



Findings of the 2019
weltwärts programme
volunteer survey (North-South)

uzbonn

Richtig fragen.

uzbonn GmbH – Gesellschaft für empirische Sozialforschung und Evaluation

www.uzbonn.de

Dear reader,

This report presents the findings of the seventh annual volunteer survey for the weltwärts programme (North-South). Following the surveys of the 2013 to 2018 returnees, this survey looked at the volunteers who returned from service in 2019. The survey was again conducted by Umfragezentrum Bonn.

The findings of the latest survey again corroborate the previous years' positive results, with 94% of the respondents stating that they were satisfied overall with their voluntary service. This consistently positive result confirms that the weltwärts programme continues to meet the needs of young adults and that the organisations responsible in Germany and overseas implement the development volunteers' service in a diligent manner.

Each year, more than 3,300 volunteers from Germany are in service in around 60 host countries. 1,952 volunteers participated in this year's survey, putting the response rate at 59%. We would like to thank everyone who participated in or supported the survey.

The volunteer survey helps ensure that the programme constantly evolves as a development learning and exchange service for the volunteers and the participating organisations in the Global North and South.

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

This validation of the previous years' findings strengthens our commitment to ensuring that the stakeholders in the weltwärts programme collaborate successfully to continue to improve the quality and impact of the programme.

Christine de Barros Said

Governmental Coordinator on the weltwärts
Programme Steering Committee

weltwärts Programme Officer
Division for Civic Engagement; Volunteer and
Exchange Services; Engagement Global

Mara Feulner

Civil Society Coordinator on the weltwärts Pro-
gramme Steering Committee

Quality Association Officer
weltoffen (AKLHÜ e.V.)

FINDINGS OF THE 2019 WELTWÄRTS PROGRAMME VOLUNTEER SURVEY (NORTH-SOUTH)

Who took part in the survey?

The target group of the latest survey comprised all weltwärts volunteers who completed their service in the twelve months between mid-November 2018 and 2019. 1,952 volunteers completed the entire questionnaire and the evaluation for 2019 is based on their responses. At 59%, the response rate (see Figure 1) did not reach the very high level of 2018 (67%) but it was still similarly high to that for the previous years' surveys.

The volunteers surveyed participated in the weltwärts programme through 145 different sending organisations and worked in 58 different countries. The most common destinations were South Africa, India, Peru, Bolivia and Ghana.

All in all, the findings of the 2019 volunteer survey largely correspond to those established for 2013 to 2018. It is therefore now possible to produce a very precise picture of the target group reached through the programme.

The volunteers surveyed were between the ages of 18 and 32¹ at the end of their period of service. The average age was just under 20 years.

It is still the case that most of the volunteers (83%) took part in the weltwärts programme straight after they finished their schooling. The majority of them held an "Abitur" school-leaving qualification or a general qualification for university entrance (94%). A further 5% held a "Fachabitur" school-leaving qualification permitting them to study at a university of applied sciences. At 2%, the share of volunteers with an intermediate school-leaving qualification or a qualification from a "Hauptschule" remains small. In the latest survey, 12% of the volunteers said they already had a qualification. In most cases, this was a higher education degree (7%). 3% had completed training within Germany's "dual system", a further 2% had trained at a college and 1% had a qualification from a "Fachschule" college (e.g. a "master craftsman" or "technician" qualification).

There continue to be more women participating in the weltwärts programme than men: 69% of the target group for the 2019 volunteer survey were female. The gender breakdown among the survey participants was roughly the same: The share of women among the respondents was 73%; 26% identified as male and 1% as other (see Figure 2). These results show that females were slightly more willing to participate in the survey.

¹ As a general rule, the weltwärts programme is open to young adults between the ages of 18 and 28 but the maximum age for prospective volunteers who have an disability or impairment is 35.

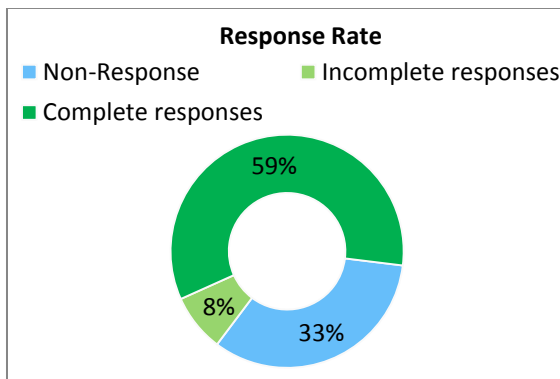


Figure 1: Response rate

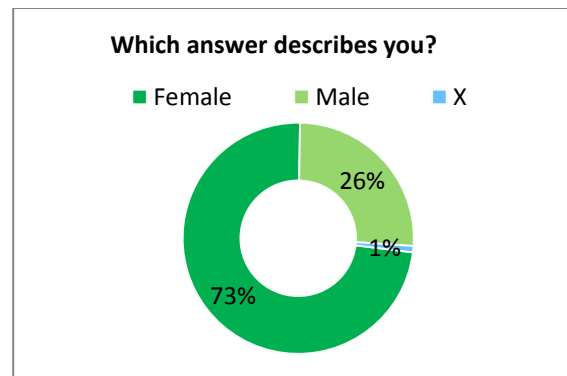


Figure 2: Gender identification

The proportion of volunteers who stated in the survey that they had an officially recognised disability or a certificate of disability (as defined in Volume IX of Germany’s Social Code) was up slightly on the previous year (from 0.4% to 1.1%). To learn more about the inclusion of persons with a disability in the weltwärts programme, the survey also asks the participants to specify whether they have a disability or impairment that is not officially recognised. This was the case for 1.3% of the volunteers surveyed - a similar result as in the previous two years. Together then, around 2.4 % had a disability or impairment of some kind. This figure is only slightly higher than in the previous year, which means that removing barriers to access remains an important issue for the evolution of the weltwärts programme.

Satisfaction

Overall, the volunteers remain extremely satisfied with their time on the weltwärts programme. This year’s findings again show that two in three volunteers were very satisfied (67%). Taking the volunteers who were “quite satisfied” into account too, 94% were quite satisfied to very satisfied with their time on the programme. Since the first survey in 2013, nearly 14,000 volunteers have been surveyed. In all surveys, the volunteers have been almost consistently positive in their assessment of their voluntary service (see Figure 3).

