

Conference-Documentation

Nairobi, Kenya

20.-23. April 2017



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1. Introduction and background

1.1. Welcoming address by the Weltwärts Programme Steering Committee to the partner conference in Kenya 2017

Dear members of partner organisations and attending sending organisations,
Dear conference management team,

It is our great pleasure to welcome you to this weltwärts partner conference.

In past years, 23 partner conferences have taken place worldwide. In East Africa we have had the opportunity in 2012 in Tanzania, as well as in Rwanda in 2014 to exchange about the weltwärts programme and about cross-cutting issues concerning international volunteerism and social engagement.

The feedback from former participants and evaluation of previous conferences confirm great interest in and success of these cross-programme partner conferences. We are pleased that these conferences are now to take place on a regular basis as an instrument of partner dialogue, partner networking and participation in the weltwärts programme. We would thereby like to better involve local partners in the further development of the weltwärts programme.

The past year has again seen many developments in the weltwärts programme. The feedback from participants of previous partner conferences has provided an important impetus. To point out some of these aspects: The **South-North component** is seeing a strong demand and is growing. We started with 150 placements in 2013. In 2016, there were already 471 weltwärts volunteers in Germany. For this year, 600 placements have been approved. In this conference there will be room for questions and discussions on this programme component, including the evaluation that was carried out in 2016.

Social inclusion and diversity is gaining in importance. To increase the engagement of volunteers with impairments/disabilities and volunteers with vocational training, two

“competence centres” were set up in 2015 with the mandate of providing service across the programme and approaching these under-represented target-groups. In 2016 there were already 26 weltwärts volunteers with impairments/disabilities and 95 volunteers with vocational training.

Finally, new instruments were introduced for a more structured **participation from you, the partner organisations**, as one of the main pillars of the weltwärts programme. It is important to us to take your experiences, issues and concerns into account for further programme development.

The central forum for management and development of the weltwärts programme is the programme steering committee, in which state and civil society representatives advise on the structure of the programme. Representing the state is the German Federal Ministry for Economic Cooperation and Development (BMZ), which is funding the weltwärts programme, as well as Engagement Global, which is responsible for the coordination of the programme and which presents the state during this partner conference. The civil society is represented by members of the shared interest groups and by returned volunteers. Members of the programme steering committee are taking part in all partner conferences. The Federal Ministry for Economic Cooperation and Development (BMZ) regrets that it is unable to attend this partner conference but extends a warm welcome and greetings to all participants.

We would like to take this conference as an opportunity to exchange views with you about the above named topics and other recent developments in the weltwärts programme. We would like to answer your questions, and most importantly, to take on board your

comments and suggestions for the weltwärts programme in the programme steering committee.

In addition to discussions with members of the programme steering committee, the partner conference offers you the opportunity to raise topics of your own, share with others your experiences of day-to-day work with the volunteers, initiate joint projects, and in doing so, bring many new contacts and ideas back with you as you return to work. Use the conference to discuss the latest developments in the weltwärts programme, and give the programme steering committee your feedback in order to help shape the future direction of the programme.

We would like to thank the hosting partner organisation and sending organisation for their commitment, which has made the conference possible. We thank all of you for coming all this way to take part in this partner conference.

We are looking forward to getting to know you and hope all participants will have enriching discussions and productive workshops.

With our very best regards

*The members of the Weltwärts
Programme Steering Committee*

1.2. Preamble

Round about 60 organisations from Kenya, Tanzania, Uganda, Rwanda and Germany took part in the weltwärts partner conference 2017 in Kenya. All of you were highly committed to promote international partnerships and strengthen regional dialogue and cooperation. Thank you!

Children's Hope Home and Tuwape Tumaini Children's Foundation as host organisations would like to acknowledge your considerable contribution to the success of the weltwärts programme. We therefore hope that the findings, agreements and demands gathered in this documentation will contribute to better involve your perspectives in the programme and its governance.

Your extraordinary commitment was particularly evident on the last day of the conference, when - deviating from the original agenda - you started the conference programme early in the morning in order to found an East African weltwärts partner network. The declared objective of this new network is to exchange experiences at regional level and create a common voice towards the Programme Steering Committee.

It will surely serve as an effective tool to further involve partner organisations in the management of the programme.

We want to thank all participants for the pleasant experience. We want to thank the BMZ, Engagement Global and the Programme Steering Committee, represented by Esther Henning and Meike Strehl, for the overall support and individual efforts. We want to thank Bishop Agnes Mbogo for her guidance. We want to thank the staff at Shalom House, especially Franklin Odhiambo, for their excellent service. We want to thank the facilitators Moses Karanja Ndegwa, Pastor Harun Mbugua, Mary Baumann, Maike Litzel, Tobias Schminke and former volunteers Nele Winter, Monika Wüst, Elisa Rehle, Leon Wohlfeil and Leon Masuch for making it possible, Lynnet for taking care of the conference babies and the tortoise for visiting. Last but definitely not least we want to thank the kids and youth of Tuwape Tumaini for a great performance.

We are very grateful

Lucy Njoki Muiruri & Julian Wahl



1.3. Programme structure

Date / Duration	Event	Facility	Participants
20.04.2017 (day 1)			
until 2pm	Arrival + Registration	Guesthouse	all
2pm-4pm	Opening, organisational issues	Main Hall	all
4pm-4.30pm	Tea & Snacks	Main Hall	all
4.30pm-7pm	weltwärts-program presentation; Introduction Country Contact Person and AGYI*	Main Hall	all
7pm	Supper	Dining Hall	all
21.04.2017 (day 2)			
7.30am-9am	Breakfast	Dining Hall	all
9am-11am	Day program + Presentation on inclusiveness of the program	Main Hall	all
11am-11.30am	Teabreak	Main Hall	all
11.30am-1pm	Workshops on inclusion	Small Halls + Garden	in groups
1pm-2pm	Lunch	Dining Hall	all
2pm-3.30pm	Discussion + Open Space (partner-relevant topics)	Main Hall	all
3.30pm-4pm	Teabreak	Main Hall	all
4pm-5.30pm	Workshops on partner-relevant topics	Small Halls + Garden	in groups
5.30pm-7pm	Discussion	Main Hall	all
7pm	Supper	Dining Hall	all

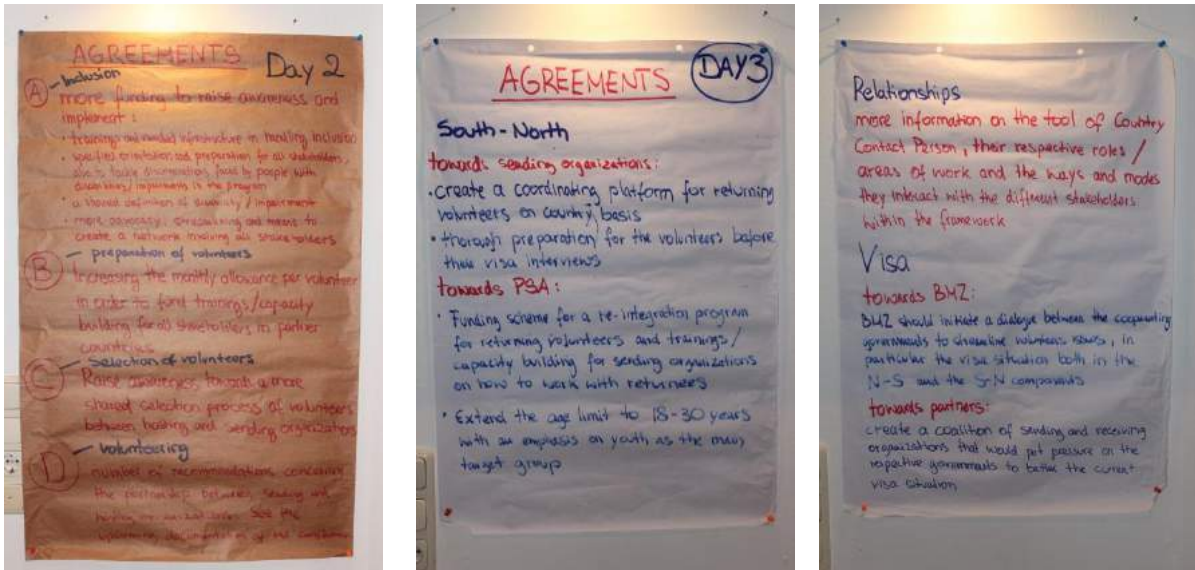
*As a political initiative on behalf of the Federal Ministry for Economic Cooperation and Development and the African Union, the African-German Youth Initiative has been promoting exchange between young people in African countries and Germany since 2016, and with it also promoting a common future.

22.04.2017 (day 3)			
7.30am-9am	Breakfast	Dining Hall	all
9am-11am	Day programm + presentation on the South-North-component	Main Hall	all
11am-11.30am	Teabreak	Main Hall	all
11.30am-1pm	Workshops on the South-North-component	Small Halls + Garden	in groups
1pm-2pm	Lunch	Dining Hall	all
2pm-3.30pm	Discussion + Open Space (partner-relevant topics)	Main Hall	all
3.30pm-4pm	Teabreak	Main Hall	all
4pm-5.30pm	Workshops on partner-relevant topics	Small Halls + Garden	in groups
5.30pm-7pm	Discussion	Main Hall	all
7pm	Supper	Dining Hall	all
from 9pm	Common evening arrangement	Main Hall	all
23.04.2017 (day 4)			
7.30am-9am	Breakfast	Dining Hall	all
9am-11am	Final discussion	Main Hall	all
11am-11.30am	Teabreak	Main Hall	all
11.30am-12am	Organisation of departure	Main Hall	all
12am-12.30am	Farewell note and group photo	Main Hall + Garden	all
12.30am-1.30pm	Lunch	Dining Hall	all
from 1pm	Departure	Nairobi	all

1.4. Conference fact sheet

Conference Facility	Shalom House, St Daniel Comboni Road (off Ngong Road), Nairobi, Kenya
Leading sending organisation	Children's Hope Home e. V.
Partner organisation involved in planning and implementation	Tuwape Tumaini Children's Foundation
Conference date	April 20-23, 2017
Number of participants	65
... from Kenya	15 (incl. 3 Facilitators, 1 CCP, 1 add. Participant)
... from Tanzania	20
...from Uganda	12
...from Rwanda	7 (1 participant cancelled on short notice)
...from Germany	11 (incl. 4 Facilitators, 2 PSC Representatives)
men/woman	36/29
Conference language	English
Main topics	Partner perspectives on the programme and its governance, in particular on the aspect of inclusion and the South-North component and further partner-relevant topics; Regional dialogue and cooperation between partner organisations in Kenya, Tanzania, Uganda and Rwanda

2. Agreements on the topics introduced by the PSC



2.1. Feedback from the participants on the following topics

2.1.1. Inclusion

Agreement

More funding to raise awareness and implement:

- trainings and needed infrastructure in handling inclusion.
- specified orientation and preparation for all stakeholders, also to tackle discriminations faced by people with disabilities/impairments in the programme.
- a shared definition of disability/impairment.
- more advocacy, mainstreaming and means to create a network involving all stakeholders.

2.1.2. Follow-up on the evaluation of the South-North component

Towards sending organisations

Agreement 1

Create a coordinating platform for returning volunteers on country basis.

Agreement 2

Thorough preparation for the volunteers before their visa interviews.

Towards PSA

Agreement 1

Funding scheme for a re-integration programme for returning volunteers and trainings/capacity building for sending organisations on how to work with returnees.

Agreement 2

Extend the age limit to 18-30 years with an emphasis on youth as the main target group.

2.1.3. Crisis and emergency management

No current developments; topic not in demand.

2.1.4. Partnership, networks and cooperation

Agreement

Formation of an East-African weltwärts partner network.

2.2. Findings on cross-cutting issues

2.2.1. What expectations do the partners have concerning the volunteer programme?

In many areas the weltwärts framework promotes guidelines instead of regulations. Because of that a lot of expectations that were raised in different working groups were pointing towards the partnership between sending and hosting organisations rather than towards the PSC.

For example:

- Having a more shared selection process based on criteria defined by receiving organisations.

“Are volunteers really chosen according to our needs?”

Question raised by participant
in the selection working group

- Having part of the preparation of volunteers done by partners in host countries to prevent culture shocks and recurrent problems (different lifestyles, language barriers, love & relationships, etc.).
- Strengthen intercultural learning to maximize capabilities, reduce and not confirm stereotypes.

Partner organisations surely want to involve themselves in the management and development of the programme and therefore value the opportunities partner conferences have to offer. But a lot of the challenges that partner organisations are facing locally have to be solved by stronger bonds and a greater understanding in already existing partnerships.

Nonetheless they would wish for a better communication of the matters discussed and agreed on in former conferences and the progress that was made in these areas as well as a clarification on the way forward with agreements made during this conference.

Partners would also wish for support in the implementation of local networks.

2.2.2. Which are important topics for the further programme development that need to be addressed by the PSC?

- Inclusion is addressed mainly in the North-South context.

“When is the first disabled/impaired volunteer going to Germany?”

Question raised in one of the working groups on inclusion

- From the experience participants made in the South-North component they couldn't believe the rather low figure of denied visas cited during the conference. It became very clear that the issue of visa rejections in the South-North context needs to be resolved and therefore addressed further.
- Review of restrictions.

“We don't see why certain areas in Kenya are banned from weltwärts. We live there and it is perfectly fine. It hurts when you see your home country is being blocked and nobody asked for your opinion. There needs to be a review on restricted areas.”

Quote on restricted areas in Kenya

2.3. Other demands towards the PSC

2.3.1. Preparation of volunteers

Agreement

The monthly allowance per volunteer has to be increased in order to fund trainings/capacity building for all stakeholders in partner countries.

2.3.2. Selection of volunteers

Agreement

Raise awareness towards a more shared selection process of volunteers between hosting and sending organisation.

2.3.3. Relationships

Agreement

More information on the tool of Country Contact Person, their respective roles/areas of work and the ways and modes they interact with the different stakeholders within the framework.

2.3.4. Visa

Agreement towards BMZ

BMZ should initiate a dialogue between the cooperating governments to address volunteers issues, in particular the visa situation both in the North-South- and the South-North-components.

Agreement towards partners

Create a coalition of sending and receiving organisations that would put pressure on the respective governments to improve the current visa situation.

3. The Conference

The focus of the conference was to strengthen the regional dialogue and cooperation between partner organisations in Kenya, Tanzania, Uganda and Rwanda and to exchange perspectives on the programme and its governance, in particular on the aspect of inclusion, the South-North component and further partner-relevant topics. On one hand the aim was to provide enough space and also activities outside the ordinary seminar-setting so that partners would have the chance to reflect their role as actors in the programme, express interests, engage in networking and share their experiences with the weltwärts programme. On the other hand an immediate dialogue between partners and the PSC should be initiated by documenting partner's agreements and demands.

3.1. Preparations

3.1.1. Representation

The conference was held at Shalom House in Nairobi, Kenya from 20.-23. April 2017 with representatives from Kenya, Tanzania, Uganda, Rwanda and Germany. The intended number of participants from each partner country was derived from their current number of volunteers:

	Number of volunteers (24.11.2016)	Intended number of participants
Tanzania	245	20
Uganda	120	12
Kenya	84	10
Rwanda	41	8

Apart from the regional representation, registrations were honored on the basis of affiliation to the several sending organisations and quality associations in Germany, gender and a fair mix of people from the different levels of involvement in the weltwärts programme.

3.1.2. Partner relevant topics



Ahead of the conference all participants were asked to impart important topics and expectations. Unfortunately the compilation was lost due to a computer fault one day before the beginning of the conference so that the query had to be repeated. Participants were asked to write down answers on paper cuts, which were then clustered. Using dots stickers the participants rated the most relevant topics for the open space sessions:

- Preparation of volunteers
- Selection of volunteers
- Volunteering (challenges in working with volunteers)
- Relationships (structures, roles and responsibilities)
- Visa (and restrictions)
- Networking

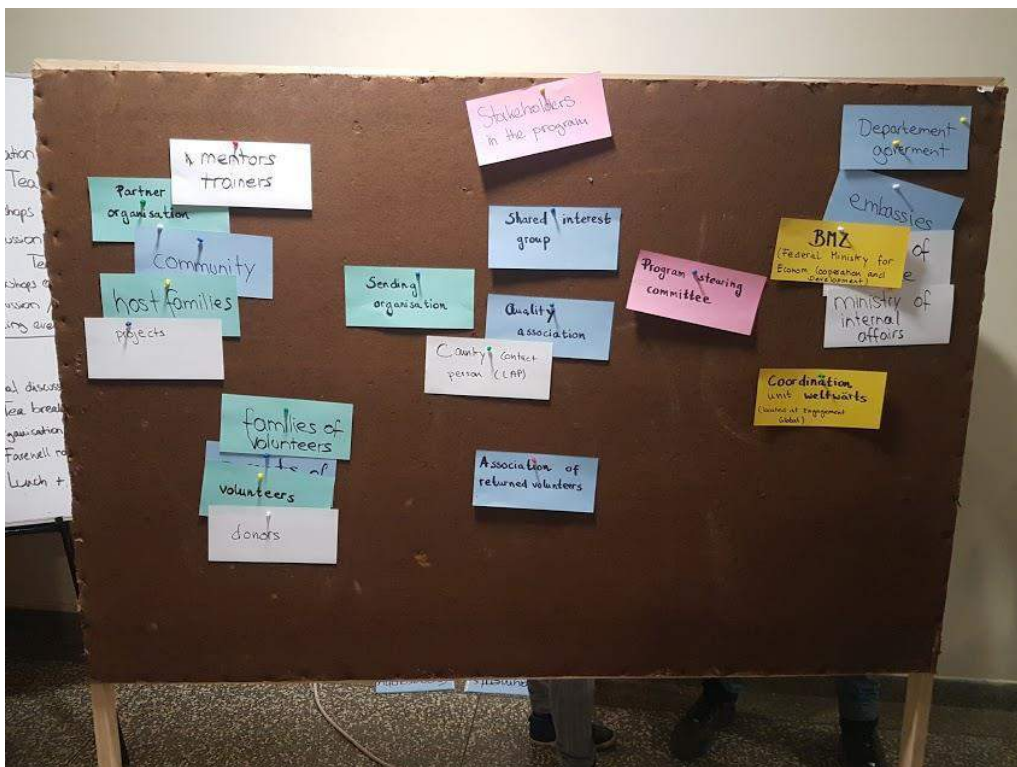
3.2. Course of events

The programme structure was compiled very flexible with open space slots to integrate partner-relevant topics. A blackboard and the evening meetings of an *open to all* conference steering committee made sure participants influenced the course and contents of the conference and made thematic and other suggestions. The actual conference therefore differed a lot from the initial programme structure. Wherever possible, lectures were replaced by dialogue (dialogical methods).

