

weltwärts **Partner** **Workshops** **2013**

WLV 60074

Documentation



Deutsch-Indische
Zusammenarbeit e.V.





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weltwärts 
Der entwicklungspolitische Freiwilligendienst



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Documentation of the weltwärts Partner Workshops

held on:

15th to 19th March 2013

and

26th to 28th September 2013

through the

Deutsch-Indische Zusammenarbeit e. V. (DIZ)

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better understanding
of wellwärts
program

selection of
the volunteers
selection process

share and learn
from each other

more information
about the
programme

getting to know
each other
→ the Indian
NGOs

partners shall be
more active as
a stakeholder /
sit in the driver's
seat

active
participation
and fruitful
discussions

NGOs take back
home:
practical help

role of DIZ in
the networking
process of the
partners

gap between
expectations &
reality

cultural and
family background

gap between
expectations
of volunteers
and NGO

motivational
background of
volunteers

how to make the
work more interesting
for the volunteers

idea how to
schedule the
working time

intercultural
communication
problems with
the volunteers

do's and
don't's for the
NGO

Expectations towards the partner workshop.

Foreword

By Jona Aravind Dohrmann

Dear Partners,

I am happy to present you the documentation of the Partner Workshops held in 2013 in Nagpur. Specially the fact, that the Partner Workshops are an ongoing process, started in 2011, and which are to be continued in the following years, bears a great deal of satisfaction since it demonstrates that the volunteering process into which we have entered together is not a “one-hit-wonder”.

First, I would like to thank you as the Partners, the Ecumenical Sangam as the hosting organisation for the workshops and all the resource persons for your contributions in one or the other way. Without your active participation, these workshops would not be of any value. I would also like to thank the Coordination Office of *weltwärts* for every financial and other support extended in order to carry out this continued process of quality enhancement of the *weltwärts* programme. The official title of this project has been “Continuation of the Training of Mentors and Field Work Staff of the Indian Partner Organisations / Quality Enhancement of the *weltwärts* volunteer service”. Although the title sounds as if the input has been uni-directional, in truth, it was bi-directional since the DIZ-team and I learnt a lot about your work, your area and in general about Indian reality. This is also, how it is meant to be continued - as a common project amongst emancipated Partners.

The German Federal Ministry for Economic Cooperation and Development (Bundesministerium für wirtschaftliche Zusammenarbeit und Entwicklung = BMZ) which has promulgated the *weltwärts* programme sets forth in the new *weltwärts* guidelines (which will shortly be also available in English), that “volunteers undergo a non-formal, developmental learning and education service, which offers them comprehensive opportunities of ‘global learning’ and which motivates and strengthens them to get henceforth deeply involved into developmental and societal issues beyond their volunteer service.”



Jona Dohrmann introducing the programme of the Partner Workshop

And, regarding the Partners, it is said that, “the *weltwärts* volunteer service is carried out in a cooperative way based on partnership with the Partner Organisation of the Global South”.

These two statements constitute the cornerstones of the programme and show that volunteering is not an end in itself but should trigger a lifelong involvement in a responsible global partnership. This sounds overwhelming, but if we break it down into individual relationships between you and us, between you and the volunteer, between the volunteer and us, it becomes more graspable and shows us, that one can care for each other whilst sitting on different ends



of the world. To achieve this, we both have to work hard in explaining the volunteers with a lot of patience the intricacies of the daily developmental issues in which not everything is immediately understandable, at least initially. At the same time, we both must have the patience to listen to the ideas and contributions of the volunteers.

Since November 2013, the *weltwärts* programme has been extended with a reverse programme known as the South-North component of the *weltwärts* volunteer service which shall gradually enable more and more participants from the Global South to do a volunteer service in Germany. Thus also, not only learning becomes bi-directional, but also the physical exchange of volunteers.

In this vein, I hope and am sure, that we will together further improve the process of volunteering and exchange between all the stakeholders of the programme for the benefit of the civil society in both countries - India and Germany - and ultimately for the target groups with whom you all work.

In joyful expectation of the continued cooperation,

I remain sincerely yours

(President DIZ and Convenor of the Partner Workshops)



Invitation to the weltwärts Partner Workshop in March '13



Invitation to the 4th weltwärts - Workshop

Understanding and Improving the Volunteering Programme in the Framework of weltwärts (worldwards)

Dear Mentors and Staff of our Partners,

herewith you are cordially invited to join the 4th workshop "Understanding and Improving the Volunteering Programme in the Framework of weltwärts".

Venue: Rainbow Guesthouse of the Ecumenical Sangam, Conference Hall,
316/A, Civil Lines, Rabindranath Tagore Marg, behind AXIS Bank, Nagpur - 44001

Dates: 15th to 19th March 2013

*Kindly note, that it is important to attend the workshop on all days,
the Sunday in between being free or used for an outing.
Those who come from outside Nagpur, kindly make your train bookings as soon as possible.*

Timings: 10 am – 4 pm each day (app.)

Addressees: you as the (future) mentors and those staff members who are or will be involved with the volunteers.

Primary Aim

Improvement of the volunteer service as carried out by the stakeholders, especially the Sending Agencies and the Partner Organisations

Secondary Aim

- further improvement of the selection process of new volunteers
- improvement of mentoring and the communication between Partner Organisations and volunteers
- streamlining processes in the handling of the weltwärts volunteer service
- strengthening the position of the Liaison & Quality Assistants by defining their role and ensuring that volunteers know in what ways they can be supported by the L&Q assistants

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Other topics that will be addressed, as frequently mentioned in questionnaires:

- Accounting
- Mentoring
- Flashback to the past workshops
- Formalities concerning registration process and visa
- the German educational system: the background of our volunteers
- motivational factors for volunteers at their workplace to enhance their potential

Plus...

- you will be introduced to various short games used for improving group dynamics
- we will arrange a field trip to one of the Nagpur-based projects
- you will be provided with a reader of the past workshop with valuable insights
- costs will be borne by us.

Programme for 15th March 2013:

1. Introduction
 - Introduction of the DIZ
 - Who is who? Getting to know each other through socio-metric games
 - Flashback to the past series of workshops in 2011/2012
 - Handing over of the Workshop Documentation
 - Signing of the List of Participants
 - Determining the record and time keepers
2. Overview of the Evaluation of the past series of Workshops (Presentation by Ms Sarah Kölzer)
 - What was the outcome of the evaluation?
 - What expectations were raised?
 - What do you expect from this workshop in particular and the ongoing process of holding such workshops in general? → Collection and Display of Expectations from this Workshop
3. The German Education System and the Background of the *weltwärts* volunteers
 - Input from Ms Sarah Kölzer
 - Questions and Remarks
4. Latest Developments in the *weltwärts* Programme
 - News about the new *weltwärts* Guideline (not yet promulgated)
 - Questions regarding the *weltwärts* Guideline and adherence to it
5. Your latest experiences with *weltwärts* volunteers
 - share with us → Method: moderated open discussion
 - collection of positive and negative aspects → Method: brainstorming using cards (metaplan-technique)

Invitation to the weltwärts Partner Workshop in March '13

3

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6. Role of the Liaison and Quality Assistants

- Input: Why were the new posts of Liaison and Quality Assistants created?
- Taking recourse to the aforementioned problems with volunteers + additional sample situations
 - ⇒ When are the L&Q-Assistants to be addressed? What is not their responsibility?
- Conclusion

Programme for 16th March 2013:

1. Recapitulation of the previous day (5 minutes)
2. Presentation of the work of 5 Partner Organisations (5 minutes each)
3. How to find the "best" volunteer and avoid problems
 - Input: the administrative side of the selection process (DIZ-team)
 - Method: conversation carousel
 - Collection of ideas / methods to sort out applications (cards) – dots to show agreement
 - Input: Reasons for the need to accelerate the selection process.
4. How to ... motivate volunteers (and keep them motivated) to enhance their potential
 - Method: Fishbowl (exchanging of ideas)
 - Summary & recommendation from the DIZ
5. Accounting and Communication
 - how to account for the expenses
 - method of communication (with whom? → contact person, quick, reliable, continuous)
6. Visa / registration formalities (presentation by one of the mentors?)
 - formalities while applying in Germany, Input: DIZ-Team
 - formalities in India (registration, de-registration), Input: Indian Partner Organisations
 - problems and best practices

Programme for 17th March 2013:

-- Sunday, time for recreation --

Programme for 18th March 2013:

1. Recapitulation of the previous day (5 minutes)
2. Presentation of the work of 5 Partner organisations (5 minutes each)
3. Field visit to the Bamhani Base Centre of the Ecumenical Sangam (planned)

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4. Discussion about the option to initiate a *weltwärts*-Partner-Newspaper (e. g. the "Southasian *weltwärts*-Partner Chronicles")

Programme for 19th March 2013:

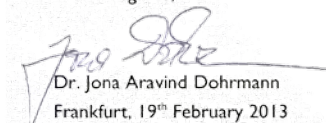
1. Recapitulation of the previous day (5 minutes)
2. Mentoring
 - Method: flashlight ("A good mentor is / should be / should do...")
 - Method: Silent discussion in groups on "The stages of a voluntary service and the role of the mentor (Initial contact, first orientation, regular contact, cases of emergency, global learning, evaluation and goodbye)".
 - Presentation by each group.
 - How to react in cases of emergency? What is an emergency? Discussing best practices and things to be done.
 - Comments by participants and the DIZ team.
3. Drawing conclusions together
 - What did you learn from the Seminar?
 - In what way did it help you? What more would you like to know?
 - What was good, what was bad?
 - Which findings would you like to save as a best practice example?
 - How shall further networking be organised?
 - When will the next seminar take place?

Note: Any reimbursements to be claimed (for train tickets, taxi etc.) must be supported by original invoices, vouchers etc.

The aforementioned programme is not completely conclusive, we will add to it during our sessions regarding the expectations if need be.

I hope we can again have a very interesting seminar like in our previous meetings. This time I will be accompanied by my colleagues, Ms Sybille Franck and Ms Sarah Koelzer. We all are very much looking forward to meeting and inter-acting with you.

Warm regards,


Dr. Jona Aravind Dohrmann
Frankfurt, 19th February 2013

List of participants of 1st weltwärts-Workshop

	Surname, First Name/ Address	Name of Organisation/ Role regarding the weltwärts Programme
1	Dohrmann, Jona Aravind Odrellstraße 43, 60486 Frankfurt am Main / Germany	Deutsch-Indische Zusammenarbeit e. V. weltwärts-Koordinator / weltwärts Coordinator
2	Franck, Sybille Odrellstraße 43, 60486 Frankfurt am Main / Germany	Deutsch-Indische Zusammenarbeit e. V. Bildungsreferentin / Education Instructor
3	Kölzer, Sarah Odrellstraße 43, 60486 Frankfurt am Main / Germany	Deutsch-Indische Zusammenarbeit e. V. Sachbearbeiterin weltwärts / Administrator weltwärts
4	Dohrmann, Jean Kellerskopfweg 40, 65931 Frankfurt am Main / Germany	Deutsch-Indische Zusammenarbeit Baden-Württemberg e. V. weltwärts-Koordinatorin / weltwärts Coordinator
5	Saraf, Vinita „Amrta Manor“ Bungalow No.I, 1st Floor, Rabindranath Tagore Marg, Civil Lines Nagpur – 440001	Children in Pain (CHIP) Mentor
6	Waidande, Christopher Amravati Road, Nagpur, Maharashtra 440001 / India	Mure Memorial Hospital
7	Shende, Vilas Amravati Road, Nagpur, Maharashtra 440001 / India	Mure Memorial Hospital Director
8	Buddhe, Leena Amravati Road, Nagpur, Maharashtra 440001 / India	Mure Memorial Hospital Mentor
9	Raiborde, David Amravati Road, Nagpur, Maharashtra 440001 / India	Mure Memorial Hospital Coordinator
10	Khisty, Cyril, Rainbow Guesthouse, 316/A, Civil Lines, RT Marg, Nagpur - 440001 / India	Ecumenical Sangam, Nagpur Mentor
11	Bhusari, Anagha Rainbow Guesthouse, 316/A, Civil Lines, RT Marg, Nagpur - 440001 / India	Ecumenical Sangam, Nagpur weltwärts Liaison & Quality Manager
12	Gajbhiye, Sanjog Tidke Vidyalaya, Katol Road, Nagpur Maharashtra 440013 / India	CRTDP weltwärts Liaison & Quality Manager



13	David, Iqbal, Tidke Vidyalaya, Katol Road, Nagpur Maharashtra 440013 / India	CRTDP Mentor
14	Ganvir, Yogita Tidke Vidyalaya, Katol Road, Nagpur Maharashtra 440013 / India	CRTDP Project-in-Charge Rehabilitation Project
15	Salve, Yowash Box 15, Katol Road Post Office Gorewada Basti Nagpur - 440013	Prem Sewa Shikshan Sangh Warden of School
16	Dr. Nisal, M. B. 44/A, Gokul Peth Nagpur - 440010	Sevagram Ashram Prathishtan Mentor
17	Vishnu, Priyanga Firewood Shop, Pilliyar Kovil Street, Shenbakkam Vellore - 632008 (Tamil Nadu)	Gyan Shenbakkam School Project Project Manager
18	Taprogge, Ninja Firewood Shop, Pilliyar Kovil Street, Shenbakkam Vellore - 632008 (Tamil Nadu)	Gyan Shenbakkam School Project Project Manager
19	Tajnekar, Naresh 134, Shivaji Nagar Nagpur - 440010	Indian Institute of Youth Welfare (IIYW) Hon. CEO
20	Rev. Dr. Lakra, Nelson GEL Church, Main Road Ranchi - 834001 (Jharkhand)	Gossner Evangelical Lutheran Church Moderator
21	Rev. Mrs. Topno, Idan GEL Church, Main Road Ranchi - 834001 (Jharkhand)	Gossner Evangelical Lutheran Church Mentor
22	Bodra, Mukut GEL Church, Main Road Ranchi - 834001 (Jharkhand)	Gossner Evangelical Lutheran Church Supervisor Chaibasa

List of participants of 1st weltwärts-Workshop

23	Patel, Aneeta 37, Chitnavis Layout, Byramji Town Nagpur - 440013	Nav-Jeevan Sanstha Director
24	Wingelaar, Kiran 37, Chitnavis Layout, Byramji Town Nagpur - 440013 (Maharashtra)	Nav-Jeevan Sanstha
25	Wingelaar, Roger 37, Chitnavis Layout, Byramji Town Nagpur - 440013 (Maharashtra)	Nav-Jeevan Sanstha
26	Poonewala, D. 37, Chitnavis Layout, Byramji Town Nagpur - 440013 (Maharashtra)	Nav-Jeevan Sanstha Volunteer
27	Shah, Vijaya Rainbow Guesthouse, 316/A, Civil Lines, RT Marg, Nagpur - 440001 / India	Ecumenical Sangam Project Coordinator
28	Porey, Romana	Local Volunteer
29	Dohrmann, Rita Rainbow Guesthouse, 316/A, Civil Lines, RT Marg, Nagpur - 440001 / India	Ecumenical Sangam President
30	Pandey, Anurag Plot No. 10, Aawale Nagar, Nari Road, Teka Naka Nagpur Maharashtra 440026	Suyash Convent Principal
31	Pandey, Sanchita	DY Patil School Teacher



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Participants of the weltwärts partner workshop in March 2013.

Presentation about DIZ



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Indo-German-Cooperation (DIZ)
registered society

1



General and Objectives

- Charitable society founded in 1996
- DIZ is totally independent of any other organisation or denomination
- Main objectives/core activities:
 - Development cooperation (with India)
 - Awareness raising programmes regarding development issues (in Germany)
 - Understanding among nations (between India and Germany)
- Many members work honorarily, only three employed staff members:
 - Director
 - Project Coordinator Awareness Building
 - Project Coordinator Volunteering Services



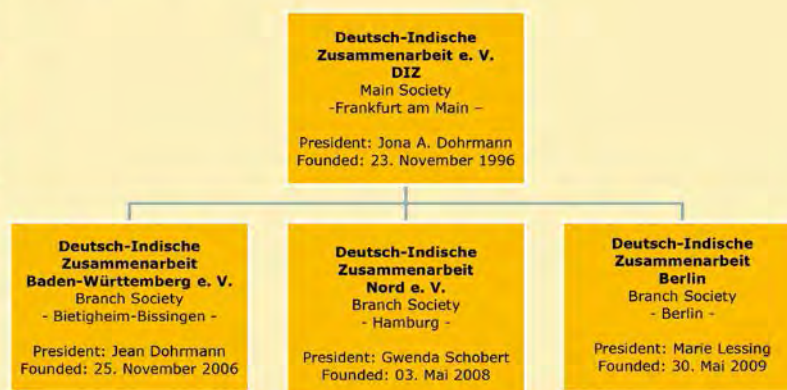
History

- unofficial group supporting projects in and around Nagpur exists since the seventies
- Started when Rita and Rudolf Dohrmann went to Nagpur as development workers for „Dienste in Übersee“ (overseas services) (1971-77)
- Rita and Rudolf Dohrmann were working in Mure Memorial Hospital with Dr. S. N. Mukerjee
- Dohrmanns together with several well-wishers established a German network of donors and supporters for development work in Nagpur
- In 1993 every kind of support was transferred to the then newly established „Ecumenical Sangam, Nagpur“
- Founding of DIZ in November 1996



Organisational Chart

- Who is the DIZ?



