

# weltwärts



Der entwicklungspolitische Freiwilligendienst

## FINDINGS OF THE 2015 WELTWÄRTS PROGRAMME VOLUNTEER SURVEY

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Dear reader,

This report presents the findings of the third annual volunteer survey. Following the surveys of the 2013 and 2014 returnees, this survey looked at the volunteers who returned from service in 2015. It was thus the first that enabled the findings for three different years to be compared, and the evaluation particularly focused on this comparison. We would like to start by highlighting one result in particular: as in the previous two years, 94% of the respondents were satisfied overall with their voluntary service. This consistently positive result confirms that the weltwärts programme meets the needs of young adults. And it shows how diligently the sending and partner organisations implement the development volunteers' service.

Each year, there are more than 3,300 volunteers in service in around 60 host countries, sent there by 160 different organisations. 1,852 volunteers participated in the survey (which was again conducted by Umfragezentrum Bonn), putting the response rate at a pleasing 57%.

The volunteer survey is part of the weltwärts quality system introduced in 2013. The quality system comprises the following components:

- quality certification of the German sending organisations by external certification bodies,
- quality development by the sending organisations in quality associations and
- the annual volunteer survey.

The quality criteria for the development volunteers' service are set out in the funding guideline for the weltwärts programme and the weltwärts quality standards.

The findings of the volunteer survey are one building block in a comprehensive quality system, designed to constantly evolve the programme into a development learning and exchange service for the volunteers and the partners in the North and South.

Looking at the findings of this third volunteer survey, we can say that they corroborate the previous years' findings for the most part. Once again, the volunteers' overall assessment of the service is good. This is true of each of the individual phases, i.e. preparation, assignment and post-assignment. Since the weltwärts programme is intended to be a development learning service, it is particularly pleasing to see that the overwhelming majority of the volunteers feel that participating in the programme was an enriching experience. They are particularly positive in their assessment of how their voluntary service influenced their openness towards other cultures and people, their global awareness and their personal development in general. They also feel that their time with weltwärts had a positive influence on their motivation to play an active role in society and to develop a keener interest in development-related, social and political issues.

Having said that, the volunteer survey also highlights areas in which there is room for improvement in the volunteers' view. Where the indicators show that there are problems, the stakeholders in the weltwärts joint operation analyse the causes and work on improvements. One such area is volunteers' satisfaction with their tasks at their place of assignment. Specific findings also show where the programme has

already been successful. For instance, the volunteers who returned in 2015 were much more satisfied with their returnee seminars than was the case in 2013, the first year of the survey.

The findings of the latest survey confirm the previous years' positive results, reinforcing our belief that the weltwärts programme is on the right track.

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## FINDINGS OF THE 2015 WELTWÄRTS PROGRAMME VOLUNTEER SURVEY

### Who took part in the survey

The target group of the latest online volunteer survey comprised all volunteers who completed their service in 2015. A total of 1,852 volunteers took part in the survey, making the response rate 57% (see Fig. 1). Willingness to participate was therefore still high though slightly lower than in 2013 and 2014.

The volunteers surveyed participated in the weltwärts programme through 154 different sending organisations and worked in 57 different countries. As in the previous year, the most common destinations were India, South Africa, Tanzania, Bolivia and Peru. All of Germany’s 16 federal states were represented among the volunteers surveyed. In a reflection of the states’ large populations, most of the volunteers came from North Rhine-Westphalia, Baden-Württemberg, Bavaria or Lower Saxony.

The general tendency is for more women to participate in the weltwärts programme than men. Accordingly, the share of women among the respondents was higher than that of men (see Fig. 2). This uneven gender distribution is therefore largely in line with the make-up of the participants in the weltwärts programme. The volunteers surveyed were between the ages of 18 and 30; the average age being 21. The volunteers’ relatively young age reflects the fact that 80% of them took part in the weltwärts programme straight after they finished their schooling. In the majority of cases, they held an “Abitur” school-leaving qualification or a general qualification for university entrance (94%). Since many volunteers join weltwärts straight after school, the number who had already started or finished professional/vocational training is lower (17%). Of those who had, most had graduated from a conventional university or a university of applied sciences; the proportion who had undergone vocational training in the traditional sense was smaller.

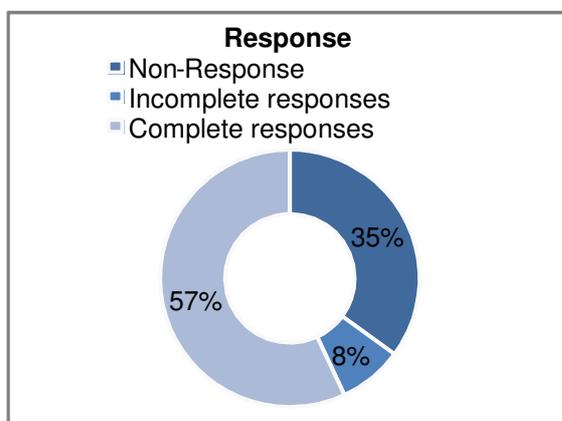


Figure 1: Response rate

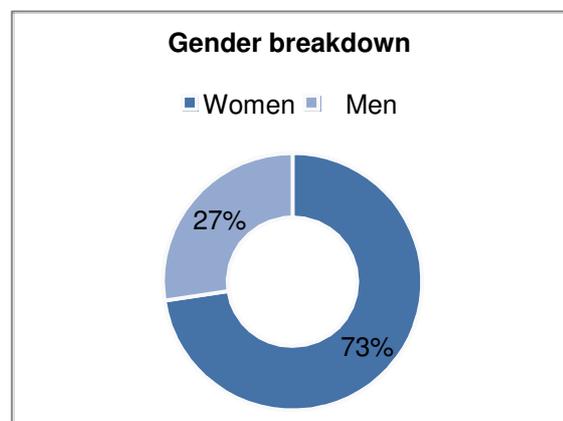


Figure 2: Gender Breakdown

Fifteen of the individuals who participated in the volunteer survey had an officially recognised disability or a certificate of disability (as defined in Volume IX of Germany’s Social Code), thus accounting for approximately 1% of the respondents. To learn more about the inclusion of persons with a disability in the weltwärts programme, the latest survey also asked the participants to specify whether they had a disability or impairment that was not officially recognised. 1.5% of them cited that they did. Together then, around 2% of the volunteers surveyed had a disability or impairment of some kind. Participation of disabled persons in the weltwärts programme thus remains an important issue for the evolution of the programme.