3.2.1. Day 1



After arrival and settling-in the conference was opened by Children's Hope Home and Tuwape Tumaini Children's Foundation followed by the welcoming address by the PSC. Then everyone introduced themselves and the organisation they represented. Logistical and organisational aspects were discussed. The plenum agreed that working groups will alternate with plenary sessions so that findings and open questions can be presented and drafted agreements can be adopted. Partner-relevant topics were determined and delegated in working groups. In a playful method participants then visualized their experiences from working in the voluntary sector, especially under the weltwärts framework. With a mixed group of experienced and less experienced participants the conference then started off with an introduction of the weltwärts programme, its aims, developments, structures and stakeholders (see 5.2.1.).

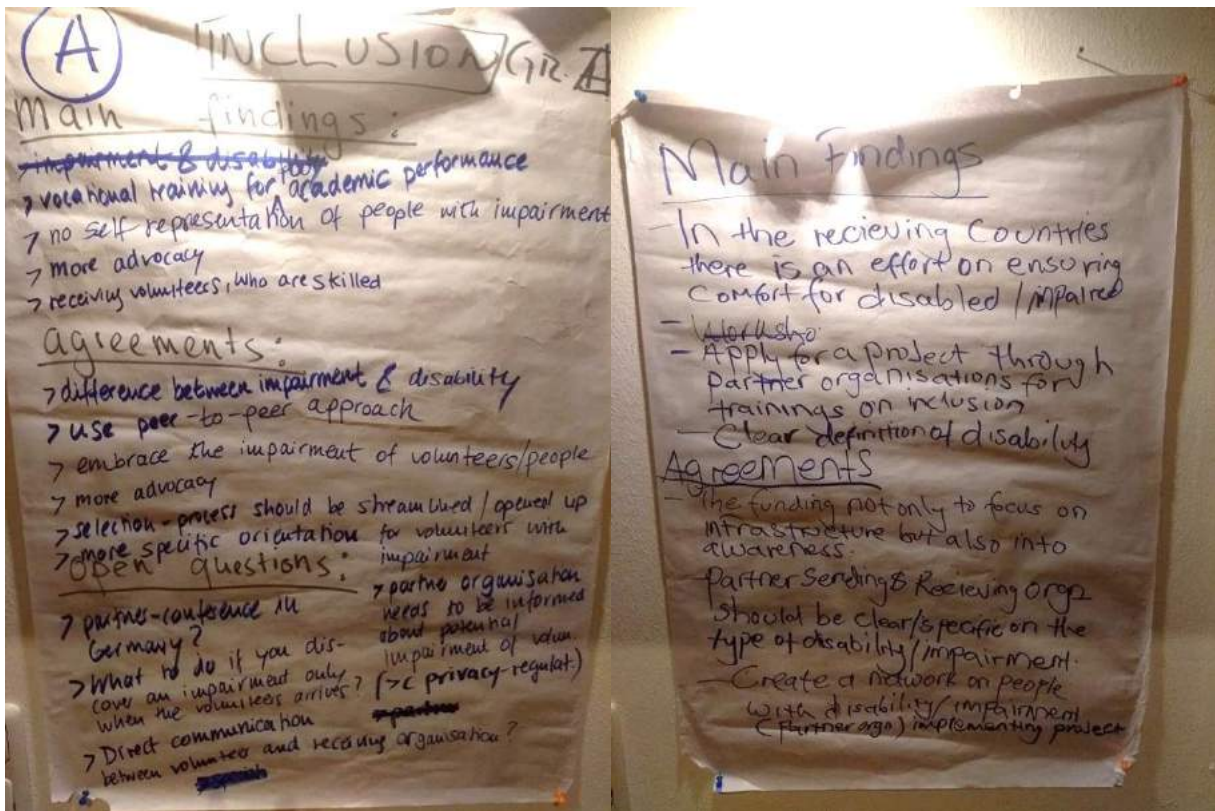


3.2.2. Day 2



Instead of a presentation on inclusion (for the prepared presentation and further information see 5.2.2.) the topic was referred to a working group. The other working groups dealt with the selection and preparation of volunteers and the challenges in working with volunteers. In the course of the morning every participant was able to attend two different working groups. Main findings, drafted agreements as well as open questions were subsequently presented in an afternoon plenary session.

Photo documentation: Inclusion



"We have funding for it!"

The representative from Engagement Global points out that there is additional funding for the inclusion of volunteers with disabilities/impairments.

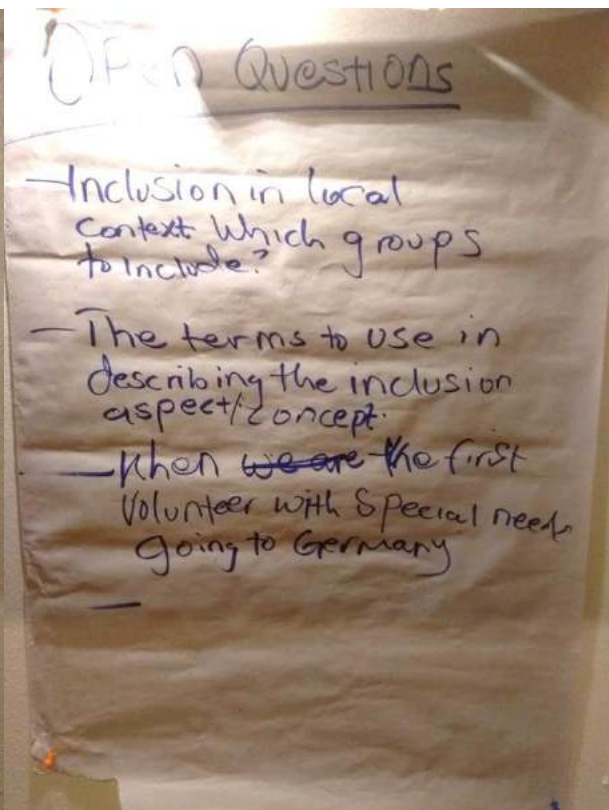
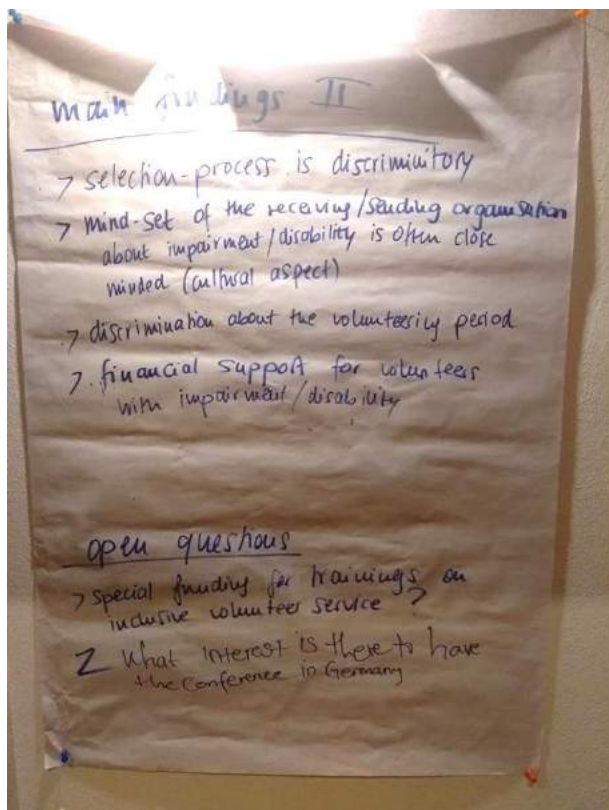


Photo documentation: Selection of volunteers

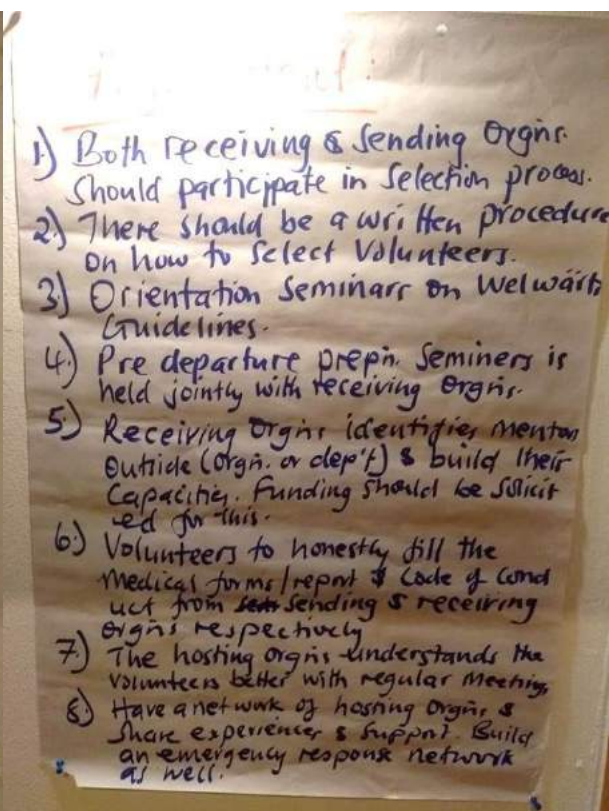
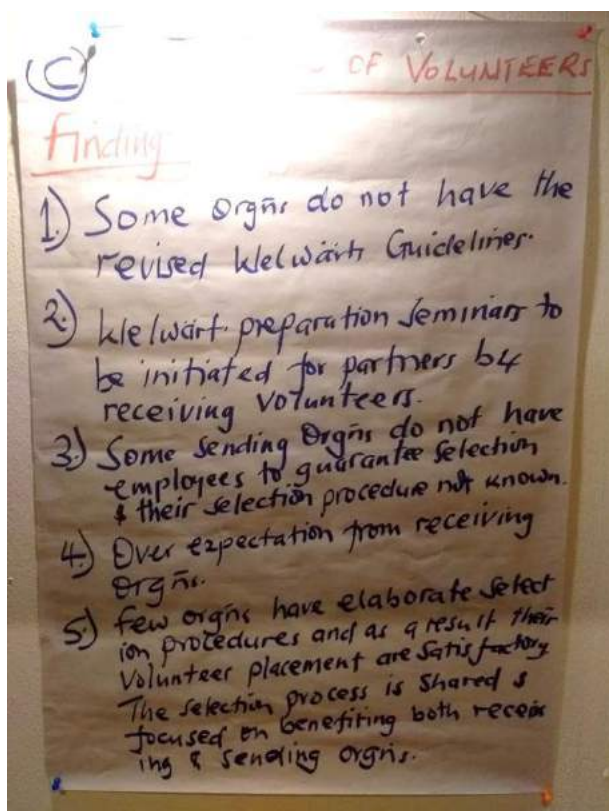
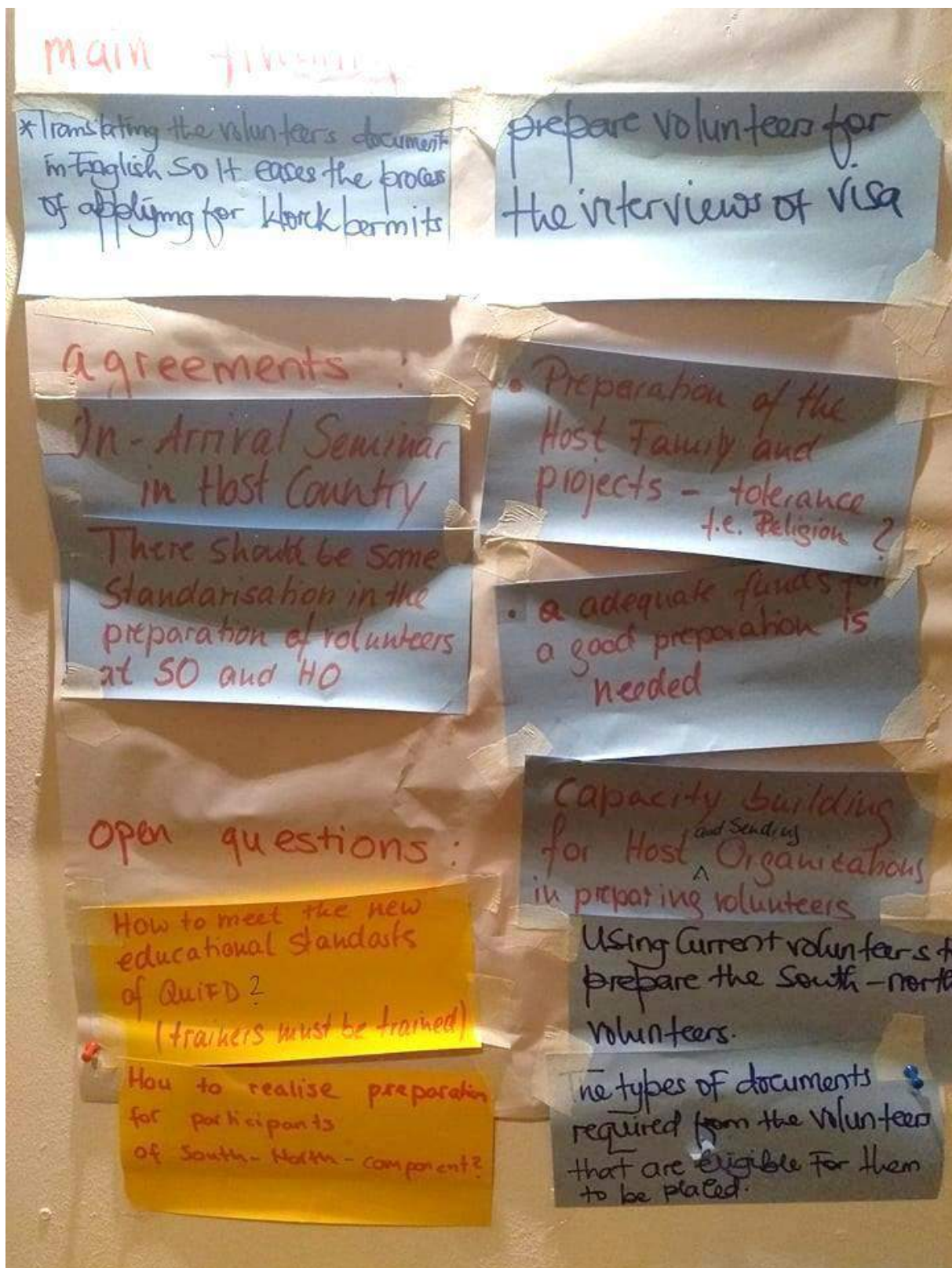


Photo documentation: Preparation of volunteers



After each presentation there was a plenary discussion and the relevant agreements were adopted (see 2.1.1., 2.3.1. and 2.3.2.). The presentation on challenges in working with volunteers was postponed until the next day since the plenum (in an attempt to foster the networking aspect of the conference) decided to spare some time to explore Nairobi.

3.2.3. Day 3

Photo documentation: Volunteering (challenges in working with volunteers)



In the plenary discussion on the above topic participants made the following proposals:

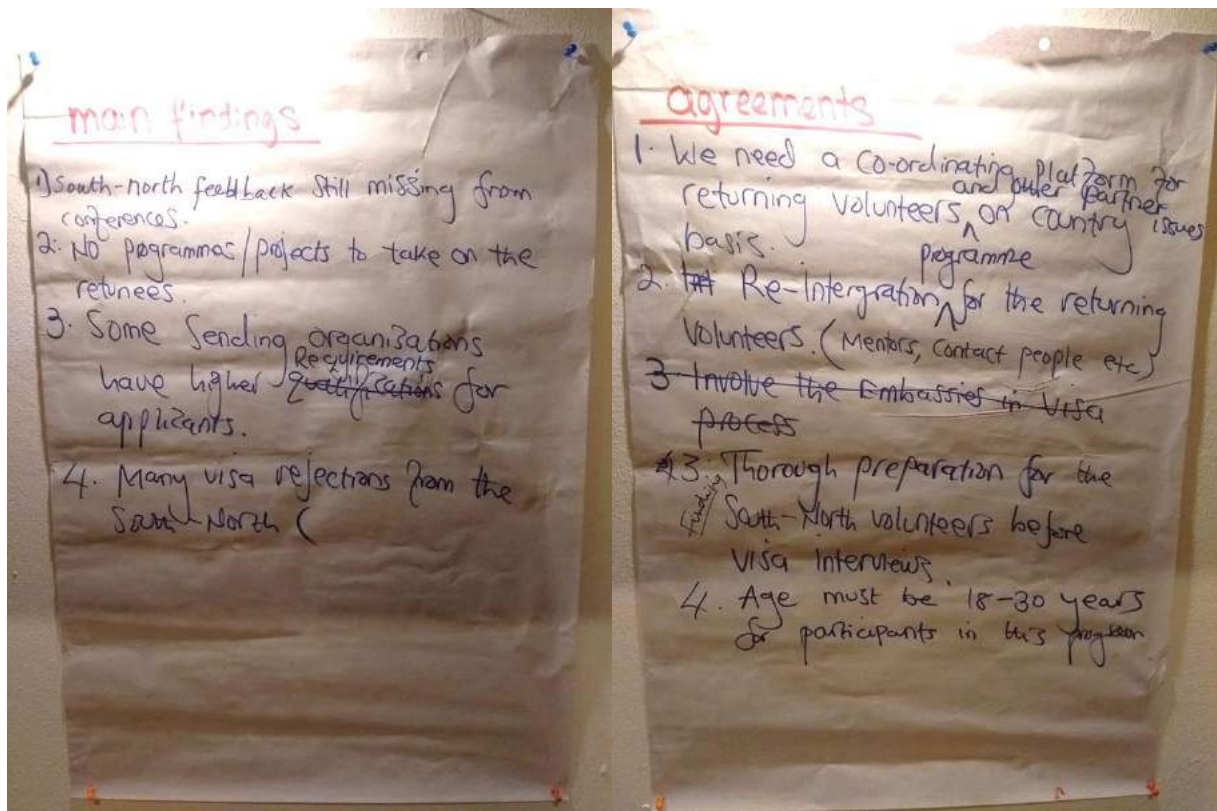
- Sending organisations should offer quality orientation, basic language courses and promote self-motivation during preparation seminars.
- Volunteers should be accommodated in host families.
- Host organisations and volunteers should have frequent discussions.
- Volunteers should accept local rules and regulations.
- Volunteers should have sufficient workloads.
- There should be professional counsellors for homesick volunteers.
- Emergency contacts need to be provided.
- There should be re-entry seminars for south-north volunteers.