Presentation about DIZ





Organisational Chart

- DIZ (main society) board members



Jona A. Dohrmann (President) Danielle Berg (Deputy President)



Thilo Elsässer (Treasurer) Nikolaus Ell Jochen Grein



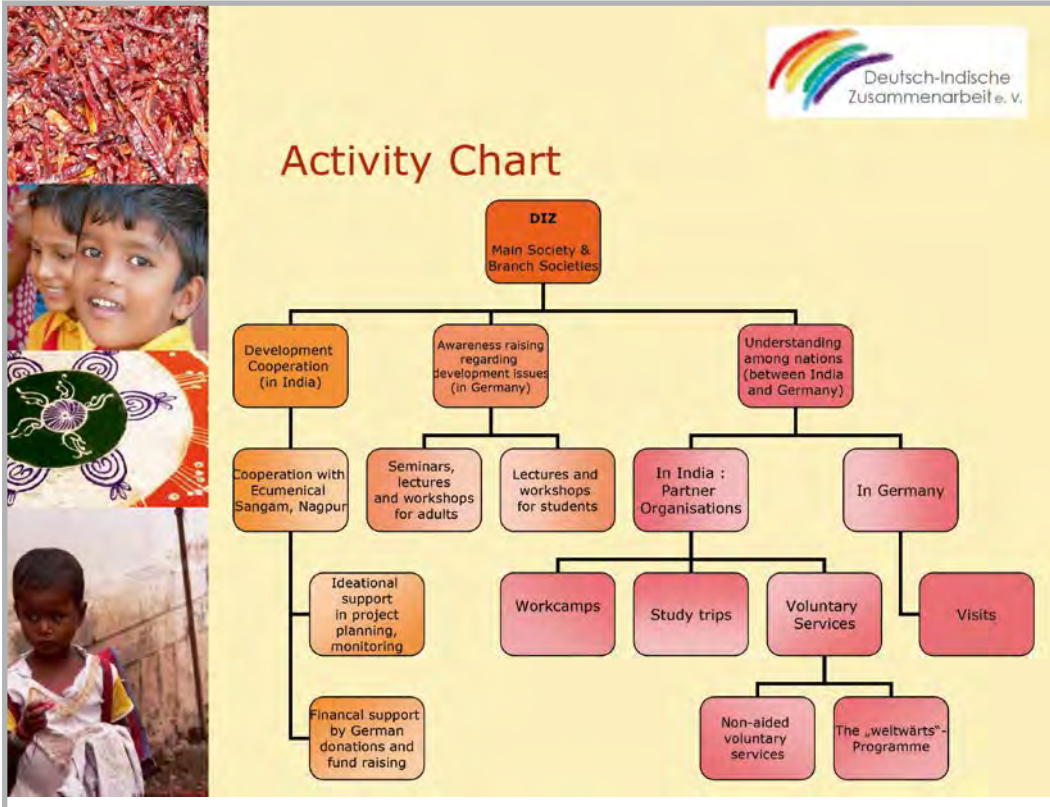


Organisational Chart

- DIZ Baden-Württemberg (branch society) board members



Jean Dohrmann (President)



Core Activities:

1. Development cooperation

- The DIZ is engaged in development cooperation (currently with Ecumenical Sangam and CRTDP, Nagpur)
- Short-term objective of this cooperation: Support the development work of the Project Partners, not execute this development work
- Long-term objective of this cooperation: Enable Project Partners to do development work as (financially) independent as possible

Presentation about DIZ



Core Activities:
1. Development cooperation (cont.)

- Fields of work are:
 - Ideational support in project planning, proposal drafting, monitoring (e.g. for monitoring: Visits by Jean Dohrmann in order to monitor the BMZ-Project „Mother-Child Health“)
 - Financial support by raising funds (e.g.: SEZ-Project „Watershed“ or BMZ-Project „Mother-Child Health“)
 - Financial support for Project Partners by collecting German donations



Core Activities:
2. Awareness raising

- In Germany the DIZ plans, organises and offers seminars, workshops, lectures for adults and students to raise their awareness regarding development issues
- Current examples:
 - Regular „India meetings“ with lectures on aspects of Project Partner's work or India in general
 - workshops for students „Development policy goes to school“
 - Conference on Poverty and Health in India
 - Event and seminars regarding „145th Birthday of Gandhiji“ (2. October)



Core Activities:
2. Awareness raising (cont.)



- Speech about development work in Nagpur of Jona Dohrmann and Jean Dohrmann at the „Summer Festival of Cultures in Stuttgart“



Core Activities:
2. Awareness raising (cont.)



- Indian cultural programme for children

Presentation about DIZ





Core Activities: 2. Awareness raising (cont.)



- Lecture „Development cooperation from the ‚developing‘ point of view“ / Foundation of DIZ Berlin





Core Activities: 2. Awareness raising (cont.)



- Information campaign at „South Asia Day“ in University of Hamburg



Core Activities:

3. Understanding among nations

- Workcamps: DIZ is organising in cooperation with Sangam a trip for Germans to visit India for 4 weeks to gain insight in development work, to participate to some extent and to encourage an intercultural exchange
 - 2 weeks in Nagpur/Bamhani working
 - 2 weeks travelling around India




Core Activities:

3. Understanding among nations (cont.)

- Study Trips: DIZ is organising in cooperation with Sangam a trip for Germans to visit India to get in touch with development work and Indian rural and urban life
- Voluntary Services: This services are offered by the DIZ in cooperation with Sangam
 - Target group: Culturally interested Germans, who want to work in Sangam in cooperation with the staff members and who want to learn about their work
 - DIZ is organising preparation, posting and postprocessing phase
 - 2 different services:
 - Irregular voluntary services (about 3 month, volunteers pay for their stay)
 - „weltwärts“-Programme (min. 6 month, BMZ and donors pay for the stay of the volunteer)

Presentation about DIZ






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Core Activities:
3. Understanding among nations (cont.)

- Voluntary Services: The „weltwärts“-Programme

Activities in India



*Ecumenical
Sangam, Nagpur*

Activities in Germany



Bundesministerium für
wirtschaftliche Zusammenarbeit
und Entwicklung „weltwärts“

75 % of costs for
volunteers (transport,
accommodation,
insurance, visa ...)

Donors of the
volunteer

25 % of costs for
volunteers (transport,
accommodation,
insurance, visa ...)

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„weltwärts“
Volunteer





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Core Activities:
3. Understanding among nations (cont.)

- Visits to Germany:
Staff members of the cooperation-partner Sangam are invited to Germany to gain an insight in the work of the DIZ and members of DIZ have the opportunity to meet representatives of the cooperation-partner





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Everyone is taking minutes.

About weltwärts



Partner Conferences 2012

The weltwärts Development Volunteers Service

How did weltwärts come about?

What are the aims of the programme?

How does the programme work?



Partner Conferences 2012

How did weltwärts come about?

- Young people from Germany have, for many years, become increasingly interested in getting involved abroad. They usually do this between finishing school and starting university, or after completing training.
- The young people are particularly interested in getting involved in Africa, Asia, Latin America and Eastern Europe.
- Before *weltwärts*, volunteers services abroad were very expensive for volunteers, and were thus only reserved for a certain socioeconomic level of society.
- 2007: The programme is introduced by the German Federal Ministry for Economic Cooperation and Development (BMZ).
- 38 million US Dollars in aid per year from public funds.

2



What are the aims of the programme?



1. Aim dimension (1st Addressee of the programme): The volunteers

- To obtain qualifications for personal development (e.g. foreign languages, intercultural skills).
- To gain an insight into the vocational field of international co-operation.
- To gain an understanding of global contexts and the dependency of one's own life within the global context.
- To raise awareness of the diversity of life and development.
- To become motivated to get involved with social and developmental issues upon returning home.

3

What are the aims of the programme?



2. Aim dimension (2nd Addressee of the programme): The partner countries

- Are assisted by the volunteers in their daily work.
- By participating in the programme, the partners and target group with which they work should gain a better understanding of global contexts and the dependency of one's own life within the global context.
- Networking among partner organisations and with the sending organisations is encouraged and strengthened.

4

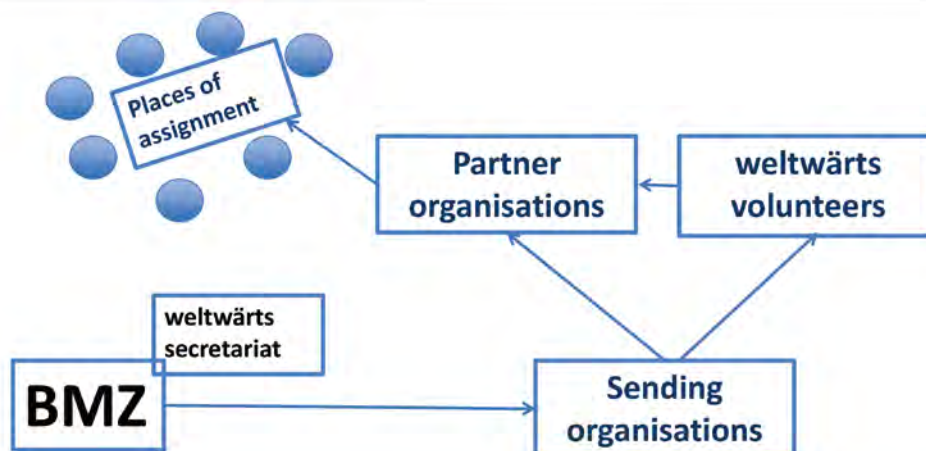
What are the aims of the programme?

3. Aim dimension (3rd Addressee of the programme): German society

- Former volunteers get involved in their own country (non-governmental organisations, training, projects etc.)
- Civil-society players in the development cooperation in Germany are strengthened.
- Volunteers pass on their experience and become multipliers.
- The programme gains publicity, thereby also reaching out to future volunteers who have previously felt ignored (people of migrant backgrounds, vocational school students, people from low-income families).

5

How does the programme work?



6



How does the programme work?



BMZ

- Political management of the weltwärts programme
- Recognises sending organisations and places of assignment
- Provides up to 75 % the funding
- Maintains a direct relationship with the sending organisations

weltwärts secretariat

- Advises sending organisations and volunteers
- Assesses the sending organisation and places of assignment
- Passes on money from the BMZ
- Checks the money used

7

How does the programme work?



Sending organisation

- Selects volunteers
- Prepares, advises and follows up
- Direct relationship with the partner organisations
- Applications and proof of expenses

Volunteers

- Young, dedicated people aged 18 to 28
- Service duration: 6 to 24 months
- Open-minded, interested in development policy, dedicated, capable of learning
- Basic knowledge of the host country's language

8

How does the programme work?



Partner organisations

- Provide places of assignment, accommodation, food
- Are responsible for integrating the volunteers into daily work
- Volunteers are accompanied by mentors outside the place of assignment.
- Volunteers are not paid employees



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The audience.

Evaluation of the past Workshop

Evaluation of the past workshop

- By the end of the last workshop, everyone was given a copy of an evaluation sheet.
- Participants were asked to answer 11 questions concerning
 - ⇒the weltwärts program
 - ⇒understanding and communicating with volunteers
 - ⇒Methods / organisation of workshop
 - ⇒Suggestions and wishes for following workshops



„We didn't get back all questionnaires.“



„We got good feedback“

Evaluation of the past Workshop

The partners who attended last workshop...

- ...got a holistic overview of the weltwärts program, its stakeholders and roles of each one
- ...now have a better understanding of the background of the volunteers and the „German Way of Life“
- ...the inputs from the workshops made it easier to interact with the volunteers

The partners who attended last workshop...

- said that learning and sharing „best practises“ has improved the work with the volunteers
- found the methods applied in the workshop adequate (participatory approach)



Suggestions included...

- ...having an informal picnic together.
- ...the organisation of a field trip.
- ...change of venue from time to time.
- ...that volunteers might be involved in the workshop.
- ...that a forum of Indian NGOs should be established.

Contradictions

- ...having an informal picnic together.
- ...the organisation of a field trip.
- ...change of venue from time to time.
- ...that volunteers might be involved in the workshop.
- ...that a forum of Indian NGOs should be established.

Evaluation of the past Workshop

Subjects to be discussed should include...

- ...the cultural background of the volunteer.
- ...the education system in Germany.
- ...family and social circumstances in Germany.





What needs to be done in terms of final evaluation? What should a final evaluation include?

- assessment may be a better term
 - assessment should be bi-directional
 - aim:
 - * mirror about oneself
 - * improvement
 - * directions to improve
 - * getting to know strengths & weaknesses
 - * use outcome of assessment while hosting new volunteers
 - format for both - volunteer + PO - to be developed
 - ↳ "exit feedback form"
 - possible questions:
 - * what were pleasant times?
 - * are the current activities of PO to the vision & mission of P
 - * mentoring
 - * stay, food etc. } with a scale
 - * SWOT
 - * remarks to explain scaling
 - ↳ why very bad? why a
- PO → Volunteer questionnaire

Analysis/Evaluation of Workshop Questionnaire

(4th *weltwärts*-workshop for Indian Partners in 2013):

„Understanding and Improving the Volunteering Programme in the Framework of *weltwärts*“

Partners:

- CRTDP Nagpur: 1 (I.K. David, General Director), 3
- CRTDP MMR. Nav-Jeevan Sanstha: 4
- Sewagram Ashram: 2
- Ecumenical Sangam, Nagpur: 5
- Ecumenical Sangam, Nagpur: (Ramona): 10
- Mure Memorial Hospital (Mentor): 8
- Mure Memorial Hospital (David y Raibozde): 9
- Mure Memorial Hospital: 13
- G.E.L. Church: 11

Altogether there was a reflux of thirteen questionnaires from which the basic findings are extracted in the following:

1. What did you learn from the Seminar (“lessons learnt”)?

Answers:

- About the volunteer’s educational system/ background/profile, family and German background (4x)
- About Mentoring (4x)
- About (the concept of) volunteering (4x)

- How to select the right volunteer/ about the selection process (3x)
- About *weltwärts* program in detail (3x)
- How to deal with critical situations (2x)
- How to improve voluntary service, how to deal with volunteers (2x).
- About the partners involved in volunteer program (BMZ, DIZ, Indian partners) (2x)
- How to link German ministry with the volunteer.
- About the Newsletter.
- About other partner NGOs.
- About task on arrival
- About final assessment.
- About role of liaison and quality assistants.
- Learning by serving.
- That each stake holder has a role to play.
- “I was very happy that I was allowed to join this workshop.”
- ∴ “politically correct term “Global South”

2. Kindly describe in what way the “lessons learnt” will help you in your future work with the volunteers!

Answers:

- To be a good mentor (3x).
- To understand the volunteers better (2x)
- To better communicate with the volunteers
- To better deal with the volunteer for productive work.
- To know that we should be more prepared for the next volunteers.
- To enforce proper discipline in the matter of punctuality, daily attendance and the work of the volunteer.

- To focus on service aspect of volunteers – and not only on learning.
- About the Dos and Don'ts
- About scheduling the volunteers' working time.
- About the difference between emotional and professional relationship.
- About the idea of global learning: got cleared to guide volunteers into a wider perspective.
- To be more open, transparent and accountable to each other.
- Have more support within the activity
- The importance of communication between the partner organizations.
- To better focus on the role of liaison and quality.
- To implement the weltwärts program more effectively
- Involving NGOs.

3. Kindly describe in what way the seminar helped you ...

a. to better understand the volunteers' requirements:

Answers:

- Not to take the volunteer for granted.
- By knowing the kinds of difficulties the volunteers have to face during their stay.
- By knowing that the voluntary service adds value to the future career of the volunteer.

b. to better express your own interests regarding the voluntary service (towards the volunteers):

Answers:

- By improving/clarifying their tasks.
- Letting the volunteer know and learn about the issues regarding Jharkhand, India and especially about ADIVASIS.
- We can now work together to do something good for our society.
- (Yes.)

c. to better communicate with the volunteers:

Answers:

- By knowing the importance of friendly welcoming the volunteers.
- By reaching to his/her heart by allowing him/her to express themselves.
- By dealing with them rather professionally than emotionally.
- Regular meetings, regular phone calls.

Further answers:

- all the three answers, because all the topics were covered in depth along with discussions and group work (2x)
- Since the role and responsibilities are clearer this will help in a better management of the volunteer programme.

Analysis/Evaluation of Workshop Questionnaire

- Helped to find the best volunteer and to avoid problems. The fish bowl exercise helped a lot to understand the volunteers' requirements, their expectations, and how to communicate with the volunteers.
- To better express our own interests regarding the voluntary service
- To understand the volunteers' requirements in terms of their culture.
- To communicate better for effective learning.
- I got all the information needed to become a good mentor.

4a. What did you like in the seminar?

Answers:

- A very friendly atmosphere, innovative, not stressy
- Involvement /active participation of all participants (3x)
- It was very open, interactive (2x)
- Involvement of all partner organizations (2x)
- Group work and PowerPoint-presentations (2x)
- Brainstorming method and group discussions.
- Share and learn from each other.
- Good balance between experiences senior persons and young learners.
- Clarification to all the questions and doubts asked by us.
- Giving frank opinion.
- More subjects added with regard to the volunteer.
- Volunteers' cultural and family background; educational system.
- Everyone is very focused on doing some development work in favor of society.

4b. In what way could the seminar be improved the next time?

Answers:

- Reduce number of days, cover topics in 2 to 3 days (2x)
- One more day could be added when we listen to volunteers and their ideas.
- More about the German system of education.
- More involvement of NGO (Q4).
- More participants would be even better, as there would be more ideas and inputs. (Q11)
- If we could make it possible that all the partners attend workshop for all the days.

5. Which of the matters, experiences, findings etc. discussed during the four days would you like to be saved as a best practice in executing the volunteer programme?

Answers:

- Group discussions, games, role play and presentations (3x)
- Fellowship Dinners helped us to get to know each other (2x).
- What is – good – mentoring? (2x)
- Initiation of a *weltwärts*-newsletter.
- The method adopted by Sangam.
- A site visit to Bamhani.

- The meeting of volunteers with the mentor and also with the staff member who is working with the volunteer.
- Good/more communication between mentors and volunteers.
- Appropriate scheduling.
- Mid-term and final assessment
- 6 questions asked by Ninja discussed in group.
- Exposure to one of the partner's working field.
- Maybe panel discussions could be included.
- "I wish I had attended all four days!"
- Not possible: everybody has a different experience with the same person. It depends on how you look at it.
- (all)

6. Please tell us which questions you would like to add to the questionnaire the applicants have to fill in to improve the selection process?

Answers:

- What inspired you to do a voluntary service in India? (motivational background) (2x)
- Your personal strengths as you perceive them.
- Any special talents and gifts?
- The reasons why you chose a partner or a particular project.
- Did you read the information about the place you are going to?
- What do you know about the living conditions / the working conditions?
- What do you know about crisis management?
- What do you expect from your partner organization?
- Are you ready to get adjusted to the situation?
- Would you be disappointed if you found the workplace not up to your expectations?
- What will you do to help the partner organization
- What will you do when back in Germany?
- How will you use your experiences as a volunteer?

7a. Kindly share with us your thoughts about the future role of the liaison and quality assistants.

Answers:

- They are very useful, because somebody from outside (mentoring) is very necessary. (3x)
- They are a great help and have reduced a great deal of liaison work.
- The liaison officers will stay in touch with the mentors of the partner organizations and with the volunteers.
- Volunteers should know before arrival that there is some person for them. Also the partner organization should know that they have a person with whom they can share their problem, who will help them to improve the voluntary service in their place.
- Being aware of the experimental stage of their work. "I think in future they should be efficient enough even to organize/shape up the seminar and be more active when partners come together in terms of networking and communication." (Q12)

Analysis/Evaluation of Workshop Questionnaire

- Regular interaction with the Mentors.
- The roles and responsibilities should be given in writing to both the quality assistant & POs.
- The schedule of the visit should be well planned.
- Monthly meetings and sharing minutes with mentor and volunteers.
- Make them aware of the socio-ecological conditions of the region.

7b. How can they help you to improve the voluntary service?

Answers:

- Registration process of volunteers
- Conducting *weltwärts* workshop.
- Offering 'quality service'
- Keeping track about their holidays
- Organizing their trips
- Organizing picnics
- Organizing joint sightseeing
- One seminar with NGOs every year.

8. Kindly share with us how you think the networking amongst the DIZ-Partners and other partner organizations could be organized and improved!