At 12%, the share of volunteers with a migrant background was lower than the corresponding share in Germany’s overall population (20%)<sup>1</sup>.

The findings concerning the make-up of the participants in the weltwärts programme largely correspond to those of the 2013 and 2014 volunteer surveys and there are thus no major differences in the target group that sign up to the programme.

### Satisfaction

Overall, the volunteers were extremely satisfied with their time on the weltwärts programme. 70% of the respondents were very satisfied with their voluntary service overall. Taking the volunteers who were “quite satisfied” into account too, 94% were quite satisfied to very satisfied with their time on the programme. Consequently, the findings of the volunteer surveys in 2013 and 2014, and those of the 2015 survey, show that the volunteers have been almost consistently positive in their assessment of the weltwärts programme (see Figure 2).

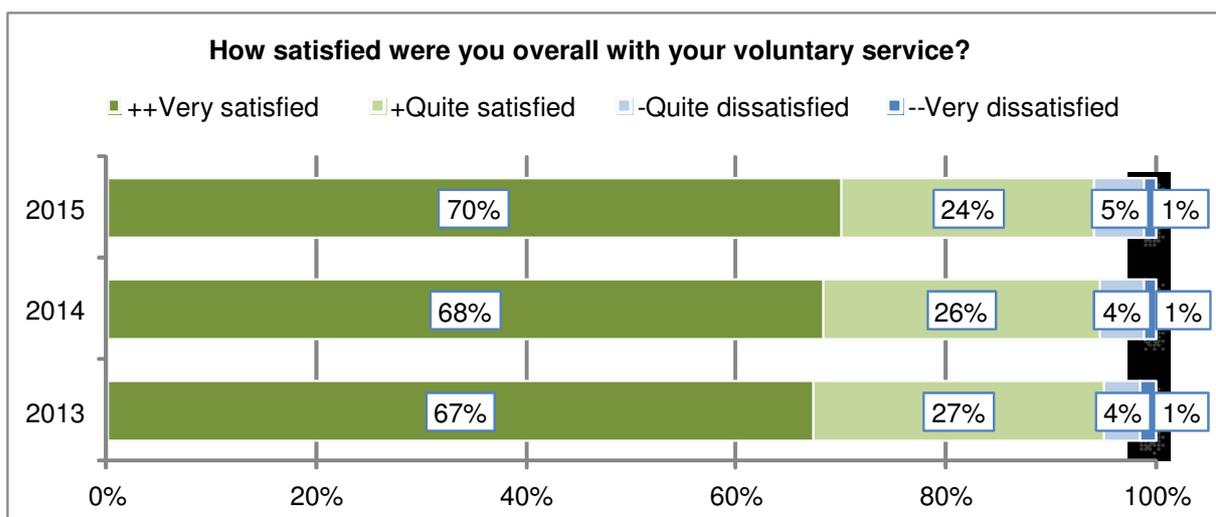


Figure 2: Overall satisfaction with time on weltwärts programme – Comparison of findings from 2013 to 2015

<sup>1</sup> Germany’s Federal Statistical Office defines a person with a migrant background as someone who holds foreign citizenship or was born abroad and immigrated to Germany post 1949, or someone who was born in Germany and naturalised or who has a parent who immigrated to Germany, was naturalised or is a foreign national. The 20% referred to above therefore includes both Germans and foreign nationals, some of whom are immigrants themselves. Results of the 2014 microcensus: <https://www.destatis.de/DE/ZahlenFakten/GesellschaftStaat/Bevoelkerung/MigrationIntegration/Migrationshintergrund/Tabellen/MigrationshintergrundLaender.html> [accessed on 12 July 2016]

This positive assessment of the respondents' voluntary service is also reflected in their high degree of willingness to recommend the weltwärts programme to their friends. More than 70% of the respondents considered it very likely<sup>2</sup> that they would recommend voluntary service on the weltwärts programme overall to their friends and the same percentage were very likely to recommend an assignment in the country they went to. 63% were very likely to recommend volunteering on the weltwärts programme through their sending organisation. Respondents' willingness to recommend their own place of assignment (44%) and participation through their host organisation in their host country (41%) was slightly lower (see Fig. 4).

The degree of willingness to recommend the weltwärts programme to friends has remained consistently high since 2013, when the volunteer survey was conducted for the first time.