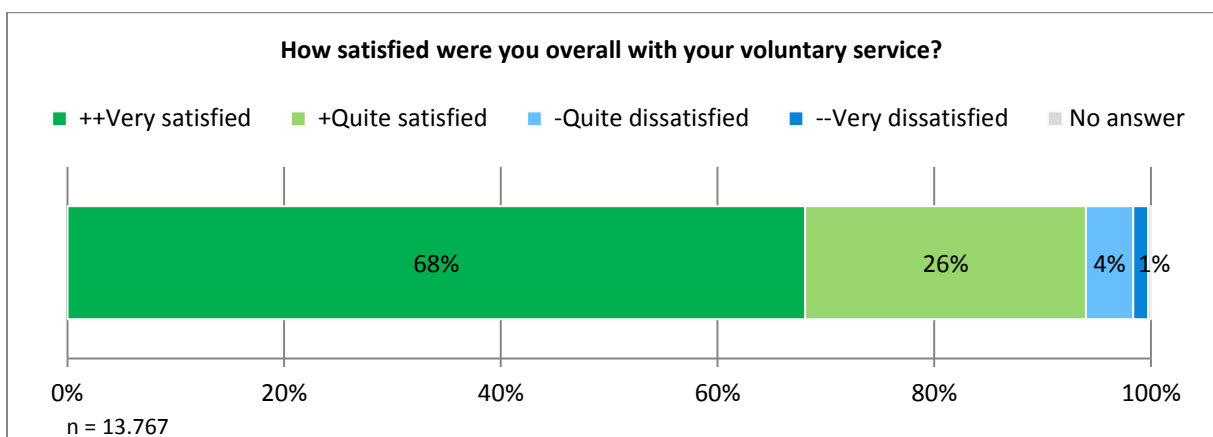


Figure 3: Overall satisfaction with time on weltwärts programme – Comparison of the 2013-2019 findings

This very positive assessment of the respondents’ voluntary service is also reflected in their high degree of willingness to recommend the weltwärts programme to their friends. Two out of

three volunteers (67%) were very likely to recommend volunteering on the weltwärts programme to their friends (see Figure 4).²

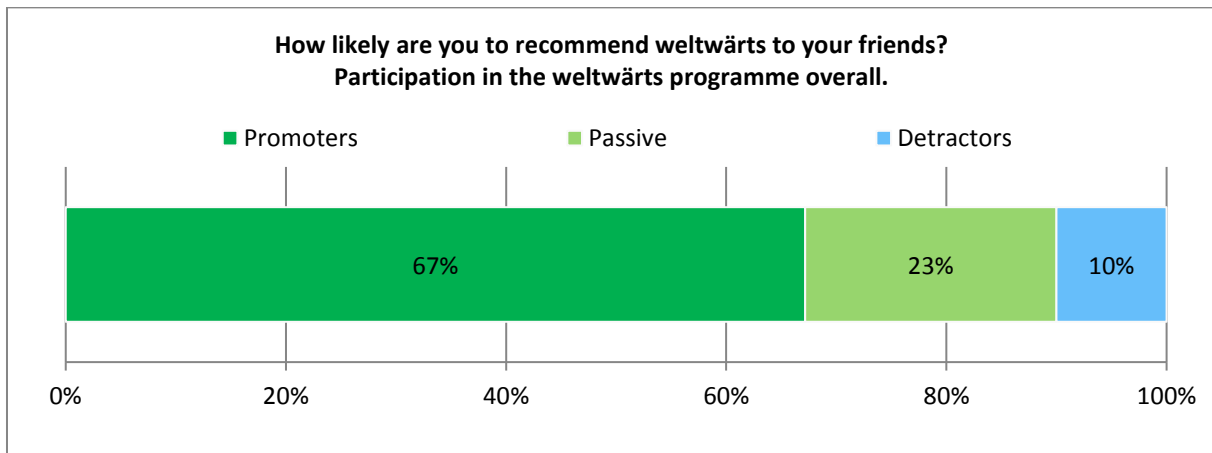


Figure 4: Willingness to recommend volunteering on the weltwärts programme³

Termination of assignments

At 8%, the share of respondents who ended their voluntary service prematurely was similar to the previous year. When this occurs, it is mostly at the volunteer’s own request (81%). Cases of sending or partner organisations terminating the assignment are rarer (18%) and tend to be due to such factors as a deterioration in the security situation in the country of assignment.

Preparing for voluntary service

The findings of the annual surveys confirm that the sending organisations prepare the weltwärts participants well for their voluntary service. In the last three years and in the latest survey, at least 94% were very or quite satisfied overall with the support they received from their sending organisation during the preparation phase. The health-related information provided by the sending organisations by way of preparation was rated positively by the volunteers. As in the previous two years, 95% of the respondents were very or quite satisfied with the information regarding preventive healthcare (e.g. vaccinations or health insurance during the assignment) (see Figure 5). In addition, 92% were very or quite satisfied with the information given by the sending organisations on the topic of health precautions in the countries of assignment (see Figure 5). Satisfaction with this aspect thus remained at the same level as in recent years.

The preparation given by the sending organisations in the area of safety and security has improved greatly in the past few years and the latest survey shows a repeat of the previous year’s positive results. 93% were very satisfied or quite satisfied with the information concerning and the contact data for the key contact people on the ground (e.g. the emergency cards) (see Figure 5). Satisfaction with the information on what to do in the event of an emergency or crisis in the country of assignment was also high at 89%. The findings of this latest survey indicate that the sending organisations meet the volunteers’ requirements for general information on the security situation in their country of assignment: 91% were very or quite satisfied (see Figure 5).

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

³ 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.

The share of volunteers who were very satisfied in this respect was 51%, which is seven percentage points more than when the surveys were started in 2013.