Answers:

- Regular exchange of emails (2x)
- Meet once in 3 months and discuss and share various topics/success & failures (2 x)
- Meet once or twice a year.
- Informal phone calls – including information about the activities.
- The local Partner Organization can meet at least bi-monthly for approx. 2 to 3 hours to share & learn from each other. The meetings can be held on rotation basis at NGO offices. (Q13)
- Could be organized in the way of the Partner Conference
- One or two persons from the Partner organizations should come forward to take up a new task. They can start work and gradually involve others.
- Involving more NGO
- Through meetings, seminars and e-newsletter.
- Group on Facebook, although Facebook is not very popular for some



9. Kindly share with us your ideas regarding the new e-newsletter!

Answers:

- Quarterly (3x)
- Very good idea for both sides (2x).
- Will help us to be informed and be good mentors (2x).
- A very good means of sharing what we have done in the weltwärts programme with all the partners & the general public.
- One or two representatives of the partner organization should come forward.
- Collect article and case study from all the partner organizations
- "I will do my part by sending information and writings, pictures." (Q12)
- Should be sent to all organizations so that each one comes to know what is happening/ what is new
- Send the News to ONE person/PO. Distribute to all POs and SOs.
- "Germans & Partners"
- Date of the first edition?
- How many articles from each partner?
- Compile the News.
- (Facebook, soft copy)

Other remarks:

- Thanks to DIZ team for all the efforts taken in organizing, planning and facilitating the workshop.
- Possibility of improving the knowledge of volunteers about their job and the circumstances: Indian people, liaison quality assistant (Q4)



The Education System in Germany

The Education System in Germany

Who are our volunteers?

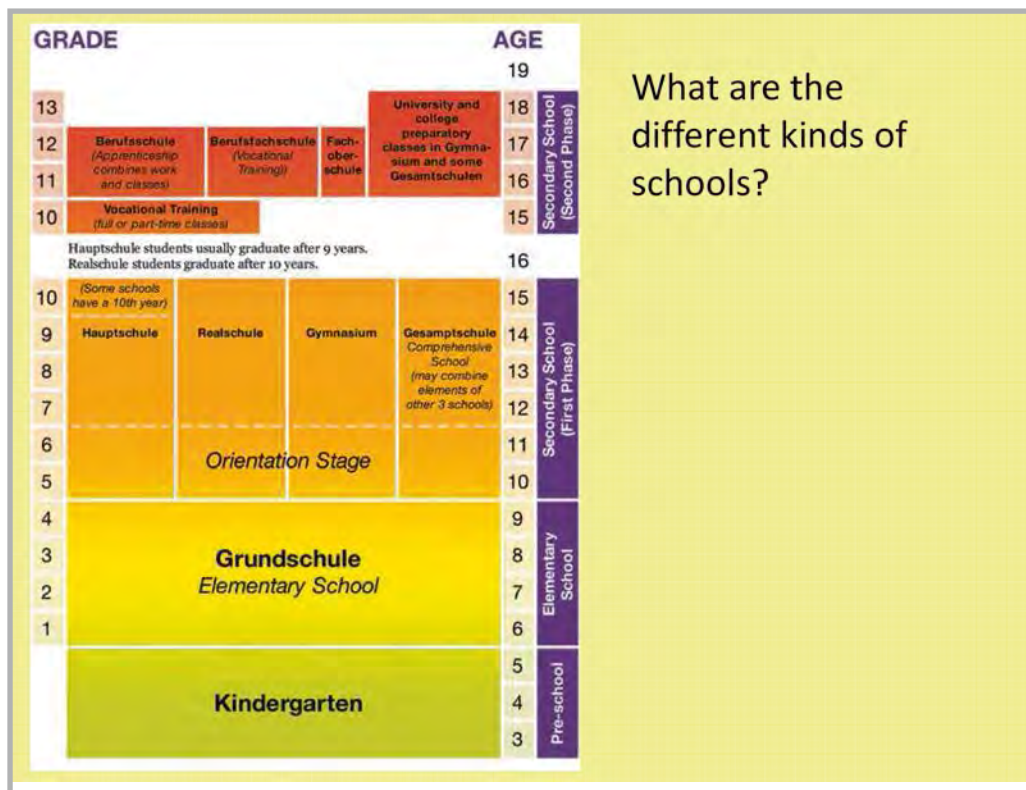
Who is responsible for education?

The map displays the 16 federal states of Germany, each with its own color and capital city marked. The states are: Schleswig-Holstein (Kiel), Hamburg (Hamburg), Mecklenburg-Vorpommern (Rostock), Brandenburg (Potsdam), Berlin (Berlin), Sachsen (Dresden), Sachsen-Anhalt (Magdeburg), Thüringen (Erfurt), Bayern (München), Baden-Württemberg (Stuttgart), Rheinland-Pfalz (Köln), Saarland (Saarlouis), Hesse (Kassel), Nordrhein-Westfalen (Düsseldorf), and Niedersachsen (Hannover). An inset map on the left shows Germany's position within Europe, with lines indicating the focus on Germany.

- Responsibility lies with the states

=> the system varies because all states decide their own policies.

- Despite the differences, some general statements can be made.



The aims of the system

Imparting of...

- *knowledge* (e.g. knowing facts like length of the river Ganges, the digits of Pi, historical dates, irregular verbs in English)
- *skills* (e.g. being able to measure the length of a river, to calculate with Pi, to interpret historical events, and speak a language)
- *habits* (e.g. following the social codes of behaviour, not breaking the law, hurting others etc.)

The Education System in Germany

Three Volunteers. Three careers.



Michael, 18 years old



Lisa, 24 years old



Steven, 19 years old



The Model Career

- High level of education of parents
=> care for their son's education
- Parents are employed => financial security
- The family has many friends. Their respective parents live nearby => social stability
- Parents are interested in books, arts, music.





Age: 3

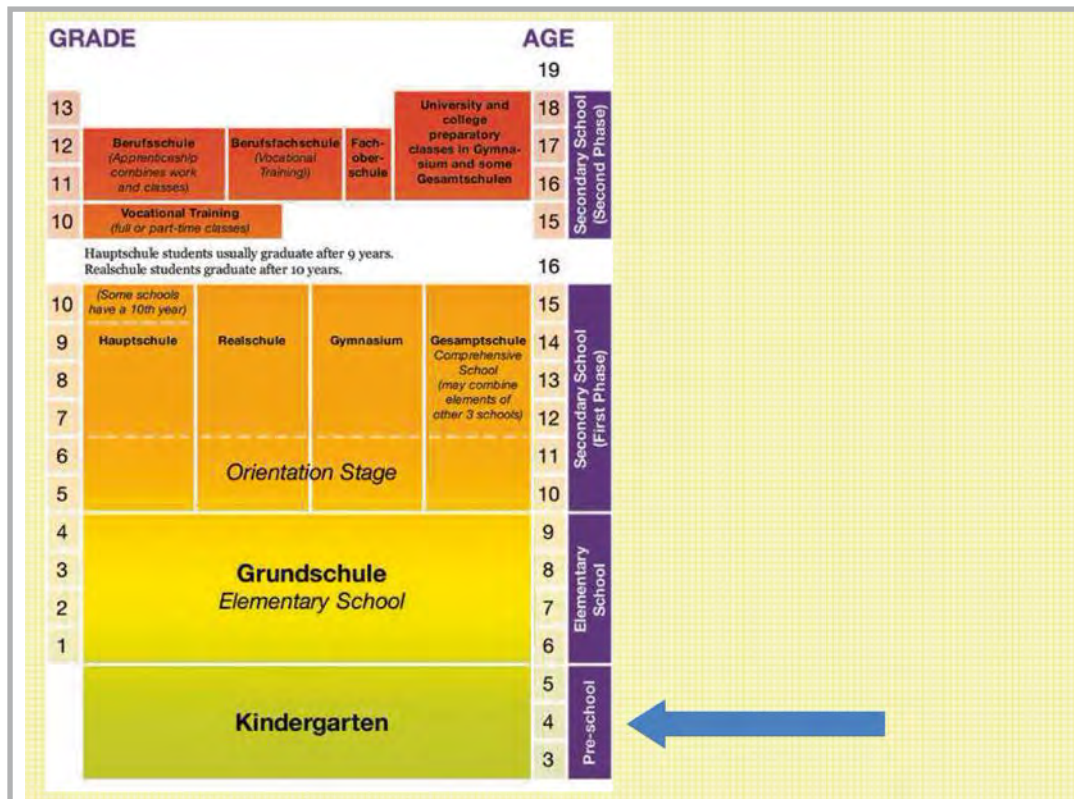
Michael is sent to a
Kindergarten.



The Kindergarten

- not compulsory, but recommended.
- right to have a place in a kindergarten.
- costs for kindergardens vary.
- preparation for primary school. Mostly the concept „learning by playing“ is applied.

The Education System in Germany



Age: 6

- Michael enters Primary School.
- His timetable might have looked like this:

1 2 3 4 5 **Stundenplan** 6 7 8 9 10

von: _____

Zeit	Montag	Dienstag	Mittwoch	Donnerstag	Freitag
	German	Social Studies	Integrated Language	Maths	German
	German	Maths	Integrated Language	Maths	German
	Music	German	R.E. / world religions	Social Studies	Maths
	Music	Arts	Sports / P.E.	R.E. / world religions	-free-
	Maths	Arts	Sports / P.E.	German	Sports / P.E.
		Choir (E.A.)		Soccer (E.A.)	



Primary School

- compulsory education
- 4 years (children aged 6 to 10 years).
- one teacher per class („head teacher“) for 4 years
=> attachment figure.
- one aim: lay the groundwork for the secondary education.
- There are about 15-30 children in one class.
- In year 4, the teacher gives a recommendation to what kind of school the child is to be sent. Parents don't have to follow this recommendation.

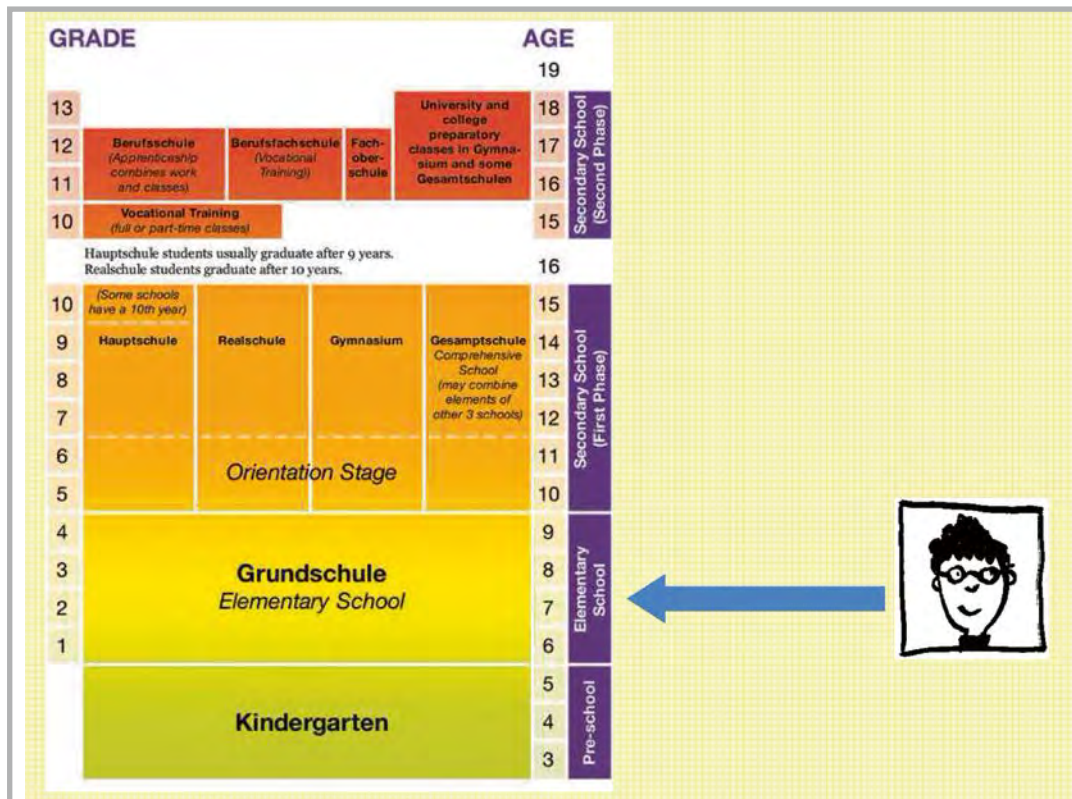


Leisure Activities

- After school, Michael plays tennis and soccer.
- His parents want him to learn an instrument, so he chooses to play the drums.



The Education System in Germany



Age: 10

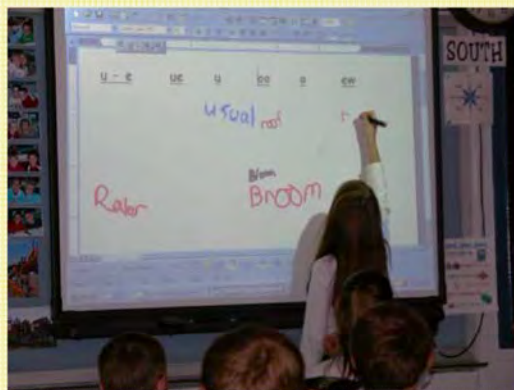
- Michael has performed well in Primary School. He has proved that he has established social skills, got good marks in all subjects and is always interested and actively participating in the lessons.
- His teacher recommends to send him to a Gymnasium. His parents are very proud of their son.



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The Gymnasium



The Education System in Germany



The Gymnasium (Secondary School)

- first part of secondary education.
- It is compulsory to attend school until the age of 16 or after year 9.
- The Gymnasium includes years 5 to 12 or 13
- aim: preparation of pupils for their A-Levels and their academic career.
- A-level = qualification required to enroll at university.
- Most students who attend the Gymnasium go to university afterwards.



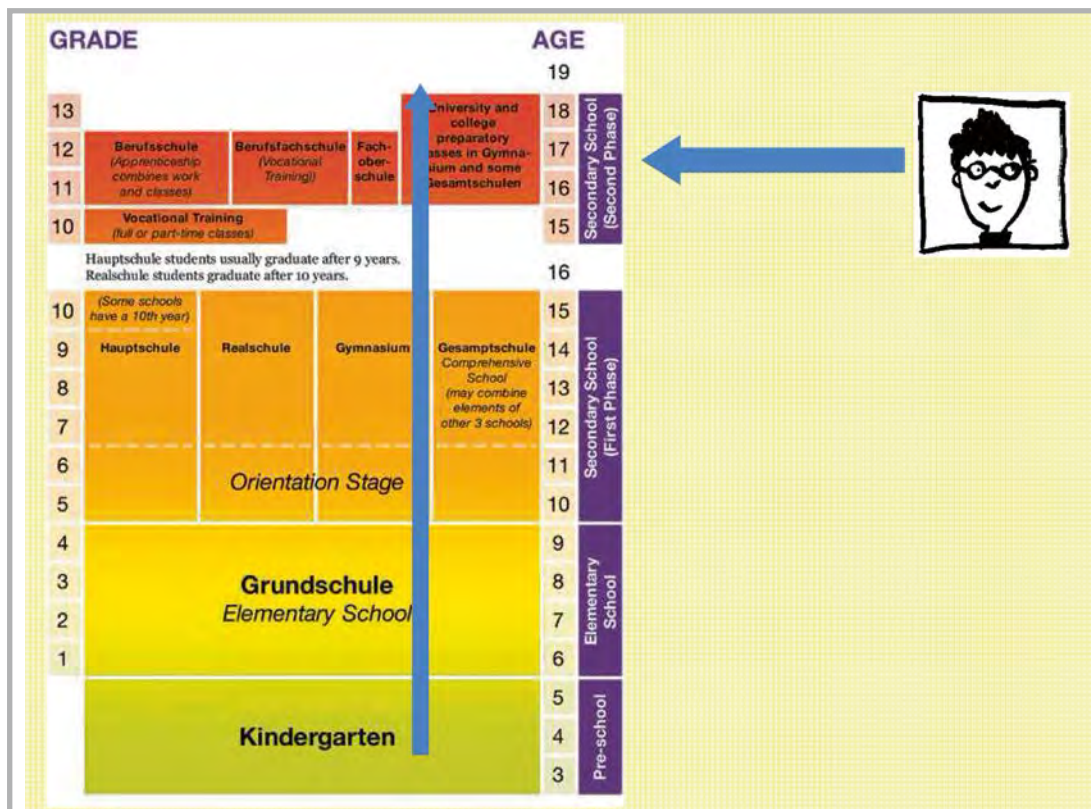
Years 5 – 10

- At most schools subjects include: German, Maths, two foreign languages, Geography, History, Biology, Social Sciences, P.E., R.E., Arts, Music, Physics, Chemistry (not in all years though)
- Often, lessons are in the afternoon, as well as extracurricular activities; pupils can have lunch at the cafeteria.
- Unlike at Primary Schools, there's one teacher per subject.



Years 11-13

- Pupils can select three main subjects in which they will take exams by the end of form 13.
- By performing well and writing good marks, pupils can earn credits that qualify them to sit the A-level exams.
- Exams for A-Level often take 4-5 hours.
- There's a written part and an oral part of the examination.



The Education System in Germany



Age: 18

Michael applies for a volunteer service.

Three Volunteers. Three careers.



Michael, 18 years old



Lukas, 24 years old



Steven, 19 years old



A „worst case“ scenario

- Steven is born in the suburbs of Berlin, his parents are unemployed and live on social welfare. Both of them only have the very basic education.
- Steven has six brothers and sisters. His parents don't care as much about their children as Michael's.
- Steven's parents don't have even one book at home. Most of the time they spend watching TV.