Then the presentation on the South-North component (see 5.2.3.) and a lively report of a volunteer experience in Mecklenburg-Western Pomerania were given. The topic was further discussed in a working group with representatives from organisations that were already sending volunteers to Germany and another working group with representatives from organisations that were interested to do so in future.

„There is funding for a South-North conference in Germany in 2018, in which partner organisations can participate.“

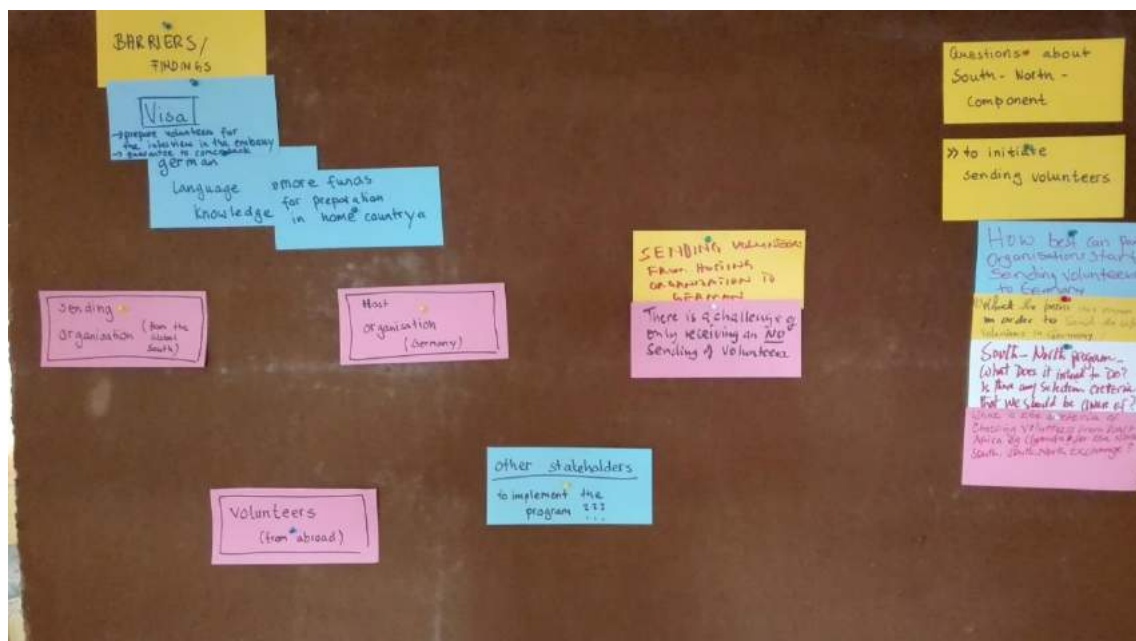
Representative from the PSC

Photo documentation: South-North component (experienced)



“The opportunities for South-North volunteers to gain knowledge which they could benefit from in their home countries are very rare. They are mostly working in kindergartens. While they take a break from their life in EAC their peers often overtake them.”

Photo documentation: South-North component (interested)



*"Who is preparing the South-North volunteers?
Partner organisations or the domestic
organisations in Germany?"*

Participant of the interested working group

No photo documentation on Relationships (structures, roles and responsibilities)

Main findings:

- manage expectations and share responsibilities (see 2.2.1.)

*"Not only the sending organisations and the host
organisations have responsibilities to fulfill
towards volunteers, also the volunteers towards
the organisations."*

Participant in the relationships working group

Photo documentation: Visa (Restrictions were discussed by interested participants only)

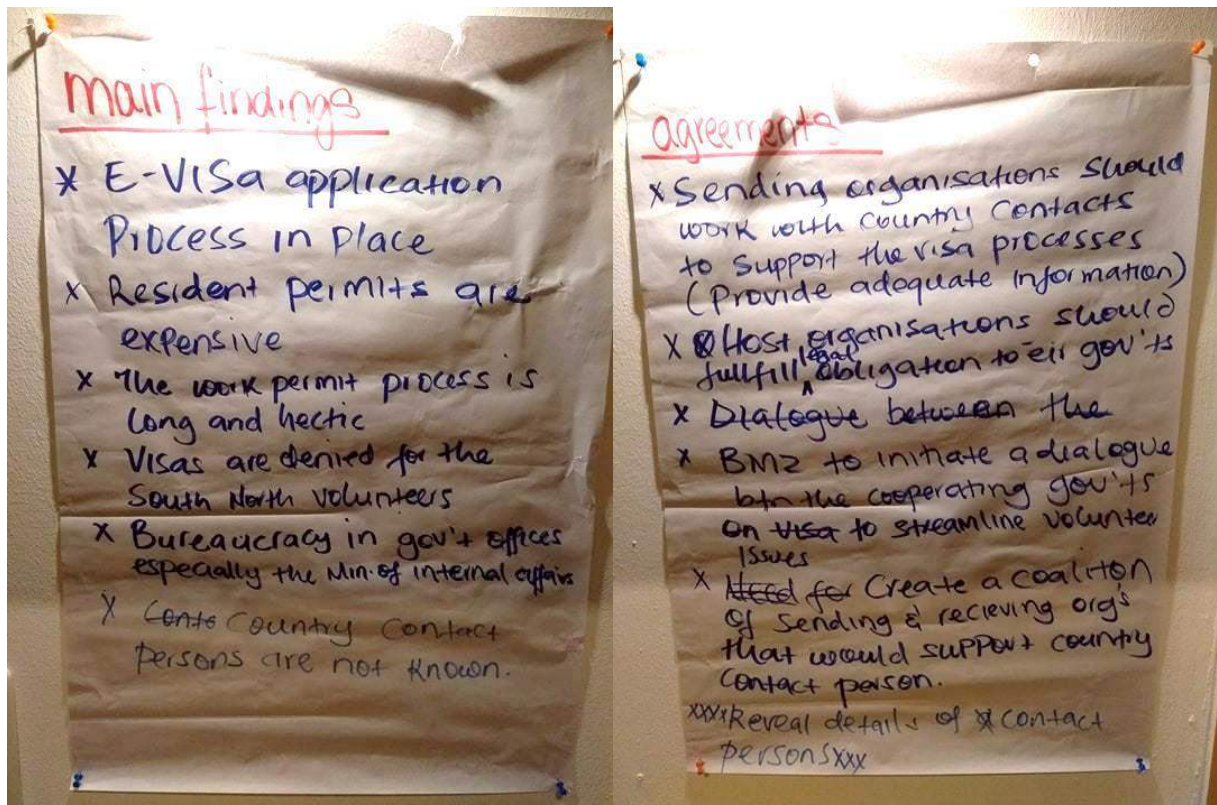
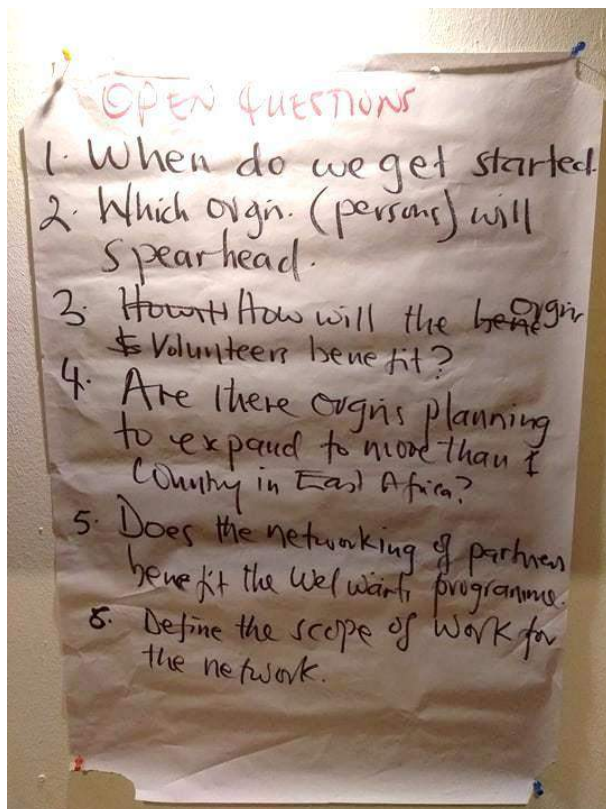
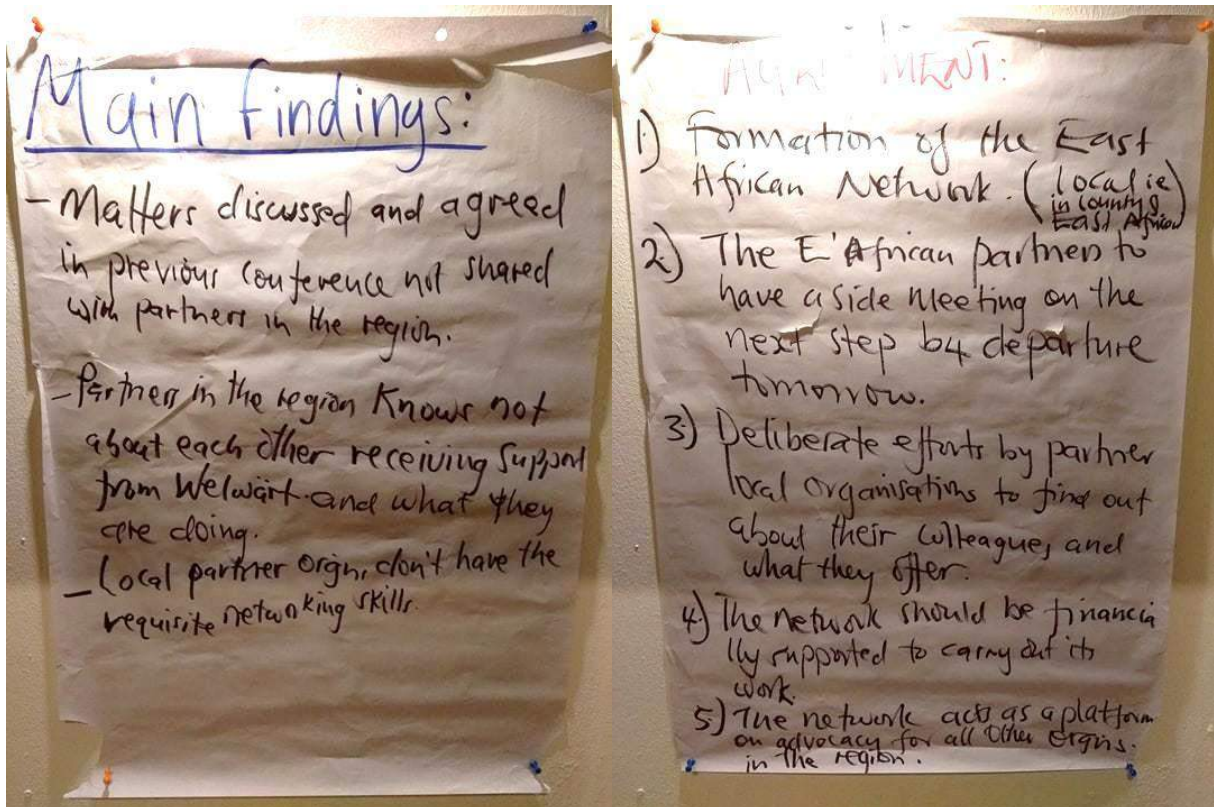


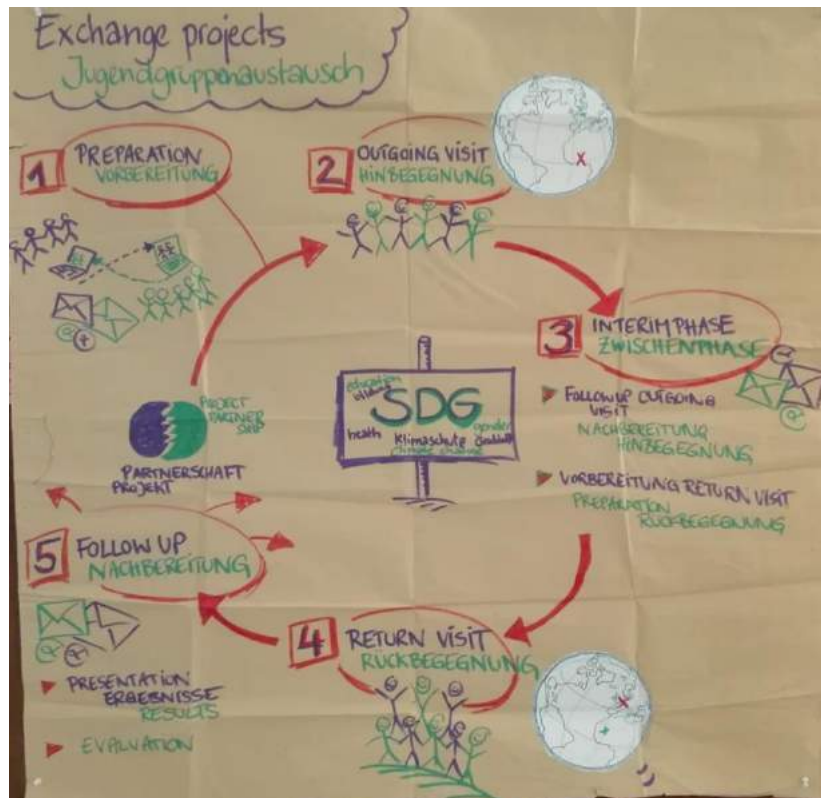
Photo documentation: Networking (EAC weltwärts partner network):



Before moving on to the cultural evening event the plenum decided to start the conference programme early next morning in order to found an East African weltwärts partner network!

All the findings, drafted agreements and open questions were treated in plenary session according to the previous day. A number of findings that were made during day 2 and day 3 related more to the cooperation between sending and hosting organisations or were seen as cross-cutting issues (see 2.2.1.) Some open questions couldn't be answered conclusively and therefore require further attention (see 2.2.2.).

Off topic: The day also saw a presentation on the extracurricular exchange projects of the recently formed African-German Youth Initiative (see 5.2.4.).



3.2.4. Day 4

Deviating from the actual programme the participants from Kenya, Tanzania, Uganda and Rwanda founded an East African weltwärts partner network. First they will form networks within their countries:

- Kenya Network of Weltwärts Partners
- Weltwärts in Tanzania Partner Network (WTPN)
- Uganda Voluntary Service Coalition (UVOSCO)
- N.N. for Rwanda

Every member then has the obligation to connect with an organisation from the neighboring countries. The organisations responsible for the local networks will jointly lead the facilitating process of an East African umbrella network.

As the very last programme activity the plenum looked back on what was achieved during the past four days. Questionnaires were circulated to evaluate the conference (see 3.3.) and all the participants met for the very last time in the lovely garden for a group photo.

3.3. Evaluation

75% of the participants (43 out of 57; excluding facilitators and PSC representatives) filled in the evaluation survey. Unfortunately, the classification system was misleading and no further explanation given. The overall contexts show that in several surveys high instead of low numbers were marked to express consent and low instead of high numbers were marked to express discontent respectively (see example of the classification system). Taking this into account a statistical analysis would distort the results. We therefore decided to do without statistical graphs but outline the overall feedback. Future evaluations should make use of a different classification system.

Example of the classification system

I agree completely 1 2 3 4 5 6 I completely disagree

Overall impression

The conference fulfilled most expectations. Participants liked the variety of topics, the presentations, the vivid exchange in both the plenary sessions and working groups and the opportunities to network. They were happy with the findings and agreements that were made and the demands that were raised. They enjoyed the facilitation and flexibility within the conference schedule and the beauty of the compound. Participants disliked the food (at least partly) and accommodation, especially sharing rooms (in between different age groups; nun/non-nun). They would have wished for more time to experience Kenya and less hours a day spent in the conference setting.

Content and methods

The participants were satisfied with the relevance of the given topics and how partner relevant topics were incorporated into the conference even though the compilation of previously requested topics was lost due to a computer fault. The majority considered all topics as equally important. Many would have wished for more time in general and more information on the South-North component and AGYI. Participants from countries without any travel restrictions could have done without that topic. There were no language barriers or other obstacles to an easy comprehension of the conference contents.

Conference management and participants/ Conference organization and location

Most participants were satisfied with the management, administration and organisation of the conference. Even though participants made valuable contacts with each other, they would have wished for more time to exchange experiences. The duration was considered to have been either exactly right or a bit too short. This leads to the conclusion that extra time is needed for networking and activities outside the conference setting either through an additional conference day or shorter working hours within a conference day. Even though the participants liked the location, they overly disliked the accommodation and partly the catering. Most participants heard about the conference via their partner organisations in Germany.