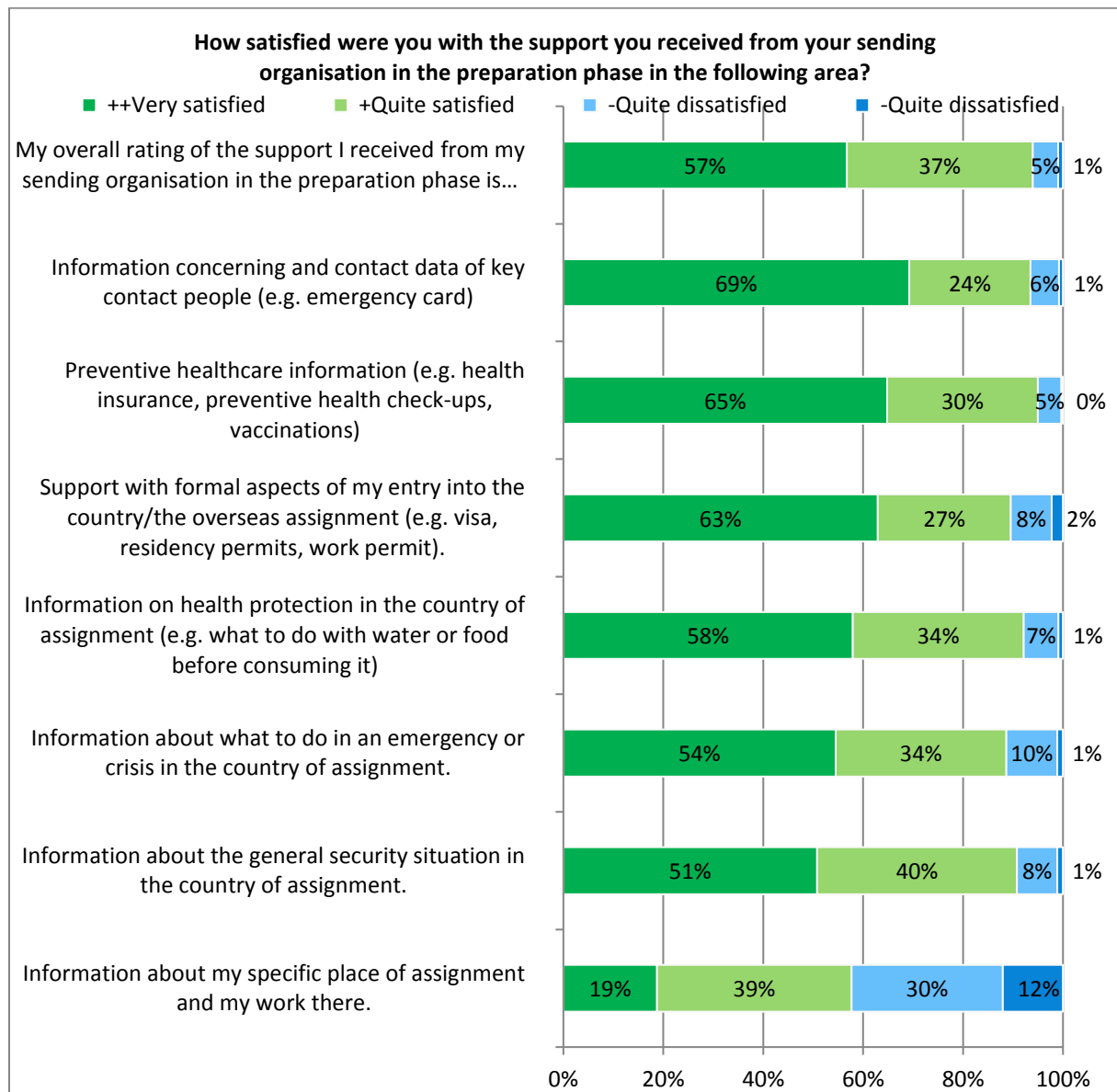


Figure 5: Volunteers' satisfaction with aspects of how they were prepared for their voluntary service

This year again, the 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/work permits). 90% were very or quite satisfied with this aspect (see Figure 5).

The survey findings also confirm that the vast majority of the volunteers had the required visa/residence permits throughout their period of service abroad. The few cases where this was not true have again decreased (6%) compared to previous years. They were mainly due to delays in the issuing of the visa in the respective country of assignment, i.e. processes over which the sending and partner organisations have no direct influence.

The annual surveys have shown that it is sometimes difficult during the preparatory phase in Germany to meet volunteers' need for information on their specific place of assignment and the work to be done there. In this year's survey, the respondents again gave this information

category a lower rating than the other aspects of the preparation activities. Having said that, the volunteers' feedback also shows that the sending organisations' ability to meet volunteers' expectations has improved increasingly over the past few years. While only half of the volunteers in the initial surveys were very or quite satisfied with the information they received in preparation for their specific place of assignment and their work there, the latest findings indicate a significant rise to 58% (see Figure 5).

The latest survey also again revealed that almost all the respondents had helped promote the work of the voluntary service before they left for their international assignment (98%). 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 (84%). In the last three years, the share of volunteers who inform the general public about the voluntary service by, for example, giving presentations at schools, has been approximately 17%. This form of support has thus decreased since the initial surveys (pre-2017) when at least 20% of each volunteer cohort promoted the work of the voluntary service in this way. The share of volunteers who informed the general public about development-related issues was the same as the previous year (4%). Some of the respondents promoted the work of the voluntary service in some other form and provided details in the open comments section (3%).

All of the volunteer surveys to date have shown clearly that many volunteers take part in these pre-departure activities by collecting donations or helping to set up fundraising groups for the voluntary service. This applied to 78 % of respondents - a similar figure to the previous years. Their answers confirm that the sending organisations offer support specifically for these activities (e.g. additional information material). 87% felt that this was completely or quite true. There has thus been a significant rise in the last few years in the perceived level of support given by the sending organisations for donation-collection activities (see Figure 6).

Since collecting donations and helping to set up fundraising groups is not a prerequisite for selection or participation in the weltwärts programme, in 2014 the survey began asking volunteers whether their sending organisations had made the voluntary nature of these activities clear to them.⁴ In recent years, it has become apparent that the sending organisations are improving significantly when it comes to ensuring transparency with regard to this aspect. The very positive findings of the previous year were corroborated in the latest survey, with 77% of the volunteers stating that it was completely or quite true that their sending organisation had made clear to them that donation collection was not a prerequisite for selection or participation in the weltwärts programme.

⁴ Since the question posed in the 2013 pilot study was worded differently than it is now, the findings for the 2013 cohort have been omitted in the chart in order to ensure comparability.

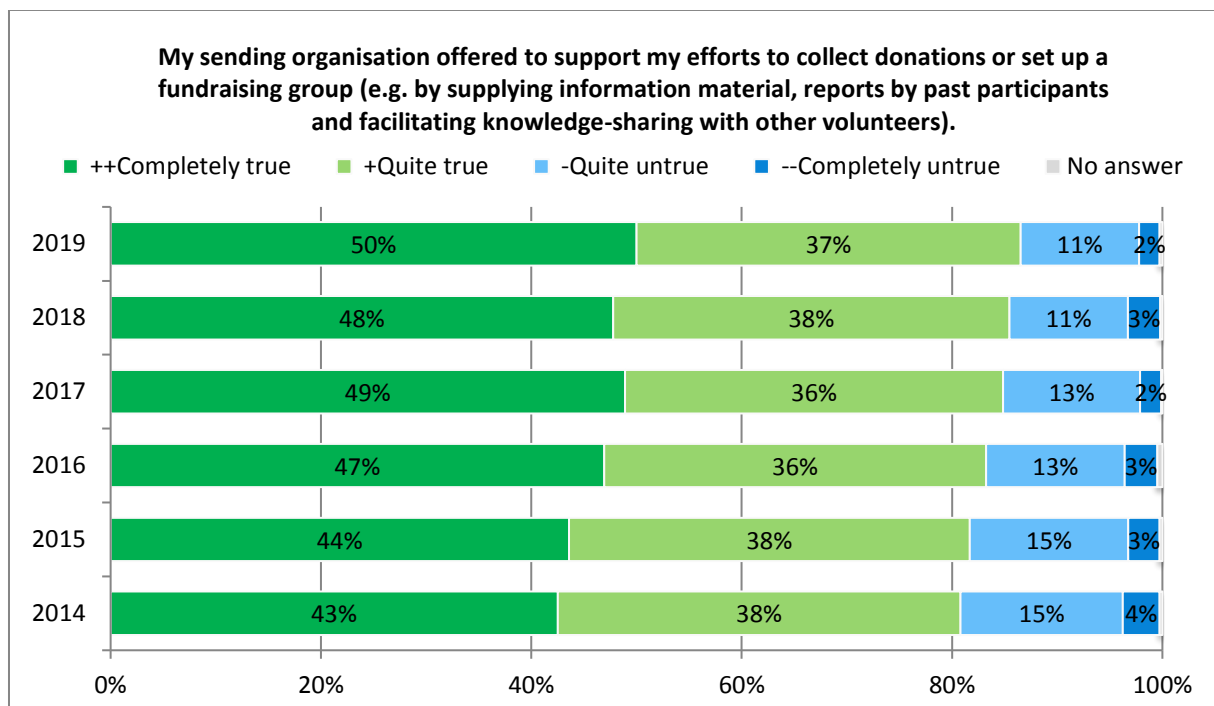


Figure 6: Support from sending organisations for donation collection and setting-up of fundraising groups

Assignment in the host country

As in the previous years' surveys, the volunteers were positive overall in their assessment of their places of assignment: 85% were very or quite satisfied. The volunteers were also very positive about the way in which they were socially integrated into their place of assignment and their contact with their colleagues: 82% were very or quite satisfied with this aspect. Their responses regarding personal contact with people outside their immediate working environment painted a similar picture, with 79% giving a rating of (very) satisfied. These findings are similar to those of the previous years (see Figure 7).

