

weltwärts

Der entwicklungspolitische Freiwilligendienst



Partner Conference 2014 for Southern Africa

Conference Documentation

12–15 Nov. 2014 · Port Elizabeth, South Africa



SAGE Net

South African German Network

Mit finanzieller Unterstützung des

BMZ



Bundesministerium für
wirtschaftliche Zusammenarbeit
und Entwicklung

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Dear members of partner organisations
and attending sending organisations,

We are thrilled to once again be able to hold partner conferences across different continents this year, and in doing so to be able to better involve local partners in the further development of the weltwärts programme. Following on from the productive 2012 conferences, the programme steering committee decided to establish this instrument for partner dialogue, partner networking and partner involvement as a permanent instrument in the weltwärts programme. We thank you for making the journey to participate in one of the 2014 partner conferences and look forward to hearing your experiences of weltwärts and your expectations of the programme.

A lot has happened since the last partner conferences; the ideas and wishes that you formulated back then were important prompts: The South-North component was introduced; a new cross-programme quality management system was drafted; country contact persons were deployed in eleven countries to deal with questions about visas and security; procedures were developed to improve partner participation. Since 2013, the weltwärts programme has been under a process of further development by the newly created programme steering committee. This committee includes representatives from sending organisations, the Federal Ministry for Economic Cooperation and Development (BMZ), Engagement Global – Service for Development Initiatives and former volunteers. Members of the programme steering committee will be taking part in all partner conferences to inform you about the latest developments

in the weltwärts programme, to answer your questions and, above all, to report back to the programme steering committee with your comments and suggestions regarding the weltwärts programme.

One suggestion was common to all partner conferences in 2012 – the suggestion for a stronger integration of partners in the further development of the weltwärts programme. As a result, the 2014 partner conferences in Argentina, Bolivia, Costa Rica, India, Rwanda and South Africa will all have a key focus on the topic of partner involvement. Use the conference to discuss the topics that you come across in your day-to-day work with others. Discuss the new developments in the weltwärts programme and give us your feedback on these. Create networks with other partner organisations in order to initiate new joint projects and to help to shape the future direction of the programme. Your inputs form the basis for our continued work together.

We would like to thank the partner organisations and sending organisations who have organised the conferences for their dedication and commitment which has made the conferences possible. We wish everyone participating a successful conference full of enlightening discussions and productive workshops. We hope that you are able to take lots of ideas for your work in your organisations home with you and to give us suggestions for our continued work in the programme steering committee.

Kind regards,

*The members of the
weltwärts programme steering committee (PSA)*

Introduction



The weltwärts Partner Conference 2014 for Southern Africa took place from 12 to 15 November 2014 in Port Elizabeth, South Africa.

South African German Network e.V. (SAGE Net) has invited weltwärts partner organisations from South Africa, Namibia, Botswana and Mozambique to involve the partners' perspective towards overlapping questions and to strengthen regional dialogue and networking. This conference was one of six regional partner conferences that were held in all weltwärts partner continents (Africa, Asia and Latin America) in 2014.

We hope that this documentation contributes to the continuous exchange between South and North and inspires the development of the weltwärts programme.

It was with great pleasure and delight that SAGE Net accepted the honour of organising the second weltwärts Partner Conference for Southern Africa following a productive conference in Johannesburg in 2012 already.

Thank you to everyone who made this conference possible: A sincere thank you to the Federal Ministry for Economic Cooperation and Development (BMZ) for the generous funding of the conference and to our partner Masifunde in Port Elizabeth for logistical support; also thanks to all the delegates for their important contributions to a vivid and fruitful conference.

Berlin, April 2015

Carola Blendermann – Managing Director
on behalf of SAGE Net Germany

Programme weltwärts Partner Conference for Southern Africa (12–15 Nov 2014)

Day 1 – Wednesday 12 November 2014

Time	Topic
11:00–13:00	Arrival of the delegates and Check-In (Registration)
12:30–14:00	Lunch
14:00–16:30	Start of the conference
	Welcome address
	Introduction to the conference programme
	Proposed topics from delegates taken into consideration
16:30–16:45	Tea break
16:45–18:00	1st look at the weltwärts programme
19:00–21:00	Welcome Dinner & Networking

Day 2 – Thursday 13 November 2014

Time	Topic
09:00–10:30	Overview: News from the weltwärts programme
	weltwärts as a joint operation
	Establishment of a programme-wide quality system
10:30–10:45	Tea break
10:45–12:30	Country contact persons (LAP)
	Ways to improve higher involvement of partner organisations into the weltwärts programme
12:30–14:00	Lunch
14:00–15:00	Process knowledge from morning input
15:00–17:00	Process of quality development (incl. tea break)
	Break away sessions (working phase 1) 4–5 parallel sessions
	Working session 1: Safety & security for volunteers; different kinds of accomodation
	Working session 2: Roles & responsibilities of external mentors
	Working session 3: Relationships – "German-South African interactions"
	Working session 4: Read the Germans – Social cultural background & communication
	Working session 5: specific topic as requested from plenary
17:00–18:00	Presentation of results from working phase 1 in plenary
18:30–19:30	Dinner & Networking

Day 3 – Friday 14 November 2014

Time	Topic
08:30–10:30	South-North – new component of the weltwärts programme
	Key note speaker Ms Teboho Mahlaba (LoveLife) stimulating the topic
	Persepective & current questions
10:30–10:45	Tea break
10:45–13:30	Partners' perspective towards overlapping questions of the weltwärts programme (incl. tea break)
	Break away sessions (working phase 2) 4–5 parallel sessions
	Working session 1: Introduction of SAGE Net impact research – continuation of the assessment
	Working session 2: How to improve networking between partners?
	Working session 3: weltwärts South-North component – What does it take to make it work?
	Working session 4: weltwärts as joint operation – How to involve the partner organisations further?
	Working session 5: specific topic as requested from plenary
13:30–14:30	Lunch
14:30–15:30	Presentation of results from working phase 2 in plenary
15:30–18:00	Time for individual activities
19:00–22:00	Reception outside conference centre (transport organised)

Day 4 – Saturday 15 November 2014

Time	Topic
09:00–11:00	Summing up solutions and results of conference
	Panel discussion with selected delegates
11:00–11:15	Tea break
11:15–13:00	Action planning & way forward
	Evaluation of conference & Check-Out
13:00–14:00	Lunch
	Closure of conference & Departure

Facts about the conference

Place of conference	Port Elizabeth, South Africa
Organising sending organisation	South African German Network (SAGE Net) Deutschland e.V.
Supporting partner organisation	Masifunde Learner Development
Date of conference	12 – 15 November 2014
Number of participants	57
Number of participants by country	Mozambique: 1 Namibia: 5 Botswana: 1 South Africa: 34 Germany: 16
Female/Male ratio	Female: 37 Male: 20
Conference language	English
Priority topics	Latest news from weltwärts Partner involvement South-North component

11:00 Arrival of delegates and check-in



Participants receive guidance regarding the conference location and pick up their conference folder with printed materials and name tag. They are forwarded to a drawn map of Southern Africa and Germany to stick their pictures and a short questionnaire to display their origin and involvement within the weltwärts network.



12:30 Lunch

14:00 Official opening

Head facilitators **Given Rapholo** and **Claus-Bernhard Pakleppa** welcome the delegates of the conference.

Day 1 >> WELCOME & BASIS <<



Breaking the ice and starting the process

As a **warm-up**, the participants are requested to demonstrate their different geographical origins, experiences in weltwärts and participation at weltwärts-related conferences within a scaling exercise.





Welcome address by weltwärts

Mrs. Gabriele Zöller, representative of the BMZ¹ (Bundesministerium für wirtschaftliche Zusammenarbeit und Entwicklung/Federal Ministry for Economic Cooperation and Development) reads the official welcome address by the weltwärts programme steering committee for the 2014 partner conferences.

1 “BMZ” is used in this documentation as short form for “Bundesministerium für wirtschaftliche Zusammenarbeit und Entwicklung”, which is the German term for “Federal Ministry for Economic Cooperation and Development”.

Day 1 >> WELCOME & BASIS <<

Introduction and expectations

The conference participants are invited to have a 15 minutes conversation at their tables (within a world café set-up) to introduce themselves briefly, tell everybody at the table about their lives during the past two weeks (private and work) and give feedback concerning everybody's own expectations regarding a successful outcome of the conference.

Within a short feedback round, one participant expresses that the question about expectations seemed difficult to him. The topics of interest are mainly

- new regulations of the weltwärts programme,
- how to solve visa issues,
- networking among partner organisations,
- the involvement of partners in future,
- how processes (especially money transfers) can be made more transparent to them,
- how to deal properly with volunteers especially regarding
 1. safety and security recommendations for volunteers,
 2. housing,
 3. mentoring,
 4. cultural shock/racism,
 5. clashes of expertise/attitude of volunteers towards local staff
 6. sustainable involvement after their weltwärts year,
- proper networking strategies,
- how to get to know people that are working close to them,
- how to engage the South African government in partnerships,
- embassy relations and collaborations,
- the fact that volunteers take away jobs within the projects.



“We would like to really get to know people that are working closer to us.” (Participant)

The moderators present the methodology of the conference, introduce the programme, collect topics that need to be discussed and raise the question, which information is requested by participants. Afterwards, they introduce the conference team, invited guests and the logistics.

Goals of the conference

- to strengthen the dialogue between the weltwärts joint operation and involved partner organisations
- to involve the partner's perspective towards overlapping questions
- to strengthen regional dialogue and networking
- to give the opportunity to exchange relevant topics
- to contribute to strengthen civil society structures



“Volunteers take away jobs is a big deal!” (Participant)

16:30 Tea break



Day 1 >> WELCOME & BASIS <<

16:45 1st look at the weltwärts programme

Carola Blendermann

(see also presentation “Basic Information”, Appendix page 53)

Carola Blendermann

presents a review of the weltwärts programme:

With the introduction of the weltwärts funding programme in 2008, the German government established a framework for young people to get involved in development policy work. The interest has been growing constantly since then and is mostly common after vocational training or as a gap year between school and university.

From the beginning, the BMZ relied on strong partnerships between the sending organisations in Germany and the charitable organisations and institutions in the partner countries. The introduction of the programme allowed existing partnerships to be intensified and new partnerships to be developed. 180 organisations are currently involved with almost 7000 volunteer service assignments in the field of development policy.

Several processes came into action during the history of the programme – following a three-year pilot phase, a secretariat was set up to administer the funding programme. It was incorporated into the newly founded Engagement Global GmbH – service for development initiatives – as the weltwärts Coordination Unit on 1st January 2012. The BMZ also arranged extensive external evaluations of weltwärts to highlight its successes and weaknesses to aid further development. The report, which was published in 2011, concluded that weltwärts is achieving its goals of attracting young people to participate in voluntary service and of promoting understanding between the North and South.



The next steps were developed according to the recommendations for action derived from the evaluation results. As part of the so-called follow-up process, over 90 people worked in seven work groups for over half a year to develop recommendations, which were then passed to the BMZ. At the end of 2012, these results were discussed at nine partner conferences on the various continents. These conferences signalled the start of the implementation of the measures.

There are three new elements of weltwärts:

- **weltwärts is becoming a joint operation**

The sending organisations now have a greater role in managing the programme itself. Committees have been set up in which the BMZ and the weltwärts Coordination Unit can work together with the sending organisations and returning volunteer initiatives to further develop the programme

- **The new South-North component**

From November 2013, young people from the partner countries can now perform voluntary service in Germany.

- **New funding guideline**

The restructuring of the programme has been put in writing in a new guideline, which came into effect on 1st January 2014 and stipulates the programme's objectives, framework conditions and instruments.

My personal weltwärts story – positive and challenging experiences

First look at the experiences of participants with weltwärts within a world café setup. The participants have the possibility to share and discuss their experiences along the following guiding questions:

Please share one important *positive* experience you have encountered with weltwärts.

Please share one important *challenging* experience you have encountered with weltwärts.

Examples of *positive* experiences with weltwärts:

- Openness of volunteers in experiencing changes of their own personality

“... He became extrovert and before he was shy.”

- Flexibility of the young people within their year

“There are lots of positive stories. If things always come different as they were planned, it’s good to be part of the programme to experience.”



- Personal growth of volunteers

“Personal growth is something that my current volunteers have experienced...”

“A great method is to let them write a letter to themselves before their year and they open it at mid-term. They write another letter after this time – they don’t know themselves anymore... Personal growths can be measured by documentation.”

- Important outcomes that need to be recorded

“We need to start measuring and recording experiences with volunteers... Methods need to be found.”

“How can you visualise transformation? You cannot see this process obviously.”

Day 1 >> WELCOME & BASIS <<

- POs² can gain national recognition and success for funding

“People need to know and hear about the volunteer’s work.”

- Intercultural exchange and international understanding

“South Africans are not so much into the situation of volunteering – Europeans come closer, the kids are learning from them. There is a positive impact and for the project’s benefit.”



“One volunteer got caught by the police – they will always find something at the car – but the policeman let her go because there was another German teaching his child maths so that he could pass his exams.”

“It shows our white folks that it is possible to live in townships – some white people have never been there, never have eaten chicken feet...”

“The learners benefit a lot from the volunteers coming here every year. One of my learners is a facilitator himself now – it was amazing to see that.”

- Openness of volunteers to experience changes in their personality

“... He became extrovert and before he was shy.”

- Less worries through cooperation between PO and EO

“I don’t have to deal with anything, which is a good point during the daily work.”

“We are so focused on ourselves. Structure comes through the communication we have with each other. I can sleep, the volunteers are covered, the EO involves the PO in the selection procedure which makes a huge impact on everybody involved (e.g. host families)...”

- Good preparation of volunteers

“The volunteer gets all the tools and recognises the instrumental partners.”

² The terms partner organisation (PO), host organisation (HO) or receiving organisation are used synonymously in this documentation. These terms refer to the organisations located in the host country that “receive” the volunteers whereas the term sending organisation (SO) refers to the organisation in Germany which is “sending” the volunteer.

Examples of **challenging** experiences with weltwärts:

- Sexual orientation (homosexuality)
- German attitude of “knowing it all”

“Germans come here and think that they know it all. It discourages the staff and annoys them so far that they say they don’t want this child anymore. The pressure is on them, they need support and we need to guide them.”