The Education System in Germany

A problematic area in Berlin

- densely populated
- usually deteriorating and/or neglected
- inhabited mainly by poor people
- high unemployment rate
- relatively high crime rate



Age 6



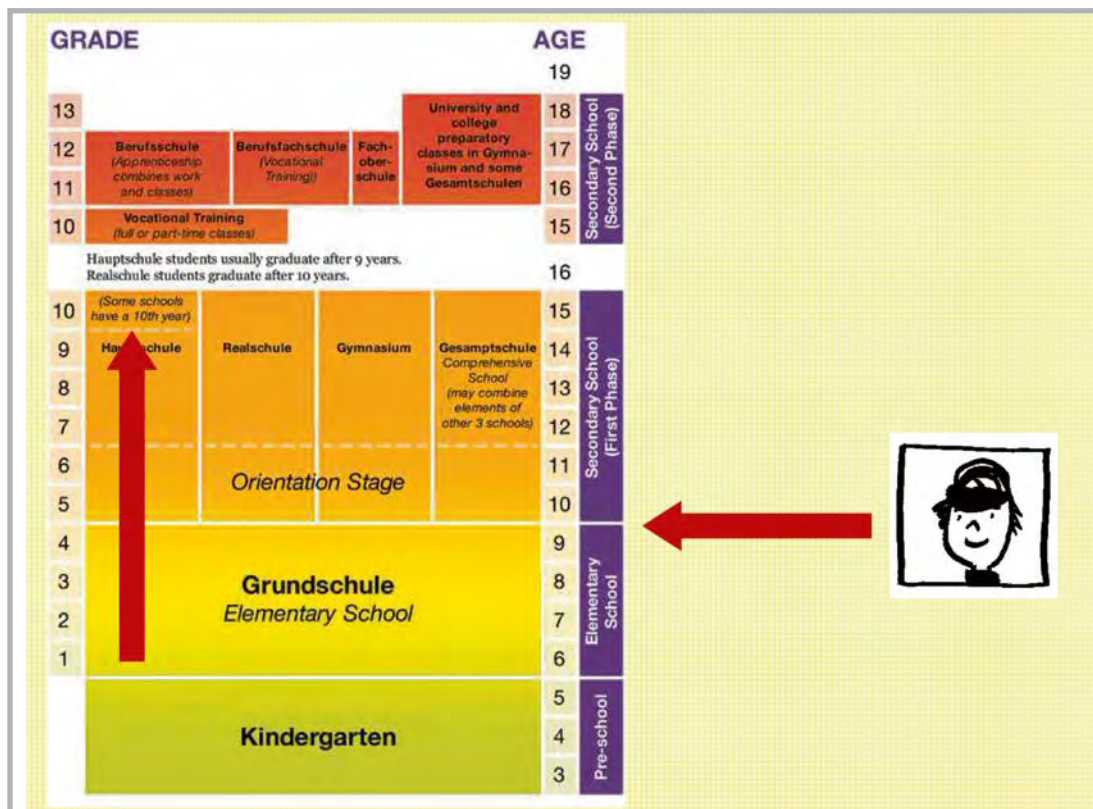
- Steven enters Primary School without having been to the kindergarten.
- His parents have chosen the school that is closest to their flat. Its reputation is not very good.
- The standard of teaching is low.
- Steven is one of few German kids at all. He is bullied because of that.
- He doesn't have friends, he is one of the outsiders.



Age 8



- Because he is under constant stress and pressure, his marks worsen.
- Teachers inform Steven's parents but they don't react.
- Steven's fear of the school grows.
- He often stays at home as he is feeling sick.
- His parents don't have money to pay private lessons.
- The recommendation at the end of year 4 is clear: he will visit a Hauptschule.



The Education System in Germany



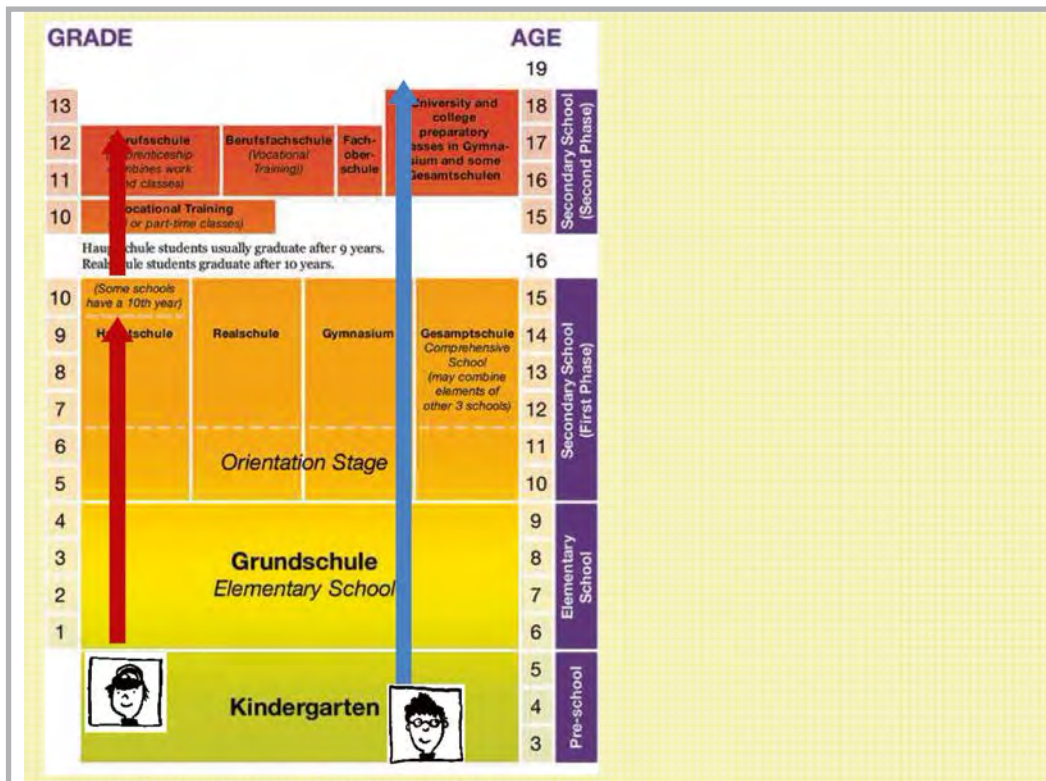
Hauptschule

- years 5 to 9 (plus final exam)
- aims: lessons and subjects are to prepare pupils for jobs => more practical, less theoretical.
- After year 9 (or 10), pupils apply for an apprenticeship and start their vocational training.
- „Typical“ jobs are e.g. baker, gardener, butcher, carpenter, hairdresser, postman.



Age 19

- After having successfully completed his apprenticeship, Steven wants to improve his CV.
- He applies for a volunteer service.
- He has good practical skills.
- Steven benefits from the „weltwärts“-Program as he does not have to pay much money extra.
- the weltwärts-program addresses youths from a financial insecure background only few apply

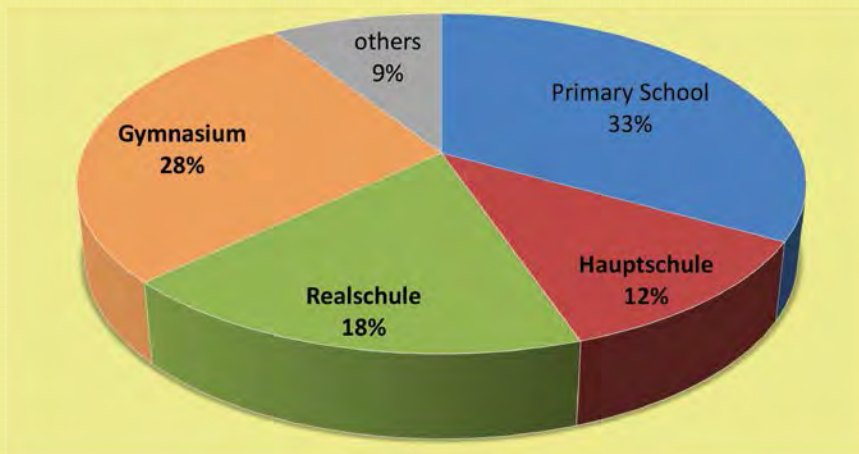


- generalisations
- simplifications
- exaggerations



The Education System in Germany

pupils per kind of school (2003)



Nold, D. (2010)

Correlations of risk factors and schools

(in %)

	social risk	cultural risk	economical risk	all 3 risks
Primary School	10,1	12,6	24,0	3,4
Hauptschule	15,6	26,9	36,9	7,1
Realschule	8,2	11,5	25,0	2,3
Gymnasium	4,0	4,5	16,2	0,5

- social risk: one or two parents are unemployed
- cultural risk: low educational degree of parents
- economical risk: wage less than 60% of average wage

Nold, D. (2010)

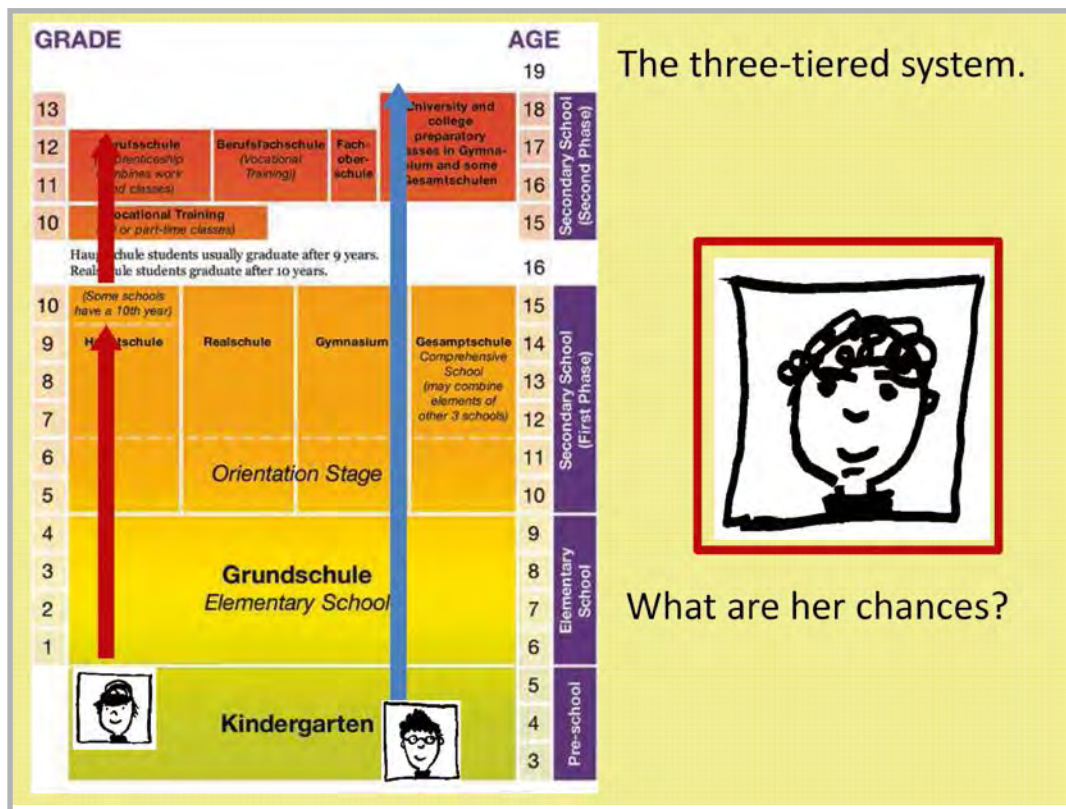


Fact is...

...that most children from disadvantaged groups

- ⇒ have lower chances to achieve a high educational degree
- ⇒ choose less challenging educational careers
- ⇒ do often not dare to go to University even if they have achieved the A-level

(IGLU 2003: international comparative study at primary schools)



The Education System in Germany

What is good about the G.E.S?

- In the German education system effort is honoured.
- It is free – no fees at (state) schools or universities.
- good facilities: projectors, laptops, smartboards.
- teachers are well-trained.
- permeability of the system is granted: mobility between different kinds of secondary schools is possible

⇒ Climbing the educational ladder!



PISA: „shocking“ results

- Program for International Student Assessment, started in 2000, conducted every three years by the OECD
- school pupils' scholastic performance on mathematics, science, and reading is tested.
- It is done with view to improving educational policies and outcomes.
- Quality of tasks: applying knowledge to solve problems. (e.g. tasks were not about knowing how to spell a word or about fluent reading but how to extract and construct meaning in a text)



Ranking 2009

Maths			Sciences			Reading		
1	 Shanghai, China	600	1	 Shanghai, China	575	1	 Shanghai, China	556
2	 Singapore	562	2	 Finland	554	2	 South Korea	539
3	 Hong Kong, China	555	3	 Hong Kong, China	549	3	 Finland	536
4	 South Korea	546	4	 Singapore	542	4	 Hong Kong, China	533
5	 Taiwan	543	5	 Japan	539	5	 Singapore	526
6	 Finland	541	6	 South Korea	538	6	 Canada	524
7	 Liechtenstein	536	7	 New Zealand	532	7	 New Zealand	521
8	 Switzerland	534	8	 Canada	529	8	 Japan	520
9	 Japan	529	9	 Estonia	528	9	 Australia	515
10	 Canada	527	10	 Australia	527	10	 Netherlands	508
11	 Netherlands	526	11	 Netherlands	522	11	 Belgium	506
12	 Macau, China	525	12	 Liechtenstein	520	12	 Norway	503
13	 New Zealand	519	13	 Germany	520	13	 Estonia	501
14	 Belgium	515	14	 Taiwan	520	14	 Switzerland	501
15	 Australia	514	15	 Switzerland	517	15	 Poland	500

16		Germany	513	16		United Kingdom	514	16		Iceland	500
17		Estonia	512	17		Slovenia	512	17		United States	500
18		Iceland	507	18		Macau, China	511	18		Liechtenstein	499
19		Denmark	503	19		Poland	508	19		Sweden	497
20		Slovenia	501	20		Ireland	508	20		Germany	497
21		Norway	498	21		Belgium	507	21		Ireland	496
22		France	497	22		Hungary	503	22		France	496
23		Slovakia	497	23		United States	502	23		Taiwan	495
24		Austria	496	24		Norway	500	24		Denmark	495
25		Poland	495	25		Czech Republic	500	25		United Kingdom	494
26		Sweden	494	26		Denmark	499	26		Hungary	494
27		Czech Republic	493	27		France	498	27		Portugal	489
28		United Kingdom	492	28		Iceland	496	28		Macau, China	487

(...)

The Education System in Germany

(...)

61		Argentina	388	61		Tunisia	401	61		Tunisia	404
62		Jordan	387	62		Montenegro	401	62		Indonesia	402
63		Brazil	386	63		Argentina	401	63		Argentina	398
64		Colombia	381	64		Kazakhstan	400	64		Kazakhstan	390
65		Georgia†	379	65		Albania	391	65		Moldova†	388
66		Albania	377	66		Indonesia	383	66		Albania	385
67		Tunisia	371	67		Qatar	379	67		Georgia†	374
68		Indonesia	371	68		Panama	376	68		Qatar	372
69		Qatar	368	69		Georgia†	373	69		Panama	371
70		Peru	365	70		Azerbaijan	373	70		Peru	370
71		Panama	360	71		Peru	369	71		Azerbaijan	362
72		Tamil Nadu, India†	351	72		Tamil Nadu, India†	348	72		Tamil Nadu, India†	337
73		Himachal Pradesh, India†	338	73		Kyrgyzstan	330	73		Himachal Pradesh, India†	317
74		Kyrgyzstan	331	74		Himachal Pradesh, India†	325	74		Kyrgyzstan	314

A critical view

- Three-tiered system vs. comprehensive system.
- Lessons are lacking problem-solving, activity-oriented and skill-building qualities.
- Classes are too big (about 30 pupils per class).
- High pressure on children from parents who want their children to perform well.



Conclusions

- Parents (and their social, cultural and economic background) play a vital role.
- Pupils who succeed to „climb the ladder“ prove to be ambitious, focused and ready to face challenges.
- The permeability of the system isn't claimed by all students => three-tiered system constrains ascending
- Performance of students depends on the quality of teaching.

„Knowledge is power!“

(Sir Francis Bacon, 1561-1626)



Knowledge **and skills** is power!

(Results of PISA, 2000f)


Role of the liaison and quality assistants



Deutsch-Indische
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**Role of the
liaison and quality assistants**

4th weltwärts partner workshop
Nagpur
March 15th, 2013



Starting point

- one year ago, after the 2nd weltwärts workshop in March 2012, the six DIZ partner organisations expressed their wish of "deployment of a person exclusively for supervision and coordination of volunteers' work"
- Reason: "management of volunteers and coordination of their work required exclusive attention by the organisations"
- => difficult for the regular staff and also management / board members to pay as much attention to the volunteers' requirements, the coordination of the programme etc. as is needed
- DIZ applied for money to employ 2 liaison and quality officers from the BMZ from August 2012 onwards
- => the money was granted

17.01.2014 2



Our three liaison persons

- Surabhi Gaigole working at the office of Ecumenical Sangam and is responsible for the voluntary programme at Sangam, Prem Sewa and Sewagram Ashram and overall communication with the Partner Organisations
- Yogita Ganvir and Parinita Bastian are employed by and working at the office of CRTDP and is responsible for the voluntary programme at CRTDP, Nav-Jeevan Sanstha and Mure Memorial Hospital
- In future, DIZ will have more partner organisations, in Nagpur as well as in other places in India
- => the responsibility of the liaison and quality officers will change, more than 3 partner organisations will be working with the two liaison and quality assistants

17.01.2014

3



Aims of employing them

- DIZ applied for the employment of two persons for the period of time from August 2012 until December 2013
- ⇒ Aims and duties:
 - ❖ improve the cooperation and communication between the partner organisations and the volunteers
 - ❖ training of the staff members working with the volunteers and the mentors to improve their understanding of the programme
 - ❖ avoid frustration and too many difficulties on both sides, the organisations as well as the volunteers
 - ❖ Better outcome of the voluntary service, motivated volunteers that work hard for the aims of the organisations

17.01.2014

4

Role of the liaison and quality assistants



Necessary

- Getting to know the weltwärts guidelines by heart
- Being updated by the German sending organisation regarding changes within the programme
- Getting to know the requirements of the volunteers from Germany => regarding the cultural differences, the everyday problems they face being alone in a far away country, away from family and friends
- Knowing the requirements of the different partner organisations regarding the volunteers' work

17.01.2014

5



Daily work

- Assistance in the application process
- Administrative tasks like doing the registration process with the FRO for the volunteers in Nagpur
- In future: help the new partner organisations that are far away to better handle the registration process
- Beginning of the voluntary service: prepare the orientation week within every organisation, provide volunteers with SIM cards, web stick, organise Hindi classes, etc.
- In future: support of the other organisations with the orientation period
- => depending on the different requirements of every organisation, as some are very experienced with volunteers from Europe, some are not at all

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6



Daily work

- Regular meetings with ALL the volunteers in Nagpur (on a weekly basis) to talk to them about their work and also about any problems they are facing
- In future: support the organisations in solving any upcoming problem as by now they already got to know the problems and misunderstandings that happen with German volunteers
- Reading the TDLs, interim reports, reports in general, giving feedback
- Motivation of the volunteers, finding new tasks for them
- Take part in the interim seminar
- In future: visiting partner organisation outside Nagpur

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7



Improving Quality

The aim of having the new post of liason and quality assistants is to improve the quality of the weltwärts voluntary service. This aim shall be achieved through:

- training the regular staff in the implementation of the volunteer programme
- organising a meaningful networking amongst the Partner Organisations
- Maintaining regular contact with the staff and assisting the volunteers in understanding their role and responsibilities
- Assisting any new partner organisation in the implementation of the weltwärts programme

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Administrative process behind the weltwärts-service



The administrative process behind a *weltwärts*-volunteer service

Structure

Phase I

Getting in contact with a future partner until the approval of the post by the BMZ

Phase II

After post is advertised until the volunteer leaves Germany

Phase III

After the arrival in India until the post volunteer seminar is done.



Structure

Phase I

Getting in contact with a future partner until the approval of the post by the BMZ

Phase II

After post is advertised until the volunteer leaves Germany

Phase III

After the arrival in India until the post volunteer seminar is done.



Phase I

- Someone tells us about an interesting project.
- We meet someone from an organisation that wants to take a volunteer (Partner X).

