



Documentation

Weltwärts Partner Conference

East Africa

10 – 14 December 2012

Dar es Salaam

Tanzania

Acknowledgments

We like to thank all participants for their important contributions to a vivid and fruitful conference. Participants from Kenya, Tanzania, Uganda, Rwanda, Mozambique, Malawi, Zambia and Germany made the first Weltwärts Regional Partner Conference a success.

We also like to thank the Federal Ministry for Economic Cooperation and Development (BMZ) who initiate the Weltwärts Conference and made it possible.

We also express our wish that the Weltwärts Conference in Dar es Salaam marks the beginning of a lively cooperation, exchange of ideas and experiences and an improvement of networking within sending and hosting organizations.

Thank you again.

With kind regards

The conference teams in Tanzania and Germany

Content

Day 1 – Monday 10th of December

Expectations

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South – North Component (Reverse programme)

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Open Space

Annex

List of participants

DAY 1

Monday, 10th December

Expectations

We asked the participants about their different expectations:

1. What do you expect from the conference?

Networking / Intercultural exchange / Knowledge:

Sharing experiences with others; inside view of different hosting projects; new contacts; collect information; making new friends; learning from each other; strengthen partnership; intercultural exchange; sharing ideas about best practice; exchange knowledge amongst stakeholders; and similar answers (total number 45)

Information about the weltwärts programme:

Learn about weltwärts activities; to understand how weltwärts works and how to benefit from it; knowledge about the programme; know other partners in the weltwärts programme; and similar answers (total number 10)

South – North Programme / Future of weltwärts:

Clear guidelines for South-North exchange; reverse programme; information concerning the future plans of weltwärts and similar answers; agreement to continue (total number 8)

Communication:

Fruitful discussions; participants being co-operative; positive attitude; interactive participation;

Others:

Knowing the role of the Embassies; allowances (4); finding a new sending organisation (2); learning more about how to operate my NGO; meet other organisations that deal with disabled children; what community placement, organisations and volunteers need to do to comply with Millennium Development Goals;

2. What do you expect from the volunteers?

Work aspects:

Readiness to learn and work; their duties; to provide assistance to the project on the area of manpower; being creative and hardworking; to continue their work as they do; cooperation; full participation; hard work and co-operation; commitment; to perform all the duties they are sent to do; hard work and total co-operation; good working relationship; learn and work; volunteers to be motivated and perform their work diligently; total

engagement; good co-operation in doing organisational activities; keep on sharing workload and experience with locals;

Intercultural aspects:

Creativity; exchange experience; share knowledge; to help us get new ideas from Germany; forget what they told you: come and learn; to share experiences; determination to learn new things but also willingness to offer new experience; ideas; teaching; exchange of knowledge and culture;

Skills / Qualities:

Open-mindedness; flexibility; willing to cooperate; basic skills and experience; readiness to adjust and respect another culture; ready to learn and share; to understand social, political and economic reality of the world; motivation and cultural integration; be more cultural dynamic; dedication and tolerance; interest and motivation; adaption; awareness; acceptance of culture; being innovative; environmental expertise and initiative; active; good behaviour; being prepared; to adhere to the communication protocols agreed upon by the partners; commitment;

Improving of project:

Help to improve what we do; ambassadors of the project; success; being change makers in the community; I expect them to improve the project in which they are working; contribution to advancing our programme; value addition; sharing of knowledge, skills and experience for sustainable development;

Communication between partners:

Expect the volunteers to share a lot about their programme; link among partners; share experience about their programme; how to collaborate with the sending organisations for projects implementation;

Commitment back in Germany:

Sharing information when they have gone home; be an ambassador back in Germany; commitment back in Germany; to contribute positively to an international and cultural understanding and peace;

3. What did you expect from the weltwärts programme (when you decided to take part)?

More knowledge of the programme / Being part in the Weltwärts network / Partnership:

Knowledge about the mission of weltwärts; understand more of what it is, what they do and how we can work better; to get knowledge on how programme is going on; to be involved more in Weltwärts network; more information; to know programme details and how it can improve the relationship; partnership; extended partnership; global partnership; to come up with good volunteer host policy; to create more ties with WW programme; to know programme details and how it can improve the relationship; continuity; how to acquire the long VISA & avoid government bureaucracy; good cooperation; more conferences so that people will have a chance to share the challenges;

Intercultural exchange / Networking

Intercultural exchange; cultural exchange and interaction; share & learn; to exchange experience; learning on both sides; knowledge and ideas; new orientations

South – North Exchange

Reverse programme; real exchange of culture and learning experience, now it is one way; exchange of volunteers from south to north; to be open for a really youth exchange between Germany and Southern partners;

Quality of programme / Quality of volunteers

Better volunteers programme; volunteers posted on their interests; higher quality; support - professionals; diversity of volunteers; more volunteers; to receive young motivated people; increase number of volunteers