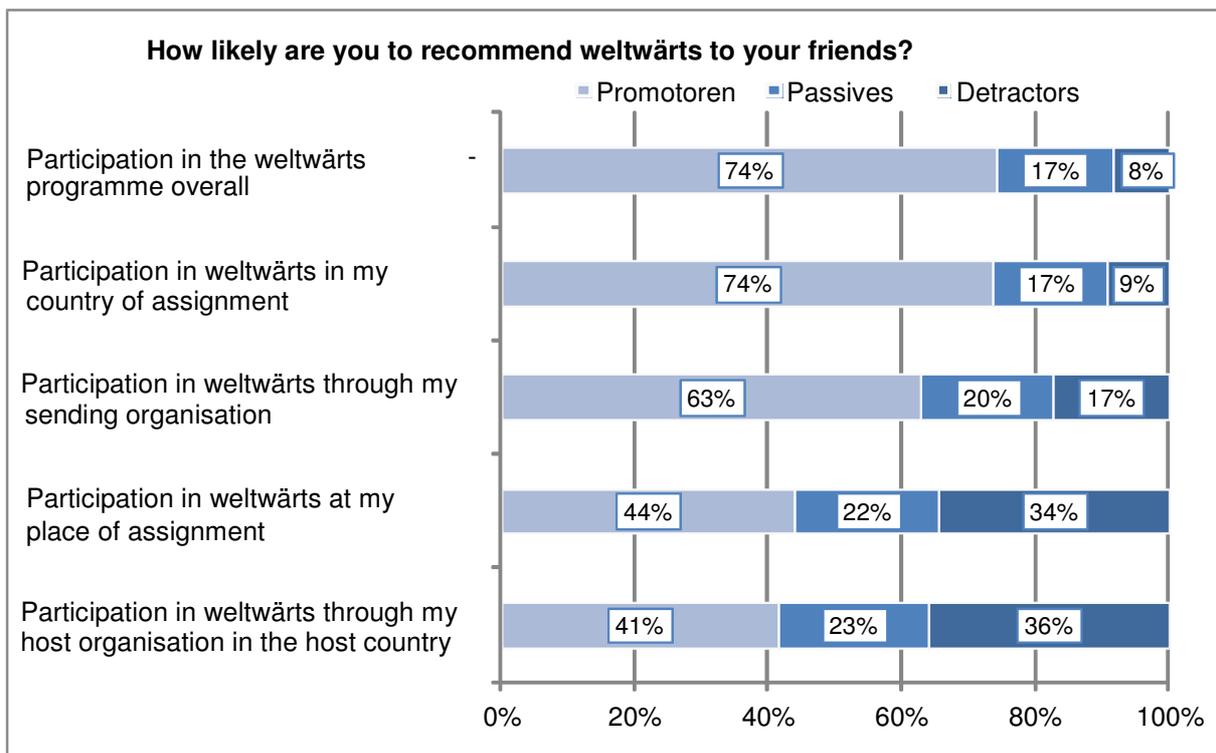


Figure 4: Willingness to recommend the weltwärts programme overall, the country of assignment, sending organisation, host organisation and place of assignment<sup>3</sup>

<sup>2</sup> 9 and 10 on a value scale from 0=Very unlikely to 10=Very likely.

<sup>3</sup> Willingness to recommend the programme to others was measured on a scale of 0 (very unlikely) to 10 (very likely). The responses were then grouped in the following categories: ratings of 10 and 9 were promoters; ratings of 6 or lower were detractors; and the rest were passives.

## Preparation for the voluntary service

As in the previous years, the vast majority of the volunteers were positive in their evaluation of how the sending organisations prepared them for their voluntary service. In the latest survey, 93% were very or quite satisfied with the support they received from their sending organisation during the preparation phase.

The volunteers were also very satisfied with the preparation they received from the sending organisations regarding preventive healthcare (e.g. on recommended vaccinations or health insurance during the assignment) and health precautions (e.g. information about drinking water). Over 90% were very or quite satisfied in both areas, following the trend set in the two previous years, where the level of satisfaction was similarly high. The vast majority of the volunteers felt that the sending organisations had supported them well in the preparations for the formal aspects of entry into the respective country (e.g. visas and residence permits). 90% were very or quite satisfied with this aspect. The findings of the 2015 survey also show that the volunteers usually had a residence permit or visa throughout their period of service abroad (90%). 9% stated that they did not and 1% were not sure. There was therefore only a limited number of cases of difficulties with visas. Another point worth noting is that there were fewer difficulties with visas compared to the 2014 volunteer survey and the volunteers' satisfaction with this aspect of the preparation was also higher.

The preparation given by the sending organisations in terms of safety and security was also viewed positively by the majority. In particular, most of the volunteers were very satisfied or quite satisfied (92%) with the information concerning and the contact data for the key contact people on the ground (e.g. the emergency cards). Most of them were also satisfied with the information regarding the general security situation in the country of assignment and what to do in the event of an emergency or crisis there. However, in both areas less than half of the volunteers were very satisfied with the preparation. The level of satisfaction with the preparatory information on safety and security remained consistently high in the 2013, 2014 and 2015 surveys.

Particularly when compared with the high level of volunteer satisfaction overall with the support given by the sending organisations, the volunteers' assessment of the preparation they received for their specific place of assignment and the work to be done there was lower. Only half were satisfied (see Fig. 5) – a finding that corresponds to those of the preceding surveys.



Figure 5: Volunteers' satisfaction with aspects of how they were prepared for their voluntary service

Following on from the previous years' findings, this year's volunteer survey again revealed that almost all the respondents had helped promote the work of the voluntary service before they left for their international assignment. In most cases, this took the form of them drawing their friends' and families' attention to the voluntary service, their place of assignment, host country or development issues (87%). One in five informed the general public about the voluntary service by, for example, giving presentations at schools. This form of involvement has decreased slightly compared to the previous year. 5% of the volunteers informed the general public about development/global issues and another 5% promoted the work of the voluntary service in some other form.

Many volunteers also helped promote the work of the voluntary service before their departure by collecting donations or helping to set up fundraising groups (80%). In most cases, the sending organisation offered them support in these efforts (82%).

Since collecting donations and helping to set up fundraising groups is not a prerequisite for selection or participation in the weltwärts programme, the survey also asks volunteers whether their sending organisations made the voluntary nature of these activities clear to them. Most of them felt that the voluntary nature had been conveyed clearly enough, with 70% stating that this was completely or quite true. Compared to the previous years' findings, the latest survey shows that the sending organisations' communication in this area has improved and efforts to convey the voluntary nature of this important form of support for the voluntary service on the weltwärts programme are seeing increasing success (see Fig. 6).

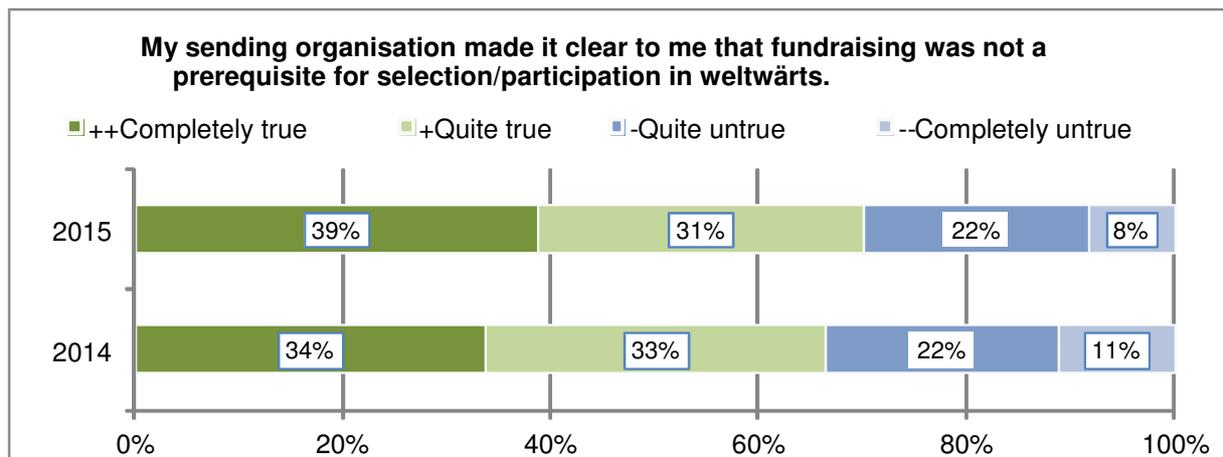


Figure 6: Volunteers' opinions on whether it was made clear to them that donation collection was not a prerequisite for selection – a comparison of the 2014 and 2015 findings