- Integration of volunteers within the community

“Volunteers are trying to integrate themselves within the community – they treat change as an event not as a progress... Host families find it difficult the way they are dealing with the house (tidiness).”

- Conflict management

“As an organisation, how can you deal with and manage these issues?...”

- German idealism of “doing good”

“...You cannot change the world needs to be reminded on all levels.”



After the plenum-discussion, the participants have time for individual reflection and journaling. The facilitators introduce the plan for the welcome evening and the next day.

Day 1 >> WELCOME & BASIS <<



19:00 Welcome dinner

All participants are invited for a welcome dinner, drinks and music by the South African band “Umla” for entertainment. The host organisation SAGE Net is briefly introduced by Chairpersons Donald Vogel (SAGE Net Germany) and Ingrid Daniels (SAGE Net South Africa).



09:00 Impulse into the day

The participants are requested by head facilitators **Given Rapholo** and **Claus-Bernhard Pakleppa** to make their choice for the evening programme out of three different options on flipcharts.



Afterwards, the participants share in pairs their impressions regarding the first day of the conference. The guiding questions are:

What was yesterday important for me?

What do I need to follow up on during the next days?

Impressions and comments:

- Linking up with other organisations

“... As mentors we have a support structure and we need to be linked up because your organisation does not offer.”

- Keeping up relationships and following-up with the volunteer

“... The volunteer’s reflection would influence how we deal with new generations.”

- Visa problems
- Where does my organisation fit into the picture?

“... It has always been a learning process and the conferences made me a better person and I am clarified when I come home. We should try and eliminate the negative aspects.”

Introduction of the programme

The facilitators introduce the programme of the day. The morning session will run under the topic “new development” and the afternoon session will have the group photo shoot and working sessions.

Declaration 2012 recap

Claus-Bernhard Pakleppa refers to a displayed poster containing the final declaration from the weltwärts Partner Conference 2012.

Participants partly feel irritated by the past results – not everybody can relate to the contents. One of the participants comments on the unfortunately worded information. She finds it difficult to decide if the specific goal is achieved or not. The facilitators decide to move on to the next topic and come up with this recap at a later stage.

10:30 Changes, News, Development

Hans Nirschl

(see also presentation “The latest from weltwärts – overview”, Appendix page 56)

Hans Nirschl, representative of the weltwärts programme steering committee (PSA)³, explains the latest weltwärts developments and states that cross-cultural learning is the “egg” of volunteer

service while presenting the aims of weltwärts. The introduction of development policy issues to young people and to look at weltwärts as an educational service are two key objectives of the programme. Furthermore, the volunteers acquire and increase personal skills which are extremely valuable for the society. The volunteer service also promotes networking between civil society organisations in Germany and in the partner countries. The engagement of volunteers prior to, during and after the service is an integral part of the development policy volunteer service. Young people at the age of 18 or 23 – middle class people coming from nice schools with qualified teachers – are taking a decision to freely move around this world and think “Let’s see if there is something else to learn”. They come to their host country, which is very different to what they know from home. They would not survive without the work of the partner organisations – they are their support, the **“moment of truth”** is the key of volunteer service.



Quotes

“Does this (the aims of weltwärts) fit into our South African context? Where is the platform for us to exchange the reality? It is frustrating because one is always referred to what is weltwärts...”

“There should be material to educate the volunteers also about our development policies.”

“The aims of weltwärts are taking place within the community – which is fascinating.”

“Organisations have their own vision and we have to see where it fits in into your own context.”

³ “PSA” is used in this documentation as short form for weltwärts “programme steering committee”.

“The framework has been set by the German government. We in SA don’t have a framework for this volunteer programme – no ministry is involved. Let us develop a paper that we can present to our government.”

According to the follow-up from 9 different partner conferences in 2012, weltwärts is becoming a joint operation. This means collaboration between state and civil society players, consensus in terms of decisions to be taken and supported together and committee work as the central place for collaboration. There should not only be an implementation but also shared responsibility in the programme’s design and development. The programme can only become a success if it is a joint venture with its stakeholders (EO, volunteer, BMZ, PO, PSA).

Other news within the programme:

- The pilot phase of the new South-North component is already taking place.
- There is a “country contact person” (LAP) who is assigned by weltwärts.
- The new funding guideline with adjusted aims of the programme is published.
- A new quality system is developed.

Quotes

“The question is: Do we have a similar model in our own countries? Is there a similar kind of communication structure? – The answer is us, we need proper networking between the POs.”

“If politically something changes in Germany, what would happen? Is there a possible risk for the POs in their countries regarding dependencies or changes of policies? Another level of binding agreements is probably necessary... We need country discussions.”

“Do other countries come together and is there any support that we can use for our own experiences. The conferences can be a voice – a common ground for the networking between countries.”

The participants also mention that they do not receive sufficient information from Germany to be updated about all changes and developments of the weltwärts programme. Mr. Nirschl refers to the weltwärts homepage (www.weltwaerts.de) and that English information is available. The question “Where is my place in this structure of weltwärts?” leads to a lively discussion after the presentation with several questions to Mr. Nirschl and Mrs. Zöller.

Quotes

“It also depends on the EO, what kind of information you receive and it is up to the POs to come together. EOs are competitors which has a direct impact on the programme, as well. This is something that you must understand.”

“I see this as a people to people interaction: weltwärts is a product of civil society lobby work and I am sure it has not always been like that. We are always admiring – and I am just provoking here – but we are not organised.”

Day 2 >> COMMON UNDERSTANDING <<

10:30 Tea break



10:45 German Embassy and weltwärts programme – security

Dr. Eduard Westreicher

After tea break, the plenum welcomes **Dr. Eduard Westreicher**, representative of the German Embassy in Pretoria. His urgent message is to inform the partner organisations about the German “Elefant List” as precaution in the event of a crisis within Southern African countries. German volunteers are highly advised in their own interest to register with this list via internet (www.service.diplo.de/registrierungav) and give details about their whereabouts, contact and duration of stay. Mr. Westreicher mentions the necessity to install a clear structure regarding the security of the volunteers. His second point is the importance of understanding each other, to spread the message of the embassy’s concern and to show responsibility as partner organisations and mentors towards these

young people. He would like to get more in touch with the POs as well as more involved in their work. His wish for the future is that he can visit a conference which is hosted by Southern Africa.

Quotes

“We have to look at ourselves and not always look around and comment on what other people and organisations are doing. We need to protect these kids and take responsibility for their safety.”

“A security plan for each need is necessary and each country should sit down and find out their specific needs and difficulties.”

“Dealing with crime is a key issue for working with volunteers. Get local and international volunteers together and talk about crime. It is a great responsibility for the PO, the introduction to the community and the host family etc. We need to clarify what are their responsibilities.”



Country contact person (LAP)

Lena Sabapathee

(see also presentation “Country Contact Persons”, Appendix page 61)

In addition to the information given by Dr. Westreicher, the country contact person (LAP)⁴ for South Africa, **Lena Sabapathee**, is introduced. This role is new within the weltwärts system and Mrs. Sabapathee clarifies her function and the background why this instrument has been established.

The weltwärts programme has shown that in some cases there is a great need for support amongst the stakeholders involved. Especially during the partner conference in Bolivia in 2012 this need

⁴ Within the text, the term “LAP” is used as German short form for “country contact person”.



was addressed. The LAPs can react to the specific needs of the individual countries and are currently being deployed as part of a pilot phase due to run until 2017. These LAPs are part of the programme's quality assurance. As such, the personnel and supervisory control will be assumed by the weltwärts programme's quality associations in Germany.

The quality association Mrs. Sabapathee is reporting to is called "ventao" (association of weltwärts exchange organisations in development cooperation). Any communication with her should always include the German sending organisation as she does not want to interfere in relations between partner and sending organisations.

There are currently **12 active LAPs in the following countries:**

In **South and Latin America:** Mexico, Nicaragua, Columbia, Peru, and Bolivia.

In **Africa:** Ghana, Uganda, Kenya, Tanzania, and South Africa.

There is also one in **India**, and in the **Philippines**.

There are likely to be LAPs in additional countries from next year (2015). The quality work group is currently discussing country selection.

The **role of the LAP** includes amongst others

- **Support for visa applications:** The LAP collects information about visa procurement and sends information to the quality associations, the sending organisations in Germany and weltwärts Coordination Unit (Kww) / Engagement Global. The partner organisations / host organisations receive the information directly from the sending organisations.
- The LAP supports the stakeholders in processes to improve and simplify the procurement of visa and residence

permits, for example by making contact with the responsible authorities.

- **Assessment of the security situation and support in crisis situations:** The LAP procures the necessary health and security information, passes this information on to the aforementioned stakeholders and can also coordinate communication between the various stakeholders.
- **Contact person for the German embassies on location:** The LAP answers all weltwärts-relevant questions from the German embassy and mediates between the stakeholders (quality association, sending organisation) in problem cases.

Benefits are:

- The partner organisations can rely on the fact that the LAP will collate the key information about visas and keep it up-to-date, and make it available to the responsible stakeholders.
- The support of the LAP can simplify certain processes concerning visa and residence permit applications.
- Links to the German embassy and co-operation is improved. All stakeholders within the programme can benefit from this.
- The LAP is also a central contact person when it comes to security: the LAP collects information and can mediate between the different stakeholders in special cases.

The pilot phase for weltwärts country contact persons will run until spring 2017.

There are likely to be LAPs in additional countries in 2015. It is yet to be clarified which countries these will be.

The instrument will be evaluated externally from autumn 2016 and reassessed as required.



Weltwärts in figures & quality standards

Gabriele Zöller

(see also presentations “Excursus: weltwärts in figures” and “The quality system” and sheet “Quality standards for the weltwärts scheme”, Appendix pages 64, 73 and 78)

Mrs. Zöller starts her contribution by laying out the present basic facts and figures regarding the weltwärts programme (see presentation slides for more details).

Since November 2013, it has been possible for volunteers from partner countries of the weltwärts programme to perform a development policy volunteer service in Germany.

As part of an official kick-off event in Berlin, the first 13 South volunteers were welcomed to Germany by Federal Minister Dr. Gerd Müller in February 2014. The minister highlighted both the importance of the new South-North component and the need for the weltwärts programme to continue to develop.

Interest in the new programme component is wonderfully high. The number of applications far surpassed the quota of 150 places. Unfortunately, this means that not all applications can be granted.

The 150 volunteers taking part in the first cycle (2013/14) are being supervised by 36 host organisations in Germany.

In the first cycle, most volunteers come from Latin America and Africa, but also from Asia and Central and Eastern Europe. The three countries that sent the most South-North volunteers in the first cycle were Peru, India and Ecuador.

Mrs. Zöller also displays the new weltwärts quality system which has been mentioned already by previous speakers. Main questions to clarify are 1st **“What understanding of quality lies at the heart of the new system?”**, 2nd **“How does the system work?”** and 3rd **“What are the results and findings from the first volunteer survey?”**.

1. In order to ensure consistently high quality, an understanding of shared quality criteria amongst the various programme stakeholders became necessary. This shared understanding has been written down in a weltwärts catalogue of quality standards since the end of 2013 (see sheet “quality standards for the weltwärts scheme”).

Some of the recommendations that were provided at the partner conferences in 2012 can be found in the weltwärts catalogue of quality standards. Thus, for example, the importance of



partner organisations being involved in the volunteer selection process was highlighted at the conferences in Bolivia, South Africa and India. The involvement of the partner organisations and the place of assignment in the applicant selection process is now a stipulated quality criterion. Alongside the clear financial regulations, the Catalogue of quality standards focuses on stipulating criteria for choosing and recognising the assignment and on the selection and support of volunteers.

The basic principle of a co-operative partnership between the partner organisation and the sending organisation is also stipulated as a quality criterion.

2. The weltwärts quality system works according to the graphic below.

Quality development

Quality develops at the level of co-operation between the sending organisation, partner organisation and the volunteers – in other words, at the programme's implementation level. Co-operation between sending organisations and partner organisations sometimes goes back many years, often spanning beyond the weltwärts programme. For the partnership within the weltwärts programme, the quality requirement catalogue lists the criteria that support quality development. Thus, for example, the foundation of the co-operative partnership between partner organisations and sending organisations, regular communication and written agreements between the partner organisation and sending organisation, clearly defined selection criteria for the volunteers.

Quality assurance & further development

- All **programme stakeholders are involved in the securing and further development of quality**. All sending organisations are obligated to work together with a quality association (QV). There are six QV, which began work at the beginning of 2014 and mainly have the following role:
- **Further development** of the quality management of the sending organisation in conjunction with the partner organisation and volunteers. Supporting and monitoring the sending organisations regarding the binding implementation of external quality inspections.
- As a committee for quality work at the programme level, the Quality work



group (AKQ) works continuously on the technical topics of quality assurance and development. The AKQ is appointed and mandated by the programme steering committee. The AKQ had its first sitting on 7th May 2013 and consists of one representative from the quality associations, two representatives from sending organisations (large and small), one representative from the BMZ and weltwärts Coordination Unit, and two representatives for volunteers.

- Volunteer surveys ensure that the experiences of volunteers are incorporated directly into the quality development process. The volunteer survey supports the sending organisations and their quality associations in their quality development process. The volunteer survey is also intended to bring certain facts about the fulfilment of quality criteria in the weltwärts programme to light and to check these for the whole programme. The BMZ and the programme steering committee can use the results to check adherence to the programme guidelines; can take better counter measures in the

case of undesirable developments and can obtain suggestions for the further development of the programme as a whole.

Quality certification

The **quality inspection** is also part of the quality system. Based on the quality requirement catalogue, external inspection bodies carry out a quality inspection and present a certificate if the test is passed. By mid-2015, all sending organisations



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wishing to send volunteers must be certified (exceptions possible) and must have the certification reviewed regularly. Two external inspection bodies, which the sending organisations can organise to come and inspect their organisations, have been officially incorporated into the weltwärts programme since August 2014.

3. The first volunteer survey was aimed at all volunteers who completed their assignment in 2013. Over 3,000 volunteers were surveyed.

Participation in the survey was high with a 63% rate of return (1,929 volunteers, of which 69% women and 31% men). The surveyed volunteers were between 18 and 30 years old and the average age lay at 21 years.