Financial support

Support Network and prosperity; funding to host projects; to know more about the Weltwärts foundation, its aims and future plans; any sponsorship for the receiving organization; expect programme to connect us with Germany government for economical support; build long-term mutual relationship for volunteer exchange & resource mobilization; Networking and financial support;

Improvement of work

The improvement of local NGO's; to deploy volunteers to help add quality to our organization; new knowledge for the service Future plans in education sectors

Others

More openness on partners to receive volunteers; reason for sending volunteers; to change the world

Day 1

Monday, 10th December

Feedback

The participants formed eight groups, named after African and European cities and asked them to give a feed back for the first day of the conference:

→ 5 new insights → 5 questions left → 1 wish for tomorrow

Group LUSAKA

New Insight

1. Background of weltwärts / History
2. Role and responsibilities of whole volunteer structure

Questions

1. Indicator of success of the Evaluation
2. Breakdown of the 75% funding of the programme

3. Got to know different partners that work with weltwärts
4. Learn how weltwärts value the host partners

3. How to identify mentors & the evaluation
4. Strategies to address 3 disadvantages in the evaluation
5. What criteria does BMZ use to select weltwärts (Political & Professional)

Wish for tomorrow

1. That it will be interesting

Group MBEYA

New Insight

1. How the weltwärts programme works?
2. The value/importance of getting to know each other.
3. Creativity as regards keeping the session lively– Energizer.
4. The new method of introduction (Bingo)
5. Equal involvement of all key players/stakeholders is vital for efficiency

Questions

1. How can we effectively improve our feedback on evaluation
2. What changes have been foreseen as a result of the evaluation?
3. What is the level of involvement of parents in the program?
4. Management of funds.

Wish for tomorrow

1. Start with a prayer each day.
2. Consider all participants.
3. Visit the ocean
4. Gender balance

Group BERLIN

New Insight

1. Kenya has a heroine problem
2. Some sending orgazation are not updating their host organizations.
3. All German political parties support Weltwärts
4. 1/3 of volunteers thought their placement was incorrect
5. There has not yet been exchanges of other cultures volunteering in Germay

Questions

1. Why (from the partner side) has the mentor system not met its objectives?
2. How will the program address the wish of partner organizations to be more selective of their volunteers?
3. Why do the sending organizations not want to share partner contact info. with the Ministry

Wish for tomorrow

1. To have all questions answered.

Group ROME

New Insight

1. Hierarchy of the volunteers programme
2. Criteria used to pick volunteers
3. Percentage of contribution
4. Figures of weltwärts.

Questions

1. Breakdown of finances
2. Volunteers medical examination in Germany
3. Reporting system

Wish for Tomorrow

1. Improved communication

Group MADRID

New Insight

1. Learned about weltwärts secretariat
2. Role of sending organization and host organizations
3. Feedback from the evaluation
4. Challenge being faced by the W.W programme
5. We learnt more about each other

Questions

1. How do the volunteers apply the knowledge and experience in their own communities?
2. How does secretariat plan to address the challenges they reached.
3. What activities can volunteers get involved in to feel more socially integrated in the community

Wish for tomorrow

1. Participant should be stopped repeating the same questions

Group HAMBURG

New Insight

1. Preparation seminar in Germany for the volunteers can invite natives from the partner country to tell volunteers about it.
2. There will be a reverse program for the volunteers
3. 1/3 - 1/2 of volunteers are unhappy with their project
4. Funding of the weltwärts programme
5. Known about the process of the evaluation & outcome of the evaluation done

Questions

1. How many host projects do not have a mentor?
2. How long does it take for the secretariat to approve the project from the time it is presented by the sending organization
3. How can project comply with millennium development goal?
4. What is the sending organization doing to ensure sustainability of the project started by the volunteers?
5. Does sending organization prepare the volunteers on the culture of the host country?

Wish for Tomorrow

1. Go deeper into conflict between host who wants skilled volunteers and weltwärts who like to send unskilled volunteers.

Group OSLO

New Insight

1. Responsibility of the government and sending organization in the volunteers program
2. Age limit of volunteers
3. The program is basically for German Youths & not for hosting country
4. Coming year(s) hosting countries will send youth to German as in exchange program
5. There is a sense of communication gaps

Questions

1. How soon is the reverse program?
2. Opinion of the participants to the benefit of the volunteer program
3. The difference and relationship between Weltwärts and others programme eg. IJFD?
4. What is the intention of the Germany Government sending unskilled volunteers instead of skilled ones while we are in a mutual relationship
5. When is the next partner conference & where? (near the beach)

Wish for tomorrow

1. A soft drink during the meals

Group PARIS

New Insight

1. Intercultural challenges & generations
2. Communication between stakeholder is a key
3. Need for more transparency among Weltwärts sending organization & partners
4. All parties involved in the weltwärts program have to know and understand what weltwärts is really about
5. A request for more involvement in Visa issues by weltwärts
6. Different organization host volunteers differently in different countries