Another aspect that remains unchanged is volunteers' satisfaction with their work content at their place of assignment. 77% were very or quite satisfied with this aspect. The latest survey therefore shows again that almost one quarter of the volunteers (23%) are less satisfied with the work content at their place of assignment than expected (see Figure 7). Most of the volunteers had the impression that their host organisation in the host country/their place of assignment was well prepared for their assignment. 77% felt that this was completely or quite true. Compared to the first volunteer surveys (2013 and 2014), this result has improved by a significant five percentage points. However, the latest survey shows that nearly a quarter (23%) were less satisfied with the preparations made by the host organisations and places of assignment.

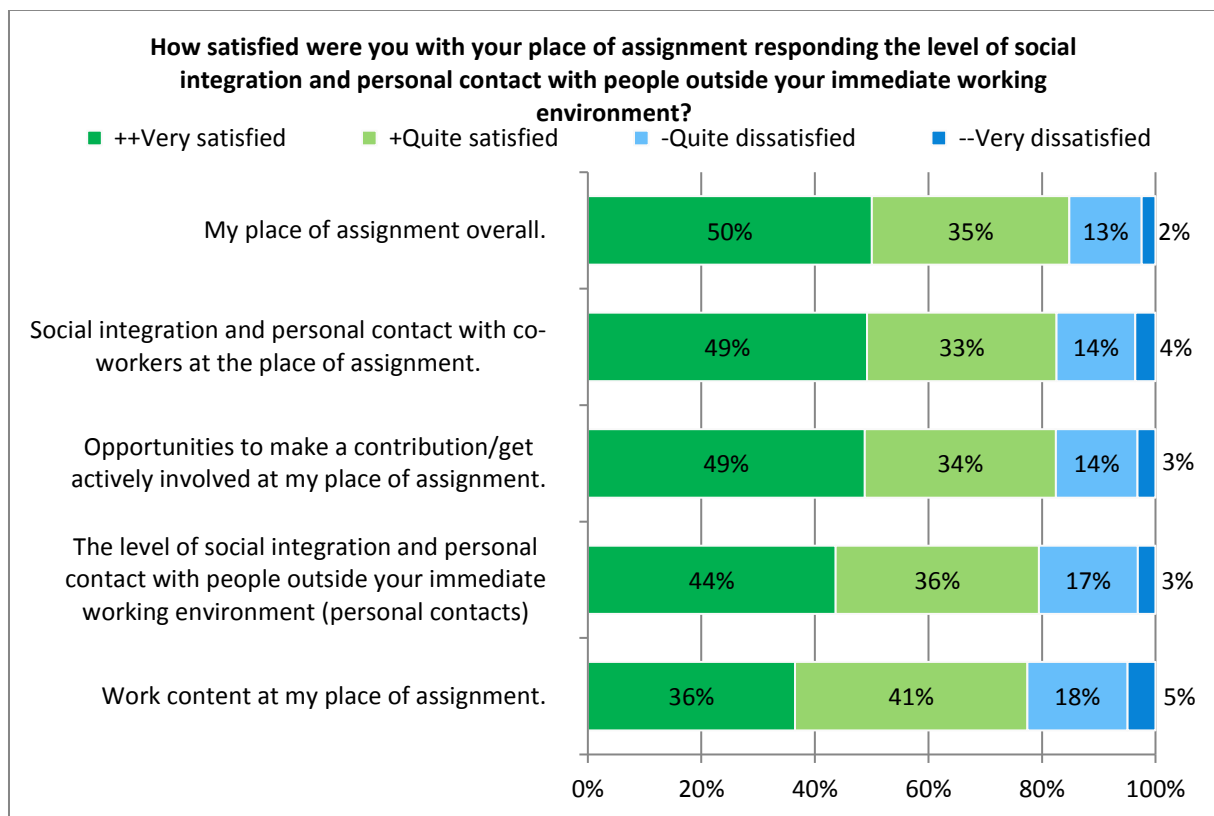


Figure 7: Volunteers' satisfaction with aspects of their place of assignment and their social integration outside of their place of assignment

A clear majority of the volunteers who took part in the latest survey stated that they had a contact person at their place of assignment who was there to give them instruction throughout their assignment (69%). Although 31% of the volunteers did not confirm that contact persons were available for instruction, there has been a slight improvement over the past few years. The share of the respondents who stated that it was (completely or quite) true that they had a contact person to give them instruction at the place of assignment grew by three percentage points in the last two years. The level of satisfaction with the introductory training and instruction given at the place of assignment has not changed significantly compared with previous years. The latest result, however, is the best yet (see Figure 8): 67% of this cohort were very or quite satisfied with this aspect. 33% were quite or very dissatisfied, giving similar reasons to previous years. The most common reason was the permanent or prolonged lack of a contact person for this task at their place of assignment (36%) or poor availability of the designated contact person (36%). In just under a quarter of cases, personal problems with the contact person were a factor (among others). The original contact person being replaced, however, played a role in 14% of volunteers' partial disappointment with the introductory training and instruction given at their place of assignment. As in previous years, the latest findings also show that a number of the volunteers who were dissatisfied with this aspect looked for (new) contact persons themselves (16%).

