made in their institutions.





How to get hold of the right Volunteer

In a volunteer programme, of course, the question, as to how to get hold of the right volunteer is one of the key questions. Different sending organisations and partner organisations may have different opinions on the subject which has been reflected in the following workshop, of which this documentation is reproducing an excerpt.

Leading Question: How to get hold of right volunteers?

Renate Tietz (KKS): Good is a relative term and means different things to different people. What a German counts as mature, might be different in India or Nepal.

There are so many different components involved in selecting a volunteer – profile, education background, expectation of the partner organisation, expectation of the volunteers- we feel, this is the most important part of the whole program and we take it very seriously!

Sending organisation's perspective:

Volunteers should not be too shy; they should be able to speak in English. In the selection process one has to verify whether the candidate has a real interest to explore a totally different culture without having cut and dried opinions or prejudices – Summing it up, the volunteer should be open minded, a good observer, ready to accept the new surrounding, not missing his/her parents and friends too much.

Cyril Khisty (Ecumenical Sangam): – who would be a good volunteer for you?

- He should be a motivated person
- Person who can work independently, proactive, self starter
- Coming with full preparation, where he would be living, adjustments, ready to live in village, type of social life, work

Srestha Roy (Kutch Nav Nirman Abhiyan):

Volunteers should understand

1. the need of the organization
2. what is the area where the volunteer can contribute and be
3. open to the environment (respect for clothing style, food, habits etc.)
4. proactive (i. e. not constantly wait for impulses from the partner organisation).

Therefore one has to find out the volunteers' particular skills and assign a suitable work

Why do we accept volunteer: youths are finding meaning in life! Precondition – generous (ready to give time, energy), adventurous, ready to learn, open minded, read to understand, extrovert

He/she should know cultural aspect, know theoretically aspect, have respect for under developed country, know rules and regulations of the particular region to which the volunteer is sent.

K. S. Malathi (KKID):

Are we discussing on - Finding right candidate from Germany, or the right candidate for the partner organisation? Personality traits can be innumerable. From the selection view point much task is done from the German govt.

There parameters –

Make it more professional

Systematic process and approach, partnership between the countries

Cyril: 'We are looking a right man for the right job'

Malathi: We must refer to the HR perspective

Aparna Deshpande (Samarpan Village): we must consider the knowledge of the volunteer, what are their expectation, interest area. Challenge on our

part is 'giving right work to the right candidate' long term assignment – chain of volunteers taking an assignment for many years.

Veena Mahor (Kutch Nav Nirman Abhiyan): Volunteers are very ambitious – limitation or boon? When they come, they get to know about diverse sectors on which the NGO is working, they sometime take more assignments which is out of their capacity. They become ambitious and at the end do not deliver much which also leads to the frustration of the volunteer.

Volunteer should be flexible (value wise), motivated, aware of doing things, communication between the volunteers start quite earlier. Most motivated volunteer also wait for clear instruction. Mentor – upper level people interact with the volunteer but people who are working in the field cannot interact with the volunteer due to language barrier.

They must be articulate, familiar with the context, micro context and mega context. They must be critical, so that they can act as a bridge in the areas where they have studied; filling the lacuna.

Most of the volunteers come with an impression that Nepal is a very beautiful country; however, there are parts of the country which are not very beautiful so they get depressed. Right orientation of the volunteer is essential. Building rapport before coming to the country – social networking sites.

They should be clear about what they want to do in the organization. How many hours and how many days they are going to work should be very clear. Germany has five days working while here it is generally six. They should not be lazy.

Contributing and not contradicting. Learning from each other.

Adjustments depend from volunteers to volunteers. Procedure, selection, clear understanding by the sending organizations.

What kind of work does the partner organization has? We understand that it is difficult for a foreign candidate to come and stay for such a long time. They have to build relationship. Difficulty increases when a former volunteer sharing bad experience to the new volunteer. Misunderstandings increase. Adjustments are essential.

Solution: refresh job/task description for the volunteers regularly taking into account the feedback of the volunteers - Skype with the volunteers before they come to your organisation

Health aspects: India has different environment as compared to Germany. In a district like Kutch, highest temperatures are recorded. It is very essential for the volunteer to change the food pattern to cope up with the heat stress.

The volunteer should have decision making power, issues like choosing a home, needs to be dealt fast.

It is better if they are open-minded. This will help more.

Selection process is very good, almost 30 – 40 apply. Mind set and character of the person matters.

Volunteer should try to adopt rules and regulations. India gives lot of respect and love to the foreigners that should not be taken negatively and interpreted otherwise by the volunteers. Mind set matters, unless mind set is not changes they will never be contributing. Late nights, young girls, its not very safe. "we know how to rescue ourselves".

They have to be patient, travelling to the field, traffic, etc. they have to learn the Indian perspective. 'The sending organization should send the PO the feedbacks which the volunteers share with them'

How to get hold of the right Volunteer

Two major questions ahead:

- Volunteers should know what they want to do?
- Organizations should know what they want the volunteers to do?

We need to look:

What is really possible in the process?

Summing it up:

The following leading questions have to be considered while selecting a volunteer:

- look at Personality traits
- point out cultural differences to the volunteers
- Systematic process and approach, networking before they arrive
- point out health aspects to volunteers
- update the orientation/preparation seminar before volunteers come

weltwärts



Partner Conference 2012

for North India and Nepal.
October 1st – 4th, Nagpur, India.



How would you like to be involved in the selection process? Which kind of volunteers do you want in your NGO?

1. Would you like to have volunteers at all? Towards which aim and for what work? become oneself clear about Work description.
2. Would you like to be involved in the selection process?
3. How are you involved in the selection process so far?
4. Best practices / positive examples
5. What changes are needed in the selection process?

1. Would you like to have volunteers at all?

All participants would like to have volunteers.

2. Towards which aim and for what work would you like to have volunteers?

“Development support“ for both the organization and the volunteer are the overall goal, which means: Volunteering should lead to a long term development of the organization and the volunteer at the same time.

The volunteers should provide skills in fields that the organization needs. Those skills are often English (e.g. Documentation, translation, writing in general, communicating, teaching), techniques (e.g. video documentation, I.T.), PR- work, fundraising, creative arts, health issues, environmental issues. Sometimes volunteers provide skills that the organization doesn't have. They often bring motivation and new energy for the local team.

Important for the work is that the volunteer becomes part of the organization and gets involved in its work like all other employees (e. g. with work schedule/workload, specific tasks). The volunteers need to adapt their behaviour to cultural and organizational rules and requirement.

(Intercultural) exchange, awareness raising and mutual learning about culture (e.g. values, attitudes, activities, knowledge, languages) can lead to new perspectives for all involved persons.

2. Would you like to be involved in the selection process?

The majority would like to get involved in the selection process.

3. How are you involved in the selection process so far?

Different models of involvement of partner organizations within the selection process existed among the group:

A. Written application of volunteers

Sometimes profiles of a few (1-3) volunteers, that have been pre- chosen from the sending organization (SO) are sent to the according partner organization (PO); the PO then can say „yes“ or „no“ to those volunteers/profiles.

In other cases profiles from several (3-15) pre-chosen volunteers are sent to the PO, which then decides who are their favourites.

Depending on the intensity of the written application the PO gets either an insight also into the volunteer's personal background/ motivation/ expectations and gets some impression through pictures or has to choose between profiles that seem very similar.

B. Further application process

Some PO get involved in the personal interview with the volunteer done by the SO, e.g. via Skype. Some provide the volunteers a full profile of their own organization, project and country background and describe the tasks, rules and expectations before doing the final selection or to enable the volunteer to agree or neglect their project.

Some PO get involved in the further process via E-Mail. Others do not get involved in any further selecting processes.

C. Personal contact to volunteers

Some PO get in personal contact with those volunteers who's profiles they have received prior to the service (e.g. mail, facebook). Some PO don't get into personal contact to the volunteers at all

before they meet them in their project for the first time.

D. No involvement at all

Few PO just agree to the volunteers which are solely chosen by their SO.

4. Good practices/ positive examples

A. Start direct dialogue between volunteers and PO in advance

B. Improve matching between project and volunteer

Some SO compare precise information about the volunteer with the precise work requirements from PO and decide on that basis which volunteer fits to which PO/ post.

Some PO compare their own precise work requirements with the volunteer's CV and decide on that basis which volunteer fits to their own project.

C. Sending organizations with specific profile

It might help to find suitable and qualified volunteers, if this SO has a "specific profile" (this profile could be to 1) specification on persons with disabilities and projects in this field or 2) have a christian background and PO that focus on christian lifestyles, community life and sharing of christian believe).

5. What changes are needed in the selection process?

Some of the ideas of what should be changed were:

Involve all stakeholders (e.g. send mentors of the country/PO to Germany in order to get to know the volunteers very early in the selection process.).

Be transparent (e.g. Concerning requirements, wishes, sorrows).

Know volunteers before they arrive (e.g. via facebook, social networking).

Share more information with the volunteer about life abroad (e.g. involvement of PO), about the direct work in the PO (e.g. volunteer placement) and about the rules from the PO (e.g. Code of conduct) prior to agreement on the service.

Spent more time on the selection process and maybe direct communication.

Ask the volunteers in advance about their expectations, find out their grade of confidence into the PO (mentors and central persons in the organization) and their sense of responsibility. Therefore the applying volunteer should describe his/ her own personal and educational background clearly to give an insight in own personality, motivation and knowledge.

Thoughts on the Occasion of Gandhiji's Birthday

Living by Example

Dr. Rajendra Prasad Khimani
(Registrar Gujarat Vidyapith and Tutor for the volunteers in the *weltwärts* Partner Organisation)

Gujarat Vidyapith is a seat of education and teachings of Mahatma Gandhi are inculcated in the lives of students. It is compulsory for the students to live in the hostel, as living together is considered as the biggest of education. The students are groomed from a very young age to lead a disciplined life. They are expected to get up at 6 p.m. and they retire to bed at 9 p.m. They spend 4 hours for class room teaching and the remaining time is utilised in different activities including physical labour, which will help them in their personality development. The objective is to make them independent and self reliant.

Gandhi Jayanti [Birthday], on 2nd October, is celebrated in a unique way. The students and staff visit nearby villages on foot. They stay in the villages for 24 hours and get acquainted with the village life. The objective is not to teach anything to the villagers but to learn from them. The students and staff also undertake various activities in the villages. This way Mahatma Gandhi's birthday is celebrated not in the confines of four walls but in the society with the people and they are honoured with "Seva bhavana" (service orientation).

From Mohandas to Mahatma

Dr M.B Nisal
(A Gandhian and Mentor to *weltwärts* volunteers in the Sevagram Ashram Pratishtan)

A small boy from a middle class family in Kathiawad (Gujarat) was like any other child in the world. When Mohandas went to England to pursue his legal education, his mother advised him to lead a disciplined life and to keep away from wine and women and to be a strict vegetarian. Mohandas followed this advice religiously. After reading Tolstoy and Ruskin he realized that what his mother advised him had a scientific base.