Recommendations for the future

Future partner conferences should provide more time to settle-in before starting the conference, to experience the host country and to network. Within the conference programme more time should be allocated for implementing a regional network once it is founded. Reports from past conferences need to be disseminated before the conference and the progress in implementing former

agreements should be communicated as well as a clarification given on the way forward with agreements made during this conference. Working documents should be provided prior to the conference and the working groups should be established in advance to have a more efficient work flow. Since there was no conference allowance the issue of transport to and from airports needs to be solved. More partner organisations should be involved in organising the conference and all local organisations should be invited. Best practices should be shared between former and future facilitators.

4. Contributors



Lucy Njoki Muiruri is Co-Founder and Director of Tuwape Tumaini Children's Foundation, a charitable trust that supports children and youth in Kenya. Since 2013 Tuwape Tumaini hosts 5 weltwärts volunteers in 2 Projects every year.

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Julian Wahl is Co-Founder and Chairperson of Children's Hope Home e. V., a nonprofit charitable organisation in Germany that promotes international partnerships. In 2012 Hope Home became weltwärts sending organisation.

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5. Appendices

5.1. Abbreviations

AGYI	African-German Youth Initiative
BMZ	Bundesministerium für wirtschaftliche Zusammenarbeit und Entwicklung Federal Ministry for Economic Cooperation and Development
CCP	Country Contact Person
EAC	East African Countries
HO	Host Organisation
ICF	International Classification of Functioning, Disability and Health
PO	Partner Organisation
PSC	Programme Steering Committee
SDGs	Sustainable Development Goals
UN	United Nations

Basic Information News & Updates



Weltwärts

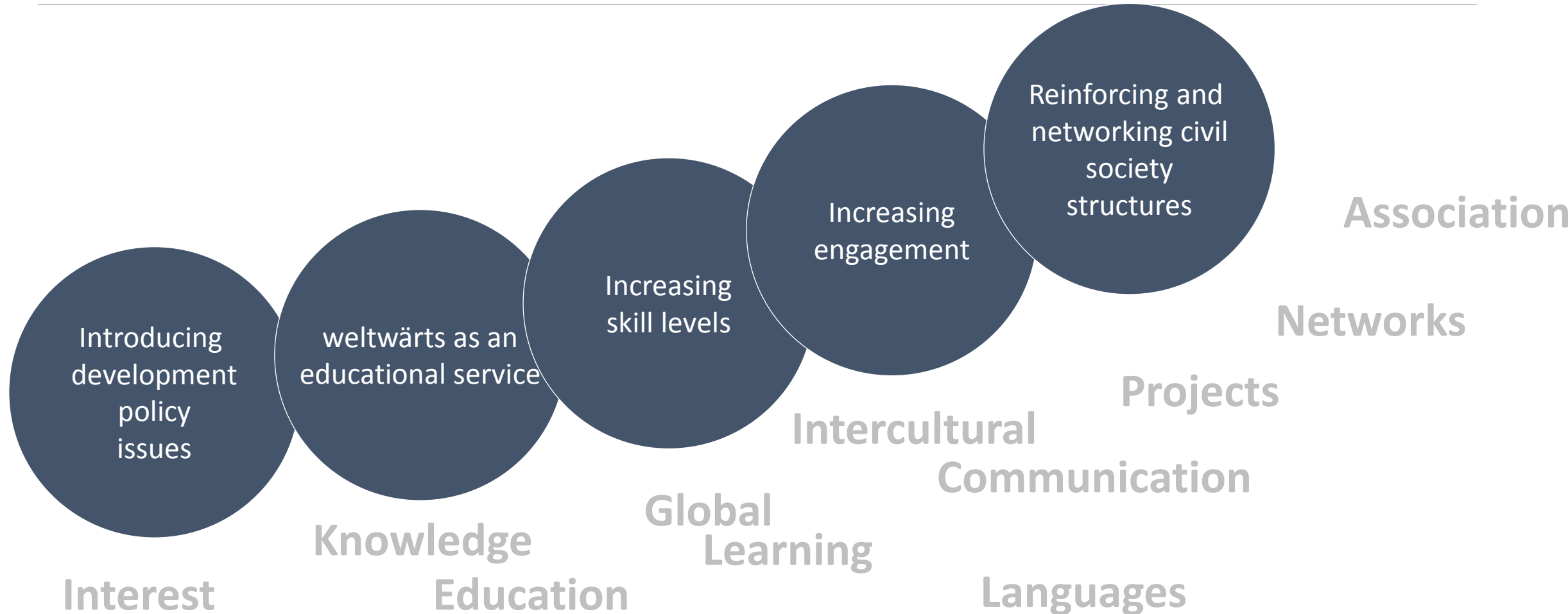
Development volunteers service



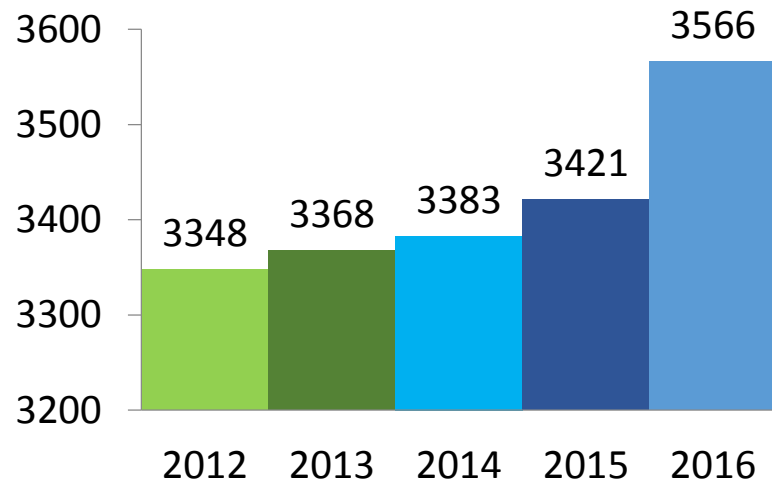
- Created in 2008
- Funded by the German Federal Ministry for Economic Cooperation and Development (BMZ)
- To offer a volunteer service in the context of development that does not depend upon the financial status of the participants
- First evaluation in 2011
- 2013 Introduction of the South-North component



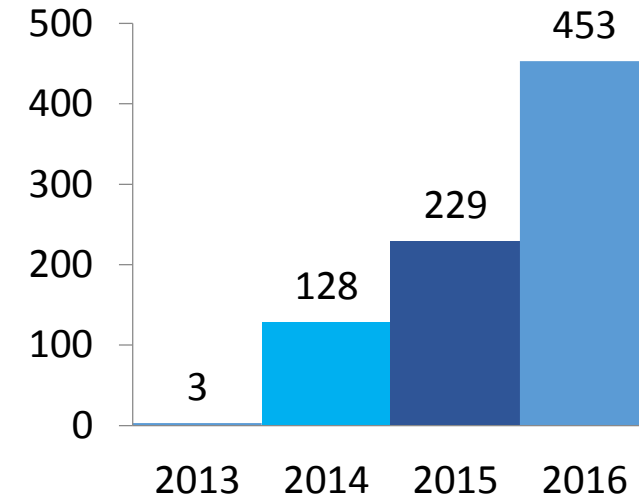
Aims of the weltwärts programm



North-South Volunteers



South-North Volunteers



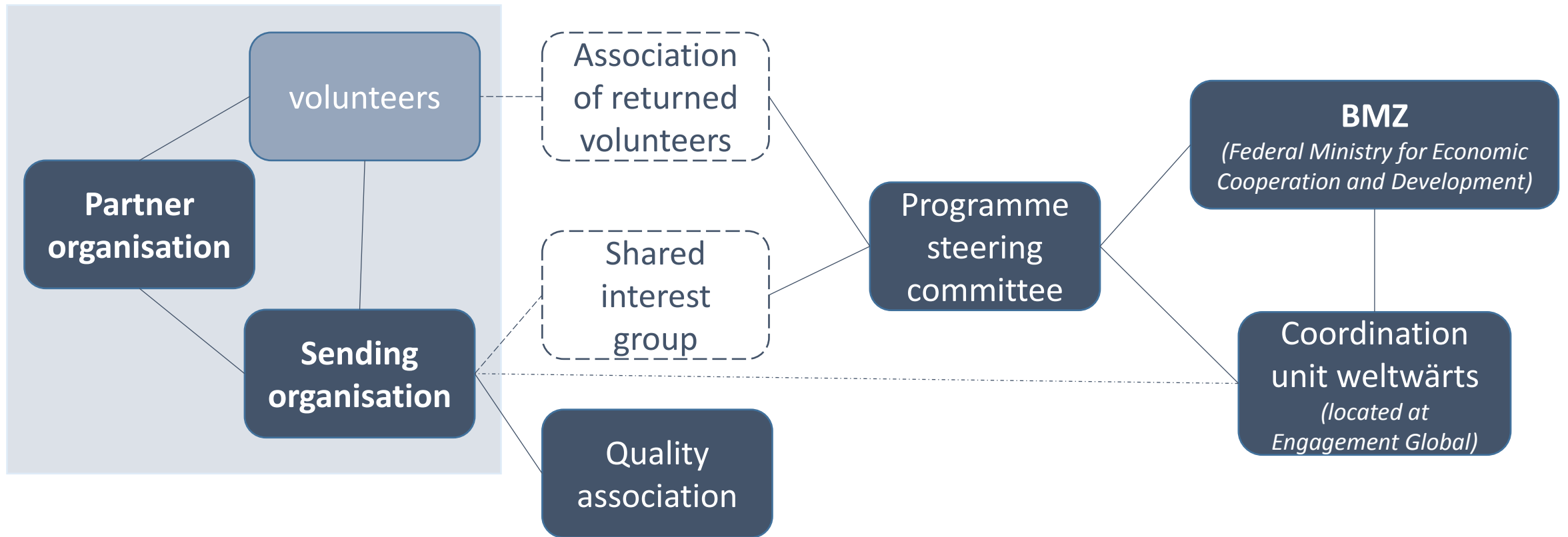
Volunteers in 2016:

- Total (as of April 2017): 3.681
- percentage of females: 69,6 %
- Average age: 19,2 years

Volunteers in 2016/17:

- Total (as of April 2017): 545
- Percentage of females: 56,7 %
- Average age: 23,1 years

Stakeholders in the weltwärts programme

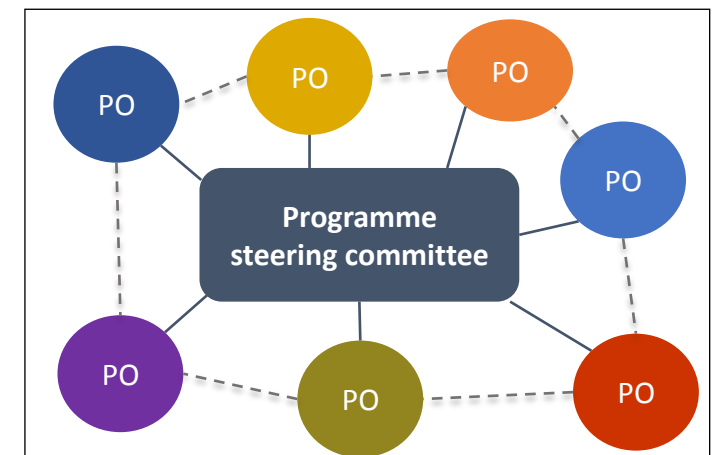
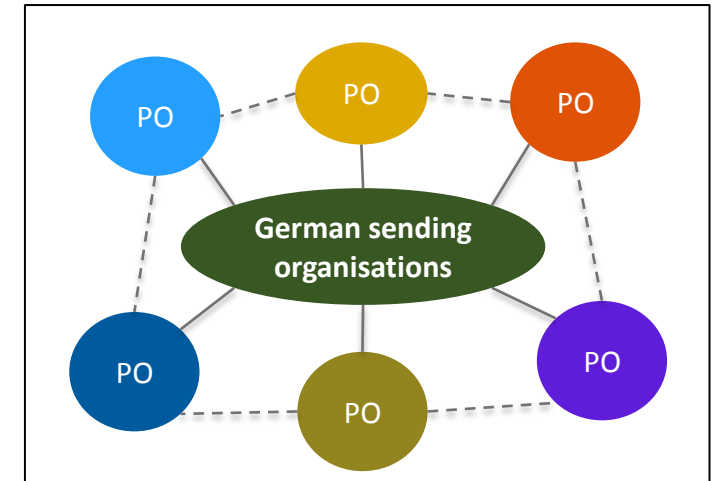


Partner Dialogue

Partner Dialogue in the weltwärts-programme takes place on 2 levels:

- Implementation level:**
 German sending organisations ↔ partner organisations (PO)

- Management Level:**
 How can partner organisations (PO) help to shape and develop the programme?



Partner Dialogue: current developments

- **Programm-wide partner conferences** as an instrument for partner dialogue
- **Contact person for partner dialogue** in the programme steering committee
- More updates and information on the **weltwärts-Website in English, Spanish, French**
- **Networks of partner organisations** in different countries or regions (see map)



Partner Dialogue: current developments

possibility for partner organisations to present themselves on the *weltwärts* Website:

<http://www.weltwaerts.de/en/>

<http://www.weltwaerts.de/es/>

<http://www.weltwaerts.de/fr/>

Country Contact Persons



weltwärts on Facebook



Sind April 2016 there is an official 'Weltwärts' Facebook page:

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

All actors - partner organisations included! - can participate



1. Background information

2. South-North-Component

3. Statistics

4. News & Updates

5. Committee Structure

5.2.1. Script: Basic information - News and Updates

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Slide 2: weltwärts – development volunteers service

The weltwärts program was created in 2008.

From the very beginning, with the design of the weltwärts programme, the German Federal Ministry for Economic Cooperation and Development (BMZ) relied on strong partnerships between the sending organisations in Germany and the charitable organisations and institutions in the partner countries. Many of these partnerships have existed for years or even decades. The introduction of the weltwärts funding programme allowed existing partnerships to be intensified and new partnerships to be developed.

The service also created a conceptual framework for the volunteers and allows them to participate in a volunteer service in the field of development policy that does not depend upon the financial status of the young people.

Put in a wider context, the volunteer service contributes to achieving the 2030 Agenda for Sustainable Development (Sustainable Development Goals – SDGs): . Crucial for the implementation of the Agenda is **global learning and the promotion of civil society**: Engaged citizens can act as a bridge between politics and the wider public. The 'Weltwärts' development politics learning and education service is contributing to this by motivating young people to get engaged in development issues and education well beyond their volunteer service.

180 German sending organisations are currently involved with over 10.000 registered volunteer service assignments in the field of development policy.

In 2011, the program was evaluated after a three year pilot phase. The **evaluation** was followed by an extensive follow-up process, which in turn led to many new developments in the program. **Among the most significant developments is the creation of the South-North component in 2013.**

Slide 3: Aims of the weltwärts program

Introducing development policy issues: A key objective of the weltwärts programme is to introduce young people to development policy issues, to develop an interest in and commitment to these issues, and to facilitate a volunteer service involving assignments suitable for this purpose.

weltwärts as an educational service: weltwärts makes a key contribution to development information and education work within the sense of "global learning" and helps to develop youngsters within the field of development policy.

Increasing skill levels: Beside language skills and dealing with development policy issues, the volunteers also acquire key skills in the field of intercultural communication, socio-cultural co-operation and social responsibility; skills which are extremely valuable in an increasingly globalised society.

Strengthening and networking of civil society structures: weltwärts is contributing to the strengthening of civil society structures in the partner countries and in Germany. The volunteer service also promotes networking between civil society organisations in Germany and in the partner countries.

Increasing engagement: Engagement prior to, during and after the volunteer service is an integral part of the development policy volunteer service.

Slide 4: weltwärts North-South and South-Nord volunteers

Current statistics of the North-South and South-North components show the steady growth of both components, but also highlight some of the differences, particularly in the percentage of males/females and the average age of volunteers.

Slide 5: Stakeholders in the weltwärts programme

Weltwärts was founded in 2008 by the German **Federal Ministry for Economic Cooperation and Development (BMZ)**, and is financed by the BMZ. The Ministry manages the programme on a political level and is responsible for adherence to political provisions and frameworks. It also sets out framework conditions for funding and is responsible for programme development (in dialogue with the other actors).

But weltwärts is much more than that: It is a programme that is jointly managed by state and civil society, and there are a number of stakeholders:

1. at the core of the programme, **partner organisations** and **German sending organisations** jointly implement the programme in close partnership and send or host **volunteers**. Each partner organization has a written agreement with its German partner, in which specifies the rights and obligations of both partners. These sending organisations implement the programme within a given programme framework. Within this framework, there is scope for sending organisations and their partner organisations to implement the weltwärts programme within their partnership.

Worldwide there are several thousand partner organisations in more than 180 countries and 180 German sending organizations.

2. **Sending organisations**, in partnership with the partner organisations, ensure quality in the implementation of the program (e.g. in the selection of volunteers, their supervision, education and deployment, security standards etc.).

Responsible for maintaining quality are the sending organisations. They receive a quality certificate by completing a certification process carried out by external inspection bodies. By achieving this certificate, sending organisations prove that they adhere to the quality standards of the weltwärts programme, as laid down in the “catalogue of quality standards” that was developed in 2014.

3. Sending organisations all **have to be** member of a **quality association**. Quality associations are charged with the task of further developing the quality management of the sending organisations in conjunction with partners and volunteers, and helping the sending organisations to implement quality standards.
4. Sending organisations can voluntarily join a **shared interest group**. These represent their member organisations on the level of programme steering, and feed their ideas/motivations/problems into programme development. Most supporting organisations are members of a shared interest group, but there are also organisations which are not.
5. Returned German volunteers can get engaged in an **association for returnees**, which represents the volunteers at a programme management level (a way of representing the interests of volunteers). Returned South-North volunteers so far have not political representation in the programme.
6. Matters of programme development and programme management are discussed and decided in the **programme steering committee**. The steering committee consists of members of the different stakeholder groups: the **shared interest groups** (which represent sending organisations), the **Federal Ministry for Economic Cooperation and Development**, as well as the **coordination unit weltwärts** and representatives of the **association of returned volunteers**. The programme steering committee generally comes together twice a year and reaches decisions on issues of programme management and development.
7. Since the programme is quite complex, the **coordination unit weltwärts** was founded in 2008. On the one hand, it advises sending organisations, inspects applications for funding and proof of use, and passes on funding. On the other hand, it provides technical and conceptual advice to the Federal Ministry for Economic Cooperation and Development. The coordination unit weltwärts is located within the institution "Engagement Global".