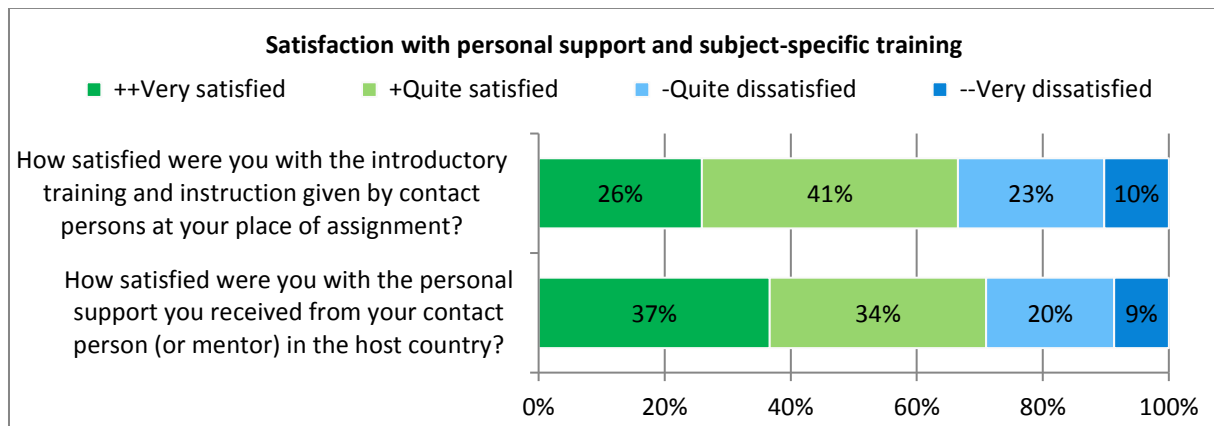


Figure 8: Satisfaction with the personal support provided during voluntary service overseas and the instruction given with regard to tasks at the place of assignment

From the very first volunteer surveys it was clear that personal support (through mentors, for example) for the weltwärts volunteers during their overseas assignments was ensured in most cases. However, the findings of the latest surveys show another significant improvement in the support provided. Whereas 75% of the respondents in the 2014 and 2015 surveys stated that it was completely or quite true that they had a contact person throughout their voluntary service whom they could contact for personal support, the figure has been around 80% in the past three years. The share of respondents who said “completely or quite true” has never been as high as in the latest survey (54%).

In a repeat of recent years’ findings, satisfaction with personal support was higher than for the instruction given at the place of assignment. 71% were at least quite satisfied with the personal support (e.g. from mentors), while 29% were not so satisfied or very dissatisfied (see Figure 8) The overall result for personal support provided was thus on a similarly positive level as in the previous years.

The most common answer given by volunteers who were quite or very dissatisfied with the personal support was (as in the previous years) the permanent or prolonged lack of a contact person whom they could ask for personal support (23%). The poor availability in emergencies of the person designated to provide personal support came a close second (21%). Personal problems with the contact person were an issue for 14% of the dissatisfied respondents. A lower percentage stated that they had looked themselves for a different person than originally planned to provide them with personal support (11%). A new contact person (5%) or place of assignment (3%) was also only rarely cited as the main reason for the personal support not being considered very satisfactory. In a number of cases, however, the volunteers felt the need to explain the main reason for their dissatisfaction with the personal support in the open comments section instead of choosing one of the options given (21%).

Ensuring the safety and health of the volunteers during their year abroad is extremely important for the weltwärts programme. Like the previous survey, the findings of the latest survey show that 47% did not have any negative safety-related experiences or experience any situations that they considered potentially threatening.

When volunteers report dangerous situations, they are mostly situations that were subjectively seen as threatening without there necessarily being a real danger. In the latest survey, 43% of the volunteers mentioned situations of this nature. Cases of volunteers actually being threatened personally are still much rarer – 87% of them had not been confronted by such a situation.

There were even fewer cases of volunteers experiencing physical violence first hand (5%). The share of volunteers who reported situations in which they were sexually harassed or threatened remained at the previous year’s level of 20%. Last year saw a considerable drop in the share of women confronted by this type of threat (which is much more common among them than among men) from 30% (2017) to 25% (2018). This year’s responses were unchanged on the previous year (26%).

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. As in the previous years, most of the volunteers (90%) reported that they felt in (quite) good hands overall – despite these difficult situations – due to the support provided.

Seminars

The preparatory, mid-term and returnee seminars are compulsory elements of the voluntary service. The latest survey again 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%).

The seminars offered by the sending and host organisations to accompany the programme were considered (very) useful overall by the overwhelming majority of the volunteers (see Figure 9). The increases observed in recent years have thus remained stable.

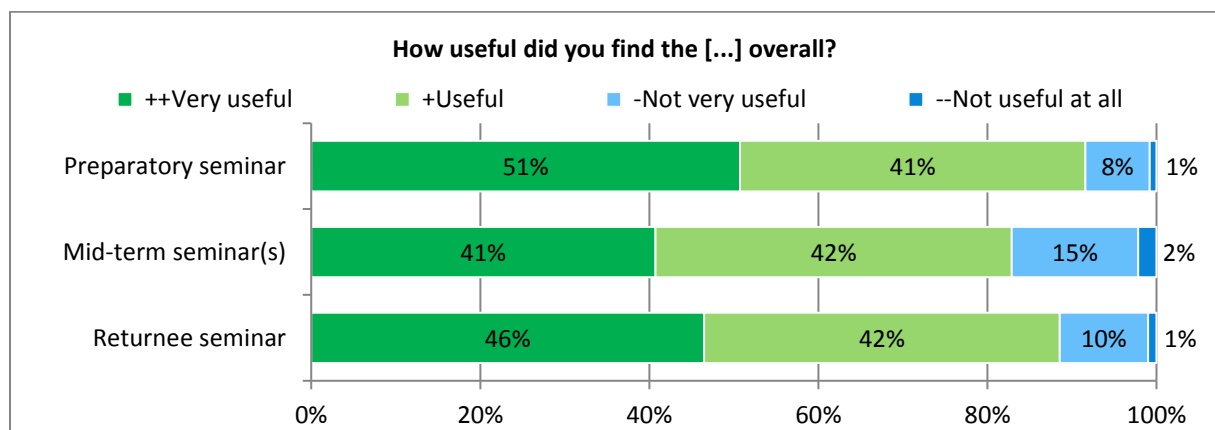


Figure 9: Assessment of the accompanying seminars on the weltwärts programme

The preparatory seminars were (very) useful for 92% of the volunteers. The very positive feedback of previous years regarding the preparatory seminars was repeated in the latest survey. Again, 90% of the respondents rated the seminars as (very) useful in terms of preparation for dealing with development-related issues. The positive ratings concerning general requirements and the role of the volunteer (84%) and everyday life during voluntary service (68%) stabilised at the same level as the previous year.

The latest survey shows that the positive trend in volunteers’ assessment of the mid-term seminars has remained stable with almost identical results to 2018. Overall, the mid-term seminars were (very) useful for 83% of the volunteers. The previous year’s significant improvements in

the ratings for specific aspects of the mid-term seminars appear to have continued. In a repeat of the 2018 response, 89% said the seminars were (very) useful for reviewing what they had experienced so far during their voluntary service. Again, 79% felt that the seminars were (very) useful as way of learning to handle challenges during their assignment. The seminars also received a similar rating to the previous year in terms of their usefulness for preparing to work with development issues: 67% considered their mid-term seminar to have been (very) useful in this respect.

One particular strength that the volunteers continue to see in the mid-term seminars is that they provide an opportunity to share experiences with other volunteers. In total, 96% felt that they were very useful (78%) or quite useful (18%) for this purpose.

The positive results for the returnee seminars have also remained at a stable level. From as far back as the 2015 survey, approximately 89% of the volunteers each year have stated that the returnee seminar was very or quite useful for them overall.