Questions

1. What are the best methods to address intercultural challenges
2. Can partner organization host volunteers from more than two sending organization.
3. Can weltwärts issue a recommendation for the local immigration officers for VISA
4. What are specific benefits to the host projects
5. Can Weltwärts facilitate Germany & cultural classes to host project

Wish for tomorrow

1. Cold refreshment for breakfast

Group KAMPALA

New Insight

1. Background information on W.W programm
2. Diversity of different programs among the participating organization on (Health, Education e.t.c)
3. Mutual benefit of the W.W volunteering programme (vols + host organization)
4. Recruitment process of vols in Germany

Questions

1. When will reverse program start?
2. How is 580 Euro volume shared?

Wish for tomorrow

1. To follow training program as planned

Group MAPUTO

New Insight

1. Trust + flexibility is N3
2. weltwärts viewed positively overall
3. weltwärts structures are very diverse
4. visa challenges still exist in many countries
5. roles of actors can't be standardized ,each partner has define it themselves
6. Volunteers come to learn – hosts need to give clear structure

Questions

1. What is the role of sending and hosting organization? (Define responsibilities)
2. How can host organizations find a sending organization?
3. Role and selection of the mentor(in/outside of project)

DAY 2

Tuesday, 11th December

Intercultural Exchange

The participants formed 5 groups, splitted into two (f.e. 1A / 1B). They discussed several topics related to intercultural exchange (first in smaller groups later in the bigger group (1A/1B). The papers the participants were asked to discuss were working papers from the “Welthaus Bielefeld” – see Annex 1.

Group 1: Attitude towards seniors/supervisors

In different social contexts you can find different hierarchical structures. People exercise power against others. In every society power is unequally distributed – there are people with more and people with less, and even no power. The only cultural difference is how far power is accepted. As an elemental phenomenon and inevitable for your own safety or is unequal power inequitably, dispensable or almost unbearable. So that the role of authorities needs to be disputed.

Group 1 A/B

1. Freedom is for all to enjoy but must not be abused and needs to be filled in the cultural context.
2. Hierarchical positioning is important in fulfilling tasks.
3. Principle should not abuse the authority/power.
4. Constructive criticism with suggestion to solutions.
5. Snobbish symbols are ridiculous (How you present yourself reflects your character)
Dress code
6. Code of conduct should/must be agreed upon and signed at the beginning of the contract.

Group 2: Different time management

There are different opinions about the correct understanding of “being in time”. But there won’t be a correct understanding for each and every situation and context. If you are a typically European and wait for an hour to welcome your guest you will be angry and hurt, even when you aware about the different cultural conditioning of your (foreign) guest. But with help of your knowledge you maybe can avoid unnecessary self-doubts (“Obviously he/she doesn’t like me.”) and excessive blame allocations (“ I could never count on these people.”).

Group 2 A/B

1. Value of time (No hurry in Africa) (“pole, pole ndiyo mwendo”, “haraka haraka haina baraka”
Possibility – Need for change (both parties)
– Need for tolerance
2. Apologizing (boss never late) for African not important
Possibility – Communicate to the person concerned (excuse self)
– Need the humility to actually say sorry
3. Misunderstanding of the delay (feeling uncared for)
Possibility – Right understanding
4. Rigidity versus Laxity
Possibility - Need for balance

Group 3: Different ways of communication

Irritation on both sides is caused by a compact context in communication. We are communicating in different ways. Communications means that an information can be expressed verbal and directly. But also with posture, eye contact style of speech and even with social status and hierarchies determine communication and what we want to express. For example in many cultures an explicit “No” is impolite und would be expressed with integrity and discretion. Different way of communication can lead to intense emotions, if messages, expressed in different ways will not be recognized.

Group 3 A/B

Intercultural Conflict	Situation
Dress code	<ul style="list-style-type: none"> - Create awareness among country - Explain in details to volunteer the expectations & role as Germany reps - They need parental guidance although this may vary
Relationships	
Accommodations	<ul style="list-style-type: none"> - There are two models rentals & host families this applies to various cities & organization
Disciplinary procedures / corrective strategy	
Hygiene/eating	Talk about it, the weather (African) is unfavorable

Group 4: Necessity of planning and guaranty

In different cultures the necessity of guaranty and of predictability of occurrences is developed in very different ways. In cultures where people are willing to avoid uncertainties, the necessity of planning is obvious. Clearly defined roles and responsibilities are enormously important. People who are dealing daily with uncertain environment won't have the explicit necessity of securing their future. The uncertainties of life need to be accepted.

Group 4

Intercultural Conflict Situation

1. Misunderstandings based on colour and culture – dressing, food, gender etc.
2. Social intolerance – especially first months of stay
3. Little or no flexibility – e.g. abrupt change of plans, invitations
4. Communications problems – foreign language, expressions

Possibility of rectifying such

1. More sensitization on culture
2. Embracing diversity & change
3. More tolerance/flexibility
4. Being more assertive and open-minded
5. Improve communication amongst all stakeholders (BMZ, Weltwärts, sending organization, receiving partners, volunteers, host families, etc.)