After he went to South Africa for his professional work, on one occasion he was insulted by an Englishman. He sat on the railway platform for the whole night and thought to himself, as to how he should face such a situation in future. He finally decided that 'non-violence' and "truth" will be his mantra to deal with any adverse situation. He followed this principle all through his life and demonstrated to the world how effective these tools were to fight any injustice.

He became a Mahatma not only for India but for the whole world.

Dr. M. B. Nisal and Dr. Rajendra Prasad Khimani while talking on the occasion of Mahatma Gandhi's 143rd Birthday.



SO - Sending Organization
PO - Partner Organization
V - Volunteers
DC - Developmental Cooperation
AR - Awareness raising / School Safety
IM - Intermediary
SO = IM + PO + V
DC = PO + V

weltwärts

Pa
for
Oc

Federal Ministry
for Economic Cooperation
and Development

ENGAGE
GLOBAL

Inclusion

(Rebecca Daniel, bezev)

The session on inclusion started with a short motivational input on “Inclusive Volunteering” by Rebecca Daniel. It pointed out that the evaluation of the *weltwärts/ worldwards* programme shows, that an almost homogeneous group of volunteers is going *weltwärts* so far. Mainly women (68%) and especially persons with an academic background (97%) or privileged social origin participate in the programme. So volunteering is still an exclusive topic.

Since the aim of the *weltwärts* programme is, to be open for as many young adults as possible, men and women with and without disability, from any social, geographical or educational background should have access to the volunteers service equally.

The term “Inclusion” was described as a human right and a vision that has a special understanding of society: Differences between persons are seen as “normal”. Diversity is a chance to grow and to learn from each other. Inclusion means that strengths and abilities in all persons are seen and that everyone participates equally at society. The term “(dis-) ability” was questioned or rather understood newly: All persons have different abilities that each one can learn from. And since nobody is perfect and everyone needs support in different ways, no one should forget this personal interdependency.

Legal background of inclusion, the “Convention on the Rights of Persons with Disability”, was described shortly. About 110 countries have ratified this UN- convention so far. Also India, Nepal and Germany have ratified the convention and therefore ensure to implement human rights, self dependency and participation of persons with disability. According to the UN- convention inclusion and participation of persons with disabilities have to be ensured in all sectors of the human life – also volunteering programmes have to include volunteers with disability equally.

In order to realize inclusion and make *weltwärts* inclusive for everyone, different pilot projects of sending organizations and working groups in Ger-

many were mentioned. They focus on different target groups, e.g. volunteers with a completed vocational training or volunteers with a migrational background. The sending organization “bezev” (Disability and Development Cooperation) was introduced shortly, as it has started a pilot project this year which has the aim to send 10 persons with disability together with 15 persons without disability abroad with the *weltwärts* programme in the year 2013.

How inclusion can be realized or how it can look like in practice was shown in several ways. In a pictured presentation the participants got an insight into some partner organizations/ project posts that have already hosted volunteers with disability. Then some of those persons with disability were introduced, that have already done a voluntary service. Especially one deaf volunteer who communicates in sign language introduced herself and her stay abroad in a short film. Therefore the participants got a first impression of young, skilled and motivated persons with a disability that have already passed their volunteer service very successfully with the appropriate preparation and support.

The input was opened for questions from the audience and some experiences from the participants with Indian or German volunteers with disability were contributed. Mrs Renate Tietz added some examples of volunteers with a migrational background or a closed vocational background and therefore pointed out that there are different needs and things to be considered for these target groups. “Migration” in Germany was explained as a term that refers to persons from foreign countries living in Germany.

Now four workshop groups were formed in order to discuss about including one of the following target groups:

- volunteers with disability
- volunteers with a closed vocational background

- volunteers with a migrational background
- volunteers with different profiles

After about 35 minutes the groups came back together and the resource persons (Renate Tietz, Stefan Berndt, K. S. Malathi and Rebecca Daniel) presented the group's results. Those were the following for the four groups:

1. Volunteers with disability

This group discussed about what inclusion means to the group. It agreed with the understanding shared in the former input. Inclusion also meant to the group to give people a benefit to make them benefit and to ensure reservation. The attitude concerning persons with so called "disability" shared in the former input was supported.

A volunteer with disability might be an advantage in projects. E.g. working in the field of persons with disability those volunteers probably have the right attitude for this work and understand the limitations of others better than non-disabled volunteers. For all projects and fields of work a volunteer with disability bears a chance to create a barrier free or arm surrounding. Volunteers with different disabilities therefore help the partners to become more and more inclusive for different needs.

Different fields were identified in which barriers might exist for volunteers with disability: working place, communication, infrastructure, mobility, specific tasks/ works, accommodation, surrounding, pedagogical/ psychological guidance and mentoring. All these aspects should be considered in the process of making "weltwärts" more inclusive. Good practices and suggestions of how inclusion in the program can look like were shared: Resources that are already there should be used or asked for support, e.g. organizations for persons with disabilities/ DPO's. Volunteers with disability should first be sent into organizations that are open minded for them and fulfil those specific jobs/ tasks that seem to fit to the volunteer's skills and needs. Different locations (e.g. country side – city) of the project post bear different

advantages and barriers. The volunteers should know their needs as precisely as possible and be motivated to communicate them openly to the project partner in order to ensure good matching with the project post. Instead of concentrating on the disability the project post should look at what the volunteer is able to do. In order to compensate a handicap (e.g. having no hands or seeing little) some person develop extra skills (e.g. working with feet or hearing better). During their life persons with disability may have developed "survival skills" and a high "acceptance/ tolerance concerning frustration" - skills that are needed in a "weltwärts" service. Last but not least the age restriction was described as a big barrier, because many persons with disability will be ready to go abroad later than others (above 28).

2. Volunteers with closed vocational training/ study or working background:

Most participants in the group did not yet have weltwärts volunteers with this professional background. But some experience with skilled workers from India or other countries were shared. It was stressed out that those volunteers are needed in most of the projects very much. Working fields they could get involved in are e.g.: (New) technologies and classic crafts, plumber, construction work, carpentry, tailoring, health (nurses, pharmacists assistants), IT/ Computer-related tasks, website design, documentation, artists. The question came up, how to address this target group: The strict age restriction was seen as a barrier as people might consider volunteering only after working for a while. Some kind of compensations may be needed, as people need to make a living in their home country (Thought of benefits/ incentive to volunteers).

3. Volunteers with migrant background:

This group discussed about possible reactions of the project post an people in India concerning volunteers from different countries. Volunteers from Germany with an Indian background might

Inclusion



be avoided in India, especially when they are together with other German volunteers and they are recognised as NRI's sometimes. In a mixed team volunteers with Indian background may not be equally treated. But they might also integrate themselves well in India because of knowledge beforehand. Dark skinned people might be addressed as Africans as only white people are normally seen as tourists. What was also seen as very important in this group is to be very clear whether male or female volunteers are wanted.

4. Volunteers with different background:

The last group first discussed about possible difficulties with volunteers: Communication, infrastructure, sensitive own environment, emotional quotient, sympathy towards the guests. Any volunteer requires individual response, so volunteering remains an experiment.

Possible working fields for volunteers are: Technics (photography, video-documentation, computers, nursing, webdesign/ blogging), art and craft (martial arts, cooking, designing), special skills (brail, sign language, teaching special kids), administration (professional skills, secretary, office assistance) or networking (advocacy, fund raising, campaigning, event management).

Those tasks can be fulfilled by every appropriate volunteer. They do not depend on migrant background, educational background, disability etc.

Challenges and Risks

(Renate Tietz, Karl Kübel Foundation)

The session on challenges and Risks was facilitated by Mrs. K.S. Malathi from Karl Kübel Institute for Development Education (Coimbatore)- Mrs. Malathi is an independent mentor for 15 volunteers in India. She is responsible for the *weltwärts* monitoring in cooperation with all host organizations of the sending organization Karl Kübel Stiftung (Bensheim). Since five years she is also offering mentor training for *weltwärts* mentors. Her pres-

entation was supported by Renate Tietz (KKS). Aim of the presentation was to highlight, that a proper preparation in advance, an open and frequent communication among all stakeholders and an early reaction on challenges can avoid risk.

As an example of risk management she documented a KKID- circle of advices to avoid risks on partner side.

How to avoid risks in volunteering: Example of KKID, Coimbatore India	
Map of needs	Matching between volunteers profile (interests, competencies) and project's need is important Both sides SO and should get clear about expectations and communicate openly and early Regular conversation about tasks and needed changes (if possible also between volunteers and PO) is required
Application for volunteers	Inform the SO openly if PO want to get volunteers or have a one year break Only host volunteers if your PO has capacity
Selection of volunteers	legal issues (e.g. registration problems) / ask in advance at police/ registration office, decide if you send in some places where registration is difficult or permanent stay of volunteer required React fast to legal problems, e.g. new project/ country
Initial stage in the host country	Mentoring/guidance is important for an overview on the PO and work Mediation from outside is more independent It should be most important, that the mentor is skilled to fulfill that task One mentor should not be directly working with the volunteer/ not be part of the staff (in India e.g. board members are not part of staff and can be a mentor)
Window period (first month)	-Address issues that do not work well as soon as possible Address behavioral issues on meetings/workshops If new problems come up, they are to be clarified in this period.
Midterm workshop for volunteers	Those workshops are not „enjoyment“ workshops They are important for reflecting, naming issues and problems PO also clarify in open communication to SO in advance
Working period	The real questions and misunderstandings come up in the working phase Every step in work brings up questions and should be communicated well in regular meetings.
After volunteers return to germany	Mentors Reflection Workshop is helpful Feedback should always be asked and given from all sides(PO, SO, volunteers) All persons involved should gain a common understanding Transparency about individual feedbacks/ opinions is required

Result of the following group discussion

1. What are the challenges?	2. What are your suggestions to reduce that risk?
What should we do if the „ code of conduct “ is not followed?	<ul style="list-style-type: none"> - Write down the rules - Sign the code of conduct (in English) together with the PO - guidance initial period very well - Explain the rules and their reasons - show tolerance and give further chance - Send volunteer back?
What to do if the first contact person is the mentor and problems appear?	<ul style="list-style-type: none"> - talk to „higher“ persons (head/ manager) in the project
What to do, if the volunteers don't work well but still receive the same amount of money?	<ul style="list-style-type: none"> - expect the same motivation/ engagement from volunteers than from staff - be open for more leisure-time (to explore country)
How to prepare volunteers appropriate for the country?	<ul style="list-style-type: none"> - clarify with SO how volunteers are prepared
What is „ complete freedom “ or „privacy“ for young adults in Germany?	<ul style="list-style-type: none"> - a new step in personal development of many volunteers (especially in the age of 18/19) is getting independent - give freedom, when volunteers communicate what it is used for, if freedom is not given, things happen hidden. - clarify each one's understanding of personal freedom - clarify and explain differences in rules between Germany and India/ Nepal
How can health management be successful?	<ul style="list-style-type: none"> - contact medical specialist/ consulting person in Germany - ensure good hospital close to PO - be aware of „acclimatization“ phase at beginning (let the body adjust first, e.g. to food, climate) - volunteers themselves have to approach the guidance person/ mentor if sickness gets serious - even if you keep to all rules people keep getting sick

Let's not only talk about risks/ challenges, but also about what works well and what do we gain out of everything!