⇒ face-to-face (most of the time) or by e-mail, Skype and telephone

- we send a letter/e-mail of invitation to our future partner

Administrative process behind the weltwärts-service



Letter (or e-mail) of invitation

- Introduction of the DIZ
- Framework of the *weltwärts*-Program and its ties to the Federal Ministry for Economic Cooperation and Development (BMZ)
- e.g. developmental aid, global learning, profile of volunteers
- attached: *weltwärts*-guidelines



More documents to be signed...

- Partner X is still interested in a cooperation with the DIZ.
- An e-mail is sent including
 - ⇒ The *letter of intent*
 - ⇒ The *Partner Agreement*
 - ⇒ The *Statement of Requirement*
 - ⇒ The *Statement of Non-Replacement of Workers*



The letter of intent

...gives information on the framework of the program

...asks Partner X for more information on

⇒ the number of salaried staff members and voluntary workers

⇒ who will be named as the mentor.

⇒ a description of the exact tasks for the volunteer

⇒ skills the volunteers should have



The partner agreement

- Is the basis for the cooperation between the DIZ and Partner X.
- Shows rights and duties of the DIZ, Partner X and the volunteer.
- It is mutually signed.

Administrative process behind the weltwärts-service



The DIZ and the *weltwärts* Secretariat

- Documents are checked, missing information is added, ambiguities are clarified.
- The application form, statements on requirement and non-replacement (and their translations) and the partner agreement are sent to the *weltwärts* Secretariat.



weltwärts Secretariat and the BMZ

- *weltwärts* Secretariat checks completeness of the documents
- ⇒ Gets back to the DIZ if s.th. is missing, unclear or not acceptable

Phase I usually takes between 3 to 6 months:





Structure

Phase I

Getting in contact with a future partner until the approval of the post by the BMZ

Phase II

After post is advertised until the volunteer leaves Germany

Phase III

After the arrival in India until the post volunteer seminar is done.



Phase II

The post is advertised on various websites and on facebook:

Jugendarbeit in Chaibasa, Jharkhand bei GOSSNER EVANGELICAL LUTHERAN CHURCH - Ausreise ab APRIL 2013! - Bewerbungen AB SOFORT möglich!
Beginn: 1. April 2013
Dauer: 6 Monate

Assistenz in der gesellschaftlichen Entwicklung und Aufklärung beim IYW (Indian Institute of Youth Welfare) - Ausreise ab MÄRZ 2013 - Bewerbung AB SOFORT möglich!
Beginn: 1. April 2013
Dauer: 6 Monate

Assistenz in der Gesundheitsarbeit beim IYW (Indian Institute of Youth Welfare) - Ausreise ab MÄRZ 2013, Bewerbungen AB SOFORT möglich!
Beginn: 1. April 2013
Dauer: 6 Monate



Deutsch-Indische Zusammenarbeit
18. Februar

Es gibt noch drei freie Plätze für weltwärts-Freiwilligendienste:
Zwei davon beim IYW (Indian Institute of Youth Welfare) und einer bei der Gossner Mission in Chaibasa! Da die Plätze kurzfristig frei gegeben wurden, kann sich JETZT darauf beworben werden.

Teilen

2 Personen gefällt das.

Administrative process behind the weltwärts-service



At the DIZ office...

- Applications are collected and sorted according to the post that is applied for.
- often problems occur:
 - ⇒ Volunteers forget to send their application per post or e-mail (both is necessary)
 - ⇒ aren't precise about the post they're applying for.
 - ⇒ Forget to send either the questionnaire, the CV or the letter of motivation.
 - ⇒ Forget to agree to the privacy policy.



After the deadline...

- applications are again checked for completeness and files are re-named.
- applications are sent to Partner X who chooses the volunteers who matches his needs best.
- dates for the interview with the future volunteers are set. Partner X is offered to take part via Skype.
- volunteers are selected by Partner X and the DIZ.



Seminars

- All volunteers who are accepted have to take part in a preparation seminar at the parish close to the DIZ office.
- For the seminar, former volunteers and other resource persons are invited.
- The date for the interim seminar is set. Rooms are booked. Former volunteers are asked if they would like to hold the seminar.

Preparation for Preparation Seminar

- A folder is made that includes most necessary documents as
 - ⇒E-tickets (rail&fly)
 - ⇒Volunteer Agreement
 - ⇒Insurance details
 - ⇒Code of Conduct of Partner X (if available)
 - ⇒Certificate from DIZ, BMZ and PO about the voluntary service (for visa application)
 - ⇒Sample: Terms of Reference
 - ⇒Sample: To-do-list
 - ⇒Sample: Reimbursement Form



Administrative process behind the weltwärts-service



Preparation Seminar

- 5 days (10 am to 6 pm)
- variety of topics are addressed: e.g. global learning, comparison of expectations and reality, constructing and de-constructing prejudices, pictures and stereotypes about India, racism, what to do in unexpected situations, cultural differences, role of a volunteer in the partner organisation, reflecting one's own culture



After the preparation seminar...

- task descriptions are agreed on (between DIZ, volunteer and Partner X)
- Terms of Reference are sent to Partner X and volunteers
- A multitude of questions are answered, concerning
 - ⇒ Flight / ticket
 - ⇒ Visa Application
 - ⇒ Reimbursement of costs
 - ⇒ Vaccinations etc.



Phase II

This phase usually takes 8-10 months



Structure

Phase I

Getting in contact with a future partner until the approval of the post by the BMZ

Phase II

After post is advertised until the volunteer leaves Germany

Phase III

After the arrival in India until the post volunteer seminar is done.

Administrative process behind the weltwärts-service



Phase III

- The volunteer boards his flight to India.
- Arrives at the nearest airport close to his posting and is picked up by the partners in India.
- The introduction week starts with the induction of the volunteer into the „system“ including basic learning of Hindi or Tamil or ...
- about 6 months pass.
- After the service, the volunteer has to take part in a post volunteer seminar.

Phase III

This phase usually takes between 8 to 20 months



All in all, the process described can take up to 36 months.

It also can be done within 19 months.

depending on the cooperation between the DIZ, the weltwärts secreteriat, partner X and the volunteer.

Visa Questions



Deutsch-Indische
Zusammenarbeit e. V.

**How to obtain the right visa
for a voluntary service**

4th weltwärts partner workshop
Nagpur
March 16th, 2013



Process of visa application

- Fill in the online visa application form (2 pages; questions raised: parents, countries travelled to, education and profession, purpose of visit, destination in India)
- Add one picture
- Four places in Germany to get the visa: embassy in Berlin (eastern part of Germany), consulates in Hamburg (north), Frankfurt (west) and Munich (south) – depending on the place one lives
- Either apply by post or personally: by post, it takes about three to five weeks, if you go there, it takes about three days

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Types of visa

- Volunteers need an employment visa
- Other types of visa are: tourist visa, transit visa, business visa, student visa, medical visa, research visa, conference visa ...
- Costs for an employment visa: 95 € to 145 € (INR 6700 – 10300)
- Duration of an employment visa: according to the time of the contract => registration is compulsory

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3



Documents required

- Invitation of the Indian partner organisation
- Confirmation by the German Ministry for Development and Economic Cooperation
- Confirmation by the German sending organisation
- Copies of the registration certificates of the Indian partner organisation
- Copy of the contract between volunteer and German sending organisation

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Problems encountered

- Visa granted for a shorter period of time than needed for the voluntary service => process of extending the visa in India is taking a lot of time, is expensive and one does not know whether it will be successful
 - Wrong visa granted
 - Stamp or signature missing on the visa
 - Time required to get the visa was longer than estimated
- => necessary to check the visa that was granted very carefully, a task for the volunteer, but also for us as sending and partner organisations



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Discussions in the conversation carousel.



weltwärts in the Context of Developmental Cooperation



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Zusammenarbeit e.V.

weltwärts 

Partner Workshops 2013
Rainbow Guesthouse, Nagpur

Conducted by
 Deutsch-Indische
Zusammenarbeit e.V.
Indo-German Cooperation

Hosted by
 Ecumenical
Sangam, Nagpur

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weltwärts in the Context of Development Cooperation

“There is a great deal of interest among young people in working as a volunteer in a developing country. For society, it is good that young people want to work in developing countries and acquire some international experience and qualifications that will be of help to them in their future lives and when choosing a career.”

“The idea behind the volunteer service is the successful formula of “learning by serving” and its aims are twofold: to achieve added developmental value for the partner projects in terms of help towards self-help, and to spark new interest in development issues in Germany.”

weltwärts Guideline

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weltwärts in the Context of Development Cooperation

“The new volunteer service will make an effective contribution to development policy information and education work in terms of “global learning” ...”

“They [the volunteers] must be prepared to get actively involved in development policy activities before, during and after their assignment abroad. After returning home they should use their experience gained abroad to make an active contribution to development education work in Germany.”

weltwärts Guideline

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3



weltwärts in the Context of Development Cooperation

“The volunteers will work in projects run by local partner organisations in developing countries that are making an important contribution towards development.”

“... the preparatory seminars will also devote appropriate attention to development policy issues.”


“The [sending] agencies will also actively help returnees to pass on what they have learned and to engage in civil society and in the field of development cooperation in Germany.”

weltwärts Guideline

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4

weltwärts in the Context of Developmental Cooperation



Definition of Development

- ❖ What concept do various people have of „Development“ (Africans, Asians, Germans etc.)?
- ❖ There is no generally accepted definition of the term „Development“ and is influenced by many a factors, perspectives etc.
- ❖ Development is always Development of Human Beings

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Development Cooperation according to the BMZ

“Modern Development Cooperation is about more than giving charity to the poor. The aim is to help people to help themselves, enabling them to lift themselves out of poverty on the strength of their own efforts.

The social, ecological and economic problems of developing countries are not challenges that can be overcome by governments alone. All forces in society need to work in tandem – governments, the general public, and business and industry must all take on their share of the responsibility and play their part.”

Concept Paper of the BMZ: German development policy at a glance
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Millennium Development Goals

The aim of the Millennium Development Goals (MDGs) is to encourage development

- ✓ by improving social and
- ✓ economic conditions in the world's poorest countries.

They derive from earlier international development targets, and were officially established following the Millennium Summit in 2000, where all world leaders present adopted the United Nations Millennium Declaration.

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Millennium Development Goals

The Millennium Development Goals

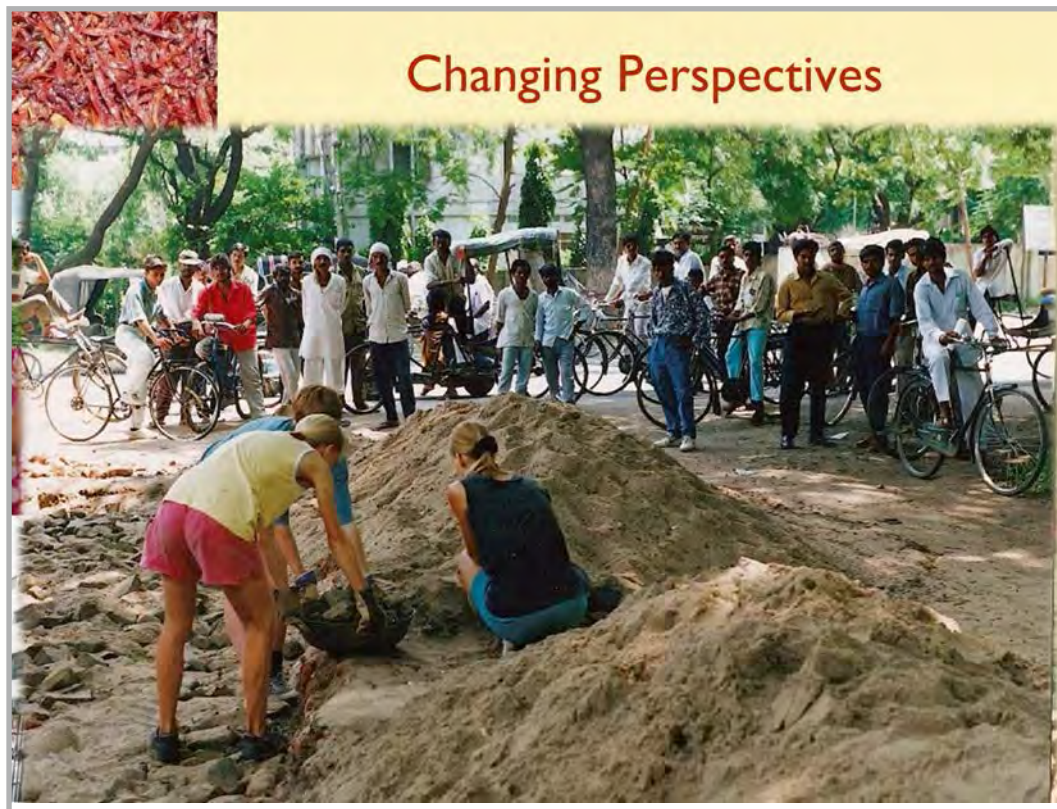
Eight Goals for 2015

- | | |
|--|---|
|  1 Eradicate extreme poverty and hunger |  5 Improve maternal health |
|  2 Achieve universal primary education |  6 Combat HIV/AIDS, malaria and other diseases |
|  3 Promote gender equality and empower women |  7 Ensure environmental sustainability |
|  4 Reduce child mortality |  8 Develop a global partnership for development |

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weltwärts in the Context of Developmental Cooperation





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17.01.2014

Exchanging Views / Information of the General Public in Germany



Involvement of Returnees



weltwärts in the Context of Developmental Cooperation





Mentoring

MENTORING

Gyan-Shenbakkam School Project India
Pillayar Koil Street 154/38 • Shenbakkam • Vellore 632008 • Tamil Nadu, India
www.gyan-shenbakkam.in • facebook.de/gyan-shenbakkam

What is mentoring?

= a process in which a senior person advises and accompanies a young individual

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Discussions in smaller groups.

6 PHASES OF MENTORING

1. First Contact (before arrival in India)
2. First Orientation (first weeks in India)
3. Regular Contact
4. Emergency Management
5. Global Learning
6. Final Evaluation

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FEEDBACK

Why?

It is important for working together

- to draw the volunteers' attention on how the mentor experiences her/his behaviour
- to clarify future expectations (activity/consideration)
- to let volunteers know which changes of behaviour would help to work together successfully

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FEEDBACK

OBSERVATION → EFFECT → CHANGES

emotional

- irrational
- criticizes the behaviour of the whole person (personal attack)
- generalising

rational

- objective and reasonable
- criticizes the behaviour of a person in a particular situation
- specific

Mentoring Guideline

By Sarah Kölzer

On the 1st of January 2014, a new guideline for weltwärts voluntary services had been released. This guideline emphasizes the role of the mentor for volunteers serving abroad. According to the guideline, each hosting organisation should „provide one personal mentor in charge of each volunteer who has experience in the interaction with volunteers and who is in a position to provide comprehensive support to the volunteers. In accordance to the „Mentoring Guide an Toolkit“ a mentor should have the following responsibilities:

- Initiating contact with volunteers, hosting and sending organizations prior to the arrival of the volunteer
- Picking up the volunteer from the airport
- Provision of support to volunteers during the initial orientation process, e.g. through the offering of orientation days or an orientation seminar.
- Being available as a contact for volunteers whenever problems arise
- Provision of consistent accompaniment to the volunteers while they are serving abroad [in India], conducting of conversations and availability for reflection on experiences
- Involvement in farewell events for volunteers.

The ability to listen to the volunteer, show empathy and to have the ability to understand the generational gap

- Be conversant with the rules and regulations of the hosting organisation
- Be within „reach“ (that means, a mentor should be a person the volunteer can easily reach to within a reasonable time directly and / or per phone)

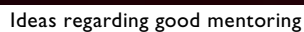
For any questions, for practical help, please follow this link to the „Mentoring Guide an Toolkit“:

<http://www.kef-online.org/files/Mentoring%20Guide%20mit%20Logo.pdf>

This small book, provided as downloadable pdf document, has been developed by an international working group of member organisations of the „Protestant Forum for Voluntary Services in Development Cooperation“ (eFeF) and their international partners.

What qualifications does a mentor need?

- The ability to communicate with the volunteers, the assigning organisation and the hosting organisation (have a common language of communication)
- Sensitivity with regard to cultural and gender issues from a cultural perspective
- The ability to have a regular communication with the volunteer, the hosting organisation and the sending organisation (in terms of language, time, writing skills, internet access)



Minutes of the weltwärts Partner Workshop in March '13

A compilation of records from Idan Topno, Vijaya Shah, Sybille Franck and Sarah Kölzer.

Program for 15th March 2013

1. Lighting of the Lamp
2. Sociographic game to get to know the participants' background (where are the participants from, when were their organisations founded, in what field are they working?)
3. Introduction by Jona Dohrmann: The DIZ
4. Evaluation of the questionnaire that was handed in at the end of the previous workshop
 - Feedback was good, participatory approach was appreciated, participants wanted to get to know more about the volunteers' educational and cultural background
5. Presentation about the educational system by Sarah
 - Questions and Remarks:
 - Do surnames have something to do about the educational/vocational background (e.g. baker, smith, fisher etc.) => in the past there might have been s.o. in the family who has had this profession, but nowadays surnames aren't related to preofession anymore
 - Is it possible to ascend or descend within the German educational system? – Yes
 - What is the difference between knowledge, skills and habit? => see prenestation
 - What do marks (esp. oral marks) consist of? – Quality and quantity of participation, shown interest, quality of homework: always depends on individual preferences of teacher
 - Why is this presentation done at all? Because it illustrates the volunteers' backgrounds and
6. Working in groups on the weltwärts-guideline
7. Sharing experiences with volunteers
 - Positive aspects
 - Volunteers are often highly motivated
 - If you keep them "on a long lead" they are happy
 - Often curious and enthusiastic
 - They're well prepared
 - Their role is clear to them.
 - They integrate well into the Indian teams

Advice from participants: It's good to let them participate in holidays and festivities at the beginning of their stay to introduce them to Indian culture.

 - Negative aspects
 - Some volunteers try to avoid being in the countryside and prefer to live in the city
 - Some are introverted and not enthusiastic
 - It is difficult to criticize volunteers as they're doing their work voluntarily
 - Sometimes educational/vocational background of the volunteer doesn't match with the post the volunteer is sent to
 - PO is often concerned about volunteers being out late at night
 - It takes time to establish personal relationships
 - Language barrier
8. Presentation of the role of the Liaison and quality assistants (by Sybille)

because it was asked for in the evaluation of last workshop

- Is tuition offered to low-performers?
- Why do pupils do a voluntary service after graduating? Because it improves their CV if they can prove their voluntary engagement. Some also because they want to see the world or even want to do something "good".