Overall satisfaction levels for the programme are high. 94% of those surveyed were “very satisfied” or “satisfied” with the programme.

More results can be found in the presentation.



12:30 Lunch break & photo shoot



15:00 Working phase 1

During this break-away session, the conference participants are invited to work on four different topics.

**Workshop 1:
Safety and security for
volunteers; different kinds
of accommodation**

**Melanie Malema
& Lena Sabapathee**

**1) What are your experiences?**

The participants shared experiences regarding safety and security of weltwärts volunteers. We noticed that experiences could be divided into different categories. First of all, safety and security concerned the exposure of volunteers from a relatively care-free background to crime. Host organisations often notice an unhelpful attitude of “know-it-all” in the volunteers along with a young and fearless approach to living in South Africa. This is also known to criminals so volunteers can become soft targets due to this attitude, as well as the fact that they do stand out as foreigners and are perceived as being wealthy. Sometimes, only an incident of exposure to crime can “wake up” volunteers and result in much more careful and sensible behaviour but often exposure to crime can result in trauma. Trauma might not be very easily noticeable such as an obvious change in behaviour but can be profound and the volunteer needs immediate and appropriate treatment by professionals.

In terms of health and safety, the exposure to HIV/AIDS is always an issue for host organisations because volunteers are not used to such high numbers of individuals with HIV in their home countries.

The third dimension of safety and security issues experienced was organisational. One

main tool to make volunteers as safe as possible is a proper preparation and induction. Some small organisations do not have the capacity to provide as thorough an introduction as necessary. In general, it was felt that preparation and induction by sending and receiving organisations were often insufficient. In terms of support for the volunteers, a defined mentoring policy is vital to keep volunteers as safe and secure as possible and to minimise risks. Also on an organisational level, it was felt that the weltwärts quality standards can contribute to the overall safety and security of volunteers by providing proper guidelines of support systems that need to be in place for each volunteer.

2) What are solutions and recommendations?

Solutions and recommendations mentioned were

- training of staff (what are volunteers expected to do/not to do, their background and finances available to them, cultural issues and conflict resolution, how to give effective guidance to young people/young Germans)
- a volunteer policy should be in place in every receiving organisation
- one-on-one meetings are recommended with volunteers to give them ample

opportunity to voice any concerns, worries and even personal issues

- confidentiality is important to volunteers and this should be taken seriously by the person who is mentoring/supervising the volunteer(s)
- another recommendation is to inform the community about the volunteer(s) placed and to get them involved in activities together, as well as to inform the local community policing forum that is in constant consultations with the local police
- a further recommendation would be to have a more uniform approach to safety and security briefings and to coordinate contents between Germany and South Africa
- using multi-media to highlight security issues has worked for some organizations as it can serve to show a more realistic picture of township life for example. This could be included in the preparation seminar in form of SA movies or documentaries showing township life.

3) Next steps

A wish to formalise regional networks was noted and as a further step, formalisation of all interested partner organisations present at the conference was recommended. This was seen as helpful to be able to collectively engage with the SA government regarding the weltwärts programme and improving quality standards which safety and security form a part of.

A request was made to distribute the weltwärts quality catalogue to all partner organisations. Mrs. Zöller was in the workgroup and promised she and Mr. Nirschl would report this request to the quality associations. A link on the website to the quality catalogue should be provided for partner organisations to access.

(Link to the weltwärts quality catalogue:
www.weltwaerts.de/en/detail.html?id=136)

Workshop 2: Deeper look at the quality – roles and responsibilities of external mentors

Given Rapholo

The group highlighted benefits that will last each volunteer and mentor a life time and accepted the challenges and rewards of mentoring a weltwärts dynamic volunteer coming to South Africa.

The group summarised some few (but not limiting to) basic roles and responsibilities for an external mentor: External mentors need to understand the need to assume a number of different roles during the course of a mentoring relationship of the weltwärts volunteer. Thus include the sincere desire to be involved with young people. Active and empathy listener, with a goal of creating climate of trust for volunteer, host project and host families.

With South African's rich diverse culture and beliefs, it is the mentor's objective to encourage the volunteer to gain a better understanding of other cultures and develop a greater appreciation for diversity.

The external mentor in essence has to be flexible and open minded.





Workshop 3: Relationships – “German- South African interactions”

Mary Mlambo & Sabrina Lambers

We looked at relationships as follows

1. Volunteers in the hosting organisations

- Hosting organisations must not treat volunteers as guests
- Have clear expectations communicated right from the beginning
- Volunteers not to be expected to perform “miracles” they do not have all the answers
- Do not overload volunteers with work i.e. taking responsibilities from workers
- Behavioural guidelines stated clearly (do not move goal posts)
- Non-negotiable rules must be communicated and the consequences



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thereof e.g. legal implications, safety, cultural and social

We used an AFS example of non-negotiable rules which are:

- a) No excessive drinking
- b) No driving (unless negotiated and agreed)
- c) No drugs – no warning straight red card

The punishment/disciplinary is:

- a) Warning (Yellow card)
- b) Second warning for repeat offence

- c) Early return (Red card) for 3rd offence.

2. Volunteers in the community

- Volunteers need to respect the community they live in and adhere to guidelines of dress code, curfew and cultural differences.
- Community members must be accommodating in expecting the volunteers to adjust to their culture it should work both ways
- Respect advice about sexual relationships



Workshop 4: Read the Germans – social cultural background and communication

Martin Asbahr

(see also presentation “Read the Germans”, Appendix p. 84)

The workshop was structured in three sections:

1. Introduction – Experiences with German participants
2. Historical Background – why Germans behave how they behave
3. Communication styles – look at the differences; see opportunities

The goal was to provide the workshop participants with background know-how and start a discussion based on the knowledge that there are cultural differences, that perception is culturally influenced and that intercultural learning is the core of volunteer work.

To get started, we compared experiences of partner organisations and could find out that many situations and volunteer's perceptions repeat them during the cause of the weltwärts year.



E.g. Germans

- are inflexible and perfectionists (want to discuss and ask why)
- are precise
- are very punctual and conscious about time
- are persistent and rigid
- like their food and music (also relations towards alcohol)
- can be aggressive and offending
- are creative and organised
- can be impatient and judgemental

As a second step, Mr. Asbahr explained different aspects and cultural values of the German society in light of historical developments.

The participants brought this information into context with their own shared experiences

from the beginning and tried to find explanations for the German behaviour.

Finally, the group discussed and formulated a few recommendations to prevent future conflicts:

- Inform your staff about possible challenges.
- Train staff to be sensitive (Germans have a certain relation to values that were taught in school).
- Give participants clear rules!
- The understanding of volunteers needs to change, they have to adapt more, the project is there since many years and they are only there for one year.
- Pain needs to be experienced to learn – adapting goes along with pain.



Workshop 5: weltwärts as a “Gemeinschaftswerk”

Dr. Donald Vogel

Ten participants joined the workshop, half of them from South Africa and the other half from Namibia. The workshop was facilitated by Dr. Donald Vogel (SAGE Net Germany).

After having introduced each other the workshop started out with an input by Dr. Donald Vogel about weltwärts as a “Gemeinschaftswerk” (cooperation of the civil societies, state institutions and volunteers). The basic components of this cooperation were explained (BMZ, Engagement Global, sending organisations, quality circles, steering committee, partner organisations, volunteers).

The discussion was structured in three parts:

- What is your experience with the “Gemeinschaftswerk”?
- Are there better solutions for a good cooperation? What are your recommendations?
- How can the involvement of the partner organisations be improved further?

a. What is your experience with the “Gemeinschaftswerk”?

Especially the participants of Namibia did not feel well informed at all. It was at this conference that they had learned about the South-North component of weltwärts for the first time. They complained that they received no feedback about the success of the year for the volunteer, neither by the sending organisation nor by the volunteer himself. There clearly was a selection of the partner organisation by the sending organisation. But could that be vice versa? Some expressed their wish to be able to change the sending organisation they were partnering with.





b. Are there better solutions for a good cooperation? What are your recommendations?

The first part of the discussion focused on the selection process of the volunteers. The partner organisations would like to be involved in the selection process and want to contribute to the choice. After all, they know best what kind of volunteer they need.

There also should be a good information process for the partner organisations about

changes of the weltwärts programme in Germany. In addition, the sending organisation should have a clear picture about the partner organisation. It was questioned if the sending organisation really always is in good contact with the partner organisation. Either the partner organisation should have better resources to be in good touch with the sending organisation or at least there should exist a regional representative for partner organisations to improve the flow of information. This could also improve the exchange of information the partner organisations in a region – a necessary step to introduce shared quality standards for the partner organisations. The introduction of an LAP certainly was a good first step in this direction but she is responsible for South Africa only and her tasks seem to be geared to the partner organisations only partly.

c. How can the involvement of the partner organisations be improved further?

The possibility of a pilot project was discussed. There need to be provincial gatherings of partner organisations. This way shared quality standards could be introduced – in collaboration with the sending organisations. The level of transparency needs to be increased. At best there should be a representation of Southern Africa in the steering committee in Germany. Finally the South-North component was seen as chance to increase the involvement of the South in weltwärts.

17:00 Presentation of results from working phase 1



After the presentations, the participants have time for individual reflection and journaling. The facilitators introduce the plan for the evening and the next day.

18:30 Early dinner & visit the Boardwalk (free evening)

8:30 Impulse into the day

The head facilitators start the morning session with the energiser “There’s a fire on the mountain...” and invite everybody to participate.

Afterwards, the conference participants are asked to recapture what they have in mind along the leading questions

What was yesterday important to me?

What do I need to follow up during the next days?”

Impressions and comments:

- Improvement of relationships

“One fundamental thing: Everything aims at better relationships with our volunteers, not dependant on South or North.”

- Implementation of a structure within the Southern region

“weltwärts programme is used to implement a programme. They want to take over a programme but they don’t think we are eye-to-eye with us. We need to structure ourselves urgently to be able to drive our own bus.”

- More room for the needs of the partner organisations

“There is a point that the Southern region needs to meet, we need to make room for the question what comes out of here. I don’t see a lot of action and we need to have some space. Please give us the time to take a next step that South needs to meet.”

“Finding a solution to move forward is the major point!”

- Safety and security

“The presentation of the embassy was important for me. It is very important to have proper security in place.”

The facilitators introduce the programme for the morning.

Introduction of the South-North component

Claus-Bernhard Pakleppa

(see also presentation “The South-North component – concept, history, task sharing and outlook”, Appendix page 90)

Mr. Pakleppa informs the conference participants about the new component of weltwärts. The demand for an equal and reciprocal exchange was formulated by the weltwärts sending organisations in Germany, taken up from all partner conferences and is now officially implemented within the programme structure as a pilot phase.

Since November 2013, it has been possible for volunteers from partner countries of the weltwärts programme to perform a development policy volunteer service in Germany.

As part of an official kick-off event in Berlin, the first 13 South volunteers were welcomed to Germany by Federal Minister Dr. Gerd Müller in February 2014. The minister highlighted both the importance of the new South-North component and the need for the weltwärts programme to continue to develop.

Interest in the new programme component is wonderfully high. The number of applications far surpassed the quota of 150 places. Unfortunately, this means that not all applications can be granted.

The 150 volunteers taking part in the first cycle (2013/14) are being supervised by 36 host organisations in Germany.

In the first cycle, most volunteers come from Latin America and Africa, but also from Asia and Central and Eastern Europe. The three countries that sent the

most South-North volunteers in the first cycle were **Peru, India** and **Ecuador**.

The assignments are spread across the whole of Germany.

The volunteers are mainly appointed in the field of **social work, the environment and development education work**.

Pilot phase: The new programme component will initially be run as part of a three-year pilot phase; in other words, the last volunteers from the pilot phase will arrive in 2016.

Evaluation: In order to be able to voice suggestions for the further development of the programme components, the South-North component will be evaluated externally and independently after three years.

Development of number of places in the second cycle (2014/15): Due to the high level of interest in the South-North component, the contingent has been increased to 250 volunteer places for the second cycle. In 2015, a total of 52 organisations in Germany will accept volunteers.

South-North work group: The pilot phase for the South-North component will be accompanied by a work group. The work group includes representatives from involved stakeholders from Germany. The work group will address topics like: Support during the evaluation process, strengthening of the development policy profile, adjustment to and improvement of the South-North component concept

The work group would like to hear the opinions of the sending organisations from the South-North component on key issues, so that the views and requirements of the partners can be incorporated into the further development of the component. Questions to the partner organisations involved will be formulated regarding the key items on the agenda at the various sittings. The questions will then be forwarded to the partner organisations overseas via the shared interest groups. The representatives of the **shared interest groups** will then share the feedback during the next sitting of the work group. Following the first meeting of the work group on 21st May 2014, opinions



were sought about this method of involving partners, as well as about aspects of the evaluation that are of particular relevance to partner organisations.

After the presentation, the special conference guest **Sarah Fina** is introduced (see picture on page 35) – she is the **first chosen SAGE Net South-North volunteer**. She gives a brief impression towards her future journey: **“I am hoping to bring in my talents and I think that I am going to be a bit homesick.”** (quote Sarah Fina). Sarah will be placed in an arts & culture project at Jugendkulturarbeit e.V. in Oldenburg and spend her weltwärts year in Lower Saxony, Germany, in a similar way to the weltwärts North-South programme.

loveLife and South-North exchange

Teboho Mahlaba

(also see presentation “loveLife Exchange Programmes”, Appendix page 98)

Key note speaker **Teboho Mahlaba** gives an insight into the loveLife general work and their exchange programme with Germany.

loveLife is a South African organisation that creates awareness for HIV/Aids. Its mission is to reduce the rate of new HIV infections amongst South African teenagers and improve the life of the country’s youths.

The loveLife exchange programme is open to their alumni as well as South African youths between 21 and 30 who have been serving their communities. The duration of the programme is between 3 and 12 months and their European host countries are France, Netherlands and Germany. Mrs. Mahlaba remarks the following: The exchange is not just us and them but thinking globally will take us out of our own little environment. As a result you are part of the global community. A lot of the volunteers will share the cultural differences of what South Africa is all about. Sharing the South African background, there are a lot of similarities with other countries. People are coming back and their ability to speak in front of an audience and their self-confidence has increased. Some of them were facing frustration as they don’t have the same resources regarding access to media etc. – these are the challenges that they have forgotten



during their stay overseas. Some even find donors that can contribute to the programme, sometimes they left criminal issues behind and after their return it becomes a problem for them again. The participants are coming back and they are implementing their experiences into their communities and also the whole country.