Network Game





The networking game was meant to come closer to each other and to visualise the necessity of networking and cooperation as well as its benefits. Towards this purpose a ball of wool was thrown from one person to the next thereby mentioning one's own name and organisation.

Speech on the Occasion of the German Unification Day on 3rd October

(Sabine Wuttke-Schill, First Secretary –
Economic Cooperation and Development in the German Embassy in New Delhi)

Ladies and Gentlemen,

dear friends and partners of the WELTWÄRTS
volunteer service,

it is a great pleasure for me to be here today. Thank you very much Dr. Dohrmann for inviting me to address this gathering. I am very glad to have the opportunity to make acquaintance with you today and to share with you the ensuing discussions.

Yesterday the Indian Nation celebrated the birth of Mahatma Gandhi. The „Father of the Indian Nation“, who led the non-violent resistance against Colonial Rule and finally led the Indian Nation to Independence. Gandhi was a historical figure of light not only for the Indian nation, he inspired people all over the world to fight for civil rights and freedom. And he was surely a source of inspiration for millions of Germans as well.

Today is a special day for the German nation - it is our Day of Unity. We celebrate the end of our peaceful revolution and the fall of the wall in Berlin. In 1990 the German nation had the historical chance to reunite two separated German states, it became official at 3th of October. A period of enormous challenges followed. The Germans had to build up a mutual understanding of political views and traditions as well as cultural differences. In Germany we call this period „Wiederaufbau“, it means reconstruction and was connected with the development of the eastern part of Germany. Today Germany is very aware of global challenges and responsibilities. Especially the young generation realise that Germany needs global partners, development policy is a cross cutting issue. This is why the BMZ launched in 2007 the *weltwärts* volunteer program to encourage young Germans to go abroad and to support partner organisations worldwide. Right from the beginning it was decided to review the program after the first phase of experience.

The first phase was also a learning process. Partners, procedures and structures had to develop.

Overall the programme is successful; meanwhile more than 10.000 volunteers completed their services. The feed-back of our partners and volunteers is altogether very positive. The BMZ aims to expand the programme.

But to do so successfully - we need to follow the lessons learned. Last year the evaluation of the *weltwärts* programme was completed. The recommendations of the review are clear. And together with all actors of the civil society the BMZ will implement the recommendations.

Let me emphasize: YOU - the sending organisations and partner organisations - YOU are the backbone of the WELTWÄRTS program. The program can only improve, if we meet the needs of our partners. So it is a key task to share with you the experience made and to talk about your expectations and ideas. And it is a key task to develop networking and participation.

Apart from the quantitative targets we have to focus on the quality of the programme. Finally: only together we can develop the WELTWÄRTS volunteer service.

I wish you all a rewarding and fruitful conference and the BMZ awaits the results with great interest.

Sabine Wuttke-Schill

(First Secretary, Economic Cooperation and Development Embassy of the Federal Republic of Germany, German Embassy New Delhi)

weltwärts



Partner Conference 2012

for North India and Nepal.
October 1st – 4th, Nagpur, India.



Development Sector

(Dr. Jona Aravind Dohrmann)

The *weltwärts* volunteer programme has a developmental focus which is very important to note while talking about volunteering at large. This reflects in its attributes and the language which is used throughout the *weltwärts* Guideline. This is corroborated by some of the initial remarks:

“There is a great deal of interest among young people in working as a volunteer in a **developing** country. For society, it is good that young people want to work in **developing** countries and acquire some international experience and qualifications that will be of help to them in their future lives and when choosing a career.”

“The idea behind the volunteer service is the successful formula of “learning by serving” and its aims are twofold: to achieve added **developmental** value for the partner projects in terms of help towards self-help, and to spark new interest in **development** issues in Germany.”

“The new volunteer service will make an effective contribution to **development** policy information and education work in terms of “global learning” ...”

“They [the volunteers] must be prepared to get actively involved in **development** policy activities before, during and after their assignment abroad. After returning home they should use their experience gained abroad to make an active contribution to **development** education work in Germany.”

“The volunteers will work in projects run by local partner organisations in **developing** countries that are making an important contribution towards **development**.”

“... the preparatory seminars will also devote appropriate attention to **development** policy issues.”

“The [sending] agencies will also actively help returnees to pass on what they have learned and to engage in civil society and in the field of **development** cooperation in Germany.”

The term “development” in various forms is found consistently throughout the policy part of the *weltwärts* Guideline. It cannot be highlighted enough, that volunteering scenario in which the deployment of volunteers takes place has to be strictly in the developmental field, not in charity or any other kind of altruistic field.

What does this term “development” mean? First of all, one should acknowledge, that there is no one overarching and authoritative definition of the term in the world. Much rather one has to ask oneself what concept do various people have of „Development“ (Africans, Asians, Germans etc.) since the notion of “development” is influenced by many a factors, perspectives etc. With some certainty one can at least say, that development is always the development of Human Beings.

From the Concept Paper of the BMZ on Development one get a glimpse of the German official perspective, when modern Development Cooperation is described as something that is “about more than giving charity to the poor. The aim is to help people to help themselves, enabling them to lift themselves out of poverty on the strength of their own efforts.

The social, ecological and economic problems of developing countries are not challenges that can be overcome by governments alone. All forces in society need to work in tandem – governments, the general public, and business and industry must all take on their share of the responsibility and play their part.”³

The understanding of “development” is also closely linked to the Millennium Development

3 Concept Paper of the BMZ: German development policy at a glance.

Goals (MDGs) since the global challenges cannot be tackled with by individual governments or societies.

The aim of the Millennium Development Goals (MDGs) is to encourage development

- by improving social and
- economic conditions in the world's poorest countries.

They derive from earlier international development targets, and were officially established following the Millennium Summit in 2000, where all world leaders present adopted the United Nations Millennium Declaration.

Development needs to be sustainable and therefore reliable partners are required to work towards a common goal. In our case, that means that partner and sending organisations together with the *weltwärts* Secretariat have to work with each other as reliable partners so that the ultimate goal of the *weltwärts* programme can be achieved. Thus reliability becomes a multi-directional affair: reliable links between the sending organisation and the *weltwärts* Secretariat and between the sending and partner organisations and at times also directly between the *weltwärts* Secretariat and the partner organisation are the strong foundation on which the developmental aspect of this volunteer service is grounded.

The Millennium Development Goals

Eight Goals for 2015



1 Eradicate extreme poverty and hunger



2 Achieve universal primary education



3 Promote gender equality and empower women



4 Reduce child mortality



5 Improve maternal health



6 Combat HIV/AIDS, malaria and other diseases



7 Ensure environmental sustainability



8 Develop a global partnership for development

Development Sector

Development is also about changing perspectives and not insisting on one's own views and experiences. This requires exchange of thoughts, experiences - good and bad ones - as well as of visits to each other's countries to try to fully understand the background of the other. Changing perspectives also means listening to the other and not jumping to assumptions regarding things one has perceived.

The Development component of the *weltwärts* programme also requires every volunteer with the support of their respective sending and partner organisation to share the "lessons learnt" and the experiences gained while having volunteered in countries like Nepal or India. A major requirement of volunteering in the framework of *weltwärts* is to inform and sensitise the general public in Germany about developmental issues, mostly of course, starting with friends and relatives. But for many, *weltwärts* is also the stepping stone for a lifelong in-depth involvement with the country they have been to and with developmental issues.

Therefore, the time after the return of the volunteers is as crucial as the time before and during the volunteer service. In order to win the volunteers over for a further involvement it is indispensable that the volunteers have had a "good" time in their respective deployment meaning that they were given meaningful work and that the volunteers' has been acknowledged at par. Their contribution towards the developmental field can be varied: working towards environmental sustainability in watershed or other projects which protect our natural resources; working towards achieving universal primary education in educational projects; in the field of Human Rights while working with Counselling Cells or many other developmental fields.

Taking into account all the achievements one can say, that a substantial beginning has been made. But now the programme requires a sharpening of the developmental profile of the *weltwärts* volunteer service.

Minutes of Mr. Jaya Singh Thomas

In smaller groups the following approach to the term development was found:

Response from the Participants:

- Micro development in a sustainable way
- Social justice on a law perspective
- Creating awareness on basic rights and ensure they put into practice
- Help for self-help
- To help the people to be aware of their rights and making them live of their own
- We all are the beneficiaries in the process of development and development means sustaining..
- Sustainable growth of individual, community in a legalized society.
- Materialistic development – ensuring the wealth of the Nation.
- Sharing of knowledge
- Attitudinal changes and equality
- Life with dignity (Human being/animal/ plants)
- Economic, Ethics ,Equality and Environment (EEEE)

weltwärts



Partner Conference 2012

for North India and Nepal.
October 1st – 4th, Nagpur, India.



Dance Performance Group Photo





The Delegates of the Partner Conference assembled in the Garden of the Venue.

A young Indian dancer from Nagpur brought some cultural enrichment to the Partner Conference during one of the tea breaks. She performed in the Conference Hall of the Rainbow Guesthouse.

Do No Harm

(Sandra Campe, KURVE Wustrow)

What is “Do No Harm”?

The “Do No Harm-Project” (DNH) was formerly known as the “Local Capacities for Peace-Project” (LCP). It “(...) begun in 1993 and seeks to identify the ways in which international humanitarian and/or development assistance given in conflict settings may be provided so that, rather than exacerbating and worsening the conflict, it helps local people disengage from fighting and develop systems for settling the problems which prompt conflict within their societies.

The DNH concepts are widely used in the humanitarian and development communities and the project has developed one of the best known tools for Peace and Conflict Impact Analysis: the Do No Harm Framework for Analyzing the Impacts of Assistance on Conflict. (...)”

(source: http://www.cdainc.com/cdawww/project_profile.php?pid=DNH&pname=Do%20No%20Harm)

Why use the concept in our context of sending and hosting volunteers?

The concept can be used for the following reasons:

- To provide more effective “assistance” to partners
- For the sending and the local partner organisations to be responsible and accountable for the effects that “assistance” has on a conflict
- To improve our work as sending and partner organisations

That means, Do No Harm can help to...

- ... become clear about impacts of sending volunteers
- ... raise awareness about intergroup relations
- ... make decisions in the programme
- ... provide a common reference point
- ⇒ ... identify options when things go badly!

How can the approach be used?