As with the mid-term seminars, the respondents felt that these seminars were particularly useful as a way of sharing experiences with other volunteers. Almost all the returnees (98%) considered the returnee seminars very or quite useful in this respect. The feedback on specific aspects of the seminars was almost exactly the same as in the previous year,

with the volunteers stating that they were very or quite useful for...

- maintaining the contacts I made and networking with other people on the weltwärts programme (89%).
- reflecting on and reviewing their personal experiences during their overseas service (87%),
- finding out about ways to get involved in development work after returning to Germany (87%) and
- encouraging them to continue their active involvement in development work after their return (83%).

Post-assignment activities

Overall satisfaction with the post-assignment activities is at a similarly high level as in the previous surveys, with 86% were very or quite satisfied with this aspect.

The weltwärts programme as a development learning service

The annual online survey is also intended to determine how participation in the weltwärts programme affects the volunteers, particularly in terms of global learning. To this end, it asks 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's findings reveal that voluntary service on the weltwärts programme is an enriching experience and the participants benefit personally in a variety of ways. This is true both of their personal skills and the knowledge they gain in the area of international development. The responses given in the 2019 volunteer survey with regard to how weltwärts influences various personal skills and general aspects of personal development are only moderately different to the findings of the previous surveys. The volunteers felt there was a particularly positive effect on their own openness towards other cultures and people. Nearly 80% said the programme had a very positive influence in this respect; a total of 94% said the effect was very or quite positive. Most of the volunteers also felt that volunteering with

weltwärts had influenced their general personal development, with a total of 95% reporting a very or quite positive effect. In addition, very or quite positive influences were seen in terms of ability to think and act for oneself (93%). The respondents' opinions varied a little more (and was very similar to previous years) when it came to the influence of their voluntary service with weltwärts on their general career choice. Approximately one quarter felt that the influence was very positive; a total of 60% considered it quite to very positive (see Figure 10).

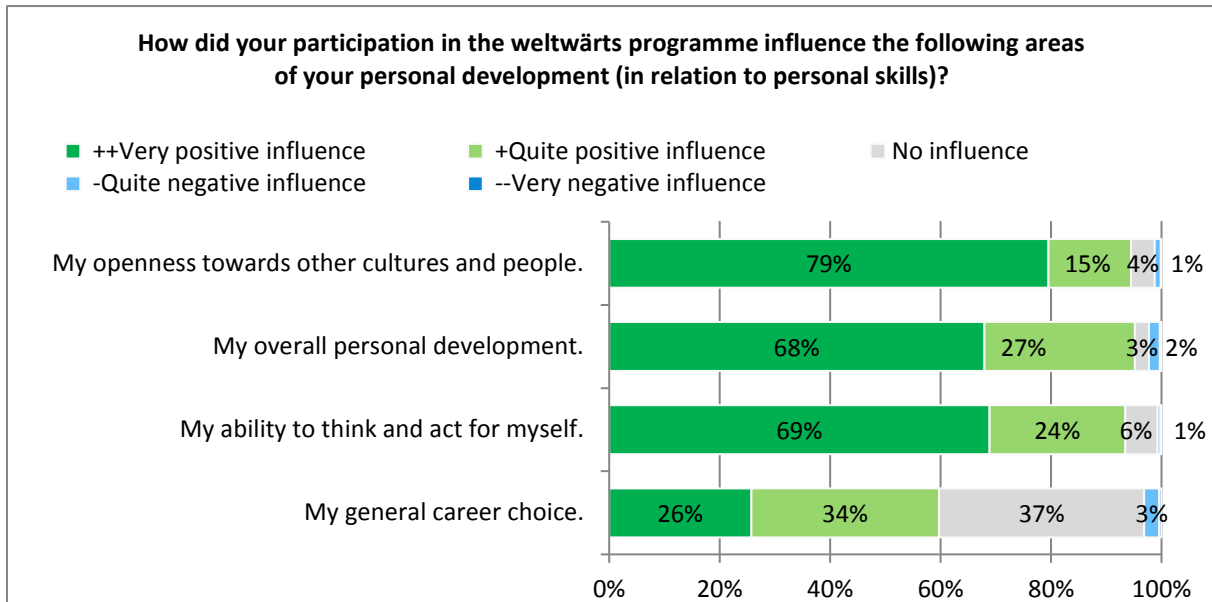


Figure 10: Volunteers' assessment of how voluntary service influenced the development of their personal skills

Many of them also observed positive influences with regard to development-related aspects. In a similar result to the previous year, a total of 95% felt that their participation in the weltwärts programme had a very or quite positive influence on their global awareness. The share who saw a very positive influence was higher than ever before at 55%, approximately five percentage points up on previous years' figures.

The answers given concerning the influence of voluntary service on volunteers' interest in development issues, social and political issues and their motivation to play an active role in society was almost unchanged on the previous year. Around 90% of the volunteers observed a (very or quite) positive influence for all three of these aspects.

Past surveys had shown that a substantial share of the volunteers felt that participating in the weltwärts programme had a positive impact in terms of their specific interest in a career in development cooperation or other development areas. In the most recent surveys, this figure was just over 50% but it fell below 50% for the first time in the latest survey (49%) 43% of the respondents, a similar amount to last year, did not observe any effect in this respect. Some respondents stated that their volunteering experience had resulted more in a decline in their interest in a career in development (cooperation): 7 % reported a quite or very negative effect (see Figure 11).