Link to a video about the loveLife exchange programme:

www.youtube.com/watch?v=Y18YUwu2huI.

10:30 Tea break



10:45 Working phase 2

Workshop 1: Understanding the impact of volunteering

Claus-Bernhard Pakleppa

**Five years after the placement of weltwärts volunteers,
what are the interesting findings to follow-up on?**

1. Influence of the selection process of the final volunteers selected (only A level)
2. The real longterm impact on the POs/communities/host families
 - positive gain
 - negative / costs = intern vs GAP year student



3. longterm effect on the volunteers:
 - North-South (e.g. continuation of SAGE Net case studies)
 - South-North
 - intern vs GAP year student
4. specific „migration“ impact
 - on the volunteers
 - on the communities
5. weltwärts babies
 - influences/impact/results (Erasmus study)

Workshop 2: Open workshop – wild card

Formation of the “Southern African weltwärts Network” (SAwN)

As a result from the urgent need to establish and form a Southern African Network, this workshop has been created by interested participants. The network will be established to fulfil the weltwärts objectives in the Southern African region, the internal structure will be built on specific weltwärts related matters.

Discussion points

1. Brainstorming
2. Agreed actions
3. Attendance list / Database

1. Brainstorming (notes)

The meeting brainstormed on various aspects relating to establishing a platform for Southern Partners. The following was listed as part of this brainstorming session:

- Structure
- Communication and link to weltwärts steering committee
- Involvement of government
- Internal communication
- Lobbying with various other potential stakeholders
- Funding needed for such a platform
- Network
- Creating an information portal



- Work plan
- Regional meetings
- Mandate
- Assigning responsibilities
- Representatives for regional groups
- Drafting of a funding proposal for 1st South Partner Conference (to weltwärts)
- Kick-off conference for partner organisations (South)
- Southern Africa Trust
- Declaration
- Interim steering committee (representation from each region) / working groups

Southern Regions

- Botswana
- Lesotho
- Mozambique
- Namibia
- South Africa (WC, EC, GP, KZN, NW, L)
- Swaziland

2. Agreed actions

The working group agreed unanimously on the formation of a Network to ensure that the voices of the South African regional partners are accommodated within the weltwärts Steering Committee to be able to influence the decision making and communication with the partner organisation (PO). The formation of the Network was a defining moment in facilitating a new structure within the weltwärts programme and the first of its kind for weltwärts partner organisations across the globe.

The Network will be the communication and link with weltwärts Steering Committee and will also facilitate communication internally with POs and their government. The Network will have a lobbying role and ensure that an information portal is developed in order to access relevant information. It was also noted that the database of all Southern Africa partner needs to be updated and accessed.

It was agreed that the Network would have to access funding to facilitate the first “Kick-off” Conference with the view to establishing the vision, mission, goals and objectives and working hubs going forward.

Day 3 >> PROCESS TOPICS – FINDING SOLUTIONS <<

Further tasks

- Collect contact details of all present
- Investigate funding for Southern Africa partner conference
- Identify working groups
- Establish an interim steering committee
- Investigate SA Trust support/assistance
- Minutes and resolution of first South partner meeting
- Draw up an attendees list and database of all present

Workshop 3: South-North component – what does it take to make it work?

Sabrina Lambert & Given Rapholo

What is the problem for Southern Africa that hinders us from sending volunteers?



- POs in Germany are not prepared
- 25% funding from Southern African side is needed (very high for SA -> suggestion to BMZ to review the percentage)
- Shift of roles between SO and PO
- Application process of SO in Southern Africa
- Enquire about distribution process globally
- Enquire about equal information sharing within German organisations

What is needed to make it happen?

- Fundraising within Southern Africa
- German POs need to offer placement
- Communication between North and South regarding raising the civil society part of finance (giving this as input to the Steering Committee)
- Involvement of Southern African Governments (find out on which level and for what aspects)

- Taking ownership of the programme as Southern African organisations
- Being creative and flexible in looking for funding/fundraising ideas, there are possibilities (departments, donors)
- Include corporate funding (CSI, Learner-/Internships)
- Link up with other organisations e.g. from India -> get some information/inspiration

Selection of volunteers

- Priority within organisations (their own people first)
- Recruitment is important based on the networks you have
- Preparatory seminar (German language course)
- Empower volunteers to become ambassadors of Southern Africa (cooperation with institutions like Brand SA...)
- Make volunteer aware of the fact that they are representing their country



Quotes:

“The shift of roles is affecting the way we react to the whole process – we have to come up with our own processes because some organisations didn’t know about the new component because their German partner has not forwarded this information to the PO.”

“The lack of information might be a reason that Southern Africa has not received as many placements.”

“Why is the Northern sending organisation not taking financial responsibility for the reception of volunteers from the South?”

“We need to take into consideration that we are still in a pilot phase. The POs need to put pressure on the EOs and ask about the reasons.”

13:30 Lunch break

Day 3 >> PROCESS TOPICS – FINDING SOLUTIONS <<

14:30 Presentation of results working phase 2



15:30 Time for individual activities

The participants have the option for a free afternoon, a shopping tour, a township tour and afterwards spend a cultural evening together with everybody.

19:00 Cultural evening reception in Walmer Township

After everybody has spent his/her preferred activity for the afternoon, all conference

participants get together for a **braai at Walmer High School**. The Masifunde Youth Choir from Walmer High School welcomes us with a first glimpse of their talent and invites us to gather at the school library, where further programme for the evening is presented besides tasty finger food. The kids have prepared a variety of short performances – ranging from more singing and dancing by the choir, theatre acts, poetry and a film about the Masifunde project. All participants seem to be very impressed and the energy goes over to the crowd while





everybody ended up dancing together. In between the evening programme, the delicious dinner is served in a classroom next door and people are able to have a conversation with the organisers and stars of the cultural evening – the learners of Walmer High School.



Day 4 >> NEXT STEPS <<

9:00 Summing up findings and solutions of the conference

The facilitators instruct the conference participants to collect the key findings/results of the conference while having a conversation with each other. These findings are written down in live mode and on-screen to be available for everybody's eyes (see "PE declaration" on page 49).





10:30 Tea break



11:00 Evaluation and feedback from plenary – final round

Quotes:

“Thank you to Jonas for the cultural evening and township tour!”

“The event demonstrated that we are able to see that people are involved in youths work and much is happening.”

“The cultural evening is a way to do the induction with volunteers.”

“There is one thing I picked up: We are sitting with each other, suddenly we notice that we are coming from the same region. We must not wait for a platform to be built, things will take time – there was an approach for a better understanding.”

“Being part of the formation of the Southern African weltwärts Network (SAwN) has been a great experience for me but the bug is still with us. I got introduced to a lot of other POs I wasn’t aware of. I am also taking a question home: What is it that we might have missed during the induction of volunteers?”



“My highlight is that I personally benefit from the weltwärts network. The topic I take home is safety and security. The greatest achievement of the conference is the foundation of SAwN.”

“The conference has been a platform for creating our own space and organise ourselves.”

“weltwärts have their own objectives – it’s up to us to also take a step forward.”

“It was not discussed how we are meant to deal with challenges – to let go of a situation that we are not able to change.”

“You always get a valuable thing. Mine was in the workgroup about the volunteer relationship: The method of “letter to oneself”, I will have my future volunteers taking that over.”

“This was the most beneficial conference in terms of information. Through the new platform, we have now the chance to move forward.”

“During the conference, I had interesting experiences and met interesting people. I will take home many new contacts.”

“We were able to change the programme of the conference but achieved the same objectives. This flexibility is great.”

“I hope, we won’t experience that POs will have restrictions in future and I appreciate very much the possibility for dialogue with the BMZ and the LAP.”

“The greatest thing was to be here and the formation of SAwN.”

13:00 Lunch and closure of conference

4. Feedback of participants regarding the following topics:

f. The latest from weltwärts programme

The weltwärts system is developing on the German side, but not on the receiving side. The system is quite complicated and not easy to understand from the receiving side.

g. Partner dialogue in the weltwärts joint operation

This differs from partner to partner. Some feel, there is sufficient dialogue and they think the collaboration between the government and civil society is working well in Germany. The effect on the receiving side all depends on the particular relationship between the sending and the receiving organisation. It is important to have ongoing dialogue to ensure that stakeholders convey the same message.

h. The South-North component

Great initiative but difficult to implement for various reasons, especially raising the 25% of necessary funds per placement. POs need to find a way for help with funding. Nevertheless, everyone is very eager to participate and grateful for the opportunity that has been created. Some POs have not received any information and were disappointed that they were not able to take part. Recruitment should not only happen within the affluent communities. The fact that more volunteers will be sent out (and received) in Germany is good news – it is just important that Southern Africa finds a way of sending more volunteers and levelling out the discrepancy that exists between sending and receiving.

i. Establishment of a programme-wide quality system

It is a very good idea and receiving organisations feel they can contribute a lot. By forming the “Southern African weltwärts Network” they are hoping to be able to influence decisions being made. On an every-day basis, the receiving organisations ensure the quality of experience for all weltwärts

volunteers by providing learning opportunities in a challenging but safe environment.

j. Country contact persons (LAP)

There was a hope that the country contact person could act as a mediator between the sending and the receiving organisations. It was made clear that the relationship between individual sending and receiving organisations will not be disturbed by the LAP and that the LAP reports to the quality association. It is an excellent opportunity to have a country contact person who can communicate with all stakeholders.

5. Results of cross-cutting issues

c) What are the expectations of partner organisations concerning the weltwärts programme?

There is an urgent need for further involvement of partner organisations. The POs of the Southern African region expect to be taken serious and strive for a direct communication to the programme steering committee regarding their concerns.

d) Which conference topics are important for the improvement of the programme and need to be addressed at the programme steering committee (PSA)?

- the formation of the “Southern African weltwärts Network” (SAwN)
- visa issues with Southern African embassies (especially South Africa)
- safety and security information for volunteers (Elefant List)
- Costs for food and accommodation within the countries have increased, the budget should be revised

Other feedback to the PSA?

See key findings and next steps.

Key findings & recommendations for partner organisations

1. Communication within Southern Africa is difficult.
2. The “Southern African weltwärts Network” (SAwN) was established during the conference.
3. Quality measures are introduced.
4. South-North component: A number of issues need to be addressed: finances, applications, communication etc.
5. Some sending organisations are not ready to function as host organisations.
6. There is an imbalance as there is no eye-to-eye between sending organisations (very often don’t have any projects) and partner organisations (always have a project).
7. Security is an issue from the German Embassy’s point of view.
8. Proper induction and mentoring is important for ensuring the security of the volunteers.
9. The country country person (LAP) for Southern Africa is not known by everybody.
10. The partnership with SOs and POs is vital.
11. The informational platform will be part of the newly formed “Southern African weltwärts Network” (SAwN).
12. More and more visa applications of volunteers coming to Southern Africa have been declined.
13. The SAGE Net research findings have been invaluable.
14. The quality catalogue has been welcomed by participants of the conference.
15. Costs for e.g. accommodation and living in Southern countries have increased since 2008, the budget must be revised and updated by weltwärts.

Declaration

Concrete next steps/measures

1. The findings (from past seminars) and official documents (by BMZ etc.) must be sent out to all partner organisations in Southern Africa (documentation).
2. In future, the information should not only be sent out by the sending organisations but also by the “Southern African weltwärts Network” (backup).
3. The founded network must be formalised and functionalised
4. Quality measures need to be adopted, adapted and implemented in the Southern African countries.
5. South-North component: The numbers should be increased, there should be a quota respecting the high number of participants from the North and the sending organisations need to be addressed regarding this.
6. Information should be accessible and simplified.
7. The German Embassy needs an emergency contact for all volunteers (Elefant List) in the country, which must be part of the quality catalogue.
8. All stakeholders must ensure that the volunteers are safe – this must be part of everybody’s quality catalogue system.
9. The security workshops should be continued (send out the reports of former workshops).
10. The documentation should be the basis for a policy on safety and security (AGEH and other sending organisations share their security policies).
11. We need an information policy and it needs to be part of the quality catalogue.
12. There is a need for an informational platform which needs to be easily accessible, part of it is the weltwärts website (www.weltwaerts.de).
13. The country contact person (LAP) should be mandated to equally communicate with all quality associations (Qualitätsverbünden) in Germany.
14. The “Southern African weltwärts Network” should be the body to take up the lobby and advocacy (in future) to the Southern African governments.
15. Ensure that weltwärts is taken up on the bilateral government consultation in the forthcoming years.
16. The mandate of the interim steering committee of the “Southern African weltwärts Network” is to access funding and organise the first Kick-Off-Conference.

17. There should be a direct communication between the weltwärts steering committee and the “Southern African weltwärts Network”. (SAwN)
18. The partial and none achieved points from the declaration 2012 should be taken up at future conferences.
19. Research findings should be used as an argumentation for the “Southern African weltwärts Network” (SAwN) and the ideas for future research have been pointed out:
 - (a) Influence of the selection process of the final volunteers selected (only A level)
 - (b) The real longterm impact on the POs/communities/host families
 - positive gain
 - negative / costs = intern vs. GAP year student
 - (c) longterm effect on the volunteers:
 - North-South (e.g. continuation of SAGE Net case studies)
 - South-North component
 - intern vs GAP year student
 - (d) specific “migration” impact
 - on the volunteers
 - on the communities
 - (e) weltwärts babies
 - influences/impact/results (Erasmus study)

Sources

FOR FURTHER INFORMATION

General links

Federal Ministry for Economic Cooperation and Development:

<http://www.bmz.de/en/index.html> (English version available)

Official website of weltwärts:

<http://www.weltwaerts.de/en/> (English version available)

South African German Network (SAGE Net):

<http://eng.sage-net.org/> (English version available)

loveLife

<http://www.lovelife.org.za/>

List of web documents

Quality standards for the weltwärts scheme:

<http://www.weltwaerts.de/en/detail.html?id=136> (English version)

Pilot project South-North component of the weltwärts programme:

<http://www.weltwaerts.de/en/detail.html?id=137> (English version)

SAGE Net research study (book):

South African German Network Deutschland (SAGE Net) (2012):

“International Volunteering in Southern Africa: Potential for Change?”