“Do No Harm” is working with a so-called

“Framework”, which analyses the following parts (for a diagram see below) and helps to redesign the cooperation:

- Context of the Conflict:
 - What is the field that the local partner organisation is working in?
 - What is the cooperation that the sending and the partner organisation have and what are the details of this cooperation (Why? Where? What? When? With whom? By whom? How?)
- Dividers or tensions:

What systems, institutions, attitudes, values, shared experiences, symbols, ... have a dividing effect in the society that the partner organisation works in or create tensions in this society?
- Connectors / local capacities for peace:

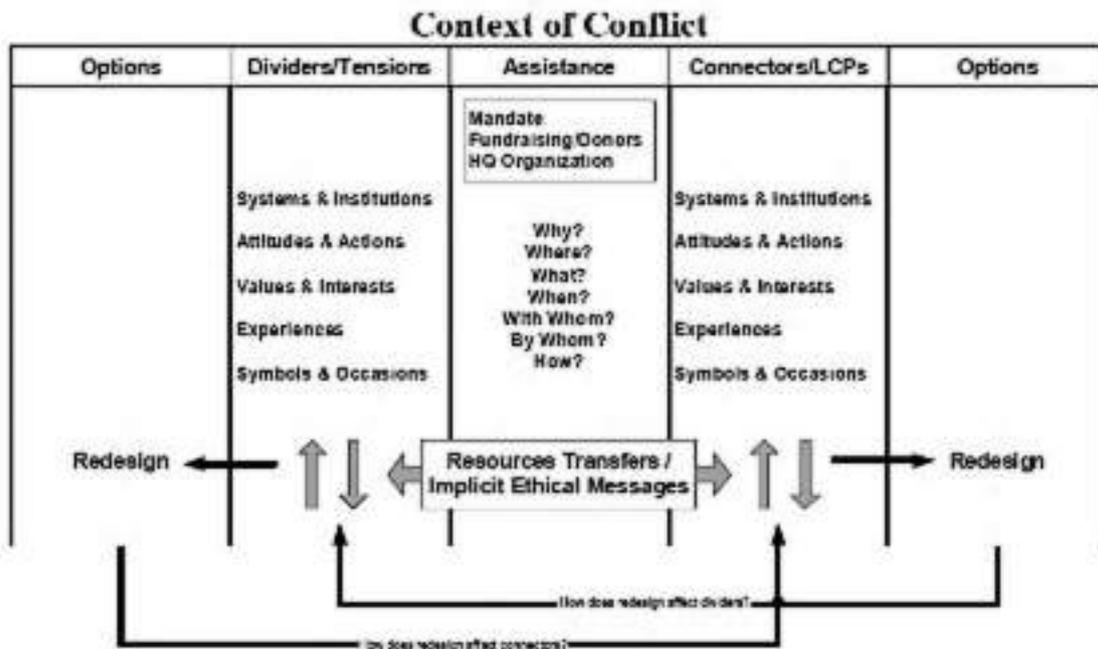
What systems, institutions, infrastructure, attitudes, values, shared experiences, symbols, ... have a connecting effect in the society that the partner organisation works in or represent local capacities for peace?
- Analyse Program:
 - Impacts – Resource transfer and implicit ethical messages

What impacts does sending of volunteers have on the context?

 - effects of its resource transfers (e.g. substitution effects in case of “manpower” provided, distributional effects by high amount of pocket money, etc.)
 - implicit ethical messages (e.g. “different values for different lives”, volunteers and disrespect, etc.)
 - Options for improvement
 - How does the cooperation in the volunteer programme influence these impacts – in a positive or in a negative direction?
 - What options are there to redesign the volunteer programme so that the connectors are supported and the dividers / tensions are not?

(source: *DNH options_for_aid_in_conflict_Pdf1.pdf, The Collaborative For Development Action, 2000*)

"Do No Harm" Framework for Considering the Impacts of Aid on Conflict



Workgroups “development sector” / “do no harm”

Ms. Renate Tietz summarized and asked the participants to divide into 5 groups based on the language they represent / comfortable with so as to discuss the following few questions and then dispersed for the Lunch.

Questions for Group Work in the morning:

(Groups divided by Language: Hindi, Bengali, Marathi, Nepali, Others)

- 1) Which developmental field of work do you have?
- 2) In which of those fields mentioned do you involve volunteers? And why? Why not in some other areas?
- 3) Which relevance does the „Do No Harm“-concept have for you?

Group I (Hindi):

1) Areas of Work: health; livelihood; inclusive society; education; environment; empowerment; special education

- Scope / Use: awareness; training income generating (e.g. computer skills, building); project design; help in teaching; manual labor; practical skills; thinking process; day to day planning; independent project (with limitation of finance); survey related to the community / children (with the team)

2) Do not involve in: decision making; no authority to represent the management; organisational matters

reasons: resource constraints; lack of right perspective; lack of understanding (social, cultural,

Workgroups “development sector” / “do no harm”

economic): at times distracting (press coverage at events); not long-term

Best practice example from this group:

- volunteer proposed to introduce microfinance programme, from which 300 people have benefited by now.
- organic farming and watershed work has been introduced after proposal of volunteer

Group 2 (Bengali):

1) involve because and in: create homely environment, develop skills in daily activities with PWD (people with disabilities??); create awareness in greater society to value PWD as human beings; develop vocational skills of PWD; teach english to local staff / community children; helping to organise cultural activities / events / games; teaching computer skills to staff; helping organisation in regular work; documentation of organisational activities, creating websites through field visits; teaching living in rural tribal hostels

2) we do not use them because...

... our institution is working in people based or rights based movement and there is the language barrier; when we challenge government it can become a political issue; village level work, e.g. Maoist issues (danger); young and inexperienced (we cannot expect them to know everything)

Group 3 (Marathi):

1) involved in: organic farming, micro-finance, watershed, primary health, nursing classes, technical questions, vocational training, health, Gandhian thoughts

2) not involve in: areas, where highly skilled people are needed; domestic violence;

3) do not harm: respect each other's work, respect religion, villagers

Group 4 (Nepali):

5 organisations that work on different areas (see poster)

1) involve volunteers in: capacity building of MO's, staff and volunteers; campaigning; mobilization of youth volunteers for peace building; youth participation for social development; climate change; community peace building; leadership development (youth); education; capacity building / education of teachers & parents

2) not involve in: policy advocacy (e.g. sexual & reproductive health); areas with sensitive issues, conflict transformation

3) DNH-relevance: because analyze conflict clearly, support win-win-situation in conflict situation, analyze the programme and show way forward

Group 5 (others):

1) areas involved:

renewable energy, gender, education, youth development, MCH (maternal & child health), sustainable agriculture, poverty / livelihood

2) not involved:

human rights, advocacy, policy issues, project management, research

reasons for not involving volunteers in mentioned areas:

- ethical
- sensitivity
- maturity
- legality

3) our understanding of “no harm” and we can integrate it:

harm to...

- ... culture
- ... livelihood
- ... co-existence

... food chain
... human emotions
... community power
... ecological imbalances
... traditional knowledge

we wish to improve the capacity of people in
... fighting ...

- * inequity of resources (education, land, information)
- * social discrimination (gender, taboo,...)
- * eco-social imbalance (deforestation, species extinction)
- * cultural erosion (nativity, identity)
- * social divisions (caste, class, power)

Conclusion:

- We have to work on “what is developmental work?”!
- Sending organisations have to tell volunteers where they will NOT be involved, volunteers need to know and understand
- Great understanding of “learning aspect” of weltwärts among partners what you do and why you do it – impressive!

Sandra Campe from KURVE Wustrow explaining the “Do No Harm” Concept.



Best Practices in *weltwärts*

(Renate Tietz, Karl Kübel Foundation)

After reflection on sectors of the volunteers the whole group was invited to share their best practices in the overall *weltwärts* frame. Every individual had the opportunity to spend 5-10 minutes in writing at the most two examples per organization on cards and share it with the other confer-

ence participants. The results were clustered and discussed. It was impressive, how all the results cover all parts of the whole period of volunteers stay. We clustered the best practises in the same structure as examples were given before by Ms Malathi from KKID.

Best practice in <i>weltwärts</i> from the participants' perspective (SO, mentors)	
Map of needs	assess project need => volunteer selection => orientation (person, place, project) code of conduct (do's and don'ts)
Application for volunteers	we give orientation about Nepals culture, norms and values to the volunteers 3-lateral agreement PO,SO, volunteers
Selection of volunteers	matching job description & volunteer profile way of life explained to volunteers by PO
Initial stage in the host country	code of conduct (do's and dont's) home stay for cultural exchange involve volunteers in program designing and implementation appoint a social mentor for volunteer to talk about official things too, but in an informal manner
Window period (first month)	feedback for proper organizational management create program of mutual interest orientation on contextual development Hindi-lessons
Working tasks	Volunteers are a possibility to facilitate youth discussion series volunteers become trainers in what they are good at (e.g. football) volunteers do documentation participation of volunteers in planning of events is fruitful s/he can lad the international youth exchange program volunteers are sharing computer education integration of volunteers into various activities
Monitoring of volunteers	year plan with work schedule for 3 months external mentor of mentor who is in touch with all sides monthly reviews – half year assessment (sent to sending organization) weekly meeting, experience sharing freedom & flexible for innovation and anything but intimate and take permission give them work exposure of our setup to receive their feedback one afternoon off to clean room & for introspection (NOT holiday) give volunteers a certain time by when to be back when they go out take problems not too personal everyone keep sympathy and empathy equal participation orientation on contextual development issues farewell program when finished with volunteer service

**Best practices from western perspective
(SO, weltwärts secretary)**

DIZ:

- invite one of the mentors to Germany / year => involvement in awareness raising workshops and in selection of volunteers
- offer of partner workshops – involving partners in fine-tuning processes

bezev:

- personal contact and knowledge about PO and volunteers
- involvement of former volunteers in volunteer preparation

KURVE Wustrow:

- “common aims” – between partners and volunteers
- do all seminars ourselves as a sending organization

Karl-Kübel-Stiftung:

- country-linked preparation
- structured form of reporting from volunteers, mentors
- Side activities involvement of new partners in mentor training

weltwärts-Secretariat:

- support for sending organization (workshops on financial issues)
- financing partner conferences



Intensive discussions in a workgroup.

Longtime Benefits / Returnees / Further Involvement

(Dr. Jona Aravind Dohrmann)

The *weltwärts* programme clearly mentions in its guideline that one of the major outcomes of volunteering abroad should be that the volunteers who have returned to Germany shall involve themselves with a long term perspective in the field of development and development education and awareness raising in Germany

“and to spark new interest in development issues in Germany”,
as the guidelines says verbally.

No. 3 of the Guidelines vividly wishes the volunteers to

“be prepared to get actively involved in development policy activities before, during and after their assignment abroad. After returning home they should use their experience gained abroad to make an active contribution to development education work in Germany.”

So far, so good! But does all this happen? Yes and no!

Experience shows that most of the volunteers return to their former life, take up the thread in Germany where they left it before leaving for India, Nepal or any other *weltwärts* partner country. They either commence their studies, or they continue their academic career or they begin with their professional life. Very few remain inactive or do not pursue any specific line of studies or work. Thus the scope for non-profit-making activities or serving the public good (understood in the global context) narrows down. In the normal course of events, only those volunteers who felt well integrated and were given purposeful work with obliged to continue with their involvement in developmental issues working for the developmental cause in networks, in organisations, maybe their former sending organisation, and their hosting organisation. Well integrated does not necessarily mean, that the volunteers have been pampered - (which often is an issue), but

that they felt that they could utilise their abilities towards the objectives of *your* work in the developmental sector. Sometimes they feel overburdened, sometimes underutilised because they feel their abilities are not tapped properly and of course, sometimes it is just not their cup of tea. Between these observations which we make - and I am sure - and which you also make whilst the volunteers are with you, it is important to find the right access to the volunteers. Here it is crucial to remain in a constant dialogue with them, give them feedback, understand their difficulties, make them understand yours and come to a common platform of working, sharing and finding solutions.