Slide 6: Partner Dialogue I

The implementation of the voluntary service is based on "partnership and cooperation with the participating partner organisations in the Global South", as is outlined in the *weltwärts* support guidelines (2014). Results of all past partner conferences show that partner organisations recommend strengthening of partner dialogue.

The programme steering committee has therefore dealt with this issue in its meetings in July and December 2015, as well as in July 2016. It has decided on new instruments for improving partner dialogue at the level of programme management and development.

Basically, partner dialogue takes place on two levels:

On the **implementation level**, the sending and host organisations in Germany work with their partner organisations; some of these partnerships go back many years. The partnerships are often

close and trusting. The way the partnership is shaped and arranged, however, is the direct responsibility of the organisations. Within this partnership, both partners decide on such questions as selection, preparation and mentoring of volunteers. The weltwärts programme promotes these partnerships via so-called accompanying measures for the programme, for example with workshops between sending and partner organisations, or training for the mentors etc. If you are interested in implementing such an accompanying measure with your German partner, please get in touch with them.

On the **management level** the focus is on how to better incorporate the perspectives of partner organisations into the work of the committees, and thus into the management and further development of the programme.

Slide 7: Partner Dialogue II

In order to better incorporate the perspectives of partner organisations into the development of the programme, a number of **instruments** have been put into place so far:

One of those instruments are the **programm-wide partner conferences**. The feedback and results from partner conferences are fed back into the weltwärts committees and provide important impetus for the further development of the programme.

Another instrument is the **contact person for partner dialogue** in the programme steering committee. His/her task is to review the annual planning for topics that are of interest to partners and to incorporate partner input.

Information is an essential prerequisite for consultation and participation. We are therefore now working more intensely on our **foreign-language Website** to make more relevant information available for partners in English, Spanish and French.

As a last point of information on partner dialogue we would like to tell you about **partner networks**: in different countries or regions, partner organisations have formed networks to connect weltwärts-partner organisations in the respective country or region in order to provide exchange of experiences, good practices and quality assurance and development. So far we know of networks in India, Southern Africa, Bolivia, Ecuador and Nicaragua.

Slide 8: Partner Dialogue III

One very recent update is that from now on, partner organisations can present themselves on the weltwärts-Website, if they so wish. You can create a login and provide information on your organization. Information on how to do this should have been sent to you by your German sending organization. Should you have not received this information, please get in touch with your German sending organization.

Slide 9: Country Contact persons

The area of visas and security shows us that not everything is without complications. The number of regions blocked for weltwärts has been growing steadily for a number of years. The reasons for this trend are in some cases a worsening of the security situation, but also include a more restrictive

situation regarding the issuing of visas worldwide - both by partner countries and here in Europe. The issuing of visas on the part of the German Embassy in the South-North component is also not always without its issues.

The country contact person supports in these issues in countries with specific challenges in visa or security issues. Currently, there are country contact persons in 18 countries (see Map).

The country contact persons will support the programme and provide help in particular to the sending organisations. They will cooperate with authorities responsible for residency in the countries of deployment and with the German Embassies and will act as a point of contact for these authorities. With this instrument, we can react individually to the demands in specific countries.

The instrument is in a pilot phase running until 2017. It has been evaluated in 2016, the evaluation brief is available in German and English. In the follow-up process we are now working on implementing the recommendations made in the evaluation.

One of the recommendations was that the instrument of country contact person will be more demand-oriented and based on country-specific assignment profiles. Another recommendation was that country contact persons also support more strongly the South-North component. Finally, the instrument should be made available for other exchange formats/programmes that are financed by BMZ.

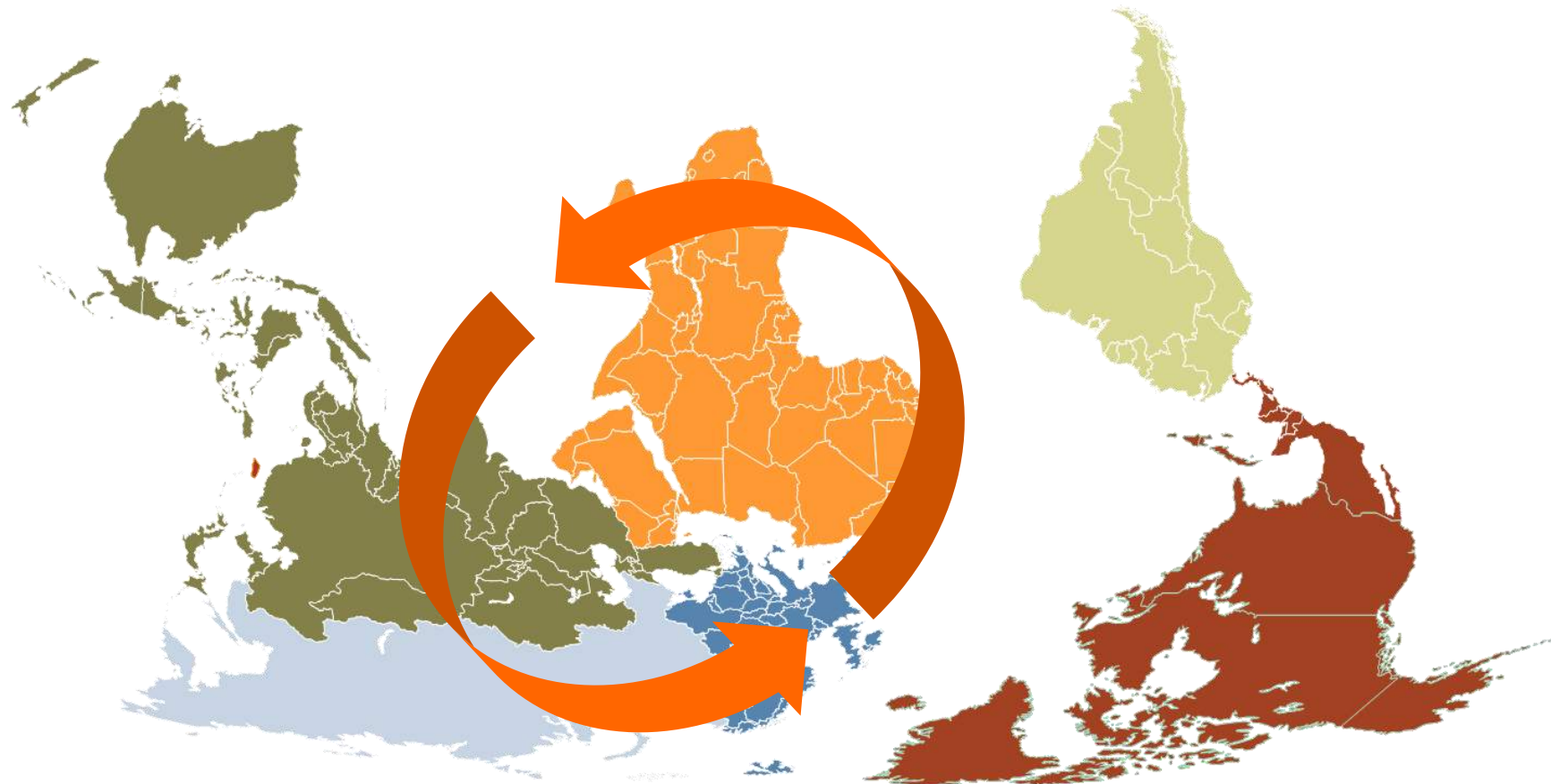
Slide 10: Facebook

The weltwärts programme has launched a Facebook page in 2016.

The central desire here is to increase awareness of the weltwärts programme. All sending institutions - and, therefore, all volunteers and partner organisations too - are invited to prepare content for this page. This can be: photos, videos, reports of the organisation regarding weltwärts (e.g. successful projects with volunteers, events etc.).

We can also - if desired - frequently use this type of content for display on our homepage. **You are also welcome to participate in this!** Please speak to your sending organisation if you would like to contribute.

Inclusion in the *weltwärts* volunteer service



Inclusion in the *weltwärts* programme

Introduction

- 2006: UN Convention on the Rights of Persons with Disabilities (Inclusion as a Human Right)
- 2013-2016 BMZ action plan for inclusive development cooperation

However

Of the volunteers sent on assignment up to 2010:

- **fewer than 0.1% had an impairment and**
- **only 3% had a school-leaving qualification other than an “Abitur”**

Diversifying target groups



Increasing opportunities for participation for target groups previously not reached:

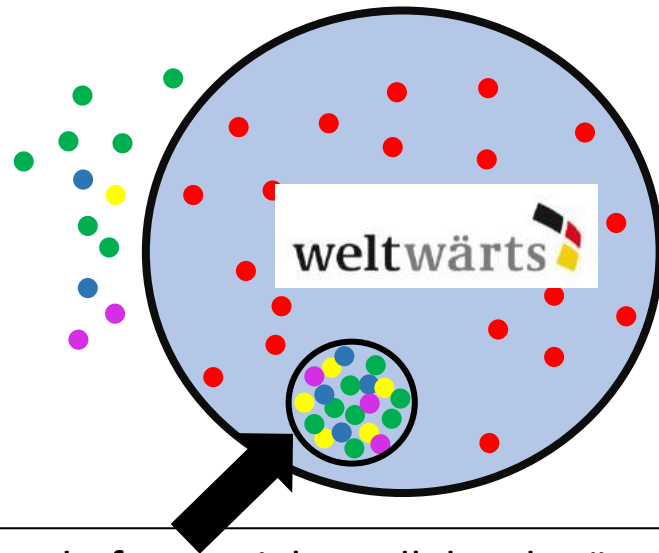
- People with vocational training
- People with impairments or disabilities
- *People with migration background*

Measures to promote inclusion

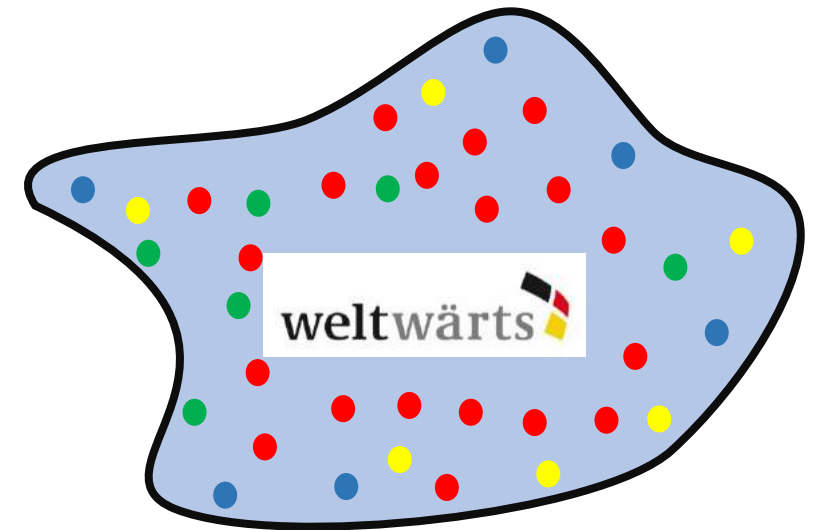
- Accompanying measures and projects for inclusion within the weltwärts programme (until 2014)
- Competence Center for Inclusion (since 2015)
- Structural improvements (financing, age)
- Publications and evaluation of experiences
- Participation of partner organisations

What is inclusion?

- Basic principle and vision
- Participation for everyone
- Adaptation of the system (not of individuals)
- Diversity as normality



Instead of a special parallel weltwärts programme



... the programme is adapted to accommodate diversity

What is disability?

Social model according to UN Convention and ICF

Disability = Interaction between impairment of a person and barriers within this person's surrounding

Disability = Socially created product (prevented participation) not a personal feature (impairment)

→ Lack of cultural aspects

1. Introduction

2. Measures to promote inclusion

3. What is inclusion?

4. Disability/impairment

5. Vocational training in Germany

6. Opportunities and obstacles

7. Questions to be discussed further

Disability/impairment at *weltwärts*

- Wide range of possible impairments
- Wide range of possible certificates of impairment

Vocational training in Germany

Various possibilities to train in an occupation:

- “Dual system”
- Vocational colleges (“Berufsfachschulen”)
- Higher education

→ Volunteers who have completed vocational training have a range of different knowledge

Opportunities and obstacles for volunteers with an impairment/disability

Opportunities

- Wealth of experience on part of partner organisations
- Very open partner organisations
- Crucial: motivation and skills of the volunteers
- Numerous motivating examples of volunteers with impairments

Examples of obstacles

- Physical
- Legal
- Communication and information-related
- Social
- Structural (within the *weltwärts* programme)

Opportunities and obstacles for volunteers with an impairment/disability

Conclusion

- Prejudices/stereotypical ideas due to ignorance
- Some controversial points of view
- Helpful exchange of experiences, especially through partners and representatives with experience
- Importance of good preparation and communication

Opportunities and obstacles for volunteers Who have completed vocational training

Opportunities

- Specialist skills and practical experience
- Effective support for place of assignment
- Often, volunteers who have completed vocational training are older and more mature

Obstacles

- Challenging to match places of assignment and volunteers
- A lot is expected of the volunteers
- Learning service vs. specialist service
→ Neutral impact on labour market!

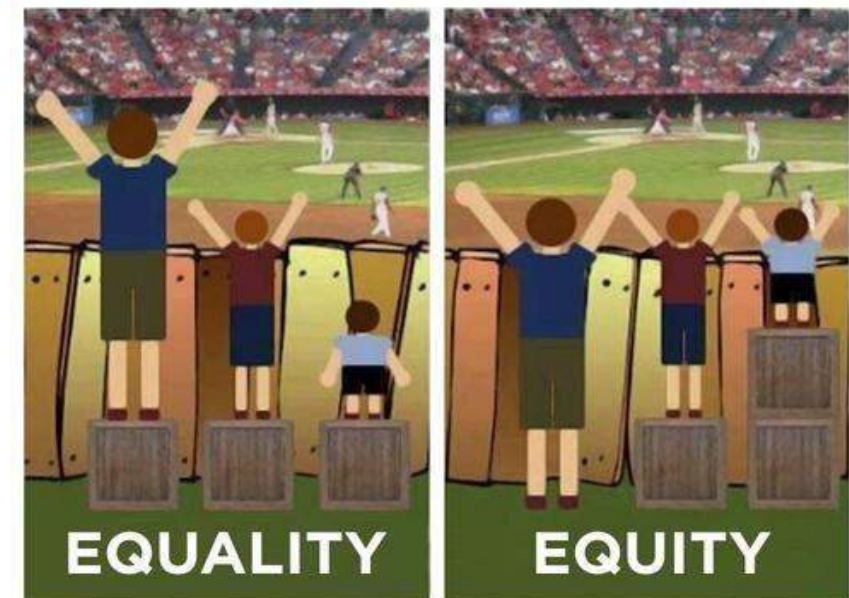
Opportunities and obstacles for volunteers Who have completed vocational training

Conclusion

- Opportunities can be obstacles too
- Partner organisations' experiences differ considerably
- Importance of good communication about the different expectations on the part of volunteers and partner/sending organisations
- Importance of good preparation

Elimination of structural obstacles at *weltwärts*

- Funding can be provided for additional needs/costs (since 2014)
- Age limit for volunteers with an impairment increased to 30
- Establishment of competence centers for inclusion
- Increased efforts to recruit volunteers with an impairment and volunteers who have completed vocational training

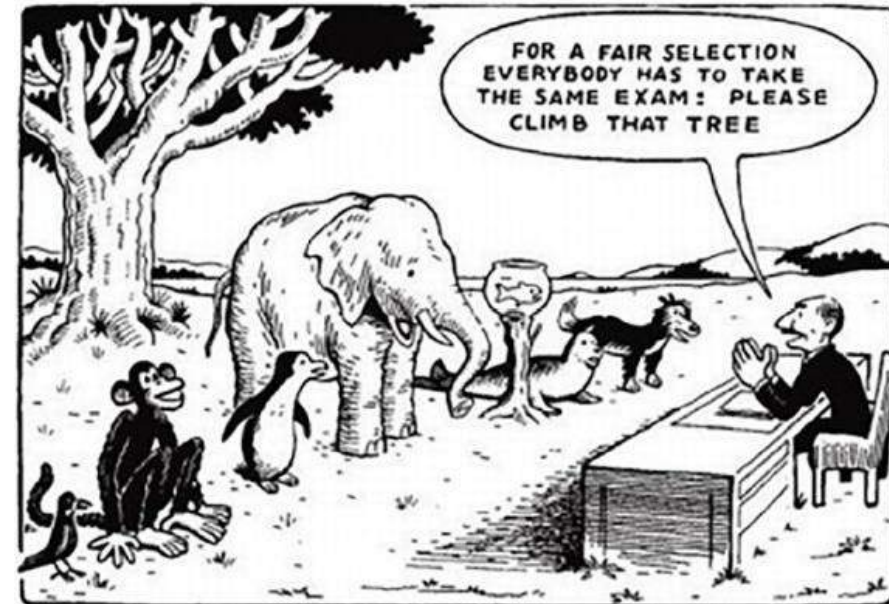


Weltwärts South-North: All inclusive?!

- Partner organisations are extremely interested in an inclusive volunteer service
- There have already been people with an impairment/a disability signalling an interest in taking part in the South-North component
- South-North volunteers are older on average and more of them completed vocational training than in the North-South volunteer group

Questions to be discussed in more depth

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



Competence centers

Competence Center for Inclusion of Volunteers with an Impairment in the weltwärts Programme

Behinderung und Entwicklungszusammenarbeit e.V. (*bezev*)

Contact: Rebecca Daniel

Altenessenerstr. 394-396, 45329 Essen

Tel.: +49 (0)201 1788963

Email: alleinklusive@bezev.de

www.bezev.de

www.inklusivefreiwilligendienste.de

Competence Center for Participants in the weltwärts Volunteer Service who have completed Vocational Training

IN VIA Köln e.V.