### Assignment in the host country

The places of assignment were given a positive rating overall. 85% of the volunteers were very or quite satisfied with their place of assignment overall. The responses in the open comments section concerning the reasons for volunteers being (quite) dissatisfied with their place of assignment overall indicate they would have liked to have been more involved in the work, had more of a say, more instruction and clearer work structures. The volunteers were particularly positive in their assessment of their personal contact with their colleagues and the way in which they were socially integrated into their place of assignment. 84% were very or quite satisfied with this aspect of their place of assignment. The opportunities for active involvement at the place of assignment were also satisfactory in the view of most volunteers (81%). Again, this corresponds to the findings of the previous year's survey. Around three quarters viewed their work content at the place of assignment positively. However, almost one quarter were not particularly satisfied with their tasks and work content at the place of assignment (see Fig. 7). The findings concerning satisfaction with the places of assignment correspond to those of the previous surveys in 2013 and 2014.

Looking back at their place of assignment, 72% of the volunteers had the impression that their host organisation in the host country/their place of assignment was (quite) well prepared for their assignment. Roughly one quarter felt that the host organisations and places of assignment were not very well prepared. The respondents' assessment of how well the places of assignment were prepared for the volunteers' assignments has hardly changed since 2013.

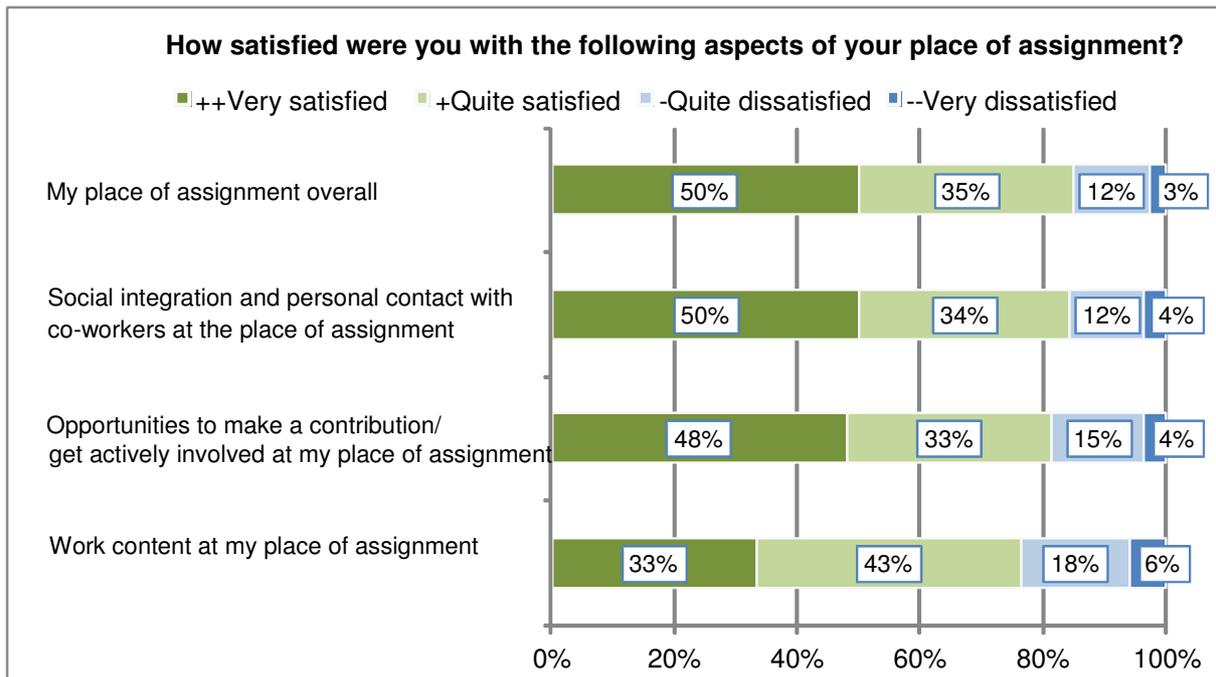


Figure 7: Volunteers' satisfaction with aspects of their place of assignment

The findings concerning the introductory training and instruction given at the place of assignment are also similar to the previous year. Two thirds of the volunteers had a contact person to give them instruction throughout their assignment. Roughly one third felt that this was not really or not at all true. The results were similar in relation to satisfaction with the introductory training and instruction given at the place of assignment. 63% were very or quite satisfied with this aspect; 37% were quite or very dissatisfied (see Fig. 8 **Fehler! Verweisquelle konnte nicht gefunden werden.**). The most common reason for being dissatisfied with this guidance was the lack of a contact person for the volunteer either the whole time or for a relatively long period. The second most common reason was that it was difficult to reach the contact person. Almost a quarter of the volunteers who expressed dissatisfaction in this area reported personal problems with the contact persons at the place of assignment.

Personal support for the volunteers during their overseas assignments was usually ensured. Three quarters of them stated that it was completely or quite true that they had a contact person, e.g. a mentor, throughout their voluntary service, whom they could contact for personal support. However, one quarter stated that this was not really true or not true at all in their case. The improved findings concerning the availability of contact persons also meant that the findings concerning satisfaction with personal support were more positive than for satisfaction with the instruction given at the place of assignment. Two in three were very or quite satisfied with the personal support; 31% were not satisfied. Unlike with the instruction given at the place of assignment, the dissatisfaction tended not to be caused by a lack of a contact person but was instead clearly due to the contact person being difficult to reach.