Program for 16th March 2013

- I. Recapitulation of the previous day's program was done by Ninja.
- Topic: Liaison and Quality Assistants (LQA)
What are expectations towards the LQAs?
Well qualified, well in interpersonal relation, good at dealing with the administration (CEO) as well as with the volunteers.
What did the present LQAs say about their work?
LQAs expressed that it was difficult when they started their work but it became easier
Structural confusion as well as low level misunderstanding with the staff occurs.
LQAs said it was difficult to maintain the difference between personal and professional relations.
Jona/DIZ:
the work of the liaisons needs to be redefined because the work is still in the stage of experiment.
Role of external mentor could be played by them.
QUALITY part have to be stressed, not only Liaison work.
the BMZ/ Ministry was not for paying the work of Liaison but the need on the side of the Indian Partners have made us together to create this post (the present LQAs are Anagha and Dr.Sanjog). Therefore, it has to be made sure that the people employed should really have the value and the quality.
2. Presentation of the work of Partner Organizations:
 - A. Mure Memorial Hospital:
Presented by Sulekha
Hospital founded in 1869. By Dr. Agnes Henderson. Today 100 bedded. (Registered) multispecialty hospital.

Building infrastructures and roads are old and need maintenance but different services are going on.

Currently Four Volunteers. One boy and three girls are there for their service. Tom will serve in department of physiotherapy. Sabrina in Dental section and Mess and canteen: and work with Dietitian. Aileen: Office work. Elena: with community health dept and School of nursing and she will be assisting in organizing the library.

- B. Indian Institute for Youth Welfare, presentation by Naresh Tajnekar
Established 1973, 1976 work started.
Founded by: Manohar
Started with few youth leaders whose primary job to impart training for young leaders. Gradually shifted to Community development and Women empowerment.
Nagpur head office . Vocational trainees more than 150 for the youth failed in matriculation in various trends like fabrication, mechanicals
Community Development: located in Slum.
Type of Activity: Health hygiene. Exposure to children : Police, Post office, Corporation ect.
Three Big Projects: Towards HIV and Aids
....
For truck Drivers -Migrant Laborers' – Female sex workers.
Volunteers will be working with HIV and Aids projects of the organisation.
- C. Ecumenical Sangam.
Presentation by Mr. Khisty
founder was Rita Dohrmann
Guesthouse established to fund the developmental projects in and around the city of Nagpur
Four Volunteers are assigned in different projects of Ecumenical Sangam. There will be two new volunteers: Markus and Sven.

Minutes of the weltwärts Partner Workshop in March '13

D. Gossner Evangelical Church, Presented by Bishop Dr. Nelson Lakra

Established in 1845 by the four missionaries sent by Father Gossner from Berlin, Germany. GEL Church is spread over the regions of Chotanagpur (includes some part of Jharkhand, Orissa, Madhya Pradesh), West Bengal, Assam and Andaman Island.

The work of the Church is to be explained under the five points: Worship, Nurture, Education, Health and Development.

Developmental Work of the Church is running under the umbrella institution called Human Resource Development Centre.

For the first time Three Volunteers from DIZ will be involving themselves with the GELC and Youth Work. Youth activity is having variety according to their respective place. Katharina is placed in Ranchi and she will be working and involving with different activities of Ranchi Youth Fellowship a recognized body of GEL Church. Christoph is placed in Rajgangpur, Orissa. He will also be associated with GELC youths of Rajgangpur /Head office of GELC South west diocese. Another Volunteer will come in September and he will be placed in Chaibasa, south East Diocese of GELC.

3. Presentation: The administrative process of a weltwärts volunteer service (by Sarah)

Three phases of work involved.

Phase I:

Get contact with partners and new partners. Face to face contact or Electronic Letters(e-mails) of invitation to the partners.

Partner's agreement: mutually signed between the Weltwärts secretariat and DIZ.

BMZ.

Phase II:

Place is advertised.

At the DIZ office: 137 application came.

After deadline: applications are checked, files are renamed according to their CV.

Interview takes place, 5 days Preparatory Seminar for the volunteers where former volunteer and other resource persons are invited. A folder including all necessary documents is made and given to the new volunteers.

Interim Seminars /a mid- term Seminar – in Nagpur (takes place in India for 7 days for example in Ecumenical Sangam).

After Six months the volunteers attend post voluntary seminar. (Altogether whole things require 36 months but could be shortened into 19 months)

Lot of communication involved: Between DIZ and Weltwärts, between DIZ and partners, between DIZ and Volunteer.

Phase III:

After the volunteer has come back to Germany he or she attends the interim seminar.

TEA BREAK

Request from Jona: to read and answer the letters/e-mail to the point (understand that there are different culture of communication)

3. Conversation carousel: How to find the good Volunteer and avoid problems

Questions were asked and discussed with various partners. Some answers relating to the "best practices" of how to find good volunteers:

- . Give right and true information about the organization

- . Selection process should involve experienced person

- . Usually we go through the CV and letter of

motivation through that we know the person because ...

. volunteers' dislikes we have to try to find out about

. We should alter the questionnaire to know more about volunteer according to our requirement

. Also on the part of partners – they should be able to tell the changes in the organization took place.

. Making them aware of ground realities of the place.

. Possibilities of letting the volunteers undergo some psychological test?

. Best Selecting method: Talk to them personally, though it is difficult

Partners can be elaborative during interview on SKYPE/online interview.

Assessment (done by Sarah).

Participants were asked to take the pen and mark the two “best cards” (best practices) among all cards which were stuck on the board.

Ranking: 1. Check expectation of the volunteer 2. Read motivation letter carefully.

4. Topic: Advertisement of volunteers' posts on the internet (by Jona)

Jona shared information about weltwärts website where advertisement are placed and links where a volunteer is getting information from and decides. What all it involves. It was an informative description to know how.

LUNCH BREAK

5. Topic: How to motivate volunteers

Sarah asked the participants to gather around the chairs at back of the room to play the game of FISH BOWL (i.e. five chairs were kept in a circle, four were to be occupied and one

has to be left empty. Four had to discuss about HOW TO MOTIVATE THE VOLUNTEERS and others have to be outside the circle listening to them, if anyone wants to join the discussion he has to enter the circle and sit down on the fifth chair, then one of the persons in the circle has to leave his or her chair to let one chair empty)

Ideas: Appreciation of the volunteer, we have to appreciate and giving reward to encourage and keep them motivated. Basic idea is to give the recognition of their work and labor. From time to time a meeting with the volunteer should take place.

6. Accounting and Communication (by Jona)

An example of the receipt was being displayed on screen (Rajasthan Bangles: not comprehensible language of the ministry, no date, no number of receipt) to sensitize the partner about invoicing.

Then a standard invoice format was displayed to avoid the problem of invoicing. This form will be given to all the partner organization. AS many details as possible must be provided. It was stressed by Jona that invoices should be raised by the partners regularly because DIZ is accountable to deal with the income tax and the government with regard to account.

7. VISA/Registration Formalities: Presented by Sybille and Anagha

What Volunteers have to do before arriving in India

1. Fill in online application form (2 pages)
2. Add one picture (5x5 cm)
3. Go to one of the four places to apply for VISA in Germany either consulate in Berlin, Frankfurt, Munich or Hamburg.
4. Volunteers need employment VISA or x-entry visa (even if they are not getting paid for their work) which is much more expensive

Minutes of the weltwärts Partner Workshop in March '13

than other type of VISA i.e. 95 Euro (6700-10300RS.) Volunteers have to pay themselves.
5. Duration of the VISA is limited (usually 6 months or one year)

Several Documents require for employment VISA whereas for tourist visa one does not need those documents.

Sometimes problems are also encountered: Granted VISA is for the shorter period than applied period.

Wrong VISA granted, something /signature missing on VISA,

Time required to get the VISA is longer than estimated.

Sometimes volunteer forgets to give signature or there is a mistake on the part of embassy.

When the Volunteers are in India (by Anagha): Complete registration formalities online. www.indianfrro.gov.in/frro

New : Registration Fee Rs.100. Contract of assignment from the sending agency should be submitted.

Anagha has explained the details about the formalities to be done for the volunteer with the Foreign registration office.

It could be good idea to provide a printed copy of the FRO online form for their preparation.

Best Selecting method: Talk to them personally, though it is difficult

Topic: Southeastern Partner Chronicles

Idea of e-paper should be given a thought where partner organizations can give their news. If yes BMZ could be asked for financial assistance to run it.

Idea was appreciated and it should be taken up.

Program for Sunday, 17th March

Everyone was given the opportunity to attend service in the morning and take rest.

Program for Monday, 18th March

1. Revision by Rev. Idan Topno (Gossner Church)
Additional comment:

For the volunteers there should be sufficient work, specific tasks and time limits to the task given. Even control could be motivation. Some disciplinary measures should be taken.

Question about a format where Volunteers could review their work:

DIZ have interim report where they have to give answers of certain question.

There should be some sort of feedback given from the partner organization to the DIZ. Format should be developed.

2. Presentation of the Organization:

Sevagram Ashram (presentation by Dr. Nisal)

Estd. 1935 by Gandhi. At present ten people living there practicing Gandhian lifestyle including vegetarian food. Volunteer has to help in the kitchen, maintain the premises and/or take care of visitors. The volunteer has to get up early and attend prayer, work in the field and in the dairy.

There is no servant in the Ashram and cleanliness has to be maintained by the inhabitants there including Volunteer.

Gyan Shenbakkam (presented by Priyanga Vishnu):
Estd. in 2007. Education based project for the dropouts and English lessons. Children are given additional tuition in Spoken English, their subjects at school and Computer. Skilled students are given financial support.

CRTDP (Comprehensive Rural Tribal Development Program) (presentation by Iqbal David)
Tasks of the volunteers: Documentation, organization of projects, teaching small students, elementary schools, computer, knitting classes.

Nav-Jeevan Sanstha and Prem Sewa:

Both are working in the field of education.
Girls' school of Prem Sewa is in the remote area of Dhulia/Manjari; NJS is in Nagpur.
Two volunteers spend time with children, teaching, teaching swimming etc.

Additional comments: Volunteers should do their work for themselves. No servant facilities should be given to them.

3. Weltwaerts in the context of Development Cooperation (by Jona)

Focus: Idea of development should be exchanged. How can development aid be redefined?

Volunteers help in shaping Development policy activities.

So far DIZ is not able to know about the long term effect of the weltwärts program. Effects are not to be expected immediately.

Volunteers are to be able to get the idea of development through their work.

Development aid sets in in the fields of: "poverty reduction, education, health, food security/ agriculture, emergency and transitional aid, environmental and resource protection, water, human rights, promoting democracy, youth employment and sport" (weltwärts

Partner Workshop Documentation, page 77 footnote 3.)

Millennium Development Goals 2015: <http://www.un.org/millenniumgoals/>

Success of development aid depends on reliable partners. It is about involvement. Involvement connects.

Aim: Working towards sustainability.

4. Exposure Trip: Bamhani, the subcentre of Ecumenical Sangam

5. E-Newsletter for partner organizations.

Program for Tuesday, 19th March

Ms. Yogita presented previous day record of the work shop. After that evaluation form had been given to all participants.

Session was conducted by Ms. Ninja on "Mentoring".

Six groups were formed in order to discuss about following phases are as under:

- First contact : Before volunteer arrival in india
- First orientation : on the arrival of volunteer and in first week
- Regular contact : support to volunteer throughout the entire duration of their stay
- Emergency management: What is emergency and what does mentor do?
- Global learning
- Final Evaluation: After the volunteer has come back to Germany.

Each group had been given 15 minutes for discussion. After group discussion completed one representative of the groups presented discussion results.

Minutes of the weltwärts Partner Workshop in March '13

- First group -- First contact : Before volunteer arrival in india

Result points are as under:

To know who is who? Background and volunteer profile and expectation

To make the volunteer aware of the origination

To prepare our own employees about the perspective and background and assigned work to the volunteers (coming)

Resource person added one suggestion that ask volunteers, how do they feel in India?

- Second group-- First orientation : on the arrival of volunteer and in first week

Result points are as under:

Orientation of organization work

Rules and regulation and code of conduct of organization

Assigning task to volunteer

Introducing other staff members

Explain expectation of the volunteer from organization

- Third group-- Regular contact : support to volunteer throughout the entire duration of their stay

Result points are as under:

Solve the problems by facing volunteers

Give a regular feed back

Encouragement AND MOTIVATION

Tell the volunteers if anything is going wrong

Give new inputs about work and report as well as problem of partner organizations

- Forth group-- Emergency management: What is emergency and what does mentor do?

Result points are as under:

What is a crisis?

Crisis needs immediate attention

Mentor should mobilize the resources

Ms. Ninja said crisis were to be understood as more personal e.g. homesickness, illness etc.

(Health issue of the volunteer was addressed.)

Mr. Vilas Shende said that we are accountable and responsible we have parental role and provide emotional support.

It was decided that the topic of crises will be discussed more in next seminar.

- Fifth group-- Global learning

The term "Global Learning" was not familiar to the participants of the workshop. It can be explained with the term "Think globally, act locally", which means that any action will have wider consequences (e.g. on other countries). A good example would be climate change. Global Learning means that you become aware of the effects of your actions and that volunteers reflect and re-think their behavior.

- Sixth group -- Final Evaluation :

Result points are as under:

Stay of volunteers 6 months to one year is good to understand organisation and volunteers also.

Evaluation for assessment from both side (PO and volunteer)

To improve the both sides should be the objective of the assessment.

Weaknesses and strengths should be shared. Outcome will help to deal with new volunteer. Evaluation and feedback form should be developed.

Participant responses are as volunteers can share about care and support they received; they can tell us about food and accommodation we can use for that scale like excellent , very good, good ...

Volunteers are associated with staff so staff can share their observation about the area of improvement should be shared and remarks should be given.

Summarised by Ms. Ninja and she covered the following given points :

Assessment is important for working together, to draw the volunteers attention as well as to clarify the mentor's expectation.

After this session was ended, Dr. Jona explained gap between discussed subjects and expectations of the partner organisation are as given under

1. Share and learn :
discussed
2. Getting to know each other :
Discussed
3. Selection process of volunteers :
discussed
4. Partners should be more active as :
discussed a stakeholder and on the drives sit
5. culture and family background :
discussed
6. Motivational background of the Volunteers education wise: :
Discussed
7. Do's and do not :
discussed
8. schedule of the working time :
discussed
9. Instinctual communication :
discussed
10. Gap between expectation of volunteers and NGOs :
Discussed

More or less all above points had been discussed in the four days workshop

Responses from the participants are as under :

- request to C. E. O / Director of the PO to depute to somebody to participate and to attend throughout the workshop and seminar.
- This workshop is highly appreciated and participatory
- Further workshop could be organised in Ranchi or anywhere outside of Nagpur
- Seminar can be only for three days , two days

workshop and a field trip on the third day

- There should be direct communication between mentor and seminar organiser

Discussion was done by Dr. Jona on Where and when next seminar / workshop take place?

Responses are as :

- In October with partners
- In March
- Date of workshop will finalised making mutual contact

Dr. Jona appealed to all participants to add subject in the next year workshop

Suggestions form participants are as:

- To know each other's culture and political areas
 - Networking among partner originations
- Dr. Jona informed all participants that Mrs. Romana will take initiative to prepare E Newsletter. She will contact mentor and collect information / article from them for E Newsletter.

Invitation to the weltwärts Partner Workshop in Sept. '13



Deutsch-Indische
Zusammenarbeit e.V.



Invitation to the 5th weltwärts - Workshop

Understanding and Improving the Volunteering Programme in the Framework of weltwärts (worldwards)

Dear Mentors and Staff of our Partners and future Partners,

herewith you are cordially invited to join the 5th workshop "Understanding and Improving the Volunteering Programme in the Framework of weltwärts".

Venue: Rainbow Guesthouse of the Ecumenical Sangam, Conference Hall,
316/A, Civil Lines, Rabindranath Tagore Marg, behind AXIS Bank, Nagpur - 44001

Dates: 26th to 28th September 2013

Kindly note, that it is important to attend the workshop on all days. Thursday, the 26th September will be designed as a consultation day for anyone who would like to talk about issues regarding the voluntary service in greater detail.

Those who come from outside Nagpur, kindly make your train bookings as soon as possible.

Timings: 10 am – 4 pm each day (app.)

Addressees: you as the (future) mentors and those staff members involved with the volunteers.

Programme for 26th September 2013 (Consultation Day):

Share your experiences and questions regarding the weltwärts-volunteers with Jona Dohrmann and Sarah Kölzer.

Kindly indicate to us, about which issues you would like to talk to us. After receiving your feedback we will make individual appointments with you!

Programme for 27th September 2013

- I. Introduction
 - brief introduction of the DIZ and the weltwärts programme
 - Who is who? (games)
 - Flashback to the past series of workshops in 2012/2013
 - Signing of the List of Participants
 - Determining the record and time keepers

Die Deutsch-Indische Zusammenarbeit ist Gründungsmitglied des Entwicklungspolitischen Netzwerks Hessen.
Spendenkonto: Evangelische Kreditgenossenschaft • IBAN: DE84520604100004004108 • BIC: GENODEF1EK1
Sitz des Vereins: Odrellstraße 43, 60486 Frankfurt am Main • info@diz-ev.de • www.diz-ev.de





Deutsch-Indische Zusammenarbeit e. V.

2. Overview of the Evaluation of the past series of Workshops
 - What was the outcome of the evaluation?
 - What expectations were raised?
 - What do you expect from this workshop in particular and the ongoing process of holding such workshops in general? → Collection and Display of Expectations from this Workshop
3. The work of the new partner organizations who were so far not present (*presentation*)
4. Current situation of the weltwärts-Programme (*input by JAD*).
5. The sociocultural background of the weltwärts volunteers
 - Input from Ms Sarah Kölzer – *presentation*
 - Questions and Remarks – *open discussion*
6. Quality Improvement of hosting weltwärts volunteers
 - Checking, rewriting and updating the “Codes of Conduct” – *metaplan technique*
 - Checking and updating the “task descriptions” of each post – *group work*
 - formulating and agreeing upon Standard Operating Procedures (SOP) for all Partners
7. The new structure of the orientation phase
 - sharing experiences with two partner organizations (*presentation, open discussion*)
 - ways of communication – who to address when (*role play*)
 - introduction of the new quality and liaison officers Parinita and Yogita and N. N.

Programme for 28th September 2013

1. Recapitulation of the previous day (5 minutes)
2. The work of the new partner organizations (*presentation*)
3. Assessment of volunteers
 - introduction of a draft questionnaire
 - completing the questionnaire – *group work (ppt)*
4. “Global Learning” as an aim of the weltwärts-Programme
 - solving the mystery (*group work and presentations*)
 - finding a definition for “Global Learning”
5. The weltwärts-newsletter
 - first evaluation and outlook
6. Drawing conclusions together (*evaluation, metaplan technique*)



3

Deutsch-Indische Zusammenarbeit e. V.

Note: Any reimbursements to be claimed (for train tickets, taxi etc.) must be supported by original invoices, vouchers etc.

The aforementioned programme is not completely conclusive, we will add to it during our sessions regarding the expectations if need be.

I hope we can again have a very interesting seminar like in our previous meetings. This time I will be accompanied by my colleague Ms Sarah Koelzer. We all are very much looking forward to meeting and inter-acting with you.