<http://www.sage-net.org/?m=6&s=2&idkey=547>

Basic information



Basic information

Basic information about the weltwärts programme



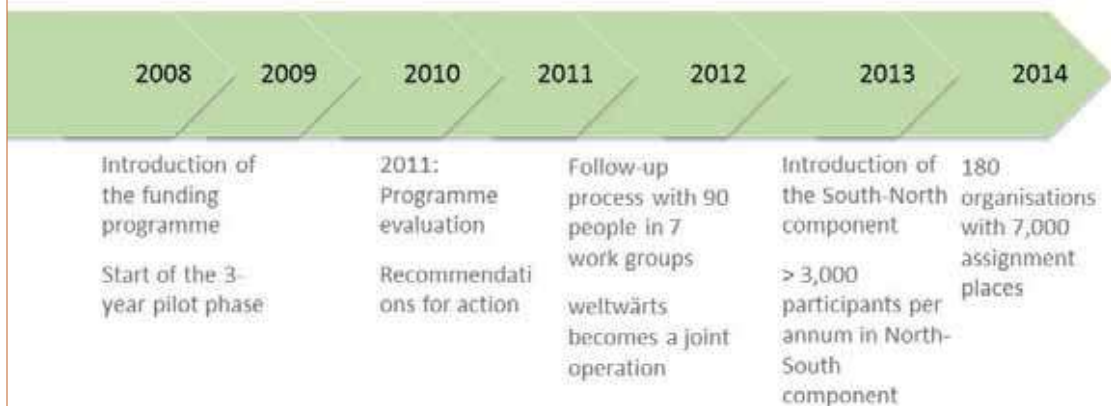
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1

Basic information



History of the weltwärts programme



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2

Presentations

Basic information



Evaluation and implementation of results



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3

Basic information



The new elements of weltwärts

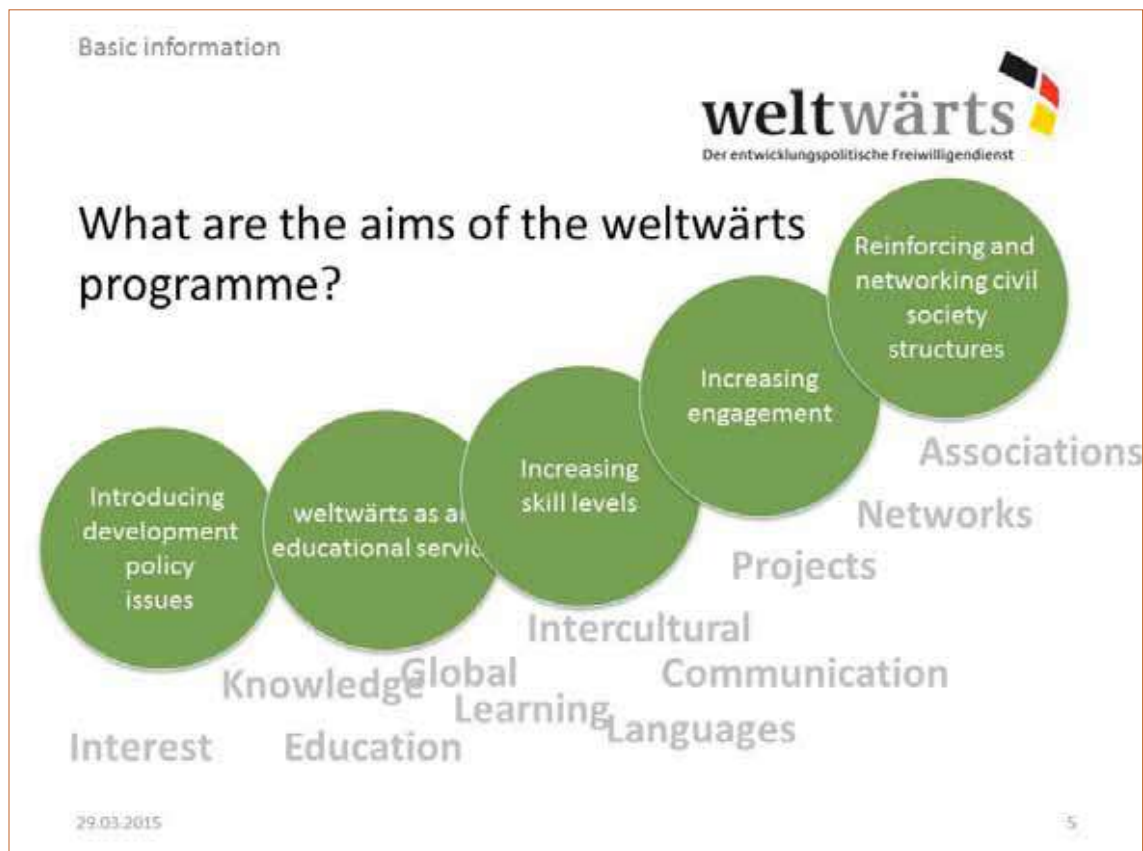
weltwärts is becoming a joint operation
...between the BMZ and civil society
...presented as such
...managed by joint committees

The new South-North component
...people from partner countries provide a service
...in Germany
...since November 2013

New funding guideline
...includes restructuring
...stipulates framework conditions and instruments
...valid since 1st January 2014

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4



Presentations

weltwärts overview

weltwärts
Der entwicklungspolitische Freiwilligendienst

The latest from the weltwärts programme: Overview



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1

weltwärts overview

weltwärts
Der entwicklungspolitische Freiwilligendienst

What are the aims of the weltwärts programme?



Introducing development policy issues

weltwärts as an educational service

Increasing skill levels

Increasing engagement

Reinforcing and networking civil society structures

Associations

Networks

Projects

Intercultural Communication

Knowledge

Global Learning

Languages

Interest

Education

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2

weltwärts overview



Where were the partner conferences in 2012?



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3

weltwärts overview



What is new at weltwärts?

Evaluation,
partner
conferences
2012 &
follow-up
process



1. The pilot phase of the South-North component
2. The country contact persons
3. The partner dialogue
4. The new funding guideline with adjusted aims of the programme
5. weltwärts is becoming a joint operation
6. The quality system



Implementa
tion,
feedback at
partner
conferences
2014

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4

Presentations

weltwärts overview



Where are the partner conferences in 2014?



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weltwärts overview



weltwärts is becoming a joint operation

- What does 'joint operation' mean?
 - **Collaboration:** Between state and civil society players
 - **Consensus:** Decision should be taken and supported together
 - **Committee work:** As the central place for collaboration
- Not only implementation, but also shared responsibility in programme design and development
- New management structure since 2013

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weltwärts overview



Weltwärts is becoming a joint operation

The programme stakeholders

- Sending organisations
 - in 6 quality associations
 - in 4 shared interest groups (with voting rights)
- Volunteers
 - Alumni are organised in associations of returning volunteers
- Federal Ministry of Economic Cooperation and Development (BMZ)
- weltwärts Coordination Unit
- Partner organisations
 - Connected to countless projects
 - In dialogue with sending organisations
- Programme Steering Committee (PSA)
 - Work Groups („Procedure“, „Quality“)
 - Expert Work Groups
- (External inspection bodies)

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7

weltwärts overview



Overview

1. What does "joint operation" mean?
2. Who are the stakeholders?
3. How do they work together?



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8

Presentations

weltwärts overview



What are we doing now?

Multilingual website

- Relaunch
- Space for reports from partner organisations
- Information in English, French & Spanish (by end of 2014)
 - Facts and figures
 - Guideline and other important documents
 - Information about the South-North and North-South components



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weltwärts overview



Country contact persons

Support the programme, in particular organisations in partner countries

More on this topic later this morning



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10

National contact persons (LAP)



Country contact persons

Background, tasks, purpose, outlook



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1

National contact persons (LAP)



Background to the country contact persons

- Need for support amongst organisations involved
 - Especially concerning visas and security
- Pilot phase until 2017
- Part of quality assurance
- Quality associations have personnel and supervisory control



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2

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National contact persons (LAP)



Which countries have contact persons?



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3

National contact persons (LAP)



LAP South Africa

Lena Sabapathee
weltwärts LAP Südafrika
weltwärts country contact person
South Africa

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Cell +27 76-33 79 058
Fax +27 86-52 63 790
lap-southafrica@ventao.org
www.ventao.org

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4

National contact persons (LAP)



What role do they have & what benefit?



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5

National contact persons (LAP)



Outlook and further development



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6

Presentations

Excursus: weltwärts in figures



Excursus: weltwärts in figures

The latest from the weltwärts programme



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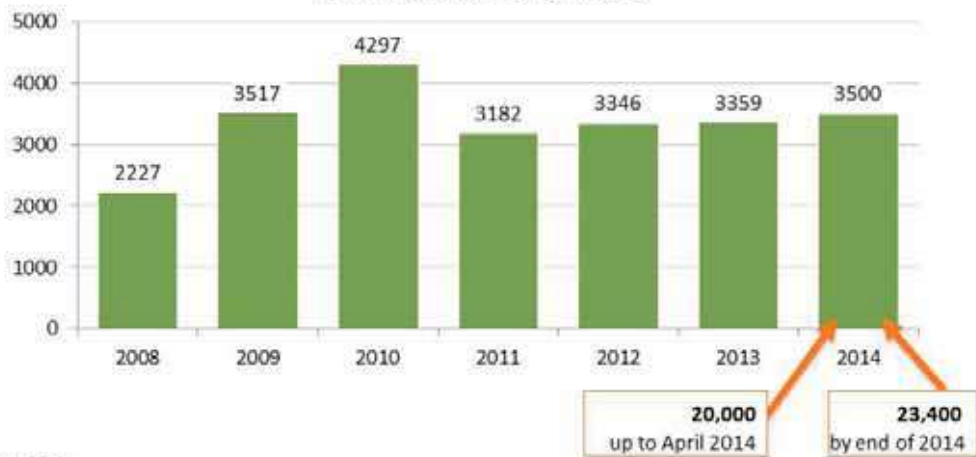
1

Excursus: weltwärts in figures



How many volunteers took part in the programme in total since 2008?

North-South volunteers



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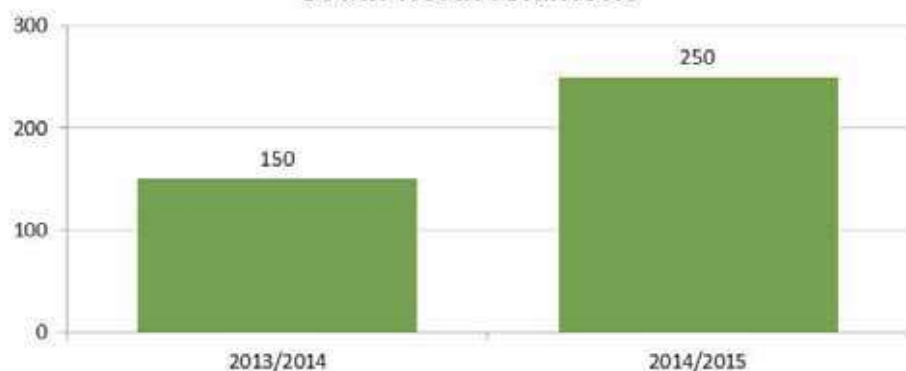
2

Excursus: weltwärts in figures



How many volunteers took part in the programme in total since 2008?

South-North volunteers



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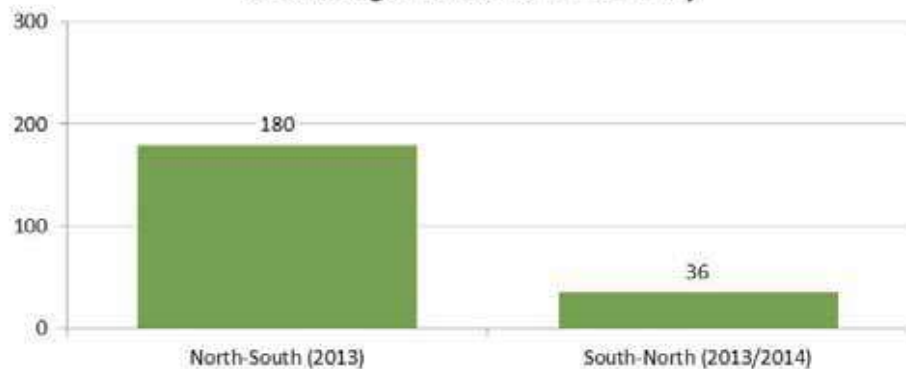
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Excursus: weltwärts in figures



How many organisations were involved?

Active organisations in Germany



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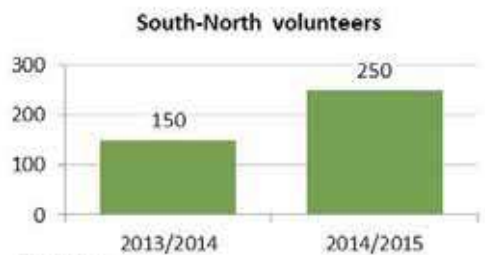
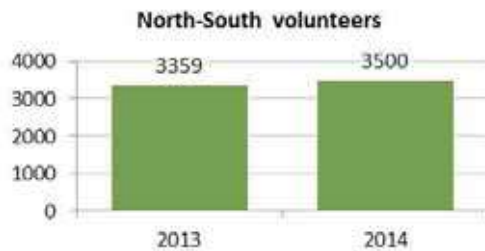
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Presentations

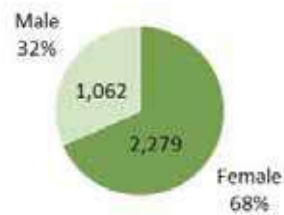
Excursus: weltwärts in figures



How many volunteers were there in 2013?