All in all, the findings concerning personal support during voluntary service therefore correspond to those of last year's survey.

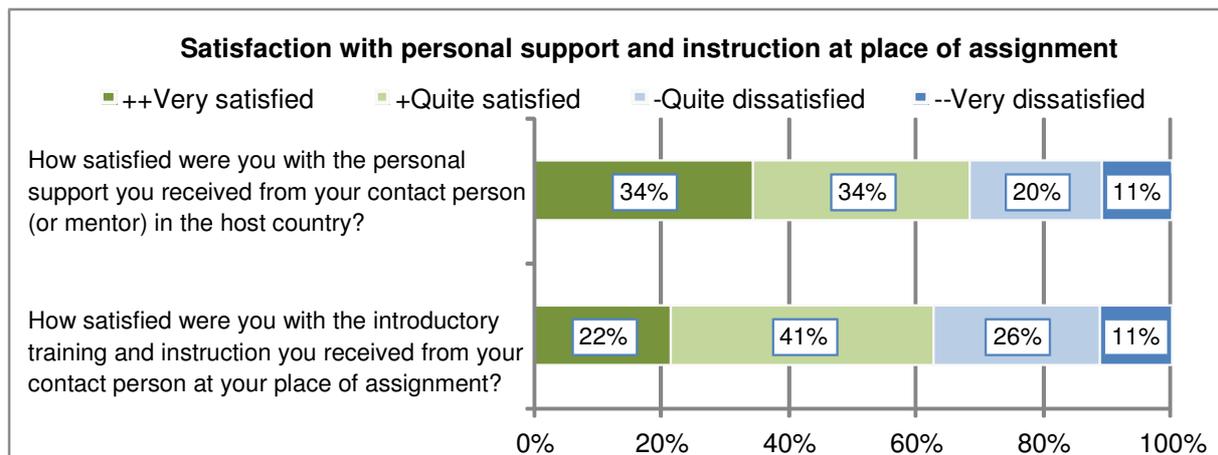


Figure 8: Satisfaction with the personal support provided during voluntary service overseas and the instruction given with regard to tasks at the place of assignment

As in the previous years' surveys, the majority of the volunteers were positive in their assessment of the personal contact they had with people outside their immediate working environment and their level of social integration during their time overseas. 81% stated that they were very or quite satisfied with this aspect.

Ensuring the safety and health of the volunteers during their year abroad is extremely important for the weltwärts programme. As part of the weltwärts programme quality development process, the volunteer survey is therefore also intended to gather information on whether the volunteers are confronted with situations that are potentially dangerous or perceived as threatening during their overseas assignment. The findings of the latest survey show that 48% did not have any negative experiences or experience any situations that they considered potentially threatening. This is a positive development compared to the previous year since the share of volunteers who had no problems of this kind during their assignment overseas rose from 45% to 48%.

The situations considered potentially or truly dangerous during voluntary service were mostly situations that were subjectively seen as threatening. 45% reported situations of this type. Cases of volunteers actually being threatened personally are much rarer – 85% of them had not been confronted by such a situation. There were even fewer cases of volunteers experiencing physical violence first hand (4%). Taking the previous year's findings into consideration, volunteer safety has improved significantly: in the 2014 survey, 7% reported these types of situation.

In total, 14% of the volunteers surveyed found themselves in situations in which they felt sexually harassed or threatened during their time abroad. This corresponds to the previous years' results. Previous surveys have also shown that women experience these situations much more often than men. Whilst 17% of the female volunteers in the 2015 survey stated that they had been confronted with sexual harassment, the figure for the male participants was 3%. These findings must therefore continue to be taken seriously, especially when preparing the volunteers for their service. However, it should again be pointed out that the findings should not be interpreted as a weltwärts-specific problem. Sexual harassment is a common form of sexualised

attack or violence, which plays a role throughout society internationally. Indeed, in Germany too, the data from a representative study on violence against women indicates that nearly 60% of the women surveyed had experienced sexual harassment<sup>4</sup>. The finding in the volunteer survey makes it clear that this issue also affects volunteer services (including those overseas). The feedback from the volunteers also confirms the particular importance the German sending organisations and host organisations attach to this specific issue and to the general safety of volunteers when preparing them for and supporting them during their assignments. 90% of the volunteers who were confronted with (potentially) dangerous situations stated that they felt in (quite) good hands – despite the possibility of security issues – due to the preparation and support provided. A positive trend can be observed here since the share of volunteers who stated that it was completely true that they felt safe and in good hands increased from 57% in 2014 to 61% in the latest survey.

## Seminars

The preparatory, mid-term and returnee seminars are compulsory elements of the voluntary service. As in the previous years, the latest survey shows that it is very rare for volunteers not to attend the seminars. Almost all the volunteers surveyed had attended a preparatory seminar and at least one mid-term seminar during their time overseas. At the time of the survey, the majority of the returnees had already attended a returnee seminar (92%). Most of those who had not yet done so were scheduled to do so on a date after the survey. There were only a few isolated cases of volunteers not having been offered a returnee seminar.

The seminars offered by the sending and host organisations to accompany the programme were considered useful overall by the overwhelming majority of the volunteers (see Fig. 9).