Warm regards from sunny Frankfurt,

Dr. Jona Aravind Dohrmann
Frankfurt, 10th July 2013



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Deutsch-Indische
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Partners taking the opportunity to share experiences with volunteers.

List of participants of 2nd weltwärts-Workshop

	Surname, First Name / Address	Name der Organisation / Name of Organisation/ Role regarding the weltwärts Programme
1	Dohrmann, Jona Aravind Odrellstraße 43, 60486 Frankfurt am Main / Germany	Deutsch-Indische Zusammenarbeit e. V. weltwärts-Koordinator / weltwärts Coordinator
2	Kölzer, Sarah Odrellstraße 43, 60486 Frankfurt am Main / Germany	Deutsch-Indische Zusammenarbeit e. V. Sachbearbeiterin weltwärts / Administrator weltwärts
3	Shah, Vijaya Rainbow Guesthouse, 316/A, Civil Lines, Nagpur - 440001	Ecumenical Sangam, Nagpur Project Coordinator
4	Bhalerao, Shrikant Rainbow Guesthouse, 316/A, Civil Lines, Nagpur - 440001	Ecumenical Sangam, Nagpur Manager Guesthouse Relations incl. volunteers
5	Waidande, Christopher Amravati Road, Nagpur, Maharashtra 440001 / India	Mure Memorial Hospital
6	Sulekha, V. K. Amravati Road, Nagpur, Maharashtra 440001 / India	Mure Memorial Hospital Volunteer coordinator
7	Shende, Vilas Amravati Road, Nagpur, Maharashtra 440001 / India	Mure Memorial Hospital Director
8	Ganvir, Yogita Tidke Vidyalaya, Katol Road, Nagpur Maharashtra 440013 / India	CRTDP Project-in-Charge Rehabilitation Project
9	Bastian, Parinita Tidke Vidyalaya, Katol Road, Nagpur Maharashtra 440013 / India	CRTDP Accountant



10	Tajnekar, Naresh 134, Shivaji Nagar Nagpur - 440010	Indian Institute of Youth Welfare (IIYW) Hon. CEO
11	Mirashi, Shilpa 134, Shivaji Nagar Nagpur - 440010	Indian Institute of Youth Welfare (IIYW) Deputy Director (also in charge of volunteers)
12	Thomas, Jaya Singh #12-11-1557/4, I&II Floor, Behind ARTS College Rly Station, Jamai- Osmania- Sitafalmandi Road, Boudha Nagar, Sitafalmandi-Post Secunderabad/Hyderabad - 500061 (Andhra Pradesh)	Chaitanya Mahila Mandali (CMM) Manager Projects
13	Swamy, Narayana #12-11-1557/4, I&II Floor, Behind ARTS College Rly Station, Jamai- Osmania- Sitafalmandi Road, Boudha Nagar, Sitafalmandi-Post Secunderabad/Hyderabad - 500061 (Andhra Pradesh)	Chaitanya Mahila Mandali (CMM)
14	Williamson, Bruce 14, Luton Close, Eastbourne, East Sussex BN21 1UX, Großbritannien	Partnership-in-Action Resource Person HRD
15	Stähle, Matthias Flat A3/1201, Nandan Prospera, Off Baner Road Pune - 411045 (Maharashtra)	Teacher / Resource Person
16	Nitschke, Alexander GEL Church, Main Road Ranchi - 834001 (Jharkhand)	Gossner Evangelical Lutheran Church ww-Coordinator
17	Topno, Ashish GEL Church, Main Road Ranchi - 834001 (Jharkhand)	Gossner Evangelical Lutheran Church Youth Coordinator

List of participants of 2nd weltwärts-Workshop

18	Manki, Anne GEL Church, Main Road Ranchi - 834001 (Jharkhand)	Gossner Evangelical Lutheran Church Youth Coordinator Karimati
19	Kerketta, Sonia GEL Church, Main Road Ranchi - 834001 (Jharkhand)	Gossner Evangelical Lutheran Church Youth Coordinator Rajgangpur
20	Gaigole, Surabhi Liaison Office: Rainbow Guesthouse, 316/A, Civil Lines Nagpur - 440001 (Maharashtra)	Deutsch-Indische Zusammenarbeit e. V. DIZ Liaison Person
21	Vishnu, Priyanga Firewood Shop, Pilliyar Kovil Street, Shenbakkam Vellore - 632008 (Tamil Nadu)	Gyan Shenbakkam School Project Director and Coordinator Volunteers
22	Vishnu, Manjula Firewood Shop, Pilliyar Kovil Street, Shenbakkam Vellore - 632008 (Tamil Nadu)	Gyan Shenbakkam School Project Trust Manager
23	Buddhe, Leena Plot No. J-6, Maharshi Kotilya Apartments, 8 Rasta Square, Laxmi Nagar, Nagpur - 440022 (Maharashtra)	Centre for Sustainable Development Director and Mure Memorial Hospital Mentor
24	Gandhi, Sudha "Amrta Manor" Bungalow No. 1, 1st Floor, Rabindranath Tagore Marg, Civil Lines Nagpur - 440001 (Maharashtra)	Children in Pain - CHIP
25	Gandhi, Sukesh "Amrta Manor" Bungalow No. 1, 1st Floor, Rabindranath Tagore Marg, Civil Lines Nagpur - 440001 (Maharashtra)	Children in Pain - CHIP



26	Saraf, Vinita "Amrta Manor" Bungalow No. 1, 1st Floor, Rabindranath Tagore Marg, Civil Lines Nagpur - 440001 (Maharashtra)	Children in Pain - CHIP
27	Dr. Nisal, M. B. 44/A, Gokul Peth Nagpur - 440010 (Maharashtra)	Sevagram Ashram Prathishtan Mentor
28	Patel, Aneeta 37, Chitnavis Layout, Byramji Town Nagpur - 440013 (Maharashtra)	Nav-Jeevan Sanstha Director
29	Kathpalia, Anita Ahilya Fort, Maheshwar – 451224 (Madhya Pradesh)	REHWA Society CEO
30	Wanta, Violet 5/7, First Floor, South Patel Nagar New Delhi – 110081 (Delhi)	Self-Employed Women's association (SEWA Bharat) Coordinator volunteers
31	Stähle, Matthias Flat A3/1201 Nandan Prospera, Off Baner Road Pune – 411045 (Maharashtra)	Teacher Resource Person DIZ
32	D'Souza Karen Rainbow Guesthouse, 316/A, Civil Lines, Rabindranath Tagore Marg Nagpur - 440001 (Maharashtra)	Ecumenical Sangam CFO
33	Shende, Surekha Amravati Road Nagpur - 440001 (Maharashtra)	Ecumenical Sangam Microfinance Coordinator

Consultation Day, 26th Sept. '13

By Sarah Kölzer

As in the first workshops many questions had come up which were too specific and therefore too time-consuming to discuss with the whole group of participants, the DIZ decided to offer a „Consultation Day“ preceding the actual workshop. This day gave all Partner Organisations, who had applied for an appointment, the opportunity to talk individually to Jona Dohrmann and Sarah Kölzer from the DIZ. The Consultation Day also met the concerns of Partner Organisations, which were new to the programme and did not have any volunteers yet by the time the workshop took place.

Most questions that came up referred to practical matters of the volunteer programme. The most prominent questions concerned the rules that should be set up for volunteers, mentoring, reimbursement of costs, amount and kind of work to be given to the volunteers. I will take the opportunity and once again comment on these issues.

Codes of Conduct: How should German volunteers behave?

This is up to the Partner Organisation. The DIZ can make suggestions but is not in the position to set up general rules for the volunteers. Nevertheless, volunteers are given some advice during the preparation seminar. Most of them are aware of the cultural differences between Germany and India, but also most of them have difficulties to maintain the new codes of behaviour. If the Partner Organisation sets up rules, the coordinator and the mentor should arrange a meeting with the volunteer and ensure that the background and reasons for these rules are explained thoroughly. If the volunteers understand that rules are there for his or her own protection, they are more likely to behave accordingly.

Mentoring: What role should the mentor play?

The new guidelines for the *weltwärts* voluntary service emphasises on good mentoring. Therefore, the Partner Organisation will have to prove to the DIZ that the mentor plays an active role. The mentor should, for example, pick up the volunteers from the airport and spend time together with them during the Orientation Phase and arrange monthly meetings with the volunteer. The new *weltwärts* guideline states: „Besides the functional guidance, comprehensive mentoring and supervision must be ensured. Every volunteer must have a mentor who is responsible for him or her and must be available on short notice. It must be ensured that the mentor is not immediately involved in the organisation the volunteer works at.“ (*weltwärts*- guideline, 01.01.2014).

Reimbursement of costs: what expenses can be reimbursed? How can this be done?

The DIZ can reimburse costs that are related to transport, accommodation and food. If the partner organisation needs to buy items for the volunteers but cannot be assigned into these categories, the DIZ must be asked in advance whether these items can be funded. Normally the purchase of capital goods is not allowed according to the funding guidelines of *weltwärts*. The DIZ must always be ready to disclose all financial matters between the partner organisation and the DIZ to the ministry as it is governmental money which is forwarded to the partner organisation. An invoice form has been sent to all partner organisations which must be filled in for each volunteer and sent back to the DIZ.



Sarah Kölzer and Bruce Williamson


Work: How much should the volunteer work and what kind of work can be given to the volunteers?

The volunteer agreement, which has been signed by the volunteer and the DIZ, states that the volunteers should work 48 hours per week. At the preparation seminar all participants have agreed to be ready to do any work that is assigned to them. On our website, where all posts and their respective task descriptions are listed, it is also mentioned that the volunteers might be asked to do „physical work“. This might include painting, constructing, gardening etc. Nevertheless, the main work must be related to the posts and the tasks which have been agreed between the receiving organisation and the DIZ.

The consultation day showed once more that among all Partner Organisations there is a high concern about the well-being of the volunteer and the ambition to establish (or maintain) a good cooperation with the DIZ. We hope that we have been able to show that we are not just conducting a volunteer programme, but that we also, apart from this, have an interest in the valuable work that our partner organisations are doing.

We will be most happy to have the chance to talk to all new partners during the next consultation day.

Volunteer's Background



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The sociocultural background of volunteers

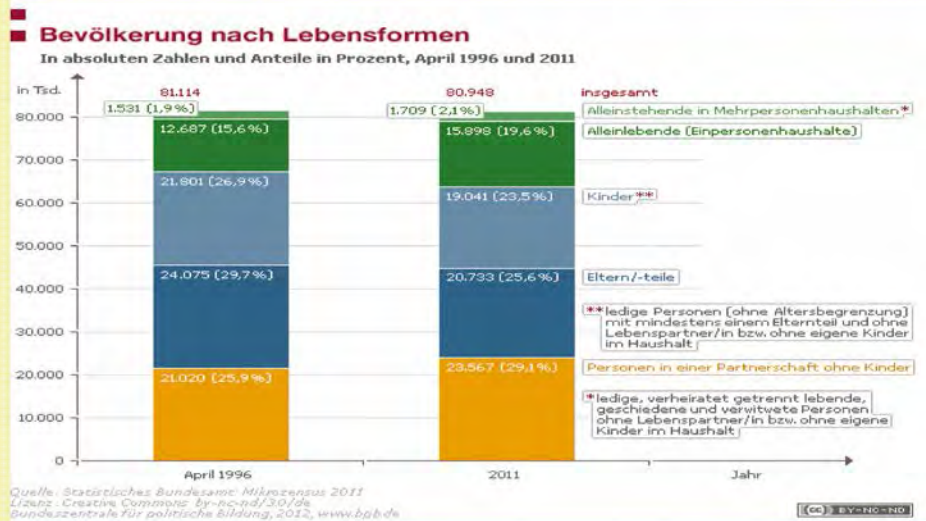
Matthias Stähle
(Translated by Cara Schmitz)
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Pune 411045
+918308399143
matthias.staehle@gmx.net

Index

1. Lifestyles and Households
2. Living and Housing
3. Religion
4. Policy
5. Finances



Population by Lifestyles



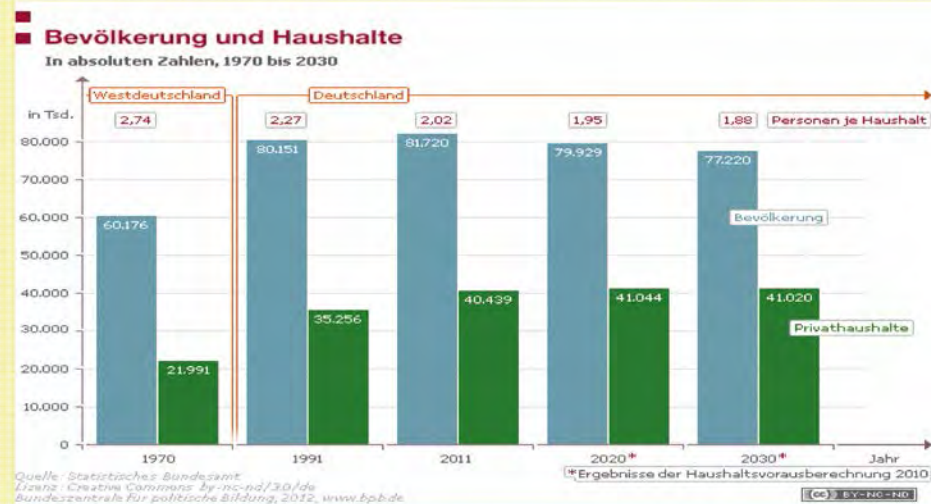
Summary: Population by Lifestyle

The chart shows the percentage of different lifestyle-groups within the total population. There are 4 groups:

- People who live alone or with other people, but without partner or children (1996: 15,6%/2011: 19,6%)
- Children or adults who live with their parents (1996: 21,8%/2011: 23,5%)
- Parents (1996: 29,7%/2011: 25,5%)
- Couples without children (1996: 25,9%/2011: 29%)

Volunteer's Background

Population and Households

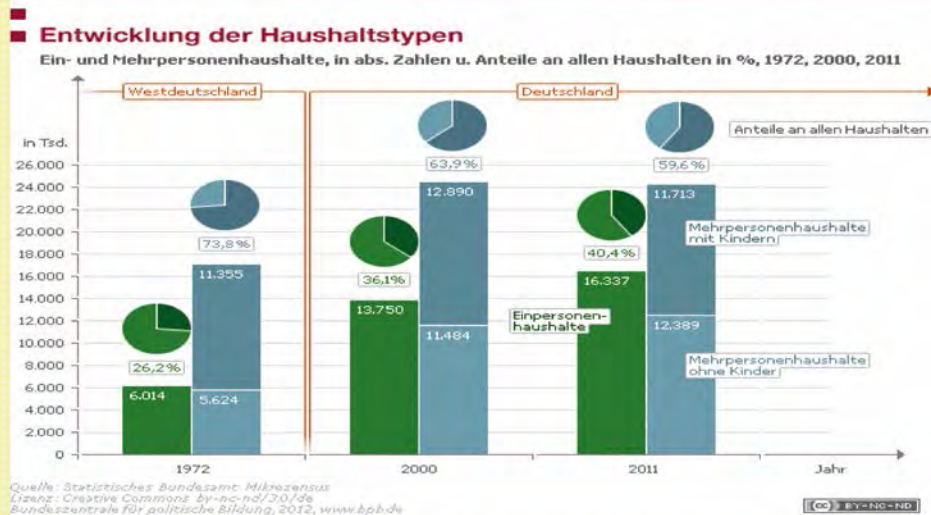


Summary: Population and Households

The chart shows, that the number of persons per household has fallen between 1970 and 2011 from 2,75 persons per household to 2,02 persons per household. It is estimated to fall further in the next 20 years.



Development of Households

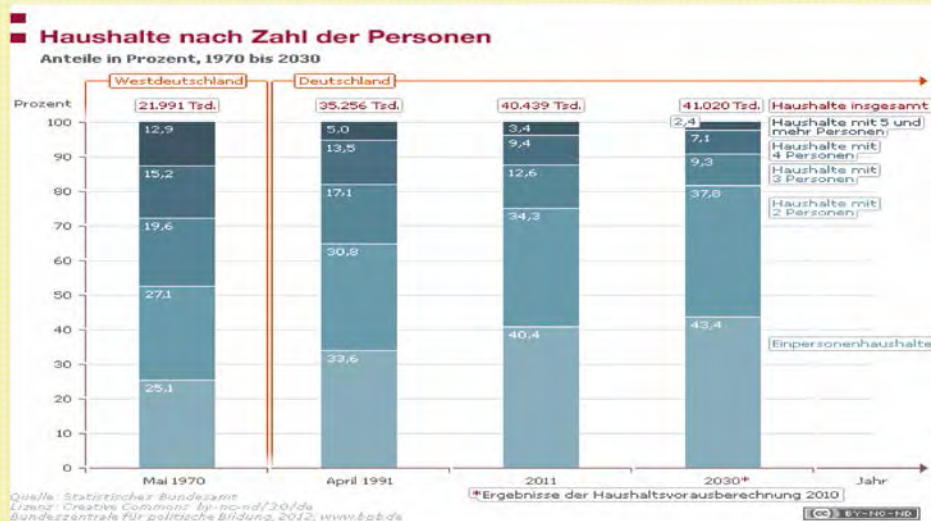


Summary: Development of Households

The chart shows, that the percentage of single households and households with more persons but without children has increased, whereas the percentage of households with children has decreased.

Volunteer's Background

Households by Number of Persons

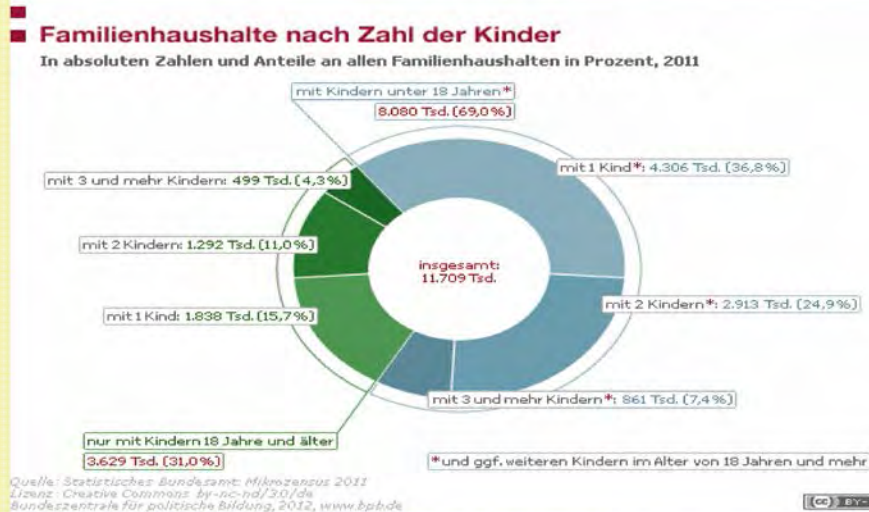


Summary: Households by number of persons

The chart shows, that the percentage of households with one or two persons has increased, while the percentage of households with 3 or more persons has decreased from 1970 to 2011. This trend is estimated to continue.