All this is hard work, yes! But the benefits are promising for all stakeholders involved:

- the volunteers have experienced a fruitful volunteering time with you, the partner organisations, which in turn keeps the volunteers involved in the developmental sector
- the sending organisations or other NGOs working in the developmental field and in the global context gain more supporters in Germany for the developmental cause
- the partner organisations in India, Nepal and elsewhere gain supporters for their developmental cause, sometimes directly benefiting their work through donations, through a multiplying effect or through closer ties with their respective sending organisations
- the *weltwärts* Secretariat obtains a stronger leverage to keep the *weltwärts* programme alive (especially, there often is criticism that tax payer's funds are wasted for adventurism of young Germans)

Thus it is very important that all of us work towards enhancing the quality of the *weltwärts* programme to obtain the best possible results

which in our case means experiences resulting into continued and sustainable involvement in the developmental field, thereby sensitising more and more people towards this subject.

In the following, there is presentation of some long time results (derived from KKS and DIZ):



In the presence of staff members of the Ecumenical Sangam, Partner Organisation of the DIZ, two former *weltwärts* volunteers (Ms Teresa Reubel and Ms Marie Lessing) establish a branch society of the DIZ - the DIZ Berlin - after their volunteer service in order to pursue the DIZ's goals, one of which is the support for the Sangam's work through awareness building and raising of funds.



Ms Marie Lessing (left) attending the so-called Commitment Convention organised by the BMZ, next to her Mr. Dietrich Genscher (former Foreign Minister of Germany), Mr. Chernob Jobatey (Moderator and Showmaster), Mr. Dirk Niebel

(current Development Minister, Head of BMZ) and Ms Sabine Christiansen (former news presenter), thereby highlighting her commitment and advertising commitment for the development cause.



Mr. Daniel Osberghaus, former *weltwärts* volunteer, in the Ecumenical Sangam during his assignment in the villages south of Nagpur in the Microfinance Department seen here with a beneficiary of the extension of loans for small home manufacturing units. Today Daniel is a member of the DIZ who is regularly contributing not only through donations but also through furnishing information relevant to developmental fields in India since he is working in the Centre for European Research in Economics. Beyond that he supports the DIZ in various functions as resource person and communication partner.



Stefanie Hirsch, former *weltwärts* volunteer of the DIZ, cooking a tasty meal in the Girls' Hostel of

Longtime Benefits / Returnees / Further Involvement

Prem Sewa, on of the partner organisations of the DIZ, in Manjri in Dhulia District (Maharashtra). Stefanie not only contributed through her dedicated work in the Hostel but also through collecting funds back home in Germany which are meant for enhancing the dining area of the Girls' Hostel.



Volunteers from KKS presenting a calendar, the sale of which shall help raising money for an orphanage in India.



A former volunteer of KKS is “explaining” India to a primary school class in Germany.



Former volunteers of KKS present their experiences from Indian schools in which they have been volunteering during a local festival in Germany.



A former volunteer of KKS in a discussion with the Minister for Economic Cooperation and Development (BMZ) during a fair.

Results from the workgroups were always documented and spread on the walls or on the floor so that that everyone could get a glimpse of the other's findings and share his or her own.

weltwärts



Partner Conference 2012

for North India and Nepal.
October 1st – 4th, Nagpur, India.



Reaching out the Partner Conference in Buenos Aires, Argentina

In Buenos Aires, a Partner Conference was held simultaneously and both the Convenors had agreed to contact each other if possibly via Skype. This was not an easy task taking into account the huge time difference of about 8 hours! So, it was morning time in South America when we skyped and late afternoon in Nagpur. After having delivered a song to the Argentinean colleagues, the participants tried to converse with each other.

India: Do we already have a result?
Yes, the partners want to be more involved!

Argentina: In Argentina, they have the same result!

I: We discussed the question of development over here today.

We had visitors from the German Embassy (a person from BMZ that is located at the embassy) today, she sends her regards.

A: Yesterday we talked about understanding WWP better and what needs to be improved. Suggestions for improvement are: better integration of volunteers in project and faster; how can they be accompanied during this phase?

I: How many participants are in your Partner Conference?

(internet connection cut because of thunderstorm)

The delegates of the Nagpurian Partner Conference waving towards their Argentinean counterparts around the globe.



weltwärts



Partner Conference 2012

for North India and Nepal.
October 1st – 4th, Nagpur, India.



Pilot project for the South-North component of the *weltwärts* programme

(Dr. Jona Aravind Dohrmann)

Towards the end of the Partner Conference Jona Dohrmann together with Renate invited the participants to share their dream about a reverse component of the *weltwärts* programme: “What, if there was ‘westwards’ programme ...?” This question was empathically answered in the positive and the idea welcomed that volunteers from the Global South (in Nepal and India still popularly referred to as developing countries) should be enabled to travel to Germany and be exposed to a very industrialised country whom most South Asians only know through the media and some through hosting volunteers from Germany. Whilst in Germany, there opportunities galore to go abroad and gather international experiences, the scope in Nepal and India is rather limited. This - by the participants of the Partner Conference - was clearly perceived as a lacuna which needs to be bridged.

The idea of going to Germany in the framework of some sort of reverse-programme was discussed in five working groups and finally also on the floor. The participants were divided into five linguistic groups for discussion. Some of the guiding questions for the groups were the following:

If an opportunity to go as a volunteer to Germany arose, would anyone opt for it? Whom would partner organisations from India and Nepal send? What will be the contribution of the volunteers

to Germany? Where would support be required? What would be the ideal time frame?

Ultimately the *weltwärts* Secretariat was requiring a strong message to carry back to Germany.

This strong message was gathered in the final floor discussion:

1. **Yes**, there should be a South-North component to the *weltwärts* programme.
2. Bilateral discussion on legal aspects like visa, police registration etc. needed to be looked into.
3. A manual and proper guidelines for a westwards programme could be prepared even before the programme is initiated as there are more experiences in this process from various organisations.
4. Focus and investment on mentorship is needed.
5. It was very much appreciated that the development of such a programme (South-North component) could be discussed with official representatives of the programme and this should be also maintained in the future.
6. The country-wise bilateral relationship should be further strengthened.
7. Administrative rigour will be taken care by the sending organisation with due assistance from hosting organisation.

Excerpts of the group findings

Who should be nominated from Nepal/India?	What will be the contribution?	What an Nepali/Indian volunteer like to get exposed to?	What preparation one should have had before volunteering?
Aged between 21-28 years or 30 years/45 years.	Exchange skill sets on teaching and education	Government policies and systems	Basic German language
2 years exposure to volunteer work[for Nepal]	Share community experiences	Insurance and health systems and management	Know about the German community and country
Who is fit for job	Share art and culture	Mind set of the people	Do's and don'ts in the foreign soil – code of conduct
Women/dalit/target group/transgender/CBO	Professional work support	Perception of the people about the development	Basic information and communication training
One who can learn and contribute	Develop concept of cooperation of volunteer work	About youth and peer relationships	
One need to reciprocate	Bridge culture	Government policies for social security measures like for aged./	
Oriented on the country, basic English language	Documentation and reporting	Development concept	

Time duration	Finance		
15 days to 3 months to 6 months to one year.	Financially sharing between organisation, staff and host org is must		
	Need administrative assistance in processing of application		
	Need legal cooperation for mutual smooth process		

Networking (wall of cooperation)

(Renate Tietz, Karl Kübel Foundation)

To bring people together always is a beginning for networking itself. Already at the beginning we posted a big wall-paper in the dining room, to invite the participants to write down their offers for a direct cooperation between hosting organizations. Some participants used this wall to invite others to participate in mentors training, seminars or strategy planning regarding inclusion. At the end of the conference, the whole audience was requested to select partners to discuss how cooperation can be easily realised.

The methodology adopted was to go around and interact to establish the plan. The strong networking possibilities listed out are:

- Exchange programme within India and Nepal to begin with
- Bring volunteers together from NGOs for reflection workshop and take stock in the mid way process
- Arrange for Mentor network through SKYPE to share knowledge and exchange information
- support in preparing guidelines or manual on various aspect of *weltwärts*

Inclusion of volunteers with disability – chances to network

1. You are invited to participate in a workshop for Asian *weltwärts* partner organizations in Nagpur/ India, 18th–22nd February 2013, contact *bezev*.

2. If you wish a volunteer with disability just tell your sending organization. If you or your SO need support referring to the inclusive volunteering contact *bezev*.

bezev: alleinklusive@bezev.de / www.bezev.de
(Website is only partly in English)

weltwärts for Mentoring and Staff involved with Volunteers

You are warmly invited to participate in the workshops to improve the *weltwärts* volunteer service which take place regularly in Nagpur. Register with us under dohrmann@diz-ev.de !

These workshops in which we share, discuss and find solutions for your everyday challenges within the framework of *weltwärts* are meant to enhance the overall quality of *our* volunteer service to make it strong and sustainable for the future. There are no extra costs involved for your participants! Travel, stay, training material and seminar are covered by the *weltwärts* programme.

DIZ: dohrmann@diz-ev.de / www.diz-ev.de

Open Questions / Closing Session

(Renate Tietz, Karl Kübel Foundation)

The following Questions were discussed: What did you like? What did you miss? What should happen now?

What did you like?

- beginning of networking
- Many participants came to such a conference for the first time
- The process was very democratic, big involvement of everyone / big compliment
- Fulfilled expectations
- clarification of expectations by SO
- Exchange of each one's knowledge
- Skyping with Buenos Aires
- good accommodation, food and organization
- including mentorship aspects
- learned how *weltwärts* program is working - great opportunity for us

What did you miss?

- more focus on legal issues (policy registration, visa issues (e.g. visa starts with day of application and not with the date of arrival)
- price vise in India – increasing partner support

What now?

- Process should be continued
- Further participation should be ensured
- short internship in Germany should be offered
- conferences like this should be continued
- Quarterly reports of volunteers
- links of partner to *weltwärts* website and vice versa
- regular exchange on the program

The programme concluded with a vote of thanks, filling of feedback forms, sharing of gifts recognizing the key players.



Renate Tietz delivering a vote of thanks to the Team of the Ecumenical Sangam: Makrand Chandurkar who was the organiser in the background, Cyril Khisty, CEO,





Col. Issac Gophane, Board Member, Dashrath Bobade, Accounts, Karen D'Souza, Accounts Officer and responsible for all the financial transactions, Sandhya Wasnik,

Pankaj Bhagat and Usha Bende from the Sangam Team who supported the organisation of the Partner Conference.



Instant Feedback

Dear all,

I would like to express my sincere thanks to all of you for showing your enthusiasm and sharing your thoughts to make this conference more germinating . The cross fertilisation of ideas amongst us was something to count on us. I would love to hear from you more regarding your work and progresses in near days to come.

In solidarity and humanity
Pawan Roy
Peace Advocate

Thanks dear Malathi Guru and everyone .. we too have enjoyed the Conference and the fellowship of you all.
Hoping to see you all soon again!

Kindest Personal regards
Jaya Singh.Thomas
www.chaithanyamahilamandali.jimdo.com

Dear Makrand and all,

Greetings from Kathmandu!