Group 5: Dealing with gender

The interaction between people with different sex is a source of numerous intercultural conflicts. Die situation of gender is varying extremely between different cultures but also within societies. The term of "gender" describes the different role expectations of men and women.

Group 5 A/B

Intercultural Conflict Situation	Solution
Should women + men practice the same professions?	Men + women are not equal according to the church Education encourages the chances of the women Different culture believes + values have to be respected
Masculine and feminine attitudes should be highlighted!	Man and women are equal but not the same! So you should appreciate the difference!
Men should take part in household work	Talk and discuss roles again and again, Counseling!

In General

- Stable gender roles give people stability in an unstable work/state.
- In a stable world, you can have luxury to shake up/discuss the traditional gender roles

DAY 3

Wednesday, 12th December

Pedagogic

Method: Walk and Write

The participants were asked to contribute remarks / answers / ideas to several topics and answering related questions:

Global learning

What task are volunteers able to take over?

Help with the preparation of the new volunteers; be ambassador in the host country and in the projects; responsibilities according to the abilities; organization of resource centers; initiate different projects; tasks under assistance; extra curriculum; linkage network; not take over but participate in the programme; technology, social media; resource mobilization; awareness building; housework; social events

How to support a volunteer in his work?

Orientation, making a programme; evaluation and programme sharing; accompany; motivation and encouragement; equip them with required skills and training for a particular activity; positive criticism; reflection on the programme and objectives; interaction with former volunteers, mentoring; regular meetings and seminars; social gatherings and feed back of the reports;

How long should a volunteer stay?

Depends on purpose and organization and country laws; maximum 1 year; maximums 6 months; 1 year pending on how well they perform; no generalizations; not less than 6 months.

Introduction Period

How to introduce the volunteer to the family?

Prepare the family and inform them; receive profiles from both sides; introduce each other before the volunteer arrives; accompany the volunteer to the family and monitor settlement; frequent visits in the first few weeks;

How many weeks / months does the volunteer need before he / she can work self-dependant?

After three months; depending on the placements or projects, learning the language, familiarization to the guidelines and orientation process; depends on country project systems, individual volunteer and type of work; skilled work three months, unskilled work one month; some projects require guidance, they can't be completely self-dependant; two weeks.

How to introduce the volunteer to his / her work?

1. Briefing / 2. Familiarization with project and people / 3. Assign a supervisor or mentor for the specific tasks / 4. Design a work plan / 5. Follow – up; document the introduction for future references; duties be specific and clear; pre-preparation of the staff / 6. Assessing volunteers abilities / 7. Sharing previous volunteers file data project documents

Language Barriers

How to sensitize the volunteer for language use to clients / customers?

Write a new sentence on the board every day; confirm the proper meaning and use of words; understand the body language in the context of the host country; help them to understand the importance to learn the other language;

How to motivate the volunteer to learn a new language?

Mix volunteer with children; include volunteer in day to day life, f.e. going to market; short language course; involvement with community and sports; the choir; speak with them Kiswahili; integrate the volunteer with the local people; award the fastest learner; encourage host families; speak slowly;

How to deal with projects where people speak more than two languages?

Identify and introduce the volunteer to the main language; encourage the entire group to use the official language at points where volunteers are involved; provide private language teachers and books;

Racism / Neo-Colonialism

What to do with volunteers feeling cultural superior?

Cultural exchange and exposure; dialogue sensitization; proper orientation of volunteers, involving volunteers who are already there to participate in the preparation; volunteer who fails to acclimatize could be recalled back; warn in time on facial that can be negatively interpreted; integration efforts to be continued;

How to deal with prejudices?

Identify particular prejudices; organize sensitization programmes; limit the exposure of electronic gadgets; open up and talk about it; integration is the key;

Role of Mentor

Who can be a mentor?

Someone who knows something about the project should be able to speak or to know the language of the volunteer; should get training; someone with more experiences than the volunteer;

How should a mentor deal with conflicts?

Listen from both parties; dialogue; open minded; be conversant with the community / volunteers work; be trusted not be judgmental; responds timely; identify causes of the conflict; big problem is to small problem, small problem is not problem; be a mediator;

The mentor has to be loyal to whom?

Loyal to the volunteer; loyal to the truth; loyal to all parties; neutral; loyal to him- or herself; loyal to the programme;

What are the main tasks for the mentor?

Assure that the volunteers fits to his tasks and vice versa; listen to volunteers; encourage them; ensure their welfare; conflict resolution; introduce the volunteer to the community and to workplaces; link the volunteer with the hosting family and organization; explain the cultural difference between parties involved;

Cultural Intolerance

What kind of behavior should never be accepted?