Contact: Melanie Bächle

Spielmannsgasse 4-10, 50678 Cologne

Tel.: +49 (0)221 93181036

Email: weltwaerts.kompetenzzentrum@invia-koeln.de

www.invia-koeln.de/international

5.2.2. Script: Inclusion

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Like to find out more? Here's how to contact the competence centers	66

Remark: For reasons of content and formality, the present reader uses the term 'impairment' (instead of 'disability'). We are aware and critical of the discriminatory connotation this term might have, as this does not correspond to the image bevez has of human beings. Thus, the present document uses the terms that are also used in the "UN Convention on the Rights of Persons with Disabilities" in a self-critical manner, as they are internationally recognised.

1. Introduction

The weltwärts volunteer service seeks to enable as broad a group of young adults as possible to explore development issues and to support their engagement in development cooperation.

The "UN Convention on the Rights of Persons with Disabilities" from 2006 declares social participation of persons with a disability/impairment in all areas of life as a human right. According to Article 32 (1) a) of the Convention, measures have to be taken in order to ensure that international cooperation - including international development programming - involves persons with disabilities/impairments and is accessible for them. The "action plan" of Germany's Federal Ministry for Economic Cooperation and Development (BMZ) – i.e. the German ministry that supports the weltwärts programme financially – recognises the issues of persons with disabilities/impairments in line with the UN Convention.

The weltwärts programme as a volunteer service for development policy has to be inclusive for persons with impairments. However, among the weltwärts volunteers sent abroad until 2010, **less than 0.1% had an impairment**. This was documented in the evaluation report of the weltwärts programme from 2011. The figure is remarkably low considering at least 14% of the German population has an impairment.

The report also shows that most of the volunteers are young people who have an "Abitur" school-leaving qualification, enabling them to continue to higher education. Up to 2010, only 3% of the volunteers had other standards of school-leaving qualifications. As a result, most of the people who participate in volunteering schemes come from quite a homogeneous group. The structure of the

German education system creates inequality of opportunity for young people and that inequality is carried on in the volunteer services and results in various groups being excluded. In particular, young adults who have a different educational background and have completed a vocational training programme are often not reached and are thus unaware that they could do volunteer service with weltwärts. However, since global learning and development cooperation are to be incorporated more broadly into German society, all young people need to be addressed and reached.

2. Inclusion-promoting activities

In the follow-up process to the evaluation report, the weltwärts programme took the following steps in response to this remarkably low number of participants with an impairment and participants who have completed vocational training:

- A target-group diversification strategy for the weltwärts programme was drawn up, specifying persons with a disability/impairment as the main target group in addition to persons who have completed vocational training and persons with a migration background.
- Inspired by this diversity strategy, **various inclusion-promoting accompanying measures** were funded through the weltwärts programme, among them a pilot project entitled “weltwärts alle inklusive!” by sending organisation *bezev* (2012-2014), “weltwärts inklusiv - Brücken bauen auf dem Weg zur Vielfalt” (2012-2014) and “Ausbildung im Gepäck - weltwärts für alle” (2014-2016) by sending organisation IN VIA Köln e.V..
- 2015 saw the establishment of the **“Competence Center for Inclusion of Volunteers with Impairments/Disabilities in the weltwärts Programme”**, based at *bezev*, and the **“Competence Center for Participants in the weltwärts Volunteer Service who have completed Vocational Training”**, based at IN VIA Köln e.V..
- Numerous **structural improvements** were made to the weltwärts programme to promote inclusion (these are listed in Section 10).
- Numerous reports (e.g. on partner workshops) **and documents** (e.g. the “Jetzt einfach machen!” partner guidelines for inclusion in voluntary service and the guide “Ausbildung im Gepäck - weltwärts für alle. Eine Handreichung für Entsendeorganisationen”) were published. These report on the experiences of *bezev*, *IN VIA Köln e.V.* and other member organisations in the competence center network.
- In addition, **partner organisations were also involved** in activities to promote the inclusion of volunteers with a disability/impairment. As part of the “weltwärts alle inklusive!” pilot project mentioned above, *bezev* held three partner workshops (in India, Mexico and Ghana) and documented the views and experiences of around 60 partner organisations in relation to this topic. At the same time, the topic was and will be addressed at weltwärts partner conferences. We are also increasingly seeing other sending organisations address the topic at their partner workshops.

These steps have played a significant role in increasing the number of volunteers with an impairment and the number of volunteers who have completed vocational training:

- In the network of the Competence Center for Inclusion of Volunteers with

Disabilities/Impairments in the weltwärts Programme (*bezev*) alone, 55 volunteers with an impairment were sent on assignment in a variety of fields between 2012 and 2016. There was 1 in 2012/13, 5 in 2013/14, 10 in 2014/15, 14 in 2015/16 and 24 in 2016/17. They required support with, for example, hearing, vision, motor skills, learning or medical complaints.

- In the network of the Competence Center for Participants in the weltwärts Volunteer Service who have completed Vocational Training (IN VIA Köln e.V.), the number of volunteers who had completed vocational training sent on assignment increased from 3% in 2012 (33 out of a total of 792 volunteers) to 10% in 2013 (75 out of a total of 734), 12% in 2014 (104 out of a total of 861) and 2015 (108 out of a total of 926) and 9% in 2016 (98 out of a total of 1,043).

3. What is inclusion?

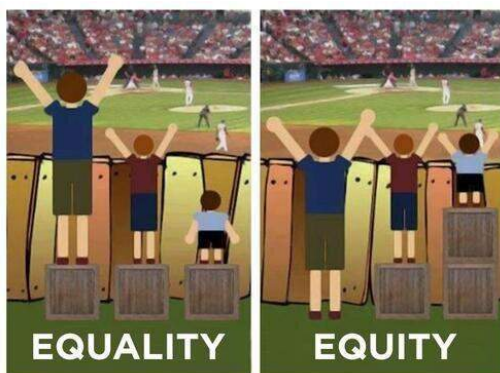
The following outline summarises the perspectives of partner organisations consulted to date, the Competence Center for Inclusion of Volunteers with Impairments/Disabilities in the weltwärts Programme (*bezev*) and the weltwärts programme (coordinating unit) itself.

Social inclusion – inclusive education – inclusive voluntary services

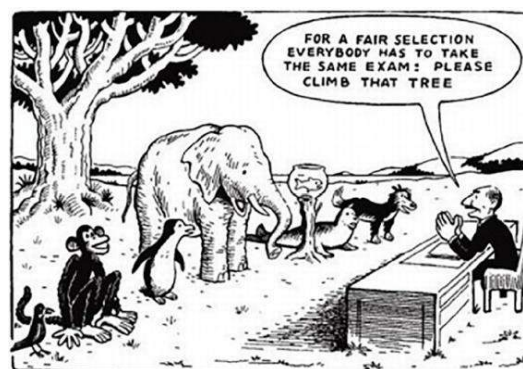
Social inclusion is a basic principle and vision of full and effective participation of all persons in all areas of social life. It is more than just being present. Humans unite as many separating features as there are connecting ones. In consequence, inclusion demands from society as well as from its institutions and programmes an adaptation to the “normal difference” between all humans.

Voluntary services are part of the area of non-formal education. The UNESCO defines inclusive education as a high-quality kind of education available to all humans, regardless of their special learning needs, gender, social or economic circumstances.

Inclusion, therefore, rather than demanding that individuals adapt to an existing (voluntary service) system, requires that the system itself change so that it does justice to the diversity of individual needs. Inclusion and inclusive education in the voluntary service aim at the voluntary service programmes themselves and at bringing about the necessary adaptation of these programmes to the normal diversity of all volunteers.



Left: No inclusion; Right: Inclusion



No inclusion

Target groups of inclusion?

On the one hand, focusing on specific target groups contradicts the vision of a society for all. On the other, the question is how inclusion can be achieved if excluded target groups are not identified and if, in consequence, their specific needs are not assessed.

As soon as we recognise and name excluded groups, we can see their needs. Only then can the social barriers that prevent them from participating and therefore have to be lowered or dismantled be focused on. Therefore, it seems necessary in the process of inclusion to focus on specific target groups in order to move closer to the long-term goal of inclusion of all and in order, eventually, not to have to identify excluded target groups anymore. One of the things this involves is creating inclusive structures.

However, if several social categories are to be taken into consideration, the unavoidable question is which categories are to be selected and how they should be weighted. “Intersectionality” – a concept or paradigm which plays an essential role in discussions regarding target groups – refers to the fact that different features are united within one person. This has to be considered as well if voluntary service programmes are to be implemented in a truly inclusive manner. Intersectional thinking still exists to a very limited extent in the debate concerning how to reach diverse target groups. There is often a failure to consider the fact that, for example, persons with an impairment who are living in poverty have two marginalising features, and are therefore in a different situation to financially better situated persons with an impairment when they embark upon voluntary service.

4. What is disability/impairment?

Social Model of Disability

According to the UN Convention, disability is a phenomenon which results from the interaction between long-lasting physical, mental, intellectual or sensory impairments and different barriers. This interaction results in persons with an impairment/a disability being prevented from full, effective and equal participation in society. This definition also corresponds to the International Classification of Functioning, Disability and Health of the World Health Organization (ICF) from 2002. Therefore, an impairment (e.g. a medical impairment such as having no arms or restriction of activities in various areas of life) only leads to a disability if social barriers and further contextual conditions restrict the participation of a person with impairment on a long-term basis (e.g. due to social norms which exclude persons without arms from certain areas of daily life and society). In short, this means disability is a product of barriers and not a feature of a person.

This internationally accepted model of disability and impairment is positively acknowledged because of its social (rather than medical) view of the two phenomena of disability and impairment. At the same time, it still excludes certain cultural topics. Thus, certain human features (e.g. epileptic reactions) are not perceived or defined as an impairment equally in every cultural context. Worldwide, identical human features are not automatically interpreted/defined in identical ways (e.g. as impairment). Nevertheless, this social view of impairment and disability is changing considerably. As a result, and in accordance with the vision of inclusion, the focus is shifting from the features of individuals making their environment (e.g. a voluntary service) accessible.

5. Disability/impairment at weltwärts

The weltwärts programme has agreed to use the term “impairment”. The list of features considered possible impairments under the weltwärts guidelines covers a wide range. It not only refers to

disabilities acknowledged in line with the German Social Security Code (SGB IX) but also to impairments that are not officially recognised; not only to chronic but also to past, protracted diseases, non-acute mental diseases, learning difficulties and non-permanent impairments. An important criterion for receiving funding for additional costs is the person's additional needs. The impairment can be proved by a wide range of documents – from the person's disability passport to medical certificates to certificates from special schools (see the funding guidelines for the weltwärts programme).

6. Vocational training in Germany

There are three forms of vocational training in Germany:

- *The “dual system”*

In this system, trainees undergo training in a company as well as attending a vocational school. They learn the theoretical aspects at the vocational school and gain practical experience in the company. This form of training usually lasts three years. The school-leaving qualification required depends on the occupation for which the training is being undertaken.

- *Vocational colleges (“Berufsfachschulen”)*

Most of the training is done in college, where the focus is on specialist knowledge. Practical experience is gained in internships built into the curriculum. In particular, this type of training is for jobs in the service, welfare and healthcare sectors. The school-leaving qualification required to be accepted by a “Berufsfachschule” depends on the occupation concerned.

- *Higher education*

To study at an institute of higher education, an advanced school-leaving qualification, such as the “Fachhochschulreife” or “Allgemeine Hochschulreife” in Germany, is necessary. Higher education programmes concentrate on theoretical and academic aspects of the occupation in question.

So far, most of the volunteers on the weltwärts programme have been young adults with an advanced school-leaving qualification and many of them embark on a higher education course after their assignment. The weltwärts programme has identified people who have completed vocational training as a target group for intensified recruitment for the volunteer service. This is why the competence center is to focus on people who have completed vocational training in the dual system or at a vocational school so that, in particular, we reach those young people who have different educational backgrounds.

As can be seen from the various forms of training, the theoretical and practical knowledge of the target group of volunteers who have completed vocational training varies significantly.

In 2015, there were 328 officially recognised occupations requiring formal training in Germany's dual and school-based systems of vocational training.

7. Opportunities and obstacles for volunteers with a disability/an impairment

The following is a (considerably shortened and summarised) description of opportunities and obstacles for volunteers with impairments reported to date by partner organisations which have participated in the partner workshops in the “weltwärts for everyone!” pilot project. Further reports at the upcoming partner conferences can be drawn on to add to them on an ongoing basis. The partner guidelines concerning inclusion matters in bezev’s “Just do it now!” volunteer service also describe various other experiences.

Opportunities...

In summary, it is generally possible for anyone, no matter whether they have an impairment or not, to volunteer with any of the participating organisations. The main reason for this is that the organisations have already had positive experiences and are very open towards persons with impairments and to the topic of inclusion. Many of them have a background of working with persons with impairments, are self-representation organisations for persons with impairments or have had other positive experiences with persons with impairments. According to the participating partner organisations, volunteers with impairments sometimes even have additional capabilities which are urgently needed at the places of assignment (e.g. sign language skills). The generally positive feedback of the partner organisations can be considered as very motivating for other partner organisations thinking about this topic for the first time. Reports on selected experiences have been published (in German, English, Spanish and French) in the bezev “Just do it now!” partner guidelines.

...and obstacles

Besides the structures of the organisations, there are the structures of receiving countries and of the sending country, Germany, to be considered. Everywhere, people with impairments experience barriers in the form of a lack of physical accessibility and a lack of inclusive programmes. Thus, the extent to which inclusion is implemented remains dependent on the commitment of individual organisations and the respective state.

In one case, a further barrier cited was that the type of impairment determined the level of exclusion. Accordingly, it would be particularly difficult for persons with multiple impairments, functional autism and mental impairment to volunteer.

Within the weltwärts programme, there are numerous obstacles for young people with impairments. These barriers come in legal, financial, information/communication-related and organisational forms. They too need to be reduced/eliminated as much as possible in all dimensions. In particular, the importance of structural barriers that exist within the framework conditions of the programme has to be acknowledged. This is necessary in order to achieve full, sustainable inclusion and to move away from the concept of “voluntary engagement with a disability”. The weltwärts programme has made important progress towards structural accessibility, for example, by introducing a regulation for the funding of additional needs through the programme funding guideline, establishing competence centers for inclusion and by increasing the age limit for volunteers with impairments.

In general, the groups at the partner workshops were of the opinion that all the challenges that occur with volunteers without impairments can also occur with volunteers with impairments. The following issues were presented as possible specific challenges related to volunteers with impairments: sexual abuse, stigmatisation/discrimination at work and positive discrimination due to impairments.

Conclusion

The three workshops showed that many partner organisations in the weltwärts programme are already open to inclusion and have experience with persons with impairments, including volunteers. The partners agreed that segregation of people with impairments should be prevented and that inclusion should be a common vision for all human beings.

The partners underlined that the stereotypical ideas (for example, that persons with impairments are dependent on others and incapable) can be changed worldwide by sending volunteers with impairments as role models. This would spark a change in the way they are perceived. All the workshops have taken a resource-oriented approach, with the partners' message to potential volunteers with impairments being, "What counts is what you can do – not what you cannot do!"

A lively discussion about challenges and opportunities took place at all the workshops. In the beginning, some places of assignment/partner organisations were very sceptical with regard to individual profiles or specific impairments. But during the discussion with participants with impairments and organisations with relevant experience, this scepticism decreased. The participants became aware that the main reason for the isolated cases of strong negative opinions on inclusion of volunteers with specific impairments was a lack of knowledge on the issue (in particular, regarding specific impairments).

The partner organisations underlined the need to prepare well for the volunteer service and to be aware of the challenges right from the beginning. Thus, good preparation should be based on good, detailed communication concerning the project environment and the needs of the volunteers. In the preparation process, partner organisations felt a particular responsibility for this communication. At the same time, it was highlighted that all participating actors, in particular the volunteers and places of assignment, have to be equally open to each other. They also have to be ready to lower their expectations and to accept that not everything will be perfect. The next step on the path towards an inclusive volunteer service must be for the sending and partner organisations to discuss whether they are interested in and/or have experience with volunteers with impairments.

8. Opportunities and obstacles for volunteers who have completed vocational training

So far, there have not been any comprehensive efforts by IN VIA Köln to include foreign partner organisations. Having said that, a dialogue *has* taken place with them concerning the deployment and selection of and support provided for volunteers who have completed vocational training. The form the dialogue took was decided on by the sending organisations in the network and it mainly took place during joint selection of volunteers, mid-term seminars and at partner workshops.

Opportunities...

Most volunteers who have completed vocational training want to do their voluntary service in the field in which they are trained or at least at a place of assignment that is in some way related to their specialist practical skills. Many partners abroad are happy to take these volunteers since they have more practical experience and are often quicker to find their way around the job. Volunteers who have completed vocational training are able to provide effective support to their places of assignment as a result of their specialist experience and skills.

Moreover, volunteers who have completed vocational training are usually a few years older and in a very different stage of their lives than other volunteers. This often means that they are also more independent.

Obstacles...

As well as volunteers who have completed vocational training wanting to work in the field in which they have trained, sending and partner organisations are also keen to assign volunteers tasks that match their skills. However, it is often difficult and not always possible to find a good match between a place of assignment and volunteer. In some cases, the knowledge the volunteers have already gained leads them to have high expectations with regard to the places of assignment and partner organisations.

At the same time, the volunteers may feel that their well-trained eye can see problems and weak points at their place of assignment. The risk is that trained volunteers may want to transfer routines and workflows that they have learned in Germany and thus directly or indirectly criticise existing structures at the place of assignment.

Another issue is that volunteers who already have work experience can quickly find themselves unable to cope if they take on more responsibility than is intended for volunteers because they see themselves as specialists. In such cases, it is important to make sure that their role is clear, i.e. that they are volunteers in a learning service, not in a specialist service. This is also necessary in order to ensure a neutral impact on the labour market.