The team of Nepal is reached Kathmandu as according to the scheduled time i.e. October 5, 2012.

Personally, I am thankful to you for humble logistics for making the participation meaningful. I am equally grateful to all the participants who make good accompany in-between.

With warm regards,
Shyam

Dear Makrand and everybody,

I have reached Chennai as Scheduled and started working. It was an awesome experience of Learning, Sharing, Eating and Sleeping. Thanks to the Sangam Team for having organised each and everything wonderfully. I take back with me the wonderful memories we all spent at the conference. Thanks every one!

Warm Regards,

Sushant

Dear All,

Warm greetings from Kolkata!

Congratulations to the Weltwärts team for their wonderful facilitation and to Ecumenical Sangam, Nagpur for their unique hospitality, specially the graceful presence of Mr. Khisty & Mr. Makrand for always extending his hands as we needed, congratulations to the highly skilled kitchen team as well who made the stay delicious and finally to the co-participants who made the event interesting with sharing and warm friendliness.

Hope to be in touch with all.

Best regards,

Tapas
Human Wave

Interviews

Pursuant to the conference, Stefan Berndt, who also did the entire photo documentation interviewed Cyril Khisty of the Ecumenical Sangam and Aparna Deshpande of Samarpan Village about their impressions regarding the Partner Conference in Nagpur.

Cyril Khisty

Mentor and CEO, Ecumenical Sangam

Stefan Berndt: Did you have enough room and time to discuss your own issues from daily work with volunteers?

Cyril Khisty: Yes, we had plenty of opportunity for raising our own issues including the experiences with the volunteers

SB: Have you been informed about the development, structures, instruments (e.g. accompanying measures) and targets of the weltwärts program? Did you have time for exchange and assessment regarding the targets?

CK: Yes. All these issues were threadbare discussed and we had a lot of opportunity in discussing these in the group

SB: Do you feel informed about relevant results of the weltwärts evaluation? Was there time to reflect, discuss and assess the results from your own perspective?

CK: The evaluation results have been very revealing. We had good opportunity to discuss and assess these from our own perspective.

SB: Are you informed about the “follow-up” process that is connected to the weltwärts evaluation?

CK: Yes. This has been spelt out in the printed material circulated to us.

SB: Do you know about the changes within the program connected to the “follow-up” process that are relevant for you? Did you have sufficient time to discuss and comment these results?

CK: Yes. We devoted a lot of time in discussing these issues, and understood their relevance to us.

SB: Did you learn about the pilot phase of the recent “South-North component” within the weltwärts program? Could you shape your opinion and wishes and formulate own ideas and needs regarding this concept?

CK: Our views on the subject were discussed in the group meetings. We are very much in favour of such a programme. We feel, to begin with, we should consider sponsoring persons from our own staff between the age group of 21 to 45 years, who have a good track record and who are motivated persons.

SB: Did you get to know the new management structure of the program? Could you find out ways of participation for yourself within this new structure?

CK: Yes we are well aware of the structure and the scope of our participation

Aparna Deshpande

Mentor and Trustee, Samarpan Village

Stefan Berndt: Did you have enough room and time to discuss your own issues from daily work with volunteers?

Aparna Deshpande: Yes.

SB: Have you been informed about the development, structures, instruments (e.g. accompanying measures) and targets of the weltwärts program? Did you have time for exchange and assessment regarding the targets?

AD: Yes.

SB: Do you feel informed about relevant results of the weltwärts evaluation? Was there time to reflect, discuss and assess the results from your own perspective?

AD: Yes. Also we could connect to the other organizations and discuss relevant issues.

SB: Are you informed about the “follow-up” process that is connected to the weltwärts evaluation?

AD: There is more clarity needed on this. If we have understood it right, the follow up regard-

ing the Volunteer was discussed- the mid-term seminar for volunteers and then another one after they have gone back to Germany. The follow up also involved the volunteers in making an effort to come together and support the host organizations after the end of volunteer year.

SB: Do you know about the changes within the program connected to the “follow-up” process that are relevant for you? Did you have sufficient time to discuss and comment these results?

AD: As mentioned earlier, we would like to have more clarity and time on this question and process.

SB: Did you learn about the pilot phase of the recent “South-North component” within the weltwärts program? Could you shape your opinion and wishes and formulate own ideas and needs regarding this concept?

AD: We welcome this idea of South- North Component. We would like to become also sending organization in the coming times and are working on this idea. However, it will take some time before we can put this up on official papers. It would be also good when we can discuss aspects involved- legal frame work of countries (sending and hosting) and the process of inviting volunteers, list of hosting organizations in Germany etc.

SB: Did you get to know the new management structure of the program? Could you find out ways of participation for yourself within this new structure?

AD: The new management structure was clearly presented.

AD:

From our side:

This is a Triangular frame work- SO ↔ volunteer ↔ HO. The reports by the volunteers (after going back) are only one sided as we are not aware of what impressions they have taken back.

Also some work needs to be done from HO on the clarity of work of volunteer and communi-

cation with the SO. We would like to work on the two levels-When the volunteer is given an introduction to the organization and when the volunteer go back (Feed-back from the SO and Volunteer). With each year the work of the social project change and each year the volunteer experiences are different. When we can participate at the introductory level to the applicants and also know about their fears and expectations apart from what is written in the CV it would be good. We could discuss these in the conference in Nagpur with other organizations and it was at this point that we felt that some of the participants were not decision makers or involved much as mentors with the volunteers, hence, the not much could happen in this field of exchange.

The clarity on the participation as hosting organization will differ from organization and areas of work involving volunteers.

There are a few thoughts that we could gather-

The younger generation has different perspective in integrating the different migrant communities in Germany. Through Weltwaerts the volunteers get to see different ways of life and culture, meet people and work with alien objects and objectives assigned by the HO, while the HO also gets new energies and ideas to work. In this process the volunteers are in true sense getting to the world.

We congratulate you for such a leap and wish that we can work more in some ways.

Résumé



Stakeholdership strengthened

(Dr. Jona Aravind Dohrmann)

The Partner Conference 2012 was the first opportunity on an official level to invite the partners of the Global South onto the common platform called *weltwärts*. The composite process of sending, hosting and involving volunteer in all its aspects requires a strong stakeholdership from all sides. The programme being evolved in Germany was initially mainly shaped by the BMZ through the *weltwärts* Secretariat and the German Civil Society through its more than 200 sending organisations. Surely, at times, the partners of the Global South have been overwhelmed by the wave of volunteers coming to their respective countries without being able to completely distinguish between this and other volunteering offers, much less being able to introduce a perspective from the South (apart from the input which reached Germany through the close contacts between partner and sending organisations). The platform of the Partner Conference offered a very good opportunity to Nepali, (North) Indian partner organisations to participate in the shaping of the *weltwärts* programme through sharing their experiences and giving insightful contribution

regarding the daily functioning of the volunteer service and in the last session regarding a reverse component of this volunteer service called the **South-North Component** of the *weltwärts* programme. This was one of the rare occasion where thoughts and ideas from the partners in Nepal and India could be directly addressed to deciders of the *weltwärts* programme thereby also really showing the honestly meant compositiveness of this volunteering project. State and civil societies from Germany and their partner countries join in working together towards shaping a good and meaningful development volunteer programme branded *weltwärts*.



weltwärts is a Chance and a Challenge!

(Renate Tietz)

The conference showed, how all the Indian stakeholders do their very best to reach the common aim: To make a volunteers stay in India a mutual learning experience for the hosting NGO and the volunteer.

I was impressed by the tremendous effort of the Indian partners to really understand the volunteers' perspective, to solve the problems with

visa and police registration, care of their health and mood and give them insights in the daily development work.

From my point of view it was one of the main findings that the dialogue between hosting and sending organization has to increase by more face to face contact and open communication.

A proper planning in advance in both countries and a more detailed work plan could enhance the fast integration of the volunteers a lot and avoid disappointment on both sides. The Indian Partners became clear about:

In Weltwärts 90% of the applicants are young students after school, mostly without technical education. Which work sectors are open and useful to involve such volunteers and which kind of work do the Indian partners want these volunteers to do?

fore central questions discussed were: What are expectations towards volunteers? What should a volunteer be able to do in your project? How much scope is there between the “perfect” volunteer and possible other profiles?

The participants agreed that one should not focus only on the (special) needs or (dis-) ability of a volunteer alone, but on a good matching between the project post and the volunteers profile. Therefore the importance of good communication between sending and partner organization in the process of selecting volunteers was emphasised.

The discussion on inclusion of volunteers with disability showed that many partner organizations are open minded, some already have experiences with volunteer with disability and some would like to gain new experiences or start inclusive volunteering also in their own project. Inclusion was agreed on as a common value and objective that gains positive experiences for everyone involved.



Inclusion as a Chance and Challenge

(Rebecca Daniel)

The partner’s feedback showed that the question of inclusive volunteering is very much connected to the expectations from the partner organizations towards the profiles of volunteers in general. There-

Résumé



Identifying Challenges and Risks through the Do No Harm Approach

(Sandra Campe)

To introduce the concept of “Do No Harm” to the partners was a great opportunity. As this concept offers the tools to evaluate a cooperation in a (current, former or potential) conflict zone, it helps putting hosting of young volunteers from western countries / the Global North into the context of the project / hosting organisation and to look for possible challenges and risks of this cooperation.

The Partners seemed to approve of this critical and detailed approach which works looking at the context and at possible dividing and connecting factors and could transfer it to their own work, despite the short amount of time that was given to this issue. Several people announced their interest in a workshop on Do No Harm should it take place in India.



Networking, Cooperation and Participation – the Future of the *weltwärts* Programme

(Astrid Neumann)

I had the privilege to participate in the *weltwärts* Partner Conference 2012 for the Partner Organisations from North India and Nepal from 1st to 4th October 2012 in Nagpur. This conference was the kick-off function for a series of altogether nine Partner Conferences, which for the first time are addressed towards all partners of the programme. These conferences as well as the conference of the Sending Organisations in Germany were guided by the general theme „Networking, Cooperation and Participation - the Future of the *weltwärts* Programme“.

The conference aimed at familiarising the Partner Organisations thoroughly regarding the development volunteer service, at discussing with each other the planned changes and at jointly developing the programme. Some of the most important subjects within this programme are the understanding of this programme as a developmental one and to increase the involvement of the Part-

ner Organisations in the selection and preparation of volunteers as well as their educational accompaniment during the volunteer service.

Amongst other subjects we intensively deliberated on the new South-North component of the *weltwärts* programme in the Nagpur conference. From 2013 onwards, young volunteers from partner countries shall be given a chance to render a *weltwärts* volunteer service in Germany. This step was absolutely necessary, in order convert *weltwärts* into a real exchange programme. For me, the joint development of the new „westwards“ component of the programme was the most impressive experience of the conference. In various working groups, the Partners contributed their views, recommendations and ideas. These results will find their way into the concept of the South-North component of the *weltwärts* programme!

I found it very impressive to see how much the participants of the conference care for the volunteers, the way they are interested in them, how they support them in the daily routine and how they at times integrate into their own family and how patiently they provide them orientation for their volunteer post so as to offer the best conditions to volunteers for a successful volunteer service.