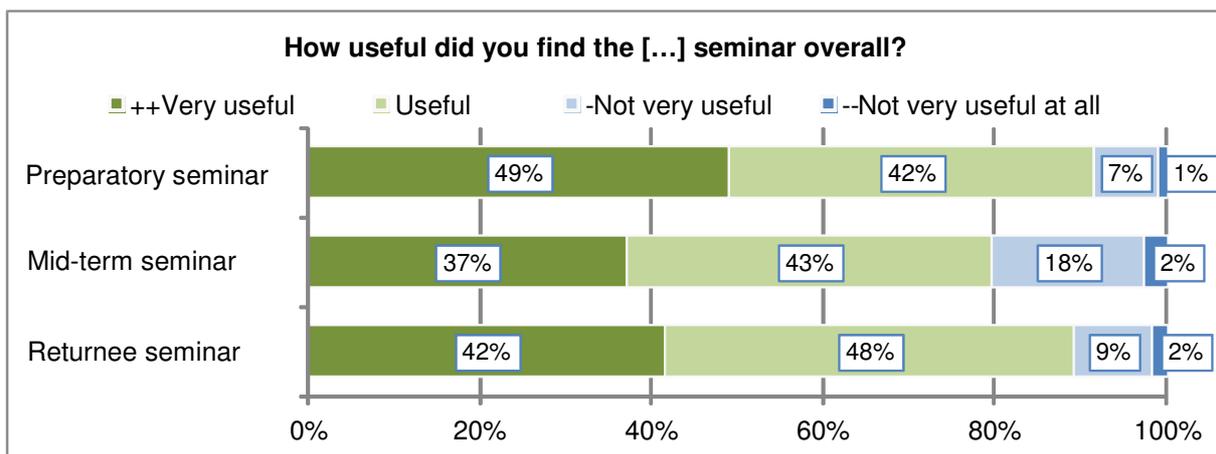


Figure 9: Assessment of the accompanying seminars on the weltwärts programme

<sup>4</sup> Federal Ministry for Family Affairs, Senior Citizens, Women and Youth (2005): Lebenssituation, Sicherheit und Gesundheit von Frauen in Deutschland. Eine repräsentative Untersuchung zu Gewalt gegen Frauen in Deutschland <http://www.bmfsfj.de/BMFSFJ/Service/publikationen,did=20560.html> [accessed on 14 July 2014].

The volunteers thought that the preparatory seminars were extremely beneficial. 91% of the respondents felt that they were (very) useful overall. They also helped them prepare for their work with development issues (86%). 83% said they were (very) useful as a way of preparing for the general requirements of the volunteer service and their own role as volunteers. However, they were felt not to be quite as useful as a means of preparing for everyday life during voluntary service as they were for other aspects of the volunteers' preparation. Nonetheless, 67% did consider the seminars very or quite useful in this sense. The volunteers' views on the benefits of the preparatory seminars were similarly positive in the previous years.

For out of five volunteers felt that the mid-term seminar(s) was/were (very) useful overall. By contrast, 20% of the respondents did not find these seminars particularly beneficial. Again, this corresponds to the findings of the previous year. One particular strength of the mid-term seminars is that they provide an opportunity for volunteers to share their experiences: 95% considered them useful or very useful for this purpose. Most (87%) also felt they were a (very) useful tool for reflecting on and reviewing what they had experienced so far during their voluntary service. In addition, three in four volunteers felt the mid-term seminars were (very) useful in helping them deal with the challenges they faced during their overseas assignment. However, around one quarter reported that they did not particularly benefit in this way. 60% said that the mid-term seminars helped them learn more about development issues. Since the first volunteer survey in 2013, there has generally been a positive trend in assessments of the mid-term seminars (particularly between 2013 and 2014). It would appear that modifications to the seminar content have helped to ensure that the volunteers now draw much more benefit from the mid-term seminars and that the seminars support them, in particular, in terms of enabling to reflect on and review their experiences.

### **Post-assignment activities**

As with the other seminars, most volunteers felt that the returnee seminars were (very) useful overall (89%). In a similar result to the mid-term seminars, the opportunity to share experiences with other volunteers was seen as very positive. 98% considered the returnee seminar very or quite useful in this respect. The returnee seminars also help the volunteers maintain the contacts they have established and network with other volunteers on the weltwärts programme (89%). The volunteers were similarly positive in their assessment of the seminars as a means of finding out more about how to get involved in development work after returning to Germany (87%). In addition, the seminars encouraged the volunteers to continue their active involvement in development work after their return: 81% of the respondents stated that the seminars were very or quite helpful in this respect.

The majority of the volunteers reported that the seminars were (very) useful as a way of reflecting on and reviewing their personal experiences during their overseas service (85%). The returnee seminars were seen to give much more support in this area than in the first volunteer survey in 2013. Back then, the share of volunteers who felt that the returnee seminar was very helpful or quite helpful as a way of reflecting on their personal experiences was 78%.

60% reported that the returnee seminars helped them readjust to life in Germany after their time overseas; they were thus slightly less helpful in this respect compared to the other aspects that the returnee seminars aim to support. However, the volunteers have benefited increasingly in this area too since the first survey in 2013. The share of volunteers who felt that the returnee seminars had helped them (re-) adjust to life in Germany was 6% higher than in the first survey.

Overall satisfaction with the post-assignment activities was high, with 87% of the volunteers stating that they were very or quite satisfied. This figure was also higher than in the previous year (see Fig. 10).

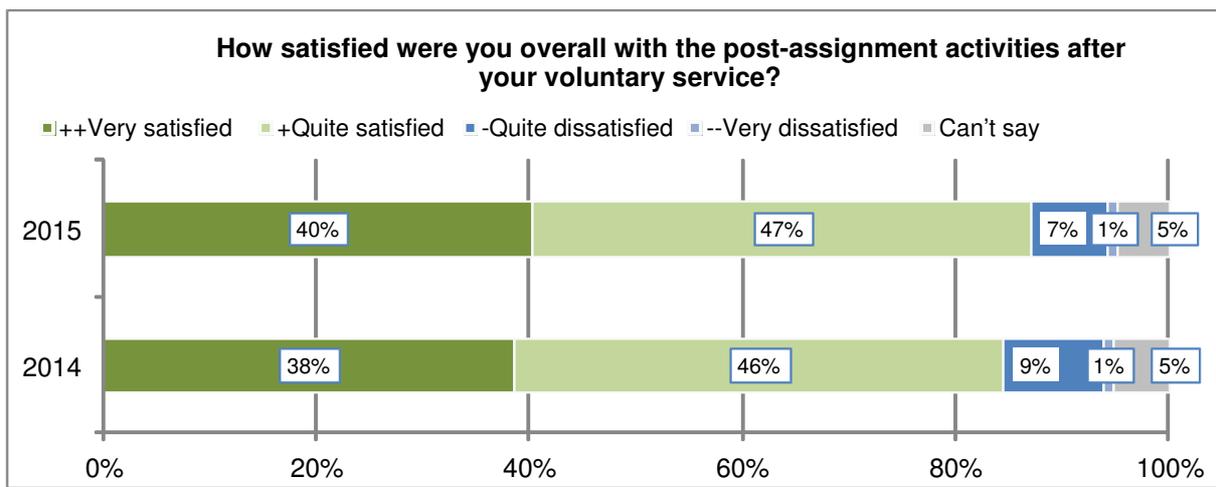


Figure 10: Satisfaction with the post-assignment activities on the volunteer service programme – comparison of the 2014 and 2015 findings<sup>5</sup>

## The weltwärts programme as a development learning service

In order to find out more about the effects of participation in the weltwärts programme, especially with regard to global learning, the annual online surveys ask volunteers to give an assessment of how they think their voluntary service has influenced various areas of their personal development.