Conclusion

It is not possible to generalise when it comes to sending and hosting volunteers who have completed vocational training. All the opportunities involved can also be obstacles. The views and experiences of the partner organisations and places of assignment vary significantly with regard to this aspect.

In terms of the weltwärts programme, volunteers who have completed vocational training also face several obstacles. First of all, they actually have to find out about the possibility of doing voluntary service with weltwärts. As they prepare for their assignment, the issues and questions concerning them are often different: they are mostly related to legal, financial and organisational aspects related to their situation in Germany.

In conclusion, it is best to ensure a good level of dialogue between volunteers, partners and sending organisations with regard to their expectations. The potential opportunities and obstacles for volunteers who have completed vocational training should also be addressed at the preparation stage.

9. Reverse all inclusive!?

Experience has shown that the partner organisations are extremely interested in this topic. The question of whether the South-North component of the weltwärts programme is also to be inclusive has been asked at all partner workshops so far. The partner organisations at the workshops were extremely interested in this topic and access to the target group already existed in some cases.

The bezev competence center has already been contacted by five people with an impairment/disability from abroad who would be interested in taking part in the South-North component. The competence center advised them and referred them to the sending organisations in

the network that offer the South-North component and are involved in the inclusive measures. As with the North-South component, it is possible to apply for funding for additional needs/costs for volunteers in the South-North component too.

By contrast, volunteers who have completed vocational training are not rare in the South-North component. The average age of South-North volunteers is 23.1, making them four years older than the North-South volunteers (with an average age of 19.2). They have therefore not been underrepresented so far, unlike in the North-South volunteer group. Nonetheless, certain questions also arise in connection with South-North volunteers who have completed vocational training. These concern, for example, the challenges and problems involved in providing support for volunteers who have completed vocational training or the latter's expectations in relation to their assignment.

10. Elimination of structural barriers at weltwärts

Recent years have seen numerous structural improvements in the weltwärts programme in terms of inclusion. For instance, a new funding guideline now stipulates that additional needs/costs incurred, for volunteers with an impairment for example, can be funded in valid cases. Sending and host organisations can apply to the weltwärts Coordination Unit/Engagement Global for this funding. This goes both for South-North and North-South volunteers.

In addition, the maximum age for volunteers with an impairment has been increased by two years to 30. The establishment of the competence centers for inclusion has also helped to reach previously underrepresented target groups and make the programme more inclusive.

Furthermore, the idea of 6-month volunteer assignments has now been put on the table. This is a format that is more suited to the needs of many volunteers with an impairment as well as many volunteers who have completed vocational training.

Like to find out more? Here's how to contact the competence centers

Is your organisation also interested in working inclusively and, for example, hosting or sending volunteers with an impairment or volunteers who have completed vocational training? If so, please contact your German partner organisation to talk about it. The competence centers for inclusion will also be happy to advise you on this and any other matters concerning additional needs and possible solutions.

Competence Center for Inclusion of Volunteers with Impairments in the weltwärts Programme

Behinderung und Entwicklungszusammenarbeit e.V. (bezev)

Contact: Rebecca Daniel

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Email: alleinklusive@bezev.de

www.bezev.de (Section: Voluntary service – For sending agencies and partner organisations)

www.inklusivefreiwilligendienste.de

Competence Center for Participants in the weltwärts Volunteer Service who have completed Vocational Training

IN VIA Köln e.V.

Contact: Melanie Bächle

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Email: weltwaerts.kompetenzzentrum@invia-koeln.de

www.invia-koeln.de/international

Competence Center for Inclusion of Volunteers with Impairment/Disability in the weltwärts-Program



bezev

Since 2015, bezev is competence center for inclusion of volunteers with impairment/disability within the weltwärts program.

From 2012–2014 *bezev* implemented the pilot project “weltwärts alle inklusive!” (English: “worldwards for everyone!”).

Furthermore, *bezev* is also sending organization and sends 15 to 30 volunteers with and without impairment/disability abroad.



Tasks of the competence center

For inclusion of volunteers with impairment/disability:

- Comprehensive addressing and consulting of young adults with impairment/disability regarding a weltwärts voluntary service
- Addressing and consultation take place in cross-organizational manners for the whole program
- Connecting of applicants with impairment/disability with all open sending and their partner organizations bezev knows

For sending and partner organizations:

- Individual consultation and accompaniment of sending and partner organizations regarding the inclusive implementation of the voluntary service: e.g. regarding further needs/costs or legal issues
- Connecting interested sending and partner organizations
- Consultation of cross-organizational forums of the program
- Connecting between ministry BMZ/weltwärts program and sending organizations about questions related to additional costs
- Evaluation of experiences of different weltwärts volunteers with impairment/disability as well as their sending and partner organizations
- Publishing these experiences in concepts and guidelines in different languages
- Imparting volunteers with impairment/disability to/ from sending organizations of the network
- ...further cross-program tasks



Offers of the competence center

All weltwärts sending organizations are invited, to take part in inclusive sendings of volunteers! You can use following offers of the competence center for inclusion of volunteers with impairment/disability:

Consultation/Accompaniment is offered for example regarding...

- questions related to additional needs
- questions related to additional costs
- interest in training
- imparting of suitable volunteers
- imparting of suitable project posts
- interest in networking
- evaluation of experience

Cooperation Partners

A network of 23 cooperating organizations and 90 generally interested sending and their partner organizations has been built so far within the work of the competence center.

For a map and list of the original and closer cooperation partners notice the backside of this sheet.

Would you like to be part of the network, too? Do you have wishes or questions for the competence center? Just approach us anytime!

Contact

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Kompetenzzentrum
für Inklusion
von Freiwilligen mit
Behinderung/Behinderung
im weltwärts-Programm



bezev

ist seit 2015 Kompetenzzentrum für die Inklusion von Freiwilligen mit Beeinträchtigung/Behinderung im weltwärts-Programm.

Von 2012–2014 führte *bezev* das Pilotprojekt „weltwärts alle inklusive!“ durch. Außerdem ist *bezev* selbst Entsendeorganisation und entsendet seit 2008 jährlich ca. 15–30 Freiwillige mit und ohne Beeinträchtigung/Behinderung.

weltwärts

Aufgaben des Kompetenzzentrums

Für junge Erwachsene mit Beeinträchtigung/Behinderung:

- Umfassende Ansprache und Beratung von jungen Erwachsenen mit Beeinträchtigung/Behinderung für einen weltwärts-Freiwilligendienst
- Ansprache und Beratung finden organisationsübergreifend für das gesamte weltwärts-Programm statt
- Vermittlung von Bewerbenden mit Beeinträchtigung/Behinderung an alle *bezev* bekannten interessierten Entsendeorganisationen

Für Entsende- und Partnerorganisationen:

- Individuelle Beratung und Begleitung bei der inklusiven Gestaltung des Freiwilligendienstes: z.B. zu organisatorischen und pädagogischen Mehrbedarfen/-kosten und rechtlichen Fragen
- Vernetzung von interessierten Entsende- und Partnerorganisationen
- Beratung träger- und programmübergreifender Gremien und Verbände
- Vermittlung zwischen der Koordinierungsstelle weltwärts und den Entsendeorganisationen bei Fragen zu Mehrkosten und deren Abrechnung
- Evaluation der Erfahrungen verschiedener weltwärts-Freiwilliger mit Beeinträchtigung/Behinderung sowie derer Entsende- und Partnerorganisationen
- Mehrsprachige Veröffentlichung dieser Evaluationsergebnisse für alle Interessierten
- Vermittlung von Freiwilligen mit Beeinträchtigung/Behinderung an/von Entsendeorganisationen
- ...und weitere Aufgaben auf Programmebene



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Kooperationspartner

Ein Netzwerk von 23 kooperierenden und 90 allgemein interessierten Entsendeorganisationen hat sich durch das Kompetenzzentrum bereits gebildet. Die engeren Kooperationspartner sind namentlich:

- Bistum Limburg (Limburg)
- Deutsch-Südafrikanisches Jugendwerk (Bonn)
- Deutsch Indische Zusammenarbeit e.V. (Frankfurt)
- Evangelische Freiwilligendienste Diakonie Hessen (Kassel)
- Freunde der Erziehungskunst Rudolf Steiners e.V. (Karlsruhe)
- Hildesheimer Blindenmission e.V.
- Initiative Christen für Europa e.V. (Dresden)
- Internationale Jugendgemeinschaftsdienste LV Berlin (Berlin)
- Internationaler Bund (Nürnberg, Kassel)
- In Via Köln e.V. (Köln)
- Kolpingwerk Deutschland GgmbH (Köln)
- nph Deutschland e.V. (Karlsruhe)
- Schutzwaldverein e.V. (Radolfzell)
- Service Civil International (Bonn)
- Vereinte Evangelische Mission e.V. (Wuppertal)
- Verein für internationalen und interkulturellen Austausch (Lüneburg, Berlin)
- Verein Niedersächsischer Bildungsinitiativen e.V. (Hannover)
- Volunta gGmbH/ DRK Hessen (Wiesbaden)
- Welthaus Bielefeld e.V. (Bielefeld)

Möchten auch Sie im Netzwerk sein?
Haben Sie Wünsche oder Fragen an das Kompetenzzentrum?
Sprechen Sie uns gerne jederzeit an!



Gefördert von ENGAGEMENT GLOBAL im Auftrag des



bezev wird gefördert aus Mitteln des Kirchlichen Entwicklungsdienstes Brot für die Welt – Evangelischer Entwicklungsdienst



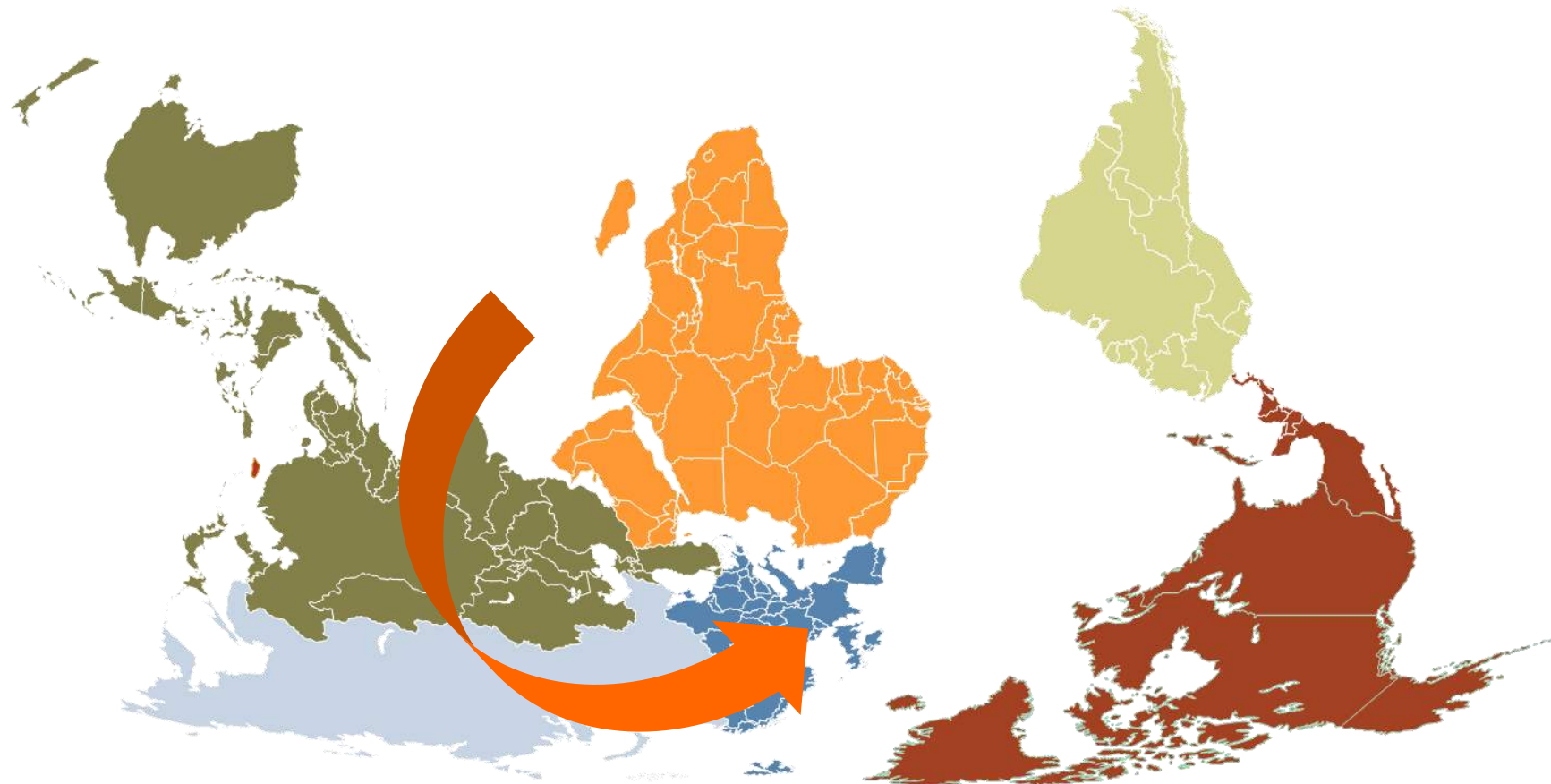
Angebote des Kompetenzzentrums

Alle weltwärts-Entsende- und Partnerorganisationen sind eingeladen, sich an inklusiven Entsendungen zu beteiligen! Sie können folgende Angebote des Kompetenzzentrums für Inklusion von Freiwilligen mit Beeinträchtigung/Behinderung nutzen:

Beratung/Begleitung gibt das Kompetenzzentrum zum Beispiel

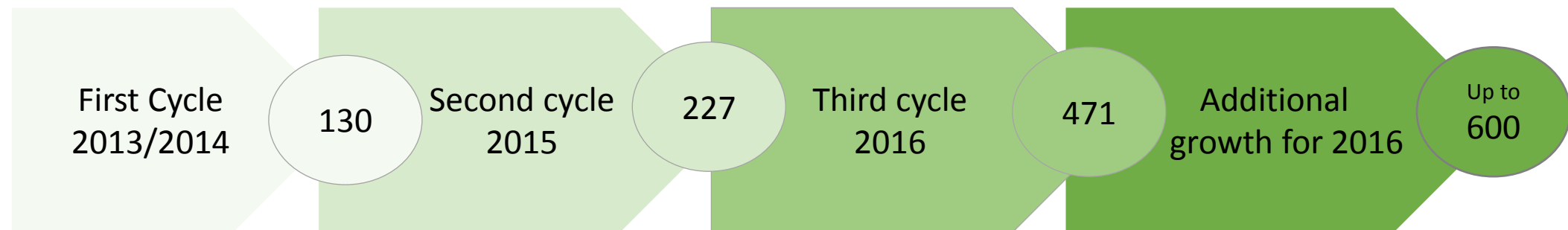
- bei Fragen zu Mehrbedarfen
- bei Fragen zu Mehrkosten
- bei Interesse an einer Schulung
- zur Vermittlung passender Freiwilliger
- zur Vermittlung passender Einsatzstellen
- bei Interesse an Netzwerkarbeit
- zur Evaluation von Erfahrungen