The aim of the Partner Conference to exchange ideas, to get into contact with each other, to learn from each other and to possibly trigger new projects was, from my point of view, not only achieved but by far surpassed. I have returned to Germany with a lot of new ideas, impressions and clues to improve the *weltwärts* volunteer programme - and I am grateful for it.



Partner Conference 2012

(Cyril Khisty)

The four day Weltwaerts Partner Conference 2012, provided a unique opportunity to all the stake-holders to come together on a common platform, to share each other's experience for making the "weltwärts" Development volunteer service a success. The evaluation report on the functioning of the *weltwärts* Development Service, which was made available to all the participants has brought out revealing facts and thrown a better light on the ground realities.

The participants, I am sure, have gone back richer in experience, and better informed on the aims and objects of the scheme and the expectations from both, the sending and the Partner organisations. This effort will ultimately help in meeting the young people's interest in getting involved in the development work, as also making an effective contribution to development in the countries of assignment and to development information and education, back home in Germany.

Appendix

(Dr. Jona Aravind Dohrmann)

The evaluation of the Partner Conference constitutes an important part of the entire Conference project since it reveals whether or not or to what extent the aims of the conference as mentioned on pages 12 and 13 have been achieved. For this purpose, the DIZ had been provided with a template questionnaire which was moderately adjusted to fit our specific purposes of this Partner Conference. For the reader's convenience the questionnaire has been reproduced in this appendix. At this stage I would like to thank two assistants in compiling and analysing the questionnaires in Germany: Mr. Egon Hatz, a retired person, who supports the DIZ on a voluntary basis and who undertook the numerical analysis of the questionnaires and Mr. Wolfgang Schröder, who is serving as a so-called Federal Volunteer in the DIZ and who transcribed, compiled and clustered the delegates' written answers. We may recall here the targets formulated for the Partner Conference were the following:

1. Room and time is given to the participants to discuss their own issues, that they bring from the daily work with volunteers.

At all stages the delegates of the conference were able to address their own issues, be it on the floor, in the workgroups or during the informal discussions during the conference at lunch time, in tea breaks or for dinner. Granted, the time available became ever scarcer the more the participants got to know each other.

2. The participants are informed about the development, structures, instruments (e. g. accompanying measures) and targets of the *weltwärts* program. They had time for exchange and assessment regarding the targets.

Especially in the beginning the participants were informed about the genesis of the *weltwärts* programme and its structures and instruments. The target of the *weltwärts* programme were highlight-

ed during several sessions which formed part of the conference like Inclusion, Involvement of partner from abroad and focusing on the developmental aspect of the *weltwärts* volunteer programme. There was time and opportunities to exchange and discuss these targets in the workgroup which were gradually arranged according to language and/or according to cluster of NGOs and their respective regions.

3. The participants are informed about relevant results of the *weltwärts* evaluation and had time to reflect, discuss and assess the results from their own perspective.

The participants were given the salient features of the evaluation in the conference binder. The contents was reiterated by Astrid Neumann on the first day of the conference. Following the introduction, the findings could be and were discussed. But one could see that the daily challenges stood in the foreground and the discussion of the same was most relevant to the partners. While discussing these – sometimes – burning issues, the findings of the evaluation were verified or falsified by the individual partners. Thus the evaluation formed a sort of a yardstick according to which the partner could measure their own experiences with the *weltwärts* programme.

4. The participants are informed about the „follow-up“ process that is connected to the *weltwärts* evaluation.

The follow-up process was presented to the participants of the conference and discussed.

5. The participants know changes within the programme connected to the „follow-up“ process that are relevant for them. They had sufficient time to discuss and comment these results.

Of course, those parts of the follow-up process which are relevant to Germany and relationship

between the stakeholders of the programme there were not so important for the participants from India and Nepal. This also applies to the question of quality management on the German side. But the aspects of which volunteers to have was discussed at length, although to the partners it does not matter so very much whether the volunteers have a migration background, whether they have passed the A-levels (German Abitur) or from which strata of society they hail as long they fit well into their respective organisations.

6. The participants are informed about the pilot phase of the recent „South-North component“ within the *weltwärts* programme. They have shaped their opinion and wishes and formulated their own ideas and needs for changes regarding this concept.

The participants of the Partner Conference approached this subject through a “dream session” in which the question was raised what, if there was a “westwards” programme for Indian and Nepali volunteers. Very valuable and “untainted” answers were given, since the concept discussed in Germany was not revealed immediately to the participants so that the wishes and ideas were unbiased and could be presented “freely”.

7. The participants know the new management structure of the programme. They could find out ways of participation for themselves within this new structure.

The new management structure of the programme is not felt really relevant for the partners from abroad since they mainly pertain to the German stakeholders of the *weltwärts* programme and were thus not highlighted.

The overall impression derived from the questionnaires and the personal feedbacks is that the Partner Conference was a necessary and very welcome step to bring the Indian and Nepali partners

into the mainstream of the programme development. It will be left to be seen how this process will be continued and made sustainable through the Germany Ministry, the BMZ, and the various sending organisations recognised by the Germany Government.

The organisation of the conference in Nagpur through the Ecumenical Sangam got more or less an unequivocal praise which can only be emphasised by the DIZ. This does not mean, that there were not issues which could be improved, these have been noted and –given a chance – will surely be considered.

In the following you can see for yourself after the reproduction of the questionnaires what the general observations made in the questionnaires by the participants of the *weltwärts* Partner Conference were.

Conference Evaluation Questionnaire

I am: (please tick/ check a box)

- From a host organization
- From a sending organization
- A mentor/ coordinator
- Another participant

(please encircle numbers)

Regarding the contents of the conference

In general

The conference topics covered
were important to me

I was able to share my practical
experiences in the volunteer
program with other participants

I had the opportunity to share
opinions with other host organizations
regarding the *weltwärts* program

	Strongly Agree	Moderately Agree	Slightly Agree	Slightly Disagree	Moderately Disagree	Strongly Disagree
The conference topics covered were important to me	1	2	3	4	5	6
I was able to share my practical experiences in the volunteer program with other participants	1	2	3	4	5	6
I had the opportunity to share opinions with other host organizations regarding the <i>weltwärts</i> program	1	2	3	4	5	6

The weltwärts program

I feel well informed about the objectives, structure and functioning of the weltwärts program

I could compare the aims and objectives of my own organization with the ones of the official weltwärts program

	Strongly Agree	Moderately Agree	Slightly Agree	Slightly Disagree	Moderately Disagree	Strongly Disagree
I feel well informed about the objectives, structure and functioning of the weltwärts program	1	2	3	4	5	6
I could compare the aims and objectives of my own organization with the ones of the official weltwärts program	1	2	3	4	5	6

The most interesting thing I learnt about weltwärts was ...

The weltwärts evaluation

	Strongly Agree	Moderately Agree	Slightly Agree	Slightly Disagree	Moderately Disagree	Strongly Disagree
I feel well informed about the results of the weltwärts evaluation	1	2	3	4	5	6
I could contribute my personal assessment of my experiences in the weltwärts program and with weltwärts volunteers during the conference	1	2	3	4	5	6
I became aware of how other organizations in other parts of the world rate the program	1	2	3	4	5	6
I feel well informed about the changes resulting from the evaluation of the program and what they (can) mean for me and my work	1	2	3	4	5	6

Please share below the findings of the evaluation which you **agree** with:

Please share below the findings of the evaluation which you **disagree** with:

The perspective of the host organizations	Strongly Agree	Moderately Agree	Slightly Agree	Slightly Disagree	Moderately Disagree	Strongly Disagree
At the conference concrete proposals to improve the <i>weltwärts</i> program were made	1	2	3	4	5	6
I could make suggestions for improving the program myself	1	2	3	4	5	6
I understood how the host organizations can influence the programm and the management structure of the same	1	2	3	4	5	6
I could make suggestions how opinions of the host organizations can be considered in the program structure	1	2	3	4	5	6

Volunteers and selection process

	Strongly Agree	Moderately Agree	Slightly Agree	Slightly Disagree	Moderately Disagree	Strongly Disagree
I want to develop a detailed profile of volunteers to be involved in our NGO	1	2	3	4	5	6
I would be ready to host volunteers with ...						
... Migrant background	1	2	3	4	5	6
... Vocational skills (e.g. nurse, office, carpenter, cook, technician)	1	2	3	4	5	6
... (Physical) disabilities	1	2	3	4	5	6
... a higher age (within the weltwärts guidelines)	1	2	3	4	5	6

Would you like to be involved in the selection process of volunteers?

Yes

No

If **yes**, how? Give Examples:

	Strongly Agree	Moderately Agree	Slightly Agree	Slightly Disagree	Moderately Disagree	Strongly Disagree
Awareness regarding circumstances of volunteer involvement						
I am aware of challenges and risks for the NGOs concerning volunteering	1	2	3	4	5	6
I know about the “do no harm strategy”	1	2	3	4	5	6
I have been well informed about the inclusion/ exclusion aspects of volunteering	1	2	3	4	5	6
Involvement of volunteers in the development sector						
Our volunteers are fully involved in the development sector of our NGO	1	2	3	4	5	6
Their involvement in the development sector is fruitful	1	2	3	4	5	6
From my point of view, volunteers are interested in the development sector	1	2	3	4	5	6

	Strongly Agree	Moderately Agree	Slightly Agree	Slightly Disagree	Moderately Disagree	Strongly Disagree
	1	2	3	4	5	6
Networking						
We want to cooperate with other NGOs. Please explain why/ why not, with whom, what kind of cooperation:						
The new South-North component in the weltwärts program						
At the conference I was informed about the new program component that will enable young people from the host countries to volunteer in Germany (South-North component).	1	2	3	4	5	6
I could contribute my views on the new program component	1	2	3	4	5	6
Participation in the new component is relevant for my organization	1	2	3	4	5	6
We are able to mobilize resources for this South-North component	1	2	3	4	5	6

**Final evaluation of the
conference contents**

I liked in particular:

I was not so happy with:

I'd like to say something important to me:

I myself take the following findings
from the conference. Please name
the three most important:

- 1.

- 2.

- 3.

Overall assessment of the weltwärts program

My motivation to be in the weltwärts program increased

The greatest successes of the weltwärts program for me are:

	Strongly Agree	Moderately Agree	Slightly Agree	Slightly Disagree	Moderately Disagree	Strongly Disagree
My motivation to be in the weltwärts program increased	1	2	3	4	5	6
The greatest successes of the weltwärts program for me are:	<ol style="list-style-type: none"> 1. 2. 3. 					

The main points in which the weltwärts program still needs to be improved:

The main points in which the weltwärts program still needs to be improved:	<ol style="list-style-type: none"> 1. 2. 3.
--	--

My specific suggestions to improve the weltwärts program are:

My specific suggestions to improve the weltwärts program are:	<ol style="list-style-type: none"> 1. 2. 3.
---	--

	Strongly Agree	Moderately Agree	Slightly Agree	Slightly Disagree	Moderately Disagree	Strongly Disagree
Organization and setting of the conference						
The invitation process was transparent to me	1	2	3	4	5	6
The regional breakup (North India and Nepal) of the conference was useful	1	2	3	4	5	6
The composition of the participants of the conference was good	1	2	3	4	5	6
Food was tasty and sufficient	1	2	3	4	5	6
Accommodation was good	1	2	3	4	5	6
There was an open and friendly atmosphere	1	2	3	4	5	6
Moderation and time management were excellent	1	2	3	4	5	6
There was enough space for informal talks	1	2	3	4	5	6

Is there anything else you want to tell us?