Superiority complex; showing affections in public (but depends on level of affection and place); speaking in mother language whilst with other people; inappropriate dress code; racism; violence; laziness, drugs; abusive language and vulgar media; arrogance; exploiting people's vulnerability for own interests;

What's the best method between integration and assimilation?

Acceptance of cultures; demand to the volunteers to read books about the African culture; let's adapt to the local culture; tolerance; integration is better;

What cultural differences need to be tolerated?

Open suggestions; time keeping; religious differences; food; respect to elders; respect the set of rules of the hosting family;

Volunteers in School

Where to place the volunteer in the school's hierarchy?

Assistance; support staff; extra curricular tasks; organizing clubs; learning aids;

How can a volunteer keep discipline to his / her students?

Respect school guide lines; positive and balanced interaction between pupils and teachers; role model; extra tasks for misbehavior; don't be too friendly; control and be strict; work along with teachers; volunteers should be introduced officially as teachers by the school administration; exemplary;

What kind of methods should a volunteer use to educate students?

Use of visual learning tools such as films, pictures; participatory methods; case studies; bring experience from own country but integrate into context of host country; practical lessons; promote discussions;

Conflict Handling

Who should take action to solve conflicts?

The parties involved in the conflict and the mediator; friends, fellow volunteers;

How to deal with conflicts?

Study the nature of conflict; open dialogue, mediate; value clarification; you give a first, second and a third final warning; tell them clear do's and do not's from the beginning; be willing to accept different opinions;

What kind of reasons should lead to the cancellation of the volunteer's stay?

When the volunteer violates rules and regulations; in case of persistence and extreme misconduct; in case of sickness when the treatment is not possible in the host country; severe social problems which can not be solved (psychologically); use of drugs; cases of insecurity in a country; in case of misplacement; visa and immigration;

Host families

Can the volunteer be like a real child to the host family?

Yes/No; yes (4); yes in terms of equal treatment, no in terms of punishment;

Who can become a host family?

Enough space; everyone who is not negative influencing volunteers; language; it should be a family structure not a single person; security; affordability; family which has undergone training by a host family; stable family, open minded; tolerance;

What conflicts can arise in a host family?

Food; money; hygiene; dress code; sexuality; relationships; language; lack of time management; disrespect; lack of privacy; perception of reality; parental care; interfamily conflicts; restriction of freedom; culture; religion; miscommunication; transparency and accountability; failure to fit into the family set up; family household chores;

DAY 3

Wednesday, 12th December

South – North Component / Reverse Programme

Work Group “Returnees”

1. How can returnees bring in their experiences to the society?
2. Can returnees bring in their experience into the sending organization (East Africa) If yes, how?

1. To the society

Give workshops + seminars about new skills

Use event to meet community, school etc.

Bring new culture and share experience input e.g. punctuality, cooking.

Meet youth and encourage them to follow returnee as a role model e.g. more self consciousness

2. To sending organization

Prepare outgoing volunteers

Improve the work of sending organizations through own experience e.g. contracts etc.

Take part in selecting process

Share new opportunities of fund raising

Work Group “Volunteers”

1. Who should be an ideal volunteer and why?
2. Are there requirements reasonable or necessary? e.g. age, language skill,...
3. How can social inclusion be guaranteed? E.g. live with host families
4. Mentor – ensure contact with other youth social clubs, gathering e.t.c.

1. Ideal Volunteers and why? (Qualities)

Age 18 – 30

Experience is idea to help in shaping them in the future – career choice

Academic qualification, minimum – ‘O’ Levels

Volunteer experience – locally

Tolerance

Language skill – ability to learn basic English

Ready to interact

Citizen of that particular country different culture

Interest/open to different culture

Work Group “Host organization (Germany)”

1. What should be task /role of hosting organization in Germany?
2. Can host organization support sending organizations (in East Africa)? If so, how?
3. What is your idea of good task – sharing between sending (East Africa) and hosting (Germany) organization?

1. Task of the hosting organization

Arrange lodging/feeding

Orientation and preparation

Identification of project

Evaluation of the project and host families

Monitoring

Airport pickup/drop

Visa permit arrangements

Mentoring

Communication/follow up

Training and exposure

Health related issue

2. Support sending organization

Visa process (provide relevant document)

Preparation seminars

Return seminars

Report & update

Administration

3. Task sharing

Preparation of seminars both host and sending organization

Conflict resolution

Evaluation {mid terms/return seminar

Work Group “Pedagogical Concept” (mid – term and after the year?)

1. Which content should be addressed?
2. What does volunteer service mean in this sense?
3. How can educational assistance be organized together with sending (East Africa) and hosting (Germany) organization?