Gender distribution



Average age:
19.4 years old

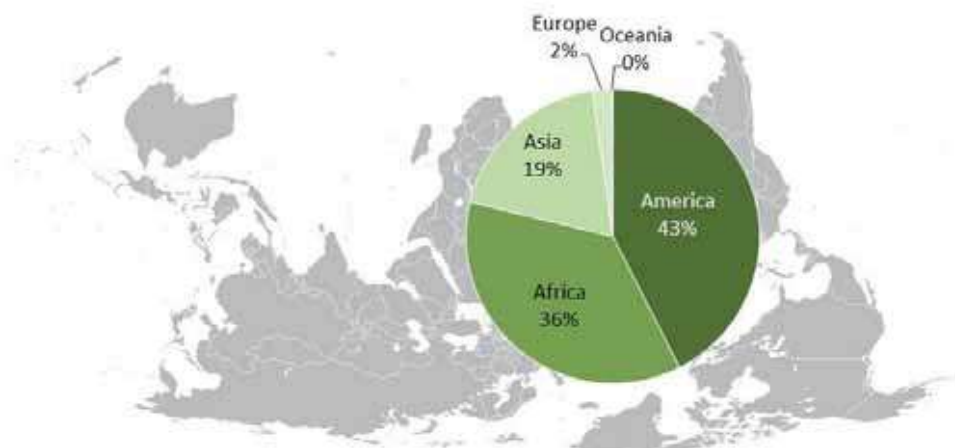
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Excursus: weltwärts in figures



Distribution of assignments by continent



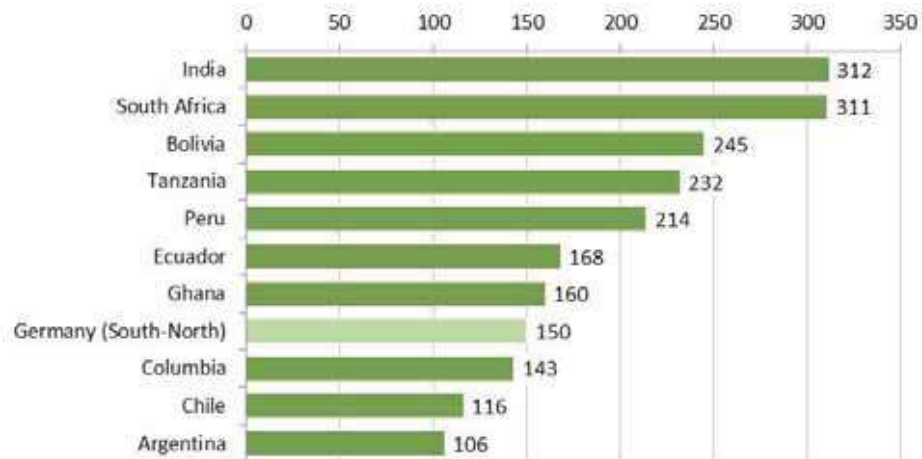
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6

Excursus: weltwärts in figures



Which countries take volunteers?



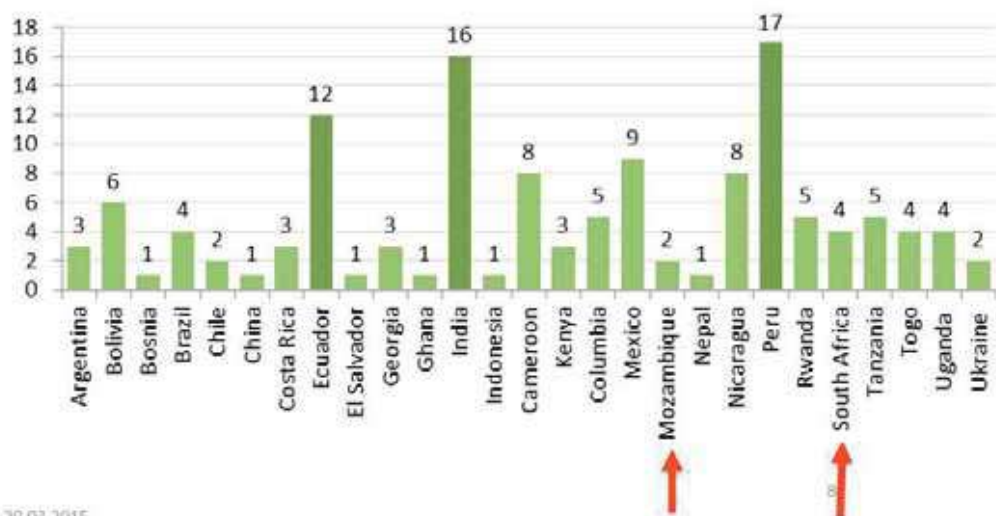
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7

Excursus: weltwärts in figures



Sending countries in the South-North component



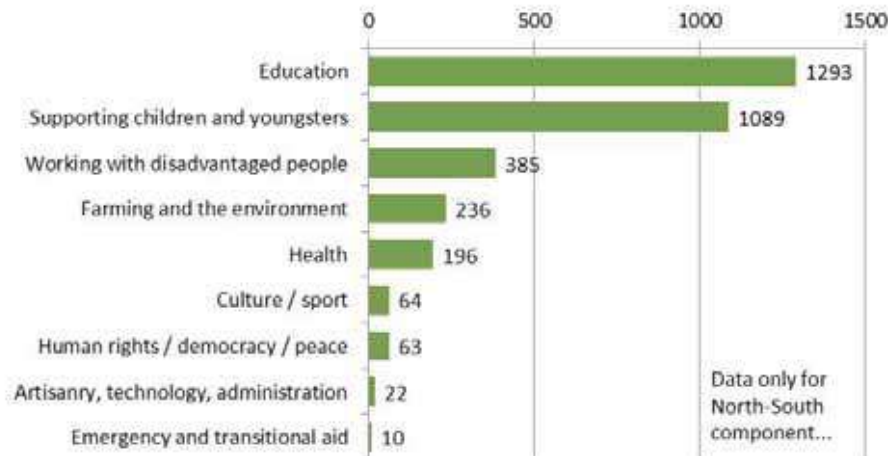
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Presentations

Excursus: weltwärts in figures



Which fields were the volunteers active in?



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Excursus: weltwärts in figures



Establishment of a programme-wide quality system

- understanding of shared quality criteria amongst the various programme stakeholders necessary
- *weltwärts* Catalogue of quality standards since the end of 2013
- Important quality criterion: co-operative partnership between the partner organisation and the sending organisation

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10

Excursus: weltwärts in figures



What understanding of quality lies at the heart of the new quality system?



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11



Quality development

- Quality develops from the co-operation between organisations and volunteers
- Relationship between organisations often spans beyond ww programme
- Requirements that support quality development:
 - Working together as partners
 - Regular communication
 - Written agreements
 - Clearly defined selection criteria

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Presentations

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welthwärts
Der entwicklungspolitische Freiwilligendienst

Quality assurance & further development

- Quality is assured and developed through work in quality association and a programme wide quality work group
- Part of quality assurance and development is an annual volunteer survey

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Excursus: welthwärts in figures

THE WELTHWÄRTS QUALITY MANAGEMENT SYSTEM

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welthwärts
entwicklungspolitische Freiwilligendienst

Quality certification

- The standard of quality is tested and certified by external inspection bodies
- By mid-2015: All sending organisations (in Germany) must be certified*

* Exceptions possible

14

Excursus: weltwärts in figures



The first volunteer survey

- For all volunteers who finished their assignments in 2013
- Approx. 3,000 surveys
- 63% / 1,929 replies
- 94% "very satisfied" or "satisfied" with the programme
- **Note:** Conclusions can only be drawn within the context of experiences in the host country!



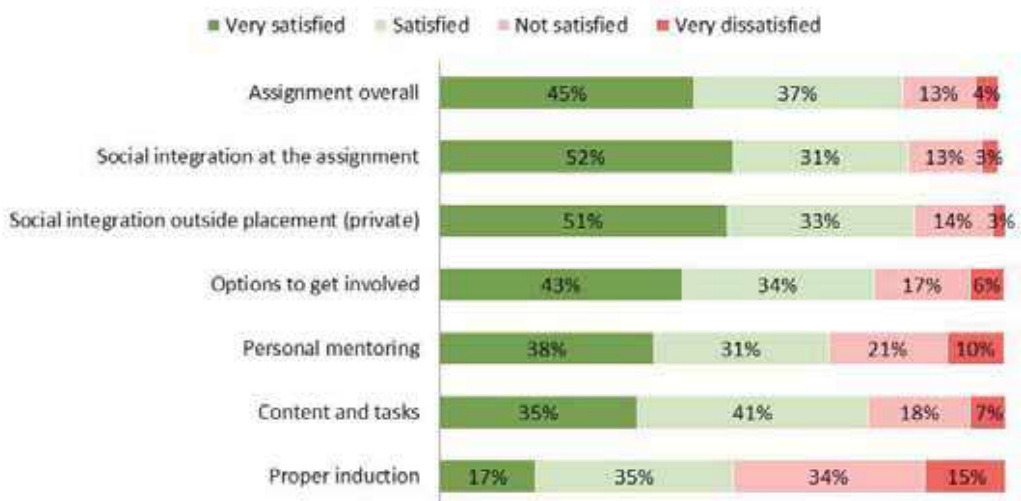
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15

Excursus: weltwärts in figures



Results of the survey in detail

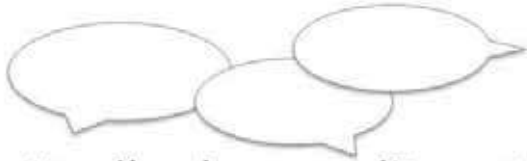


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Presentations

Excursus: weltwärts in figures



Feedback on quality system

- Which issues of quality development are of particular interest to you?
- What are your experiences of incorporating the partner organisations in the new quality system?
- Have you noticed improvements in the field of quality (since the last partner conferences, for example)?

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17

The quality system



The quality system

Establishment of a programme-wide quality system



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1

The quality system



Overview

1. What understanding of quality lies at the heart of the new quality system?
2. How does the quality system work?
3. Initial results and findings
4. Suggestions for feedback questions

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2

Presentations

The quality system



What understanding of quality lies at the heart of the new quality system?

- understanding of shared quality criteria amongst the various programme stakeholders necessary
- *weltwärts* Catalogue of quality standards since the end of 2013
- Important quality criterion: co-operative partnership between the partner organisation and the sending organisation

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3

The quality system



How does the weltwärts quality system work?



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4

The quality system



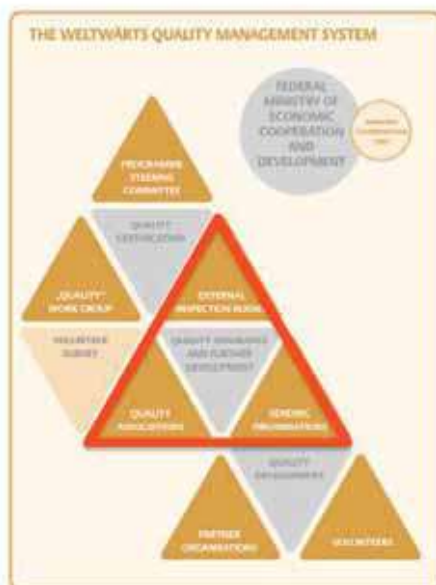
Quality development

- Quality develops at the implementation level
- Quality results from the co-operation between organisations and volunteers
- Relationship between organisations often spans beyond ww programme
- Requirements that support quality development:
 - Working together as partners
 - Regular communication
 - Written agreements
 - Clearly defined selection criteria

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5

The quality system



Quality assurance & further development

- Organisations must work together with a quality association
- 6 quality associations
- Quality work group (AKQ)
 - Implemented by the programme steering committee
 - First sitting on 7th May 2013
- Volunteer survey

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6

Presentations

The quality system



Quality certification

- External inspection bodies
 - To date: 2 about to be officially accepted
- Certificate for organisations after passed test
- By mid-2015: All sending organisations (in Germany) must be certified*

* Exceptions possible

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7

The quality system



The first volunteer survey

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- Approx. 3,000 surveys
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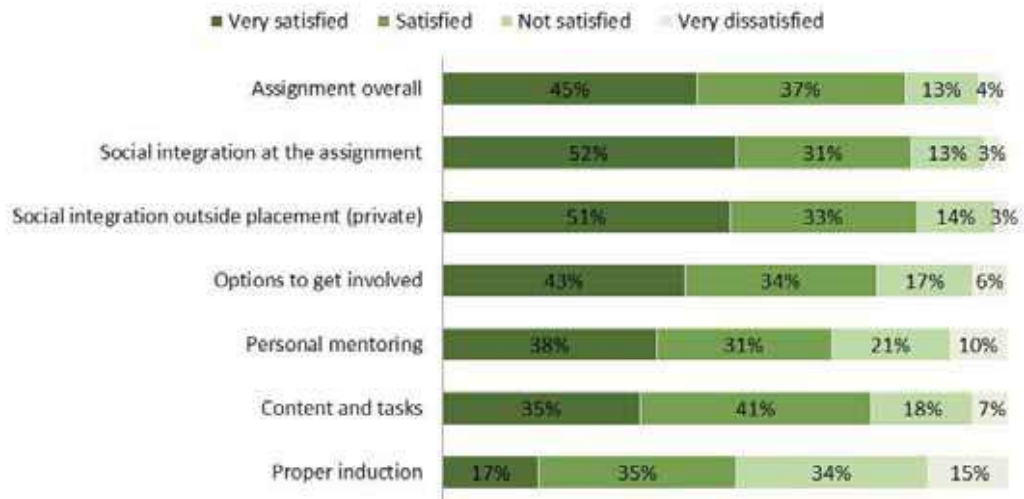
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8

The quality system



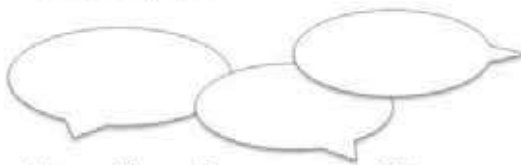
Results of the survey in detail



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The quality system



Feedback on quality assurance

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- Have you noticed improvements in the field of quality (since the last partner conferences, for example)?