Findings from the Evaluation Forms / Questionnaires

Subsequent to the *weltwärts* Partner Conference questionnaires were distributed to all the participants of the conference with the request to duly fill and return them to the Convenor of the Conference. The questions raised could be once again seen in the preceding evaluation form included in this documentation for your convenience.

The findings follow the structure of the questionnaire.

I. The most interesting things the participants of the conference seemed to have learnt in connection with the *weltwärts* programme were *inter alia*

- the history and concept of *weltwärts* → this emphasises the impression that regular refresher regarding the programme and its concept are required and welcome
- how much *weltwärts* encourages young people to learn globally
- that this program seeks equal participation from the volunteers as well as the partner organisation: Volunteer placement is a means to an end and not an end by itself.
- that the actors within the *weltwärts* programme are not alone in this journey
- that the *weltwärts* programme has mainly developmental focus
- experiences and skills shared during the conference and amongst all the stakeholders during the volunteer programme
- the importance of the selection process of volunteers
- that the *weltwärts* programme is a **Cooperation project** between the *weltwärts* Secretariat, the sending organisations and the hosting organisations
- about possible problems during volunteering

2. Through the next question regarding the *weltwärts* evaluation the Convenor of the Conference wanted to know with which findings the participants agree and with which they disagree. This probably was one of the most difficult questions since the answer were quite widely spread and not always focused on the subject.

Summarising the points in agreement and which pertain to the evaluation one can conclude that the participants acknowledged:

- that there has been a positive contribution to global learning
- it has been recognised that involving **disabled** persons should be a part of the programme
- that a number of volunteers have not been able to integrate themselves into the main stream of partner organizations.
- that there are sometimes differing expectation of sending organisations and partner organisations
- that Volunteers feel that they are not well integrated into the ongoing programs of the organisation and that volunteers are left out because of lack of certain specific aspects: the dos and don'ts of the assignments are sometimes left unclear
- that Volunteers need to be much more involved in the work of which they are capable and for which they must be very well oriented
- that more thinking has to go into planning how to involve volunteers better into the development field

In disagreement the following points were mentioned:

- the Age limit in south north programme.
- the Health issues of volunteers were not captured or insufficiently captured. Challenges for the mentors were not captured.
- often there is an emphasis on volunteers only and less importance is given to host agencies.

- in regard to volunteers' integration, the experience of the participating partner organisations is very positive and is not seen so negatively as in the evaluation
- the Nepali participants criticised that the evaluation has not been conducted in Nepal, so it was impossible for them to answer all questions pertaining to the evaluation
- the participants moderately disagreed on the findings of other parts of the world

3. The next question for which a written answer was expected concerned the volunteers' selection process and how to get involved. Here 78 % of the participants, thus an overwhelming majority answered that they would like to be involved in the selection process. And this is how the participants imagine their involvement:

- 1. Describe expectations as to qualities of a volunteer; 2. Receive CVs according to the needs and demands by the host organisation; 3. Interview via Skype or other medium by sending and partner organisation
- Sending organisations should communicate right from the beginning the list of volunteers
- selecting profiles suitable for the own NGO
- through obtaining more information on volunteers' skills
- the selection process should be a mutual affair between the sending and the partner organisation through a discussion amongst them
- partner organisations want to be involved at every stage of screening of applications
- some replies advised to provide more local information and give more time to selection process and use the same questions and thus make the selection process more uniform
- personal interview if the partner has the opportunity to go to Germany personally

4. Networking was strongly or moderately desired by 75 % of the participants. But a rather strong section of 18 % was in strong disagreement with this idea, mainly not because they are averse to networking as such but because they already very well ensconced in a network on issue basis. The strong feeling for networking was driven by the following factors:

- Sharing knowledge & experience regarding volunteers, legal issues, cultural issues, social issues. It was felt that sharing is learning. It opens new channels and perspectives and eases the situation. It also gives an opportunity for catharsis, an emotional outbreak which is essential for a healthy working environment and relationship.
- Networking helps improving the *weltwärts* programme
- In view of networking it was also mentioned that regular meetings/workshops every half year, not later than yearly should be held
- In a united way the partner organisations are in a better position of learning, of advocacy and participate in a longer and more empowering process.
- Networking can be a platform for sharing best practices and thus achieve more output.

5. When asked about the overall impression of the *weltwärts* Partner Conference the feedback was by far in the positive and overwhelming. It could be seen that the introduction of partly new subjects such as "Do No Harm", the inclusion aspect and the systematic approach during the conference were very much appreciated. This included *expressis verbis* the group discussion, the workshop methodology and the accommodation including the food. Also the time management, i. e. strict adherence to given timings was very much appreciated. Furthermore the venue, the Rainbow Guesthouse of the Ecumenical Sangam as well as the informal which reigned during the

sessions was liked, also the way the Director of the *weltwärts* programme interacted with the participants (“no barriers”). The contents and the high level of participation of the delegates were noticed because most people felt confident enough to contribute their views to the audience. The questions of selection and how to get hold of the “right” volunteer were very important to the participants. It was welcome that the *weltwärts* programme was presented in all clarity. It was felt that the team of moderators were warm and carried out the work to the satisfaction of the participants.

On the negative side it was observed that there was a lack of time and that even more discussion should have been made possible. The moderators of the group discussion should have been more from the participants’ side. It was not liked that often the focus was too much on India and that some people forgot to include Nepal in the thinking process. Some were not happy with the distance between their lodging and the venue of the conference (around three kms). More stress could have been laid on visa and legal requirements.

6. When requested to say something important to the participants, these were the answers:

- **Workshops** provided a platform for three countries to come together and discuss the commons, differences and learn and grow together.
- **East + west, north + south: universe will grow healthier in light of all.**
- One should consider inviting volunteers to the conference and the conferences should be held more often in order to gain more knowledge about *weltwärts*
- the volunteering services of Professionals should be encouraged in near future with appropriate guidelines by BMZ and Indian Court

- *weltwärts* programme should be designing a long term volunteerism in Nepal
- partner organisations should be encouraged to improve networking amongst each other and meet at periodic intervals. A mechanism should be evolved to share information.

7. Asked about what were the most important things the participants took back along with them, the answers were as follows (if it was not “too much to mention”) and showed the clearly encouraging effect the Partner Conference had:

- reconfirmation, thoughts, ideas, new friends, hope
- exchange of views and experiences
- involvement into the volunteer selection process (How so ever busy the partner organisations may be, investing time on volunteers would mean investing in global change.
- New persons met/ new connections who will be source of information and motivation in coming days
- Imposing networking/ networking between NGOs
- Do No Harm concept
- open-mindedness of panel
- ideas about preparing profile and working area in advance for volunteers.
- idea of Inclusiveness
- Challenges and risks
- Presence of BMZ in the process / aims of the BMZ
- Role and responsibilities of sending and partner organisations and volunteers.
- Introduction for the follow-up process.
- insights on south-north programme
- Reverie programme on the “westwards” programme
- exchange should be in both ways
- inclusion and exclusion experience of others for my own improvement towards these people

- good understanding of *weltwärts*
- that there is a lot more that sending organisations can do for their partners (mentor workshops, ...)

8. While assessing the *weltwärts* programmes in general, a whopping 83 % indicated that their motivation to be in the programme increased after the Partner Conference. When asked about the successes of *weltwärts* so far, the partner answered:

- Giving the youth an opportunity to explore new culture and themselves.
- Cooperation and partnerships between sending and host organisations
- Exchange/sharing of experience/expectations by both *weltwärts* and partner organisations
- Global relationship developed with us/global approach
- clarification of Aims, networking, mentoring, good communication
- involving all NGOs providing creative opportunities.
- the community activities of partner organisations have been developed
- participatory manner of evaluation
- Go to the people, live with them and learn from them, build on what they have as a concept

The participants also pointed out areas where they think improvement is required:

- Orientation of volunteers – sensitising for the issues and perspectives of the developing countries including equipment of volunteers: language, knowledge of Indian culture
- volunteers' training in Germany
- A lot of variations in compensation of subsidy to volunteer (some receive 50 Euro per person and month, other, 100, 130, 200). This needs transparency.
- Regular communication with the mentors

of partner organisations and volunteers together.

- more clarity is required on the local legal background
- understanding by the volunteers that free time activities also need to be regulated.
- selection process
- there is too much work of the administrative side
- advocacy at bilateral level for liberal visa conditions / security measures
- The development aspect can be improved and strengthened
- Language course

9. Specific suggestions were also made and are summed as follows:

- financial support for specific projects and human resources should be enhanced
- put in place an India coordinator
- increase *weltwärts* volunteer programme visibility in India
- reduce the days to two which would be enough
- more emphasis on volunteers' issue.
- a message to the sending organisations: prepare volunteers well in Germany and highlight more the difficulties they will be experiencing.
- the budget allocation for the volunteer should be based upon the economic situation of the country rather than on the *weltwärts* guideline
- mid-term workshops should have participation of all stake holders
- to develop good code of conduct
- report submission by both volunteers and NGOs at the end of particular volunteer deployment
- Report sharing by sending organisations of the returning volunteer in conference/workshop
- Request for a Liaison Quality Officer

- close monitoring by the Mentor and holding at least one meeting every month with volunteers.
- increase the boarding and lodging allowance according to Indian inflation

10. Finally the participants could make any remark they wanted, and this is what they shared:

- DIZ should continue this workshop “every year”
- Happiness about participation in the Partner Conference
- Please do this again! (e.g. in Nepal)
- Such programs should be organised more often.
- The concept should be implemented in Nepal too on a regular basis and it would be good to have resource persons for the situation in Nepal (e. g. someone from the embassy)
- I very much appreciate the openness of organizers and participation of stakeholders. Let me know in what other way we/ I can contribute further (maybe South-North, Volunteers (Program, planning and framework
- I felt that the conference had rich content and much new insights and rich perspectives were added through the discussions and moderation. Moderator played the role very well, digging all corners of the brain and keeping participants busy throughout the day.
- The agenda of the conference was elaborate. It was good for me.

11. The overall feedback was very encouraging the heartening. In future programmes – be they conferences like this one or other formats – the partner’s view and perspective should be considered foremost since they demonstrated very impressively that they really understand the *weltwärts* programme as common programme of all stakeholders!

weltwärts 

Partner Conference 2012

for North India and Nepal.

October 1st – 4th, 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, had the privilege to host the first such Partner Conference for North Indian and Nepali Partners. This Conference was in line with a series of altogether nine Partner Conferences spanning the globe. The Conference being held in Nagpur was the pilot conference together with the Argentinean colleagues in the Cono Sur who simultaneously discussed the weltwärts programme. This conference provided a platform also for the stakeholders from the Global South to make their voice and ideas heard.