The South-North component

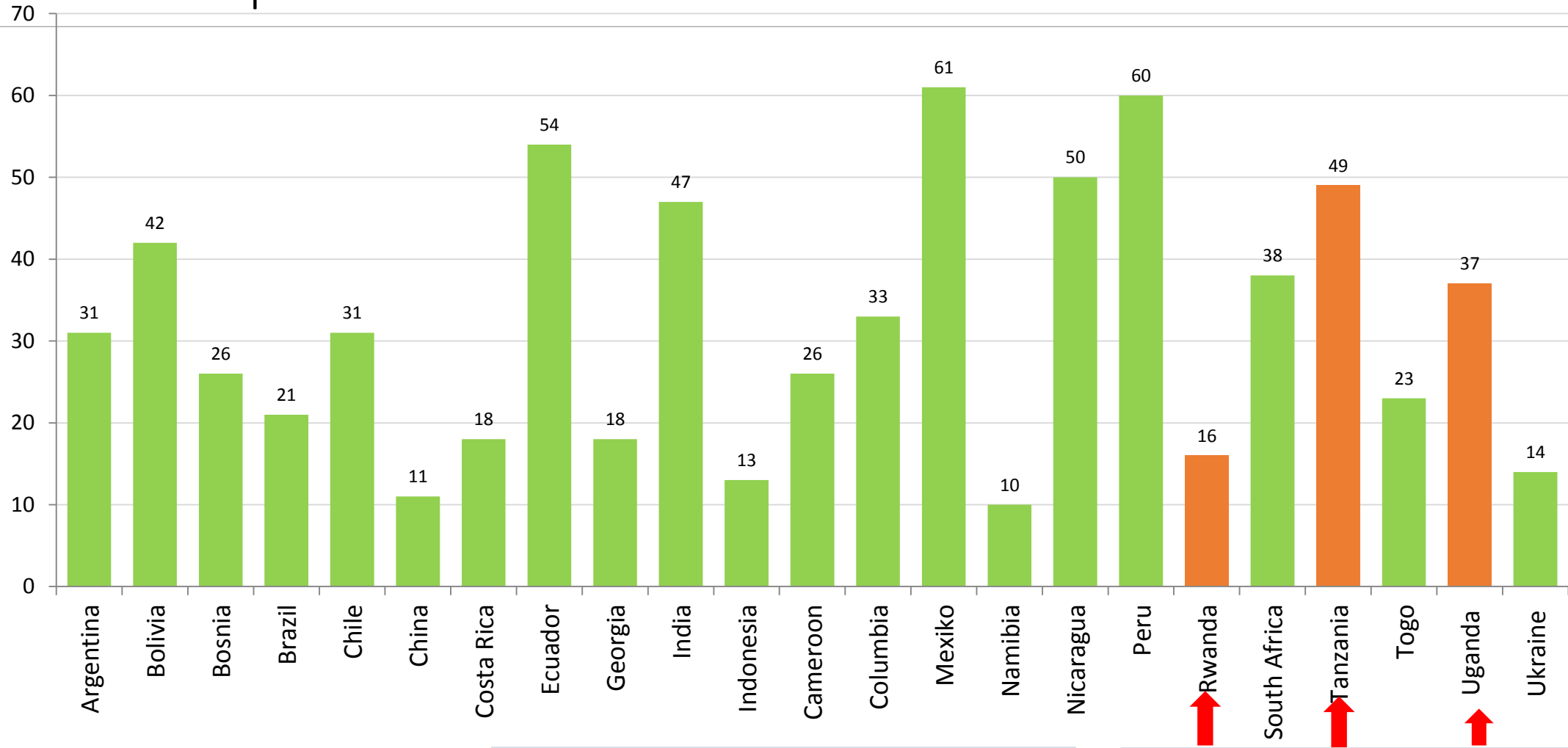


Facts and figures

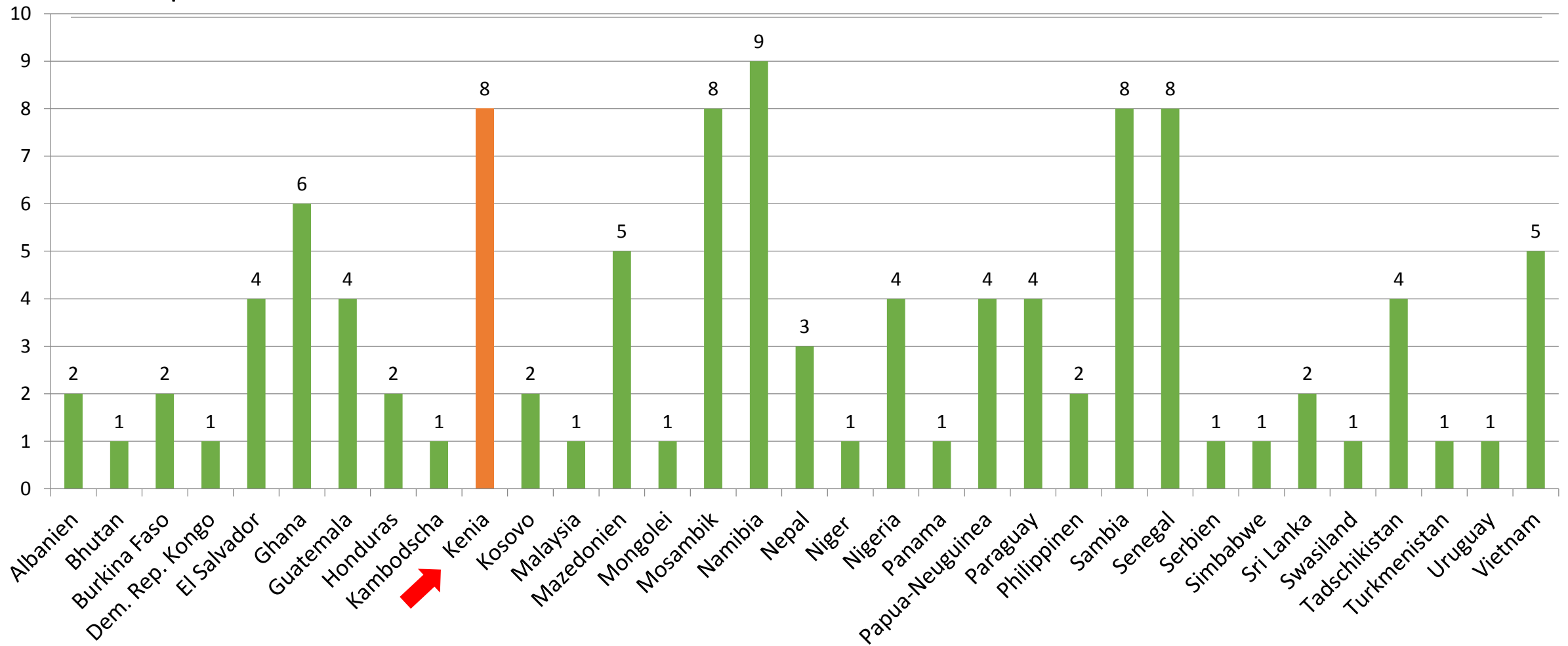
- From 2008-2016, there have been **828 weltwärts volunteers in Germany** with **70 host organisations**
- In total, up to **600** volunteers may come to Germany in 2017.



The 24 biggest sending countries in the South-North component since 2013



Sending countries in the South-North component since 2013 - continuation



Who can participate?

Sending organisations

Experienced partners from the weltwärts programme

Host organisations

Recognised weltwärts organisations and initiatives of returned volunteers

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



1. Introduction



2. Framework conditions



3. Current topics

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



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. 372 Euro in 2016)
 - ✓ Accommodation
 - ✓ Catering
 - ✓ Costs for insurance, injections, language course & travel costs

Assignment examples

Rwanda → Ev.
Gemeindezentrum, Witten



Ecuador → Kindergarten
Kleine welt, Bremen



South Africa → school farm
Ummeln, Bielefeld

Cooperation and support on the farm, work with school classes and children on the topic of sustainable agriculture

South Africa → Lebenshilfe, Bonn

"Mental illness does not mean one is no longer human, anyone can have limitations but that does not flash out one's potential / capabilities - my opinion. I Manelisi Billy, a passionate South African young man got a big chance this year to volunteer for a year in Germany in a non-profit organisation called Lebenshilfe in Bonn. "



Outlook and current topics: South-North working group

Selected topics in the South-North working group:

2014-2016

- Development of mechanism for partner consultation
- Reflection on visa procedures
- Advice on integration of South-North volunteers' perspectives
- Perspectives following the pilot phase
- Supervision and preparation of the evaluation
- South-North growth
- Review / further procedures for partner participation
- First South-North partner conference in Berlin
- Collection of important topics for follow-up

Outlook and current topics: Evaluation of the South-North component

2016	Implementation of the evaluation: interviews with volunteers, host and sending organisations, case studies, survey
Jan 2016	Discussion of the final report (in consultation with Partnerorganisations)
May 2017	Final evaluation report
June 17- June 18	Follow-up process of the evaluation with Workshops in Germany and in partner countries

Outlook and current topics: Follow-up of the evaluation

Although the final evaluation report is not yet available, four key areas for action are already clear:

- Development aspect of the programme at programme and implementation level
- Legislative parameters required in Germany for the South-North component
- The volunteer target group and volunteers' expectations regarding the volunteer service
- The role of the partner organisations on the programme

Outlook and current topics:
Possible questions regarding the follow-up

1. Transparency and communication between the partners

- What is required to ensure a clearer definition?? Of how the **roles and tasks** involved in the implementation of the South-North component are divided **between the HO and the PO?**
- Would the POs?? Like an opportunity to **share information about volunteer selection and preparation and/or aspects beyond the tasks on the programme?** If so, in what form? What role can the HO play?
- What **possibilities** are there for the POs in one particular country **to network better with one another, support each other and learn from one another?**

Outlook and current topics:
Possible questions regarding the follow-up

2. Returnee volunteering in the partner organisation

- What has been partner organisations' **experience** so far **with returned volunteers**?
- How can **partner organisations promote ties between themselves and the South-North volunteers during the assignment/increase the degree to which the volunteers identify with the partner organisation** so as to increase post-assignment involvement in their sending organisations?
- What **ideas** are there to **support returnees' activities in their home country**? What support is necessary to implement those ideas

Outlook and current topics:
Possible questions regarding the follow-up

3. Preparation and Selection of volunteers / volunteers' expectations regarding the volunteer service:

- Have the expectation of volunteers regarding the volunteer service been met so far? What are your experiences regarding volunteers' expectations? What is the feedback of volunteers regarding their tasks at their assignment places?
- How can selection and preparation of volunteers help to deal with the different expectations of volunteers and assignment places? What do partner organisations need to implement that?

5.2.3. Script: Follow-up on the evaluation of the South-North component

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Slide 2: Facts and figures

Pilot phase of the South-North component: the programme component enables young people from the partner countries of the weltwärts programme to serve as a weltwärts volunteer in Germany. It promotes equal partnership and exchange between the programme participants in Germany and the partner countries. On 20 February 2014, Minister Müller invited the first South-North volunteers to the Federal Ministry for Economic Cooperation and Development (BMZ) for a kick-off event.

It was possible to continually increase the number of admissions: 130 assignments in the first cycle (2013/14), 227 assignments in the second cycle (2015) and 471 assignments in the third cycle (2016). We are pleased that from 2017, up to 600 volunteers will be able to begin serving as volunteers in Germany within the framework of the South-North component, and the number may still be increased to 800 assignments.

The host organisations in Germany apply to host a certain number of volunteers. This number then has to be approved by the BMZ. However, since there is a maximum limit of 600 volunteer places, it is not always possible to approve all places applied for. It is up to the HO and POs to decide through which POs the HO is to host the volunteers.

Around 70 host organisations take part in the programme.

In the first three pilot years, a total of 828 volunteers took part. From 2013 to date, a total of 958 volunteers have participated in the South-North component.

Slide 3 & 4: Sending countries in the South-North component since 2013

This statistic shows all volunteers who have completed/will complete a voluntary service via the South-North component from 2013 to 2016.

Slide 5: Who can participate?

Sending organisations: The partner organisations are generally experienced partners in receiving Germany volunteers as part of the weltwärts programme. However, in the South-North component it is also possible to collaborate with countries that are blocked to North-South volunteers. Consequently, it is also possible to involve new partner organisations provided they meet the requirements.

Host organisations: All participating host organisations in Germany are recognised weltwärts organisations and returning volunteer initiatives, which are distributed across Germany. Thus organisations that send weltwärts volunteers from Germany to the partner countries now become host organisations for volunteers from the partner countries.

Volunteers: Requirements for volunteers:

- **Age:** 18 to 29 years old (participation also possible for people over 29 years old in certain cases)
- **School or vocational qualification** or a comparable personal skill
- **Willingness to learn German** prior to travelling and upon arrival in Germany. Language courses are, however, part of the volunteer service, as learning the language is a key requirement for the volunteer service being a success.
- **An openness** for completing a volunteer service as part of non-formal learning
- **A willingness to learn, interest** in intercultural issues and development policy.
- **Participation** in an **educational accompanying programme**
- **Willingness to engage in civil society** upon returning to their home country
- **Desirable:** Already engaged in civil society prior to the volunteer service

Slide 6: Which tasks are the organisations responsible for?

Sending organisations:

Are responsible for applying to the programme, selection of the volunteers, and preparing the volunteers and providing follow-up upon their return. In addition, they should further promote the engagement of the volunteers in development policy upon their return by showing the volunteers opportunities to act as multipliers and contribute in their own countries.

If the partner organisations, who are now to become sending organisations for South-North, are not yet in a position to fulfil all of these tasks, they will be supported by the host organisation in Germany. The tasks will then be passed over to the partner organisations on a step-by-step basis so that an equal partnership is possible in both components (North-South and South-North).

Host organisations in Germany:

Bear overall responsibility for the programme and act as the interface between partner organisations, volunteers and places of assignment.

Are responsible for the education and mentoring in Germany, for discussions with the partner organisation, for the selection and support of places of assignment and for ensuring suitable framework conditions for the volunteers (pocket money, insurance, language courses etc.).

Support the volunteers in establishing a social network and in integrating in their new environment; and establish a network with former weltwärts volunteers.

Slide 7: Financial framework conditions

- The amount of funding for the weltwärts South-North component is limited to a maximum of 880 EUR per month per volunteer (so-called volunteer month) and as such is somewhat higher than for the North-South component.
- The funding helps to cover the living costs of the volunteer. They receive pocket money, free accommodation and catering. In addition, the grant can be used to cover insurance, injections, language courses and travel costs, both in Germany and abroad.
- The funding may also cover costs for visas and the costs accrued by the sending and host organisations for holding the seminars.
- The funding is proportional. This means that 75% of the costs eligible for funding are assumed by the BMZ; whilst 25% is to be covered by the financial resources of the sending and host organisations.
- Since the funding to be provided by the HO is relatively high in the South-North component, some HOs host small numbers of volunteers to start with.

Slide 8: Assignment examples

The assignment posts are located throughout Germany. The volunteers are mainly deployed to assignments in the area of **social services, environment and development policy education**.

To name a few examples *[if necessary, also give examples from the conference participants]*

Rwanda → Ev. Gemeindezentrum, Witten

Working in a community centre, leisure activities for children, young people and adults

Ecuador → Kindergarten Kleine welt, Bremen

Working in childcare, catering and excursions

South Africa → Lebenshilfe, Bonn

Working in a residence for elderly people with disabilities

[Quote from his blog: https://manelisibilly.wordpress.com/](https://manelisibilly.wordpress.com/)

South Africa → Schulbauernhof Ummeln

Cooperation and support on the farm, work with school classes and children on the topic of sustainable agriculture

Slide 9: Outlook and current topics. South-North working group

South-North working group:

The pilot phase of the South-North component is supervised by a working group. The working group includes representatives of the involved participants from Germany.

Topics covered by the working group in previous years include, for example: Visa procedures, mechanisms for partner consultation, support for the development of the evaluation and perspectives after the pilot phase, South-North growth, South-North partner conference in Berlin 2016.

Slide 10: Outlook and current topics: Evaluation of the South-North component

An external, independent evaluation was carried out for the pilot phase of the South-North component. It was based on case studies and a survey of all relevant programme stakeholders, conducted in 2016. The South-North Work Group commented on the closing report; again, the POs were also able to contribute input. The final, official report is expected in May.

The evaluation's findings are now to be analysed and used as the basis for improvements/changes/adjustments to the programme. This is to be done in workshops to take place in Germany and abroad. The workshop phase is scheduled to last until around June 2018.

Slide 11: Follow-up of the evaluation

Although the final evaluation report is not yet available, four key areas for action are already clear:

1. Measures to raise awareness of the development aspect at the programme level and the implementation level
2. Legislative parameters required in Germany for the South-North component to be continued
3. The volunteer target group and volunteers' expectations regarding the volunteer service
4. The role of the partner organisations on the programme

Slide 12-14: Follow-up of the evaluation: possible questions

1. Transparency and communication between the partners

- What is required to ensure a clearer definition?? Of how the **roles and tasks** involved in the implementation of the South-North component are divided **between the HO and the PO**?
- Would the POs?? Like an opportunity to **share information about volunteer selection and preparation and/or aspects beyond the tasks on the programme?** If so, in what form? What role can the HO play?
- What **possibilities** are there for the POs in one particular country **to network better with one another, support each other and learn from one another?**

2. Returnee volunteering in the partner organisation

- What has been partner organisations' **experience** so far **with returned volunteers?**
- How can **partner organisations promote ties between themselves and the South-North volunteers during the assignment/increase the degree to which the volunteers identify with the partner organisation** so as to increase post-assignment involvement in their sending organisations?
- What **ideas** are there to **support returnees' activities in their home country?** What support is necessary to implement those ideas?

3. Preparation and Selection of volunteers / volunteers' expectations regarding the volunteer service:

- Have the expectation of volunteers regarding the volunteer service been met so far? What are your experiences regarding volunteers' expectations? What is the feedback of volunteers regarding their tasks at their assignment places?
- How can selection and preparation of volunteers help to deal with the different expectations of volunteers and assignment places? What do partner organisations need to implement that?

5.2.3. Follow-up on the evaluation of the South-North component (Notes on possible questions)

1. Transparency and communication between the partners

- The evaluation found that the distribution of duties, the stakeholders' various roles and the responsibilities within the programme in Germany are not always clear to the POs.
- One of the recommendations for action was that the aim of "strengthening partners' expertise" should be defined more precisely. To do that it is therefore important to find out the areas in which expertise needs to be strengthened and to see how POs can learn from each other's expertise.

2. Returnee volunteering in the partner organisation

- POs can also be strengthened by promoting long-term involvement with the PO on the part of the volunteer. The evaluation shows that a large portion of returnees are involved in volunteering activities both before and after their assignment with the volunteer service. This shows that there is a willingness to engage in post-assignment development-related work.
- The question is whether structural support is required for this purpose or what measures partners would like to see to enable them to make better use of this potential.

3. Preparation and selection of volunteers/expectation management

- The evaluation shows that the majority of the volunteers selected have a very good level of education (university degree or a vocational qualification). Consequently, these volunteers have different expectations with regard to their tasks at the place of assignment
- However, the work at the places of assignment often involves secondary tasks, which sometimes results in a considerable mismatch between the volunteers' expectations concerning their assignment and the expectations of the place of assignment

weltwärts extracurricular exchange project

in the context of Agenda 2030

Background and goals:

The **African-German Youth Initiative (AGYI)** is one of a number of measures designed to help implement the new Africa policy of Germany's Federal Ministry for Economic Cooperation and Development (BMZ). They include social and cultural exchange, strengthening of partnerships and concerted action on **Agenda 2030** and its Sustainable Development Goals.

The BMZ is launching a **new funding line** for exchange projects between civil society partners from Germany and the Global South with the aim of increasing dialogue and face-to-face contact – especially with African countries.

Main focus: Implementation of the Sustainable Development Goals

▶ YOUTH EXCHANGE PROJECTS

Duration: Up to two years, including one outgoing and one return visit

Group size: 5 to 10 participants in each country (as a rule)

Age range: 16 to 30 (as a rule)

Project lifecycle: Preparation, outgoing visit, interim phase, return visit, follow-up

▶ SUPPORTING PROJECTS

Goal: To enhance the quality of the exchange projects by strengthening structures and actors

Target groups: Project partners, especially information disseminators

▶ PILOT PROJECTS

- Innovative projects
- Particular relevance for international youth work with a development focus
- Transferability to other organisations and contexts

How to apply: Applications can be submitted jointly by “application partnerships”, comprising one project partner from Germany and one or more project partners from a Global South country. Information on the application procedure and deadlines can be found on the website below.

Funding: The Federal Ministry for Economic Cooperation and Development (BMZ) subsidises up to 75% of the total cost of the project.

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