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Quality standards for the *weltwärts* scheme

No.	Area	#	Requirements / targets
1			
1.1	Policy & strategy	^A	The partner and sending organisations work in close partnership.
		^B	<p>The sending organisation's vision statement makes reference to the scope and aim of the volunteer service. Reference is made to the following aspects:</p> <ol style="list-style-type: none"> 1. global learning with a view to promoting sustainability and global responsibility, 2. <i>weltwärts</i> is designed as a development learning service, 3. encouraging returning volunteers to remain involved is an explicit target.
1.2	Public relations	^A	The sending organisation makes clear the development policy goals and expected outcomes of the volunteer service, with <i>weltwärts</i> being presented as a joint scheme involving the German government and other organisations.
1.3	Finance	^A	Agreements are made between the sending and the partner organisation regarding funding policy.
		^B	Funding arrangements are transparent for everyone involved (including the fact that fundraising/making donations is strictly voluntary).
		^C	Transfers are made on time.
1.4	Education and mentoring	^A	The sending organisation has a specific strategy for mentoring development volunteers which it implements together with its partner organisations.
		^B	<p>Education and mentoring for a total of 25 days is ensured:</p> <ul style="list-style-type: none"> • 12 days of orientation and preparation (at

			<p>home and/or abroad),</p> <ul style="list-style-type: none"> • at least 5 days for the mid-term seminar, • 3 days to be used flexibly, • 5 days for the seminar for returnees.
		C	The sending organisation gives volunteers the chance to actively contribute to the seminars.
		D	Properly qualified staff are tasked with teaching/mentoring. A reasonable staff to volunteer ratio is ensured.
		E	Returnees are involved in the work of educating and mentoring.
2			
2.1	Approval and selection of places of assignment	A	<p>The place of assignment is suitable for development learning, exposing volunteers to development issues, i.e. the staff at the place of assignment</p> <ol style="list-style-type: none"> 1. works with marginalised target groups, 2. seeks to promote ecological sustainability, or 3. is explicitly engaged in other development-related areas.
		B	The place of assignment is basically suited for volunteer work. It is clear from the start that neither too much nor too little will be expected of the volunteers. Any specific requirements that volunteers must fulfil will be clearly stated as part of the selection process. There is a reasonable ratio between the number of volunteer posts in a partner project and the number of staff employed by the partner organisation.
		C	A profile of the place of assignment (goals, tasks) is provided in written form, including an explanation of why volunteers are needed. The partner organisation and place of assignment are involved.

Presentations

2.2	Zero impact on the labour market	^A	Volunteers must not be used to fill paid positions (a tandem / assistant solution may be adopted).
2.3	Agreement with place of assignment / partner organisation	^A	A common understanding of the role of volunteers exists / is in the process of being framed.
		^B	The sending and partner organisations conclude a written agreement.
		^C	Volunteers work full time and are entitled to statutory holiday in the country concerned; the duration of an assignment is 6-24 months.
2.4	Information for candidates	^A	Initial information is made available in a handout.
2.5	Selection of candidates	^A	The selection criteria, mutually agreed by the sending and partner organisations and the place of assignment, are clearly defined. 1. Suitability for a learning service, 2. suitability for work in the place of assignment, 3. willingness to remain involved after returning from service, 4. flexible criteria for underrepresented target groups.
		^B	The partner organisation and place of assignment are involved in selecting the volunteers.
		^C	The selection process provides useful guidance for the volunteers, helping them to make their decision.
		^D	The selection procedure follows clear, predefined rules. The aim of the selection procedure is to assess the suitability of the volunteers.

2.6	Written agreement with the volunteer	^A	The sending organisation concludes a written agreement with each volunteer that meets the requirements of the programme.
2.7	Organisational matters	^A	Information and support are provided as regards social protection, insurance, legal requirements for residence and health care (vaccinations, important contacts in the host country, code of conduct).
		^B	Appropriate insurance cover is in place.
2.8	Preparatory seminar	^A	Volunteers receive proper preparation for their development learning service. Topics to be addressed at the seminar include: <ol style="list-style-type: none"> 1. self-reflection, 2. global contexts / sustainable development and individual responsibility / ways to play a part in addressing global challenges, 3. a clear understanding of the assignment and conditions on the ground, 4. civic engagement in development (including as future returnees).
3			
3.1	Crisis management	^A	A written crisis management and contingency plan is in place.
3.2	Reporting	^A	The sending organisation requires volunteers to give written feedback every 3 months.
3.3	Communication and cooperation between sending and partner organisations	^A	Partner and sending organisations are in regular contact.
		^B	The partner organisations are familiar with the <i>weltwärts</i> programme.
3.4	Technical instruction	^A	Together with the partner organisation / place of assignment the sending organisation ensures that volunteers are given proper instruction, induction

Presentations

			and support at their place of assignment.
3.5	Personal support	^A	The sending organisation allocates a mentor / supervisor to the volunteers to ensure proper support.
3.6	Mid-term seminar	^A	A mid-term seminar is held. Topics to be addressed include: <ol style="list-style-type: none"> 1. reflection, 2. stocktaking, 3. civic engagement in development, 4. global learning and 5. handling challenges.
4			
4.1	Seminar for returnees	^A	A compulsory seminar is held for returnees. Topics to be addressed include: <ol style="list-style-type: none"> 1. reflection, 2. exchange of experience with other volunteers and 3. information on development-related engagement in Germany.
4.2	Certificate	^A	Upon completion of their service, volunteers receive a certificate that is issued jointly by the partner organisation and the place of assignment.
4.3	Reporting	^A	The sending organisation must ensure that volunteers present a systematic review of their development learning experience in the form of a report, film or similar.
4.4	Evaluation	^A	The sending organisation evaluates the volunteering experience together with the volunteer and the partner, taking into account the review mentioned in 4.3.
5			
5.1	Information and qualification	^A	The sending organisation provides comprehensive information to returnees on ways to remain involved in development work after completing their service, including information about

			qualification and funding.
5.2	Mobilising engagement	^A	Returnees' efforts to share their experience and become involved in civil society and development work in Germany are actively supported by the sending organisation.

Presentations

AFS inspiriert – ein Leben lang



AFS Interkulturelle
Begegnungen e.V.

Read The Germans – *Social-Cultural Background and Communication*

Weltwärts Partner Conference, Martin Asbahr

Port Elizabeth

Schüleraustausch · Gastfamilien · Freiwilligendienste

www.afs.de

AFS inspiriert – ein Leben lang



AFS Interkulturelle
Begegnungen e.V.

Collection of impressions

1. What do people say about German weltwärts participants?

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Powerpoint-Vorlage

2

Historical Background – *why Germans behave how they behave*

AFS inspiriert – ein Leben lang



They love to ask questions, to discuss to argue: why/why not

1) History

- 1) Older generation obeyed
- 2) Desatrous experience of Nazi-rule
- 3) Change of paradigms in education and society!

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Powerpoint-Vorlage

3

Consequences 1

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- 1) Parents will treat teenagers as „partners“: will give them responsibilities; trust them (we teach them to observe, to evaluate, to decide) => leads to more freedom/self-determination versus being a kid
- 2) We talk with them, not about them => if they are treated differently, they feel not being taken seriously, they are hurt, they lose trust
- 3) Critical issues are being directly addressed/questioned => they expect an answer

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4

Presentations

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Consequences 2

- 1) The courage to stand up for one's belief is a very important value as well as being honest versus making up stories => second chance
- 2) To protect the underprivileged, to take responsibility for them is a high social value
- 3) They choose their friends and won't necessarily accept if an adult tells them that this person is not good for them – they are „trained“ to judge for themselves
- 4) All of this is trained in school - More than 60 % of a grade is oral performance

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Powerpoint-Vorlage

5

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Situation of the gross of weltwärts pax

- 1) Finished school, lots of partys and alcohol
- 2) Very self-confident (overly...)
- 3) „Ready to conquer the world“
- 4) Party: dress up, alcohol, direct eye-contact, joking, all of this does not mean, especially for girls, that they want to have sex – they want to be admired, boys: alcohol => even though „equal“ drunken women are less accepted than drunken men
- 5) Potential for risky situations: mixture of self-confidence, self-determination, ready to conquer the world+alcohol

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Powerpoint-Vorlage

6

Is there a matching?

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Powerpoint-Vorlage

7

Communication style

German expectations towards communication:

- 1) Clear
- 2) Factual
- 3) Timely
- 4) With the correct person (people)

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Powerpoint-Vorlage

8

Presentations

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What are expectations towards communication in your country?

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Thoughts and ideas

- 1) What can projects do to be prepared for such situations?
- 2) What can be done to prepare pax for that?

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Powerpoint-Vorlage

10

Thank you for your attention

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AFS inspiriert – ein Leben lang.



Presentations

The new South-North component



The South-North component

Concept, history, task sharing and outlook



29.03.2015

1

The new South-North component



Facts and figures from the first cycle

- Began in November 2013
- Volunteers from partner countries can volunteer in Germany
- Launch event in Berlin in February 2014: Federal Minister Dr Gerd Müller welcomes the first 13 South volunteers
- High level of interest
- 150 volunteers in 36 organisations in Germany in the 2013/2014 cycle



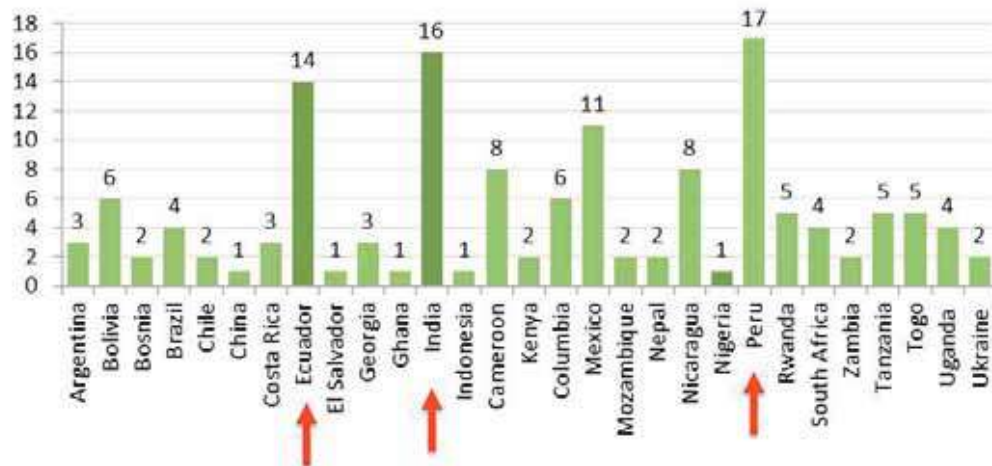
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Sending countries in the South-North component



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Rwanda → ev. Jugend-Weigle-Haus, Essen
Support in childcare and youth work

Cameroon → Solidaritätsdienst International, Berlin
Participating in anti-racism seminars

Ecuador → AnnaLinde, Leipzig
Assistance in ecological farming / seminars on sustainability

Example assignments

Focus:
Social, environment
and development
education work



Own experiences?

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The new South-North component



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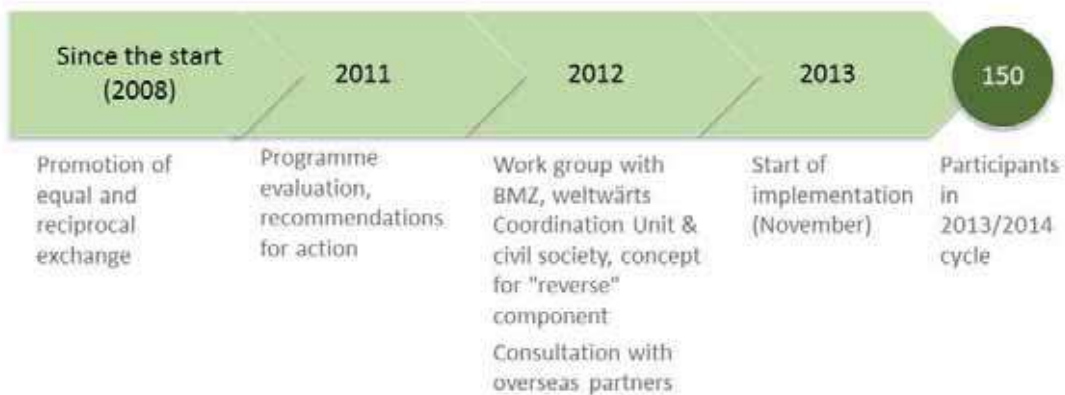
A Rwandan volunteer working in the Jugend-Weigle Haus

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The new South-North component



History of the South-North component



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The new South-North component



Aims of the South-North component

- Promoting equal exchange between the partners of the global South and the global North
- Strengthening existing partnerships
- Personal development for volunteers
- Strengthening of civil society
- Stimuli for inland development policy work in Germany

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The new South-North component



Sending and host organisations

Before:

Germany	Sending organisations
Partner countries	Host organisations

After:

	North-South	South-North
Germany	Sending organisations	Host organisations
Partner countries	Host organisations	Sending organisations

New:

- Organisations can be both sending and host organisations
- Sending and host organisations in both Germany and in the partner countries!

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The new South-North component



Who can participate?

• Sending organisations

- Experienced partners from the weltwärts programme

• Host organisations

- Recognised weltwärts organisations
- Initiatives from returning volunteers

The volunteers

- 18-29 years
- School/vocational qualification
- Willingness to learn German
- Openness
- Willingness to learn, interest
- Participation in accompanying programme
- Willingness to engage in home country after participating in the programme; existing engagement

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The new South-North component



Which tasks are the organisations responsible for?