1. Mid-term workshop (after approximately 6 months)

Content:

Motivation and personal feelings

Sharing experience

Work issues/challenges

Suggestion how to solve these

Comparison initial expectations Vs reality

Administrative issues

Cultural issue

Keep focused to come back

Legal implications

Invite PO/mentor for 1 day

Evaluation of PO/mentor

Give new input on special topic

Give out certificate

After one year (return)

Content:

Sharing experience/learning

Suggestion on how program can be improved

Encourage commitment to support own community

Talk about future plans

Encourage them to raise funds or other support for PO

Encourage to advocate for new volunteers

2. What does volunteer's service mean?

It is about cultural exchange and experience

Learning and sharing

Shade a clear picture of perception/prejudices.

3. Organization of educational assistance between sending and receiving organization i.e. Germany Vs East Africa

Involve them in relevant workshop/trainings to equip them with necessary skills to be able to perform

Work Group "Pedagogical Concept" (preparation and language)

1. Which content should be addressed?
2. What does volunteer service mean in this sense?
3. How can educational assistance be organized together with sending (East Africa) and hosting (Germany) organization?

1. Content - Pre-Departure:

Awareness of placement opportunities (i.e. gender roles)

Language lessons

Handbook

Germany orientation – in depth cultural understanding

Introduce concept of volunteerism to Africans

Roles of sending / hosting:

Hosting guides sending

Use German volunteers and others with experience

Work Group “Sending organization (East Africa)”

1. Which should be the role/task of the sending organizations (East Africa)?
2. What is your idea of good task – sharing between sending (East Africa) and hosting (Germany) organization?
3. Is there support required? If so, which kind of support.
4. How can sending organization contribute to the fundraising?

1. Tasks:

Recruitment of volunteers

Preparation

Administration (Visa, Health)

Communication hub

Monitoring volunteer progress abroad

Returnee involvement

2. Task sharing:

Joint fundraising

Service agreement

Equal partnership

Promotion of culture understanding

Placement coordination

3. Support

Guidelines

Financial resources

Learning exchange on better practices

4. Fund raising

Volunteers talent harvest

Proposal writing

CRS

Material artifacts

Sharing cost

DAY 4

Thursday, 13th December

Networking / Open Space

The Method “Open Space” offered the opportunity to initiate various discussions groups to all topics possible. A total number of 16 hosts invited to working groups during morning and afternoon session. A total number of 12 minutes were handed in.

The idea to scan the minutes written by hosts could not be realized because some of the minutes were almost unreadable – due to some extraordinary handwriting. Therefore the minutes had to be transcribed. We apologize for any mistake this might have found its way into the transcription.

1. Home based care and foster families

The group exchanged experiences about HBC. Ingo described the whole programme. Deborah described her orphanage at Lake Viktoria. (youtube: Kemono Childrens Home)

About psychosocial workshops for caretakers of vulnerable children, Ingo recommended the Dar-based NGO REPSSI.

For counselling and psychosocial wellbeing of children, Deborah recommended the organization HUMULIZA, office in Dar.

Sr. Amala helps street children and prostitutes and reintegrates them in their old families.

Ingo recommended a Boarding Secondary School which is also vocational training center near Kilolo, TZ, Morning Star Secondary School.

Host: Ingo Lenz (ingolenz@gmx.net)

Number of participants: 6

2. Service improvement on disabilities in our communities

- Our governments are improving the services slowly.
- Some countries provide free medication and free mobility aids like wheelchairs and tri-cycles.
- Inclusive education has been a big way forward to people with disabilities even in sports and has to be implemented.
- In some countries the people with disabilities have formed unions for their one say (voices).
- Our governments promise people with disabilities but they do not implement what they promise.
- People with disability / or organizations working in the same field have to co-operate for more efforts and positive changes.

Host: Obadia Kalumbete (tunaweza.mza@gmail.com)

Number of participants: 10

3. North South - South North – South South Exchange

The objectives of the session was understanding on how the programme works, sharing best practices and networking, possibilities of local, national and regional initiatives.

- It was highlighted that there is an importance for more south-south exchange in the region.
- South-South has contributed significantly in promote regional integration.
- Information sharing among partners around East African Programmes (e.g. workcamps) should be shared. The example of UPA Uganda and UVINIUA Tanzania should be developed.
- Announcement of recruitment for Tanzania South-South and North-South were appreciated and team members are going to be involved.
- Information sharing; joining existing volunteers networks like East Africa Workcamps Association (EAWA) with secretariat in Kampala.

- Discussion about advertisement and recruitment of volunteers to the North
- Experiences: Families in the north say: you can easily stay
- Application papers, recommendation letters (religious, local leaders, school head teachers)
- Idea: Selection camps, giving them tasks, write papers
- if chosen: contract, legal document by a lawyer (5 people who guarantee that the person is coming back – letter, if not, they have to pay
- important to chose the right ones by through observation and commitment
- challenges if abroad: “headhunter” who tells them to stay, family pressure (who send money to stay) – make them strong, work with the families, inform the community
- funding and pressure to take a certain person

Host: Julia Gruyters (Julia.gruyters@giz.de)

Number of participants: 9

4. Networking at national level

It's very important:

It will facilitate activities

We need to create a data base.