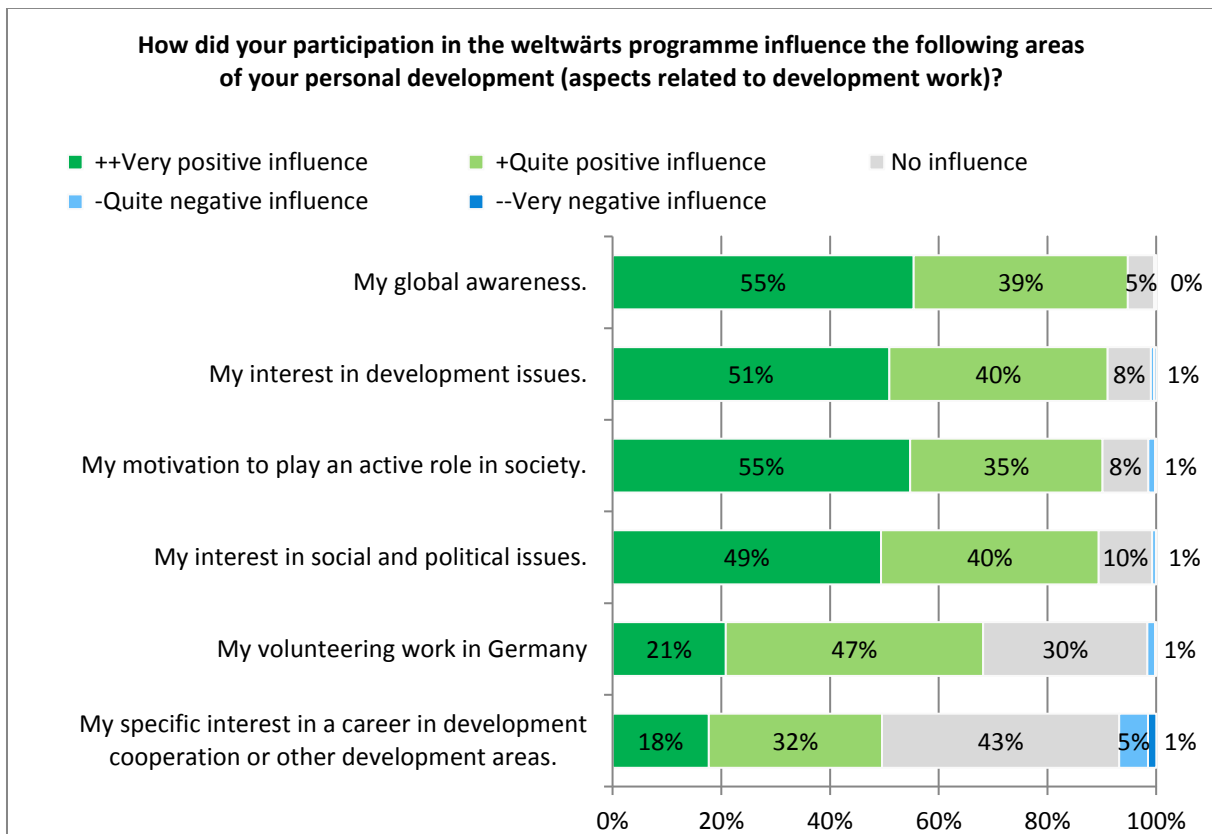


Figure 11: Volunteers’ assessment of how voluntary service influenced them personally with regard to development-related aspects

Returnee engagement in volunteering activities

The latest survey was the third to ask respondents how their voluntary service had affected their volunteering activities in Germany after their return. The results have remained largely stable over the past three years.

Whilst there was an increasing trend last year, a minor decrease can be observed this year. The latest findings show that 68% of the volunteers (i.e. roughly two in three) felt that weltwärts had a very or quite positive influence on their willingness to continue volunteering (see Figure 11).

They also show a high level of returnee willingness to volunteer and actual volunteering activity⁵: 38% were engaged in volunteer work (again) at the time of the survey. 26% were very certain that they would engage in voluntary work in the future and a further 19% felt it was at least probable. These figures indicate a moderate decrease on the previous years’ results since both the share of returnees who were engaged in volunteering activities and the combined share of volunteers who were either already engaged in post-assignment voluntary work or would very probably be at some time in the future (83% in total) were lower. However, there were still only very few who said that they would probably or definitely not engage in voluntary work in the future (3%). But there was an increase in the share of volunteers who were unsure about the idea of volunteering in the future (14%) (see Figure 12).

⁵ For this question, “voluntary work” was defined as any unpaid activity for the common good – not only in the area of development.

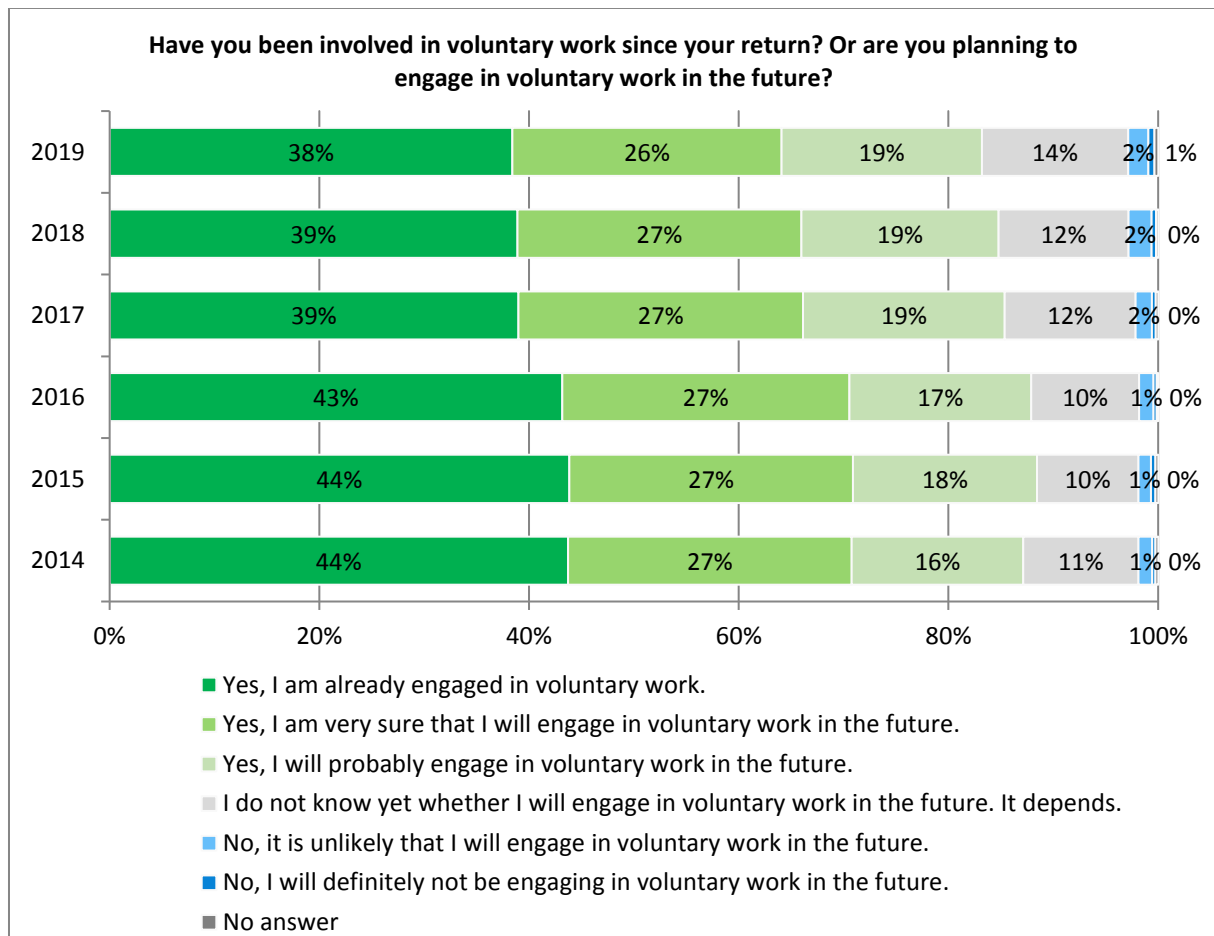


Figure 12: Post-assignment voluntary work

The fields in which returnees were already engaged in voluntary work or showed an interest in volunteering in the future are generally very diverse. The latest findings show that the areas in which returnees volunteer are very similar to those reported in the 2018 volunteer survey. Most of the returnees who are already engaged in volunteering activities (again) work with children and young people (41%), in the church/religious sector (34%) or for weltwärts sending organisations (33%). There are also many returnees volunteering in the area of conservation/environmental protection/animal welfare/climate protection (26%). This area has begun to play a considerably larger role in recent years and saw an increase of five percentage points on the previous year. Anti-racism/migration/asylum (20%) is another important field in which many weltwärts returnees volunteer.