Sending organisations

- Applying to the programme
- Selecting participants
- Preparation and follow-up
- Working with participants upon their return

Host organisations

- Bear overall responsibility
- Accompaniment in Germany
- Selection and support at the places of assignment
- Framework conditions in Germany (pocket money, accommodation)
- Support and networking for participants in Germany



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The new South-North component



The financial framework conditions

- Allocation of total expenditure for the service:
 - 75% of expenditure is provided by the BMZ
 - 25% is covered by the financial resources of the host organisation
- BMZ funding of max. 880 EUR per volunteer month
- Payment to host organisation
- This can be split up into the following costs:
 - Pocket money (max. 357 EUR)
 - Accommodation
 - Catering
 - Costs for insurance, injections, language course & travel costs

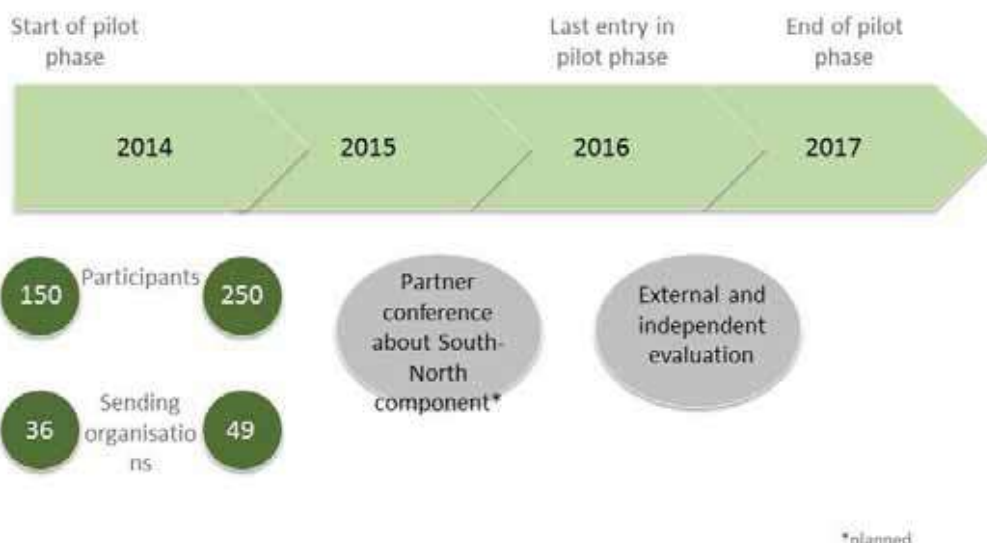
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The new South-North component



Outlook and current topics



Presentations

The new South-North component



Outlook and current topics



The new South-North component



Are you already involved...

Not yet involved...

- What is your impression at this moment in time?
- What successes and difficulties have you experienced thus far?
- What is your opinion of the plans to incorporate partner opinions in the work of the South-North task force?
- What else would you like to share with us?

in the South-North component?

- What is your impression of the component?
- Are you interested in participating?
- What else would you like to share with us?

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The new South-North component



More information?

- Information for sending and host organisations:
<http://weltwaerts.de/weltwaerts-infomaterial.html?pubtype=3>
- South-North component pilot phase concept:
<http://weltwaerts.de/publikation-detail.html?id=97>

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Presentations

loveLife Exchange programmes

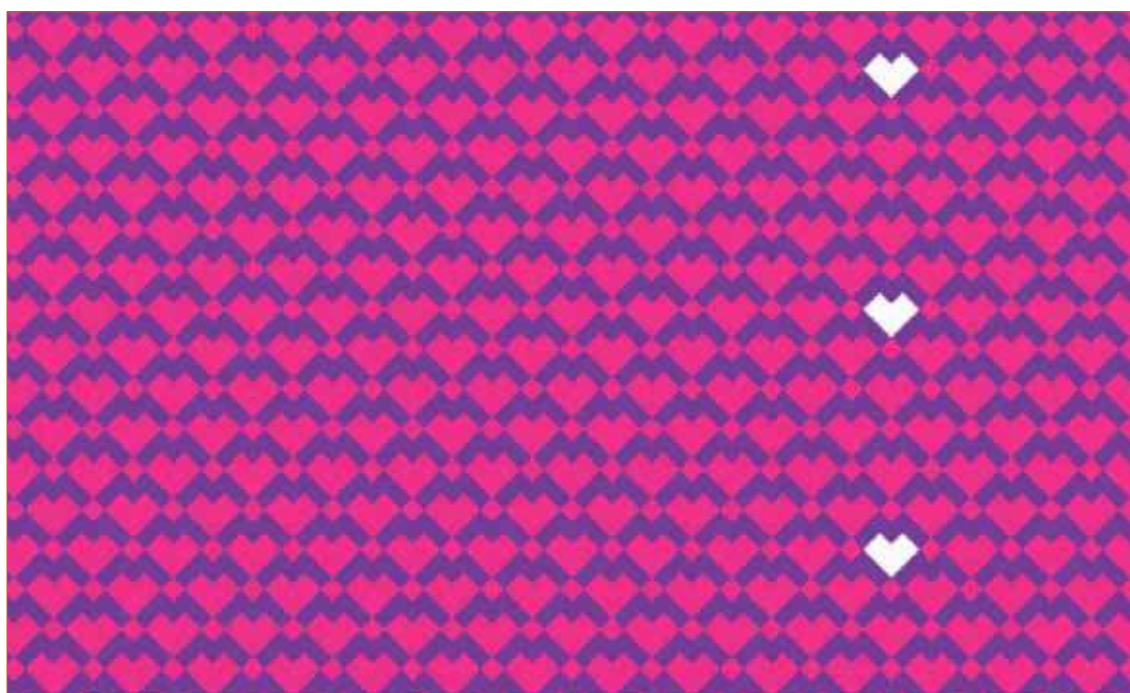
14th November 2014
Pine Lodge, Port Elizabeth



Contents

1. **About loveLife**
 - About loveLife
 - loveLife Mission
 - “love Living”
 - groundBREAKER, mpintshi and Alumni
 - The Power of Youth
 - loveLife Urban and Rural Spread
 - loveLife interacts face-to-face with 1 in every 3 teenagers
 - Major Funders and Donors
2. **Exchange in loveLife**
 - loveLife Exchange Programme
 - Why Exchange?
 - Our Objectives
 - Countries we currently send volunteers to
 - Duration of assignments & volunteer requirements
 - European host organization requirements
 - Sharing our experiences with returned volunteers





About loveLife



About loveLife

- loveLife is a SA organization with a proven evidence-based record in reducing HIV risk amongst youth.
- loveLife promotes healthy, HIV-free living among teenagers in South Africa through a sustained nationwide multi-media campaign and community-level outreach and support programmes.
- loveLife's positive lifestyle programmes are implemented by a youth volunteer service corps known as groundBREAKERS who volunteer for a period of one year to become leaders in HIV prevention within their communities. They guide & mentor mpintshis (buddies) who work with them and shadow them.
- groundBREAKERS (peer motivators and community mobilisers) are aged between 18 and 25; they go through a series of training programmes that equip them with sexual health counselling skills and techniques for effective outreach to other young people.
- groundBREAKERS and mpintshis implement in over 8000 schools, over 900 bases in loveLife Y-Centres (youth centres), adolescent and youth friendly clinics as well as social franchises (community based organisations)
- Since 2001 nearly 13,000 groundBREAKERS (gBs) were recruited.



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loveLife's Mission



Founding Mission

Mission has evolved



Its not enough to love Life...we want young people to “love Living”

loveLife is...

- Unlocking the power of youth
- A movement that young people belong to, to build possibility for themselves and for others
- A movement that represents their possibility, their attitude and differences..
- It's about life, **living** it and loving it
- For a generation of opportunity makers and opportunity **takers**
- **Actively, positively and responsibly**



groundBREAKERs, mpintshis and Alumni



Youth Leadership Programme



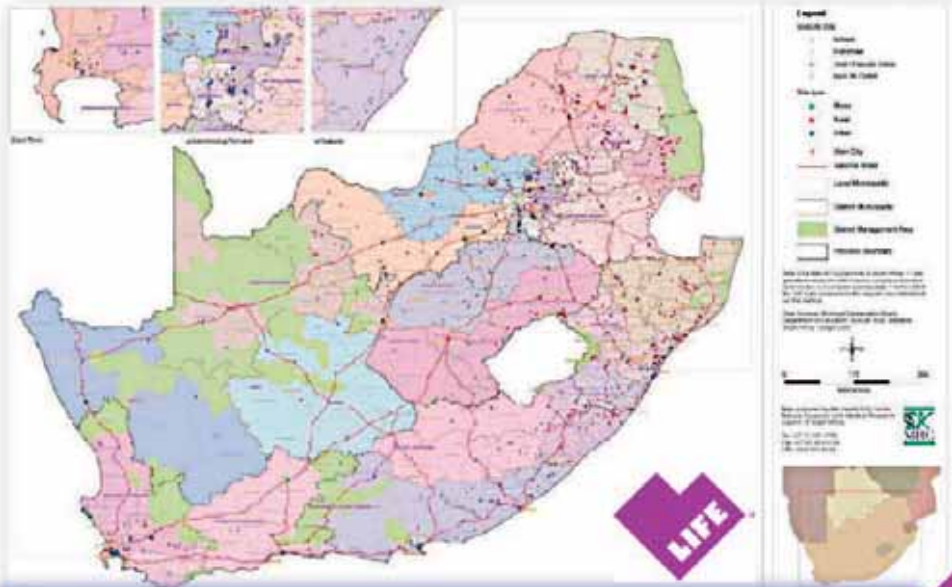
What we're building on: The power of youth

groundBREAKERs		Almost 13,000 since inception
mpintshis		Over 48,000 since inception
Learners in school		Over 1.8 million per annum
Partner schools		Over 9,915 in 2013
Mass media		57% TV, 49% billboard and 40% radio exposure among young South Africans



Presentations

loveLife Spread: urban, rural & hard to reach

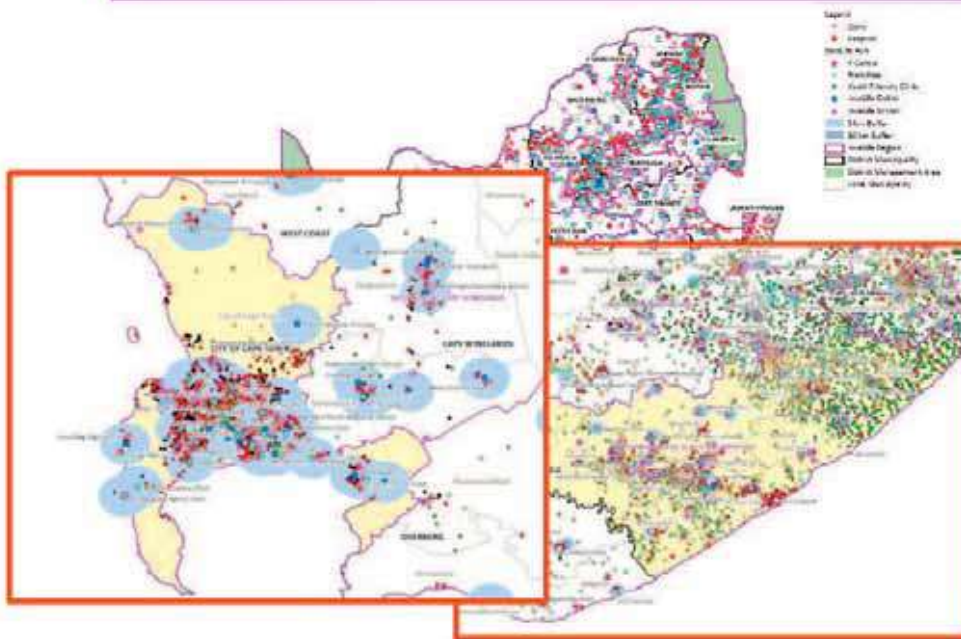


All 9 provinces | at least 9000 schools | 880 hubs | 1261 groundBREAKERS | at least 6000 mpintshis



loveLife interacts face-to-face with 1 in every 3 teenagers

loveLife Presence in South Africa in 2011



Major Funders and Donors

Nationally:

- Department of Health
- Department of Social Development
- Department of Sport and Recreation South Africa

Other:

- North West Department of Social Department
- Anglo American
- Berco Express
- Royal Bafokeng Nation
- Volkswagen
- KfW
- National Lottery Distribution Trust Fund
- 2010 FIFA World Cup Legacy Trust
- German Agency for Internal Cooperation (GIZ)
- United Nations Population Fund (UNFPA)
- National Youth Development Agency (NYDA)
- Football for Hope



The loveLife Exchange Programme

- Our programme is made up of:

1. Volunteer
2. Host Family
3. Host Organisation
4. Placement partner

Its open to loveLife Alumni (former groundBREAKERs and mpintshis) and SA youth between 21-30 years who have been serving their communities.



Why Exchange?

The Exchange programme provides a unique opportunity for cultural experiences, learning new languages experiencing different youth development initiatives

- Develop social skills and abilities
- Develop social and cultural attitudes
- Stimulate individual commitments and community development



Our objectives

- Positioning the groundBREAKER Programme as a global brand
- Adding currency to the youth leadership development
- Promoting citizenry and service as well as strengthening the global community
- Fighting structural barriers and marginalization
- Creating opportunities for personal development
- Strengthening bi-lateral partnerships



Countries we currently send volunteers to

- France – CEMEA, Community based and schools
- Netherlands – Dance4Life community based and schools
- Germany
- SADC Countries – Southern African Trust
 - Mozambique -
 - Malawi
 - Zambia



Presentations

Duration of assignments & volunteer requirements

Duration:

- Programme is from 3 months to a year. The serves in youth and community service projects.

Requirements:

- Volunteers should be young, open minded individuals who demonstrate leadership qualities to enable them to become excellent ambassadors for their country.
- Language training
- Suggestions for speaking at meetings(e.g. bring slides, pictures, maps from home)
- Information on how to communicate with home (organisation and family)
- Support on coping with homesickness
- How to show cultural tolerance and adapt to various cultures
- Cross-cultural preparation and conducting research on the host country
- Self sustainability during the programmes



European host organization requirements

- Host family management:
 - Recruit
 - Interview
 - Manage
- Mentorship/ Peer programme management:
 - Mentor/ Peer volunteer engagements:
 - Frequency and means of communication
 - Meetings
 - Confidentiality
 - Goals and Accountability
 - Feedback on Volunteer's progress
 - Dedicated Time and attention
 - Work schedules and Social schedules
 - Recording of activities
 - Evaluation of work and Social activities
 - Reporting on progress



Sharing our experiences with returned volunteers

- ✓ Went to schools with friend - Presenting SA
- ✓ Were on radio shows – presenting SA and loveLife
- ✓ Learnt basics foreign languages and taught local SA languages to the hosts
- ✓ Learnt to be responsible and independent
- ✓ Motivating current loveLife host families and organisations
- ✓ Shared their experience with local communities
- ✓ Sourced jobs to return e.g. an au pair job via agency whilst in French
- ✓ Speaking with more confidence – engaging with strangers
- ✓ Teaching skills
- ✓ Implementing learnt skills in local communities

Challenges

- ❖ Frustrating being back in SA due new environmental habits and resources, home environments not as well resourced or structured
- ❖ Sense of safety questionable



Sharing our Exchange experiences




Presentations



Thank-you.

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