The previous years' and the latest survey reveal that voluntary service on the weltwärts programme is an enriching experience and the participants benefit personally in a variety of ways. On a general note, most of them considered participation in the programme to have had a positive effect on their personal development. Reports of negative effects were few and far between.

<sup>5</sup> The "Can't say" answer option was only offered for volunteers who had not (yet) attended a returnee seminar.

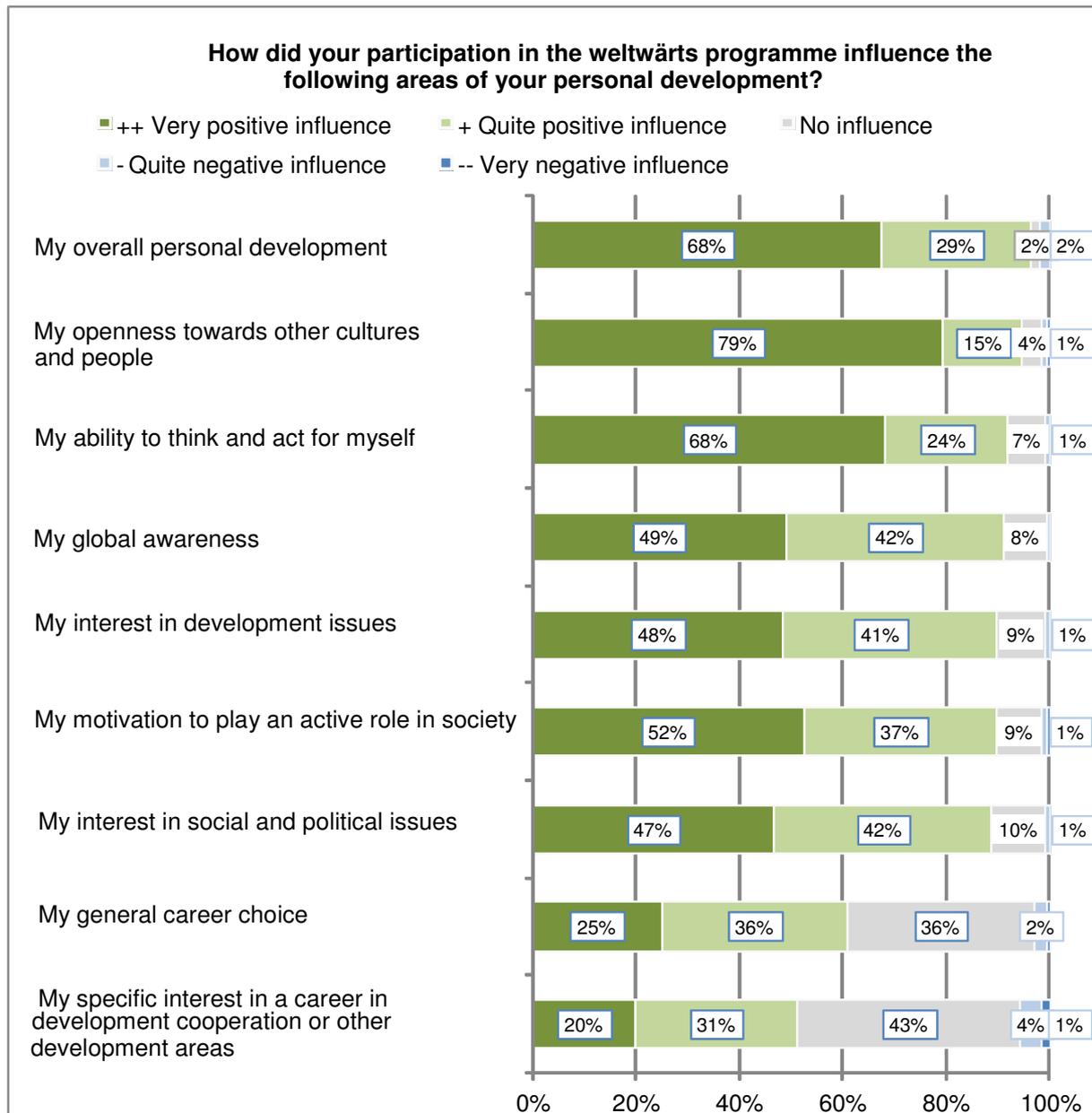


Figure 11: Assessment of how voluntary service on the weltwärts programme influenced various areas of personal development

In the latest volunteer survey, almost all the returnees thought that their voluntary service had a very or quite positive influence on their personal development (96%). 94% felt that their time on the weltwärts programme had a (very or quite) positive influence on their openness towards other cultures and people. Many also benefited in terms of their ability to think and act for themselves, with two thirds observing a very positive influence in this respect and more than 90% a very or quite positive influence. Voluntary service was also deemed to have influenced the respondents' global awareness, their motivation to assume responsibility in society and their interest in development issues and social or political subjects. Approximately 90% saw a quite or even a very positive influence in these areas. In the respondents' view, the voluntary service did not have such a positive influence on their general career choice or their specific interest in a career in development

cooperation or other development areas. More than a third said that the weltwärts programme did not have any effect in this respect. At least half of the volunteers did see positive effects with regard to their general career choice and their interest in a career in development. However, it is also true that some volunteers (5%) felt that their experiences during their voluntary service had a quite to very negative influence on their desire to seek a career in development cooperation or development policy (see Figure 12).

The feedback concerning how participation in the weltwärts programme effects personal development corresponds to the positive findings of the previous surveys.