Give addresses of each organization.

Help to arrange seminars in groups.

Host: Father Dennis Hatungimana (donoshatos@yahoo.com)

Number of participants: 14

5. Local resource mobilization

Use of corporate social responsibility – banks, oil companies

Advertise your company / organization

Use of local musicians to raise funds

Sell crafts – fotos, paintings, drawings – to companies like MTN, Airtel, Zantel

Proposal writing

Donations boxes

Use of local resources – financier, land, man power

Change of cultures that make us waste our money on funerals, weddings, parties – through education

Involvement of the community to join the course

Raising funds from children playground

Hiring out of facilities such as PA system, tables, LCD projectors, tents and chairs

Outside catering services during weddings and funerals

Subsidized fees from colleges such MEDA Business College and Technical Training Institute;

Host: Bania

Number of participants: 10

6. Guidelines for hosting organizations and volunteers

The working group introduced and discussed guidelines which have been developed during two partner workshops at the beginning of 2012, facilitated by the German sending organization VIA e.V. The participants in Kampala and Dar es Salaam discussed the guidelines for volunteers and hosting organizations in order to improve the communication and the weltwärts volunteers programme. If you wish, the guidelines will be sent to you via email. Please don't hesitate to get in contact with the host if you wish to receive the guidelines.

Host: Elke Kuhne (elkekuhne@hotmail.com)

Number of participants: 9

7. Application for permits

The government of Germany should negotiate with other countries about volunteers / immigration categories.

Both organizations (sending and receiving) should get involved.

Volunteers should be well orientated during arrival to understand country laws and behaviour of the locals.

Host: Oliva Lyimo (oliverlyimo@yahoo.com)

Number of participants: 10

8. Intercultural exchange – impact & outcome

Volunteers going to Germany have to expect both negative and positive impacts; positives include: motivation, additional skills, increased creativity; career selection, tolerance and flexibility

An opportunity to cultivate and enhance their sense of decision making

Learn how to cope with different cultures, likes and dislikes of other people

Learn to deal with fear. The same fear that German based parents have whenever sending their children over.

Open tasks before and after:

Post volunteer seminar to help the returnees on habits they might have adopted but may be undesirable in the community (e.g. plaiting hair, showing of superiority feelings, drugs overuse, any unique perceived as unique)

Host: Dennis Onchwati Maina (lvdc.mara@gmail.com)

Number of participants: 15

9. Attitudes and role of religion for weltwärts-volunteers

The group agreed to the hosts' proposal that weltwärts should be more sensitive to religious reality in Africa. The group agreed that religious observance and moral requirements can be settled in a mutually agreed "code of conduct" – agreed by all before or at the beginning.

The problem is to give the volunteers tasks that are religious. But during their private life volunteers are free to do church or religious activities. Muslims going to Germany need to be assisted in finding out a proper mosque for good integration.

Morality should be emphasized as many of our organizations are dealing with HIV / Aids. This will avoid early pregnancies amongst the volunteers.

Host: Klaus Fiedler (fiedler42@gmail.com)

Number of participants: 5

10. Role of sports for people with disability

Involving persons with disability in sports activities

Training of trainers in those sports are needed.

Host: Celestin Nzeyimana (nzeyimana_celestin@yahoo.fr)

Number of participants: 10

11. Orientation process

- Introduce volunteers to the organisations and to management
- Culture (dressing, greetings, respect)
- Cost sharing between the sending to the host organisation, contribution to host families
- Security issues
- Host organisations ethics (respecting God and our respective countries)
- Mentorship
- General coordination of the programme; binding documents / cooperation agreement
- Immigration issues (visa and resident permit);
- Host families
- Work to be done by volunteers
- Medical services
- Signature of involved people in the orientation
- Informations given to volunteers during orientation should not be exaggerated.

Host: Daniel Muhochi (mumweka@hotmail.com)

Number of participants: 7

12. Homosexuality – different perspectives

- Volunteer should be sent prior information about sexuality
- A volunteer who was a lesbian was visited by her partner and this had a negative impact on the guest family, partner organisation and society
- How do we know that someone is homosexual? (When they express interest; when they exhibit typical behaviour)
- By law homosexuality is illegal. This may be on cultural/religious grounds relating.
- A kind way would be to call “sexual minority” (gay / lesbians).

- Societies present their cultures and their cultures need to be respected. Abuse of these cultures may have an impact on the practitioners and their surroundings.
- Sending organisations have to put clear that the volunteers have to be careful about the homosexual practices (include in profile guideline).
- If partners say they don't want homosexuals it's discriminating and tantamount to abuse of one's right of association or where to belong according to the sexual orientation.
- Need to emphasize caution when practising our sexuality.
- There's no need to hide sexuality.
- The need to have a comprehensive code of conduct that the volunteer should sign before beginning of the contract.
- Universally everyone has his/her right, but their rights have to be enjoyed without infringing on the rights of others.
- The volunteers might be confronted with the topic homosexuality and they should know how to overcome them. This might be a new exposure.
- Some NGOs in Uganda promote homosexuality and even fund these practices (e.g. in a single secondary school).