Returnees who were not yet engaged in voluntary work displayed a particularly high level of interest in the conservation/environmental protection/animal welfare/climate protection field (59%). Interest in volunteering in this field thus increased again compared to the previous year (55%). Interest in volunteering in the anti-racism/migration/asylum field remained at the same high level (53%). There are still a number of respondents who would like to volunteer in the area of human rights (46%) although the figure is down slightly on the previous year (50%). There are also many participants who would be interested in volunteering in work with children and young people (42%) or in international exchanges/relations (41%) In addition, volunteering for their sending organisation (37%), in development cooperation (37%) or development education (35%) would be an option for many respondents too.

If the areas in which the returnees engage in voluntary work or would be interested in doing so are grouped together under the heading “Global citizenship”⁶, the returnees’ thematic focus again becomes very clear. As in the previous year, four in five volunteer in an area that falls into this category (81%). The strong inclination for topics in the global citizenship category becomes even more evident upon examination of the areas in which respondents would be interested in volunteering in the future. 97% of them would like to volunteer in at least one of the areas in this category (see Figure 13) - again, an identical result to the 2018 survey.

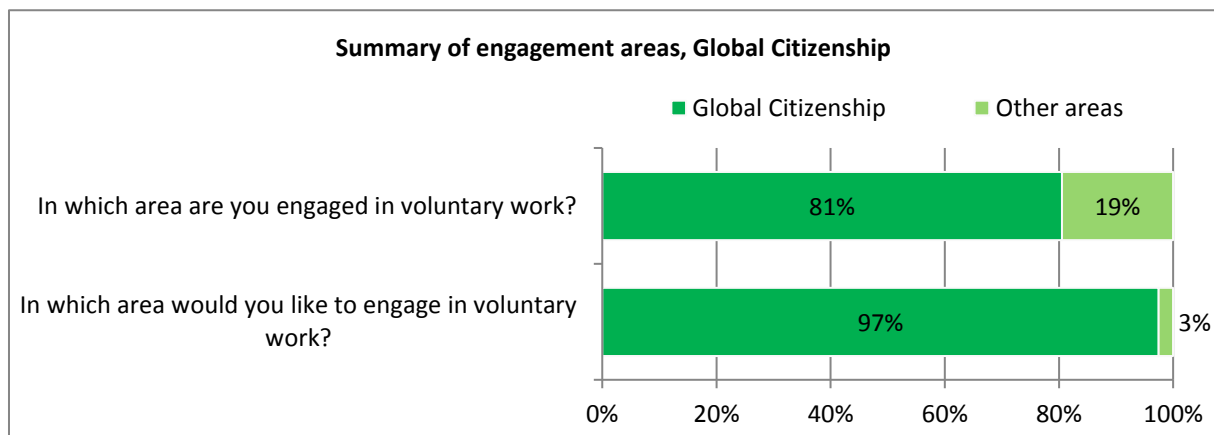


Figure 13: Current volunteering activity and interest in volunteering in the global citizenship category

Irrespective of their current volunteering activity, 59% of the volunteers surveyed stated that they would like to have more information about specific post-assignment volunteering options. The need for information is thus similar to last year.

The latest survey shows that returnees’ interest in further development-related training (e.g. seminars on specific subjects or project management) has decreased in recent years. For the first time, less than half of the respondents expressed an interest in this type of follow-up training (49%). However, the findings also reveal that the share of respondents who were not sure about this point has increased in recent years to the current level of 31% whilst the share of volunteers who were definitely not interested (19%) has hardly changed.

The latest survey also showed a high level of interest among weltwärts returnees in a career in development cooperation. Only 16% were not interested and a total of 81% were interested. Compared with the two previous surveys (84%), however, the figures are down slightly. This decrease specifically reflects interest in working abroad at a later stage. 65% of the respondents in the latest survey were interested in doing this, a decrease from the previous 70%. Interest in a career in development cooperation in Germany (50%) or in the volunteer’s former country of assignment (45%) remained practically unchanged (see Figure 14).

⁶ This category included development cooperation, development education, work for the sending organisation, work for the host organisation overseas, international exchanges/relations, human rights, environmental protection/conservation/animal welfare/climate protection, anti-racism/asylum/migration, inclusion/work with persons with a disability, gender/gender equality and poverty/rooflessness/homelessness. The areas considered relevant for the concept of global citizenship were chosen by Engagement Global.

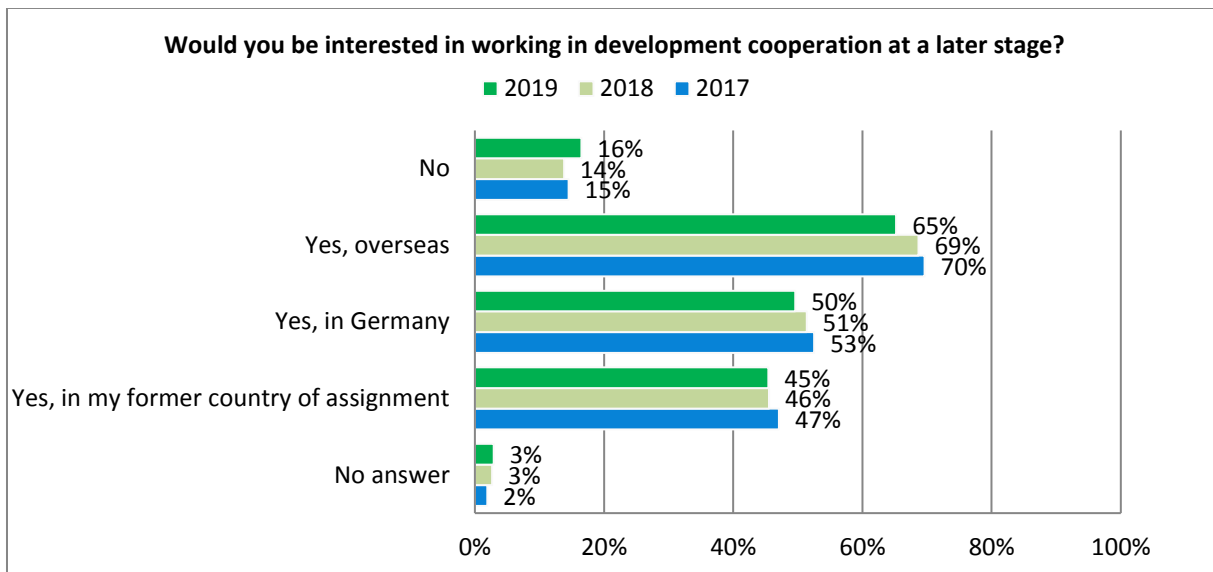


Figure 14: Interest in working in development cooperation in the future⁷

⁷ Apart from the “No answer” option, multiple answers were possible.