The previous surveys had also already shown that returning participants are extremely willing to continue volunteering<sup>6</sup> beyond their weltwärts voluntary service. The findings of the 2015 survey were similarly positive, with 44% of returnees already engaged in post-assignment volunteer work at the time of the survey. Of the 56% who were not, the overwhelming majority was willing to volunteer in the future. Around half of them were very certain that they would engage in voluntary work in the future and roughly a third felt it was at least probable. In total then, 88% of the volunteers were either already engaged in post-assignment voluntary work or likely to be at some time in the future. 10% were unsure about the idea of engaging in further voluntary work in the future. There were only very few returnees who said that they would (definitely) not engage in voluntary work again (see Figure12).

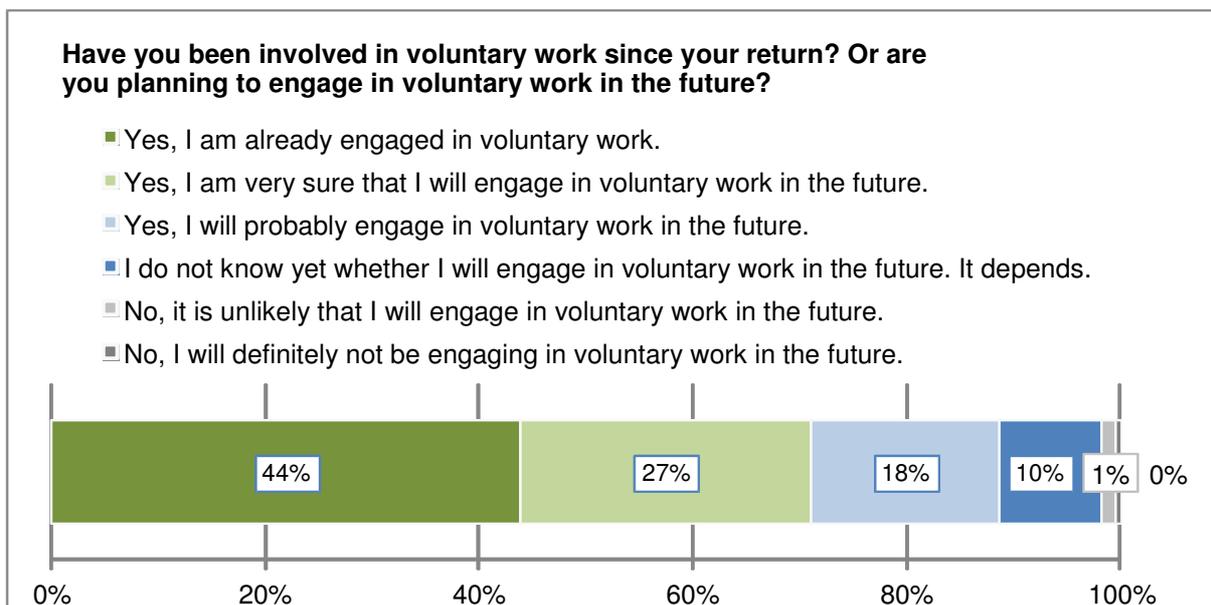


Figure 12: Post-assignment voluntary work

The fields in which returnees were already engaged in voluntary work or showed an interest in volunteering in the future are generally very diverse. However, compared to the previous years' findings, the *anti-racism/asylum/migration* field has gained increasing significance and has now replaced *work with children and young people* as the top area in which returnees volunteer. 44% of the post-assignment volunteers were involved in the *anti-racism/asylum/migration* field.

<sup>6</sup> For this question, "voluntary work" was defined as any unpaid activity for the common good – not only in the area of development.

Interest in volunteering in this field is also very high, with 62% of those not (yet) engaged in post-assignment voluntary work expressing an interest.<sup>7</sup>

39% were volunteering in *work with children and young people*. Here too, there was a high level of interest among the returnees not yet engaged in post-assignment voluntary work (47%).

More than a third of those already engaged in post-assignment voluntary work were working for their *sending organisation* (38%). The share of volunteers interested in continuing to work for their sending organisation was equally as high. 19% were volunteering in *development education*. However, interest in volunteering in this field in the future is much higher (35%). Similar results were found with regard to volunteering for (former) *host organisations*. 14% of those currently already engaged in voluntary work were volunteering in their (former) host country through their own host organisation. Almost a quarter of those not yet engaged in post-assignment voluntary work were interested in volunteering for their (former) host organisation (23%). There are also significant differences between current volunteering activity and interest in future volunteering activity when it comes to *development cooperation*. Whilst 12% of the returnees were currently volunteering in this field, a high proportion of returnees who were not yet engaged in post-assignment voluntary work (45%) could envisage volunteering in this field. There has been a considerable increase in post-assignment volunteering in development cooperation since the first volunteer survey in 2013.<sup>8</sup>

As in the previous year's survey, there is still a high degree of interest in post-assignment volunteering in the area of *international exchanges/relations* (e.g. *youth exchanges*). 48% of those not yet engaged in post-assignment voluntary work would like to get involved in this area; 14% of returnees engaged in volunteering already work in this field.

The level of interest in voluntary work in *environmental protection / conservation / climate protection* is also high (and increasing compared with the previous surveys). 41% were interested in volunteering in this field and 12% were already doing so.

Irrespective of their current volunteering activity, 58% of the volunteers surveyed stated that they would like to have more information about specific post-assignment volunteering options. This largely corresponds to the previous year's findings.

The findings concerning returnees' interest in further training in the development field are also an indication of their interest in continuing to volunteer in the area of development. Slightly more than half of the respondents (55%) were interested in further development-related training, e.g. training for multipliers. Volunteers' interest in further development-related training has thus tended to decrease since the first survey in 2013. This could be due to there being a clear link between the level of interest in further training and the volunteers' ages. The proportion of volunteers under the age of 20 has risen significantly since 2013. Further training is not particularly relevant for these age groups.

As in the previous years, the volunteers had very diverse interests and suggestions with regard to further training. Some of them would like methodical training, e.g. for

<sup>7</sup> In the first volunteer survey in 2013, this figure was 42%.

<sup>8</sup> In 2013, the share of respondents interested in post-assignment volunteering in this area was 31%.

team leaders, but considerably more interest was expressed in specific subjects that they would like to explore further. Examples include health, education, human rights, asylum law and racism. However, many of the subjects mentioned were directly related to development, intercultural exchange and sustainability, demonstrating a significant continued interest among returnees in topics that play a role in the voluntary service on the weltwärts programme.