Host: Michael Kaahwa (michaelkaahwa@gmail.com)

Number of participants: 24

DAY 4

Thursday, 13th December

Feedback

For a first wrap up of the conference the participants met again in the same groups than at the first day (named after African and European Cities):

→ 5 new insights → 5 questions left → 1 wish for the future

Group LUSAKA

Insights

1. Objectives of weltwärts for sending volunteers
2. Shared different models of hosting volunteers
3. Updates of programme
4. Fears and behaviors
5. How to solve the conflict which can arise
6. Sharing experiences; friendships / networking

Questions

1. Break down of different allocation of money
2. How government selected weltwärts political / professional based on which understanding
3. How are the guidelines of reverse programme
How often do we have those meetings
Why did the conference exclude sending organisations

Wish for the Future

Convenience in travel need

Group MBEYA

Insights

1. How the weltwärts programme works
2. Danger of the single story
3. Networking
4. South-North-Programme

Questions

1. Dealing with the threads of negative consequences?
2. Quality management of the programme is not well defined?
3. How the networking strategy shall be implemented?

Wishes for the Future

1. Visiting the harbour
2. Follow up / feedback of the outcome of the conference

Group BERLIN

Insights

1. Networking is very important
2. Homosexuality is a topic of high interest
3. Organisation plays an important role
For the success of volunteering service
4. There are already very successful reverse Programs
5. The importance of orientation

Questions

1. Where, when, how – details of South-North_Programme
2. How to achieve the 25% of South-North
3. How can we continue networking until the next Conference?
4. Who will choose the location?
5. When will we receive the summary?

Wish for the Future

Successful reverse

Group ROME

Insights

1. No judgmental one sided story
2. Importance of Networking
3. Reverse programme is possible
4. Importance of a mutually agreed code of conduct for each organization
5. Need to be active in contribution

Questions

1. How sure is weltwärts that sending organizations are supporting receiving organizations?
2. When is the next conference?
3. When do we get the summary?

Wishes for the Future

1. Continuity of meetings
2. Having field visits during the conference
3. Prepare a guideline for weltwärts African sending organizations
4. Interaction outside the conference

Group MADRID

Insights

1. Learning more about weltwärts
2. Network and meeting new partners
3. Intercultural exchange
4. Better understanding of reverse

Questions

1. When is the next partner conference?
2. When is the summary
3. First aid and rescue (volunteers)

Wish for the Future

Follow schedule through social network naming for instance conference partners in TZ

Group HAMBURG

Insights

1. Information about South-North
2. Cultural Exchange
3. Men are not cooking in East Africa
4. The diversity of the conference programme
5. People of all participant countries share the same challenges

Questions

1. Will the tolerance of East African Society grow or become smaller?
2. Is there any continuity of the positive output of this conference?

Wishes for the Future

1. German Government, please work closer together with weltwärts partner countries concerning visa problems.
2. Don't be afraid of different cultures.

Group OSLO

Insights

1. Weltwärts programme
2. Reverse programme
3. Exchange of experiences
4. Networking
5. Methodologies of the conference

Questions

1. Why does the reverse program start with only 100 volunteers
2. When and where is the next conference?
3. Why don't you book direct flights?
4. Why aren't participants given out of pocket?

Wish for tomorrow

Provide meal for those who come late.

Group PARIS

Insights

1. Weltwärts programme
2. Reverse programme
3. Networking
4. Exchange
5. There is a lot of issues to be revised in the programme
6. Diverse ways of hosting, involving and benefitting from volunteers.

Questions

1. Is the German government going to support in Visa processings?
2. Is there another weltwärts conference next year?
3. Is this conference meant for East Africa? If yes, why Southern countries like Zambia?
4. Why no allowances?

Wish for the Future

Improve financial arrangements and travel (f.e. long transit at airports, safe airlines)

Group KAMPALA

Insights

1. Cultural tolerance
2. Diverse perception of homosexuality
3. Weltwärts programme
4. Volunteer management and handling
5. Networking

Questions

1. Involvement of African governments in reverse programs
2. Participation certificates or letter
3. Reports of the conference to be given to the participants

Wish for the future

Convenient travel arrangements

Group MAPUTO

Insights

1. Basic knowledge of weltwärts and new contacts within the host country
2. South-North programme
3. Different perceptions of dealing with the volunteer programme
4. All participants are interested in contributing in the success of the programme.
5. New motivation for the future.

Questions

1. How to raise 25 % ?
2. Do extra resources for host organizations exist, too?
3. When will the South-North-Programme start and how will we be informed and how can our people participate (selection process)
4. How can the East African Network on volunteering look like?
5. When will meet again?

Wish for the Future

To meet you again.