Familyhouseholds by Number of Children

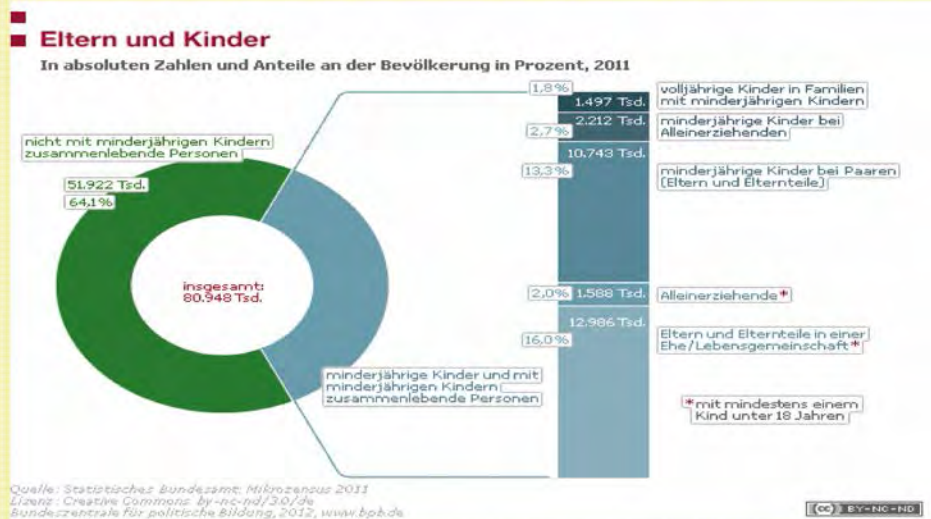


Summary: Family Households by Number of Children

The pie-chart shows, that 36,8% of all households with children have one child under 18 years, 24,9% have two children under 18 years, 7,4% have three or more children under 18 years living with them.

15,7% have one child over 18 years, 11% have 2 children over 18 years and 4,3% have three or more children over the age of 18 living with them.

Parents and Children



Summary: Parents and Children

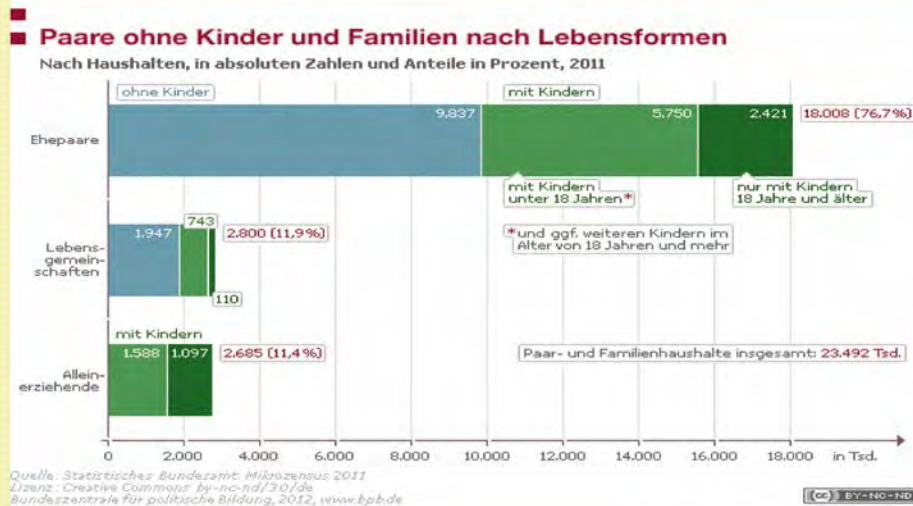
The pie-chart shows, that 46,9% of the total population of Germany are parents living with their children or children living with their parents.

The other chart shows, that 16% of these are parents living together with at least one child, 2% are single mothers/fathers with at least one child.

13,3% are children under 18 living together with both their parents, 2,7% are children under 18 living with a single mother/father and 1,8% are children over the age of 18 living together in a household with younger siblings.



Couples without Children and Families by Lifestyles



Summary: Couples without Children and Families by Lifestyle

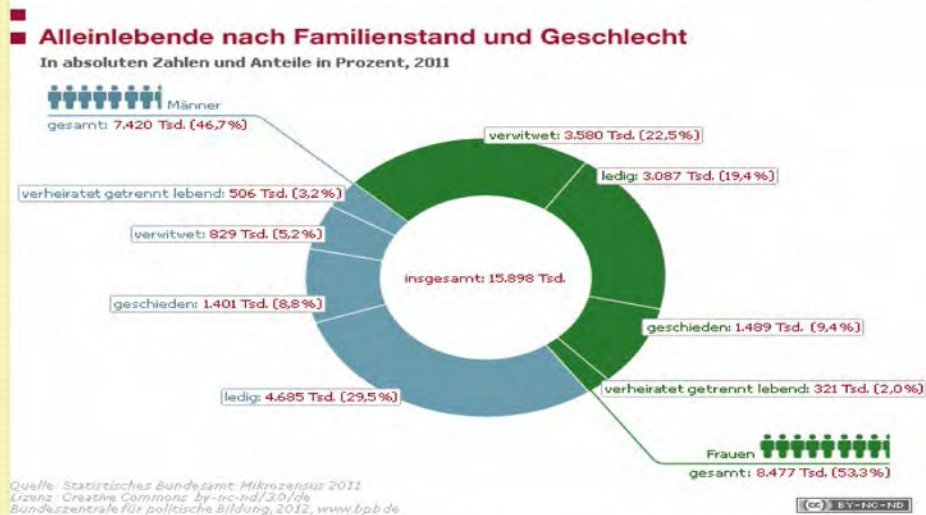
76,6% are married couples with or without children

11,9% are unmarried couples, with or without children

11,4% are single mothers/fathers

Volunteer's Background

Singles



Summary: Singles

53,3% of all singles are women

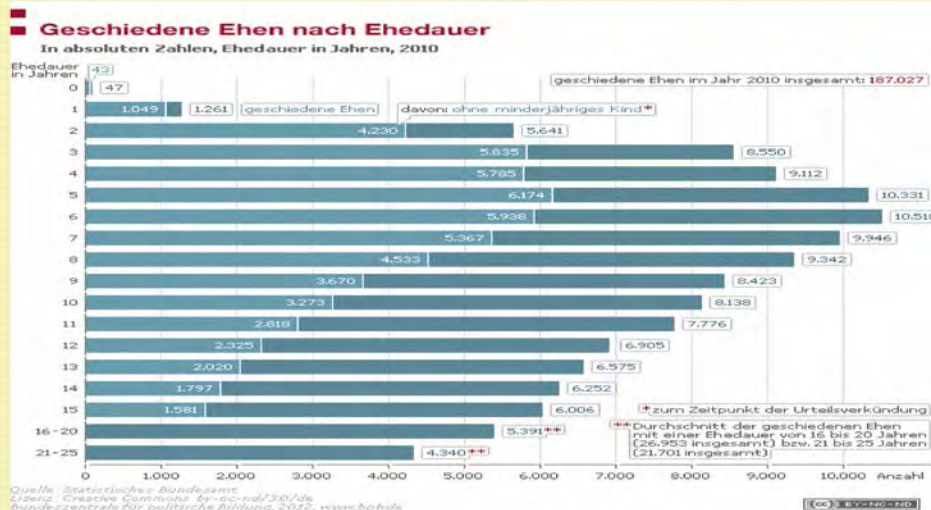
- 22,5% widowed
- 19,5% unmarried
- 4,9% divorced
- 2% married, but living separately

46,7% of all singles are men

- 29,5% unmarried
- 8,8% divorced
- 5,2% widowed
- 3,2% married but living separately



Divorced Marriages

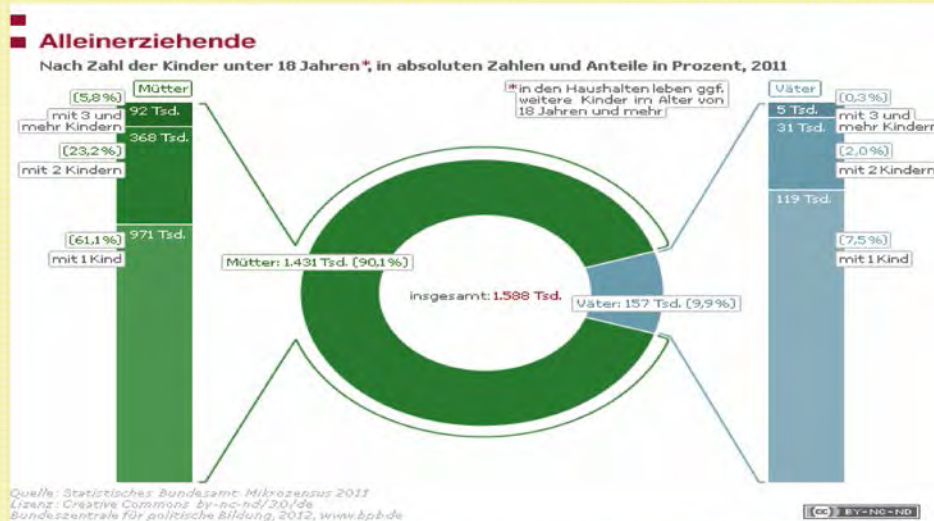


Summary: Divorced Marriage

The chart shows, that most marriages are divorced after five to seven years.

Approximatly between half and two third of the divored marriages are without children.

Single Parents



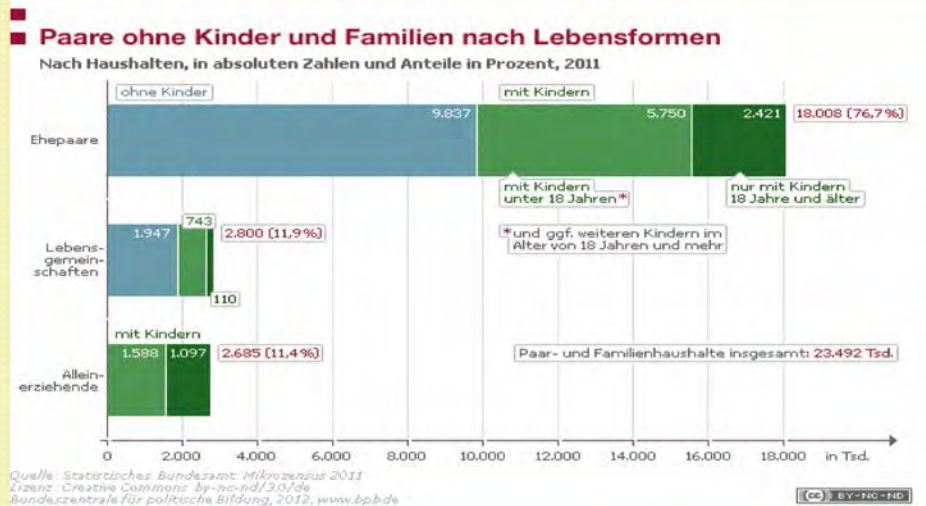
Summary: Single Parents

90,1% of all single parents are women, with mostly one or two children

9,9% of all single parents are men, also with mostly one or two children



Couples without Children and Families by Lifestyles



Types of Living and Households

Detached House (one family)



Volunteer's Background

Types of Living and Households

Townhouse (Reihenhaus)



Types of Living and Households

Apartment building (Mehrfamilienhaus)



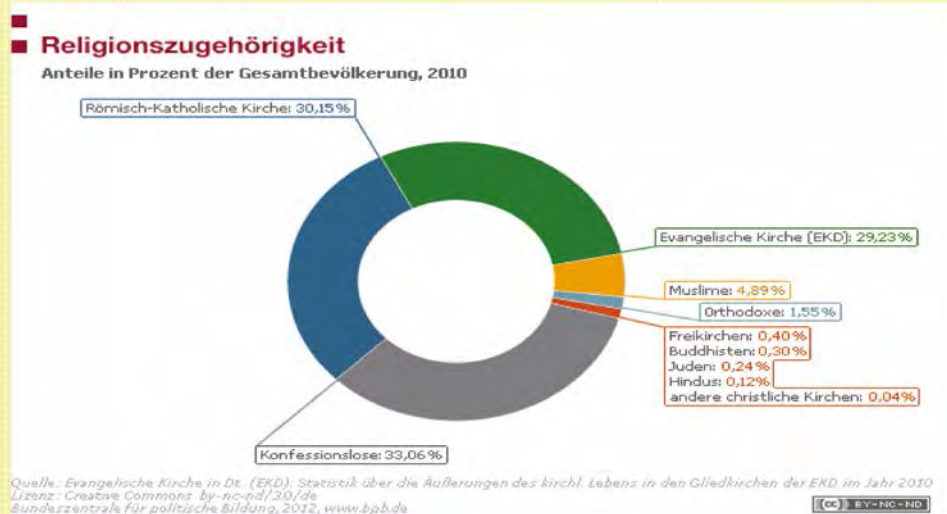


Types of Living and Households

Tenement house (Mietskaserne)



Religion



Volunteer's Background

Protestant Church

Church of Our Lady Dresden



Protestant Youth Organisation





Mosques of Germany



Muslims

Main Mosque of Cologne



Volunteer's Background

Muslims in Germany

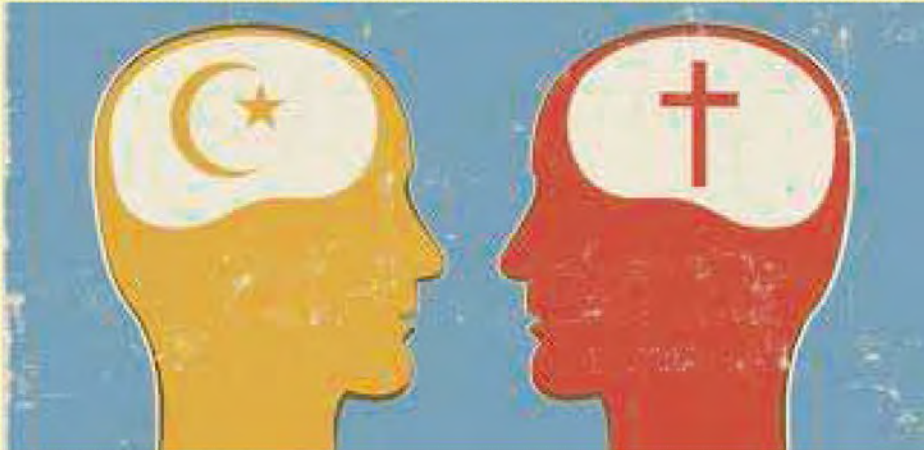


Muslims in Germany





Muslims and Christians



Hindus

Hindu Temple Hamm



Political Interests of the German Youth

*Tabelle 1: Entwicklung des politischen Interesses seit 1990
(% sehr großes oder großes politisches Interesse)*

	1991	1992	1994	1996	1998	2000
West						
-29 Jahre	28,2	27,7	19,2	23,9	21,3	23,4
30+ Jahre	34,3	34,5	28,9	27,9	29,5	32,2
Ost						
-29 Jahre	26,1	16,4	18,3	12,8	21,6	11,9
30+ Jahre	26,3	32,1	28,1	26,7	27,3	24,2

Quelle: ALLBUS 1991–2000

Summary: Political interest of the German Youth

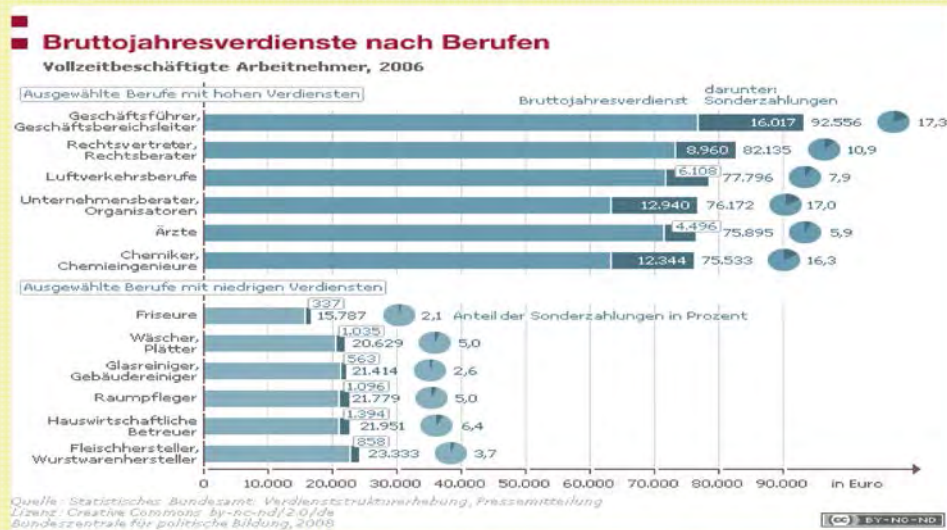
The table shows that the political interest of people below 30 and above 30 has decreased between 1990 and 2000 in western Germany.

In eastern Germany the political interest of people below 30 has decreased a lot, while the political interest of people above 30 has only slightly decreased between 1990 and 2000.



The group of German volunteers at the Interim Seminar in Nagpur held in January 2014.

Money



Volunteer's Background

Summary: Money

High income job examples: COs, doctors, air traffic professions, chemists, people working with law

-> Earning between 75000 and 92000 EUR

Low income job examples: hairdressers, bulding cleaners, care takers, butchers

-> Earning between 15000 and 23000 EUR

Money

Age	Pocket Money
4-5 years	50 Cent/week
6-7 years	1,50 - 2,00 €/week
8-9 years	2,00 - 2,50 €/week
10-11 years	13 - 16 €/month
12-13 years	18 - 22€/month
14-15 years	25 - 30 €/month
16-17 years	35 -45 €/month
18 years	70€/month



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Money

Area of expenses	no expenses	11 - 25 €	25 - 50 €	51 - 100 €	above 100 €
Fashion and Accessoires	26,10%	38,70%	21,90%	11,50%	1,80%
Clubbing/Nightlife	13,30%	52,10%	23,20%	10,20%	1,20%
Cosmetics	31,60%	59,00%	7,10%	2,00%	0,30%
Music	77,00%	19,30%	2,70%	1,00%	0,00%
Entertainment electronics	71,00%	20,80%	5,50%	2,20%	0,50%
Internet and PC	73,50%	16,10%	8,10%	1,80%	0,50%
Mobile and Phone	30,40%	56,30%	10,00%	2,70%	0,60%
Sports	67,10%	21,60%	7,20%	3,10%	1,00%
Magazines and Books	54,50%	36,40%	6,80%	2,00%	0,30%
Food and Drinks	26,30%	46,40%	14,50%	9,90%	2,90%
Furniture	84,40%	10,90%	2,50%	1,40%	0,80%
Mobility	71,50%	15,50%	6,10%	4,60%	2,30%
Travelling/Vaccations	80,70%	9,40%	4,40%	3,40%	1,20%
Financial Precautions	76,50%	11,90%	7,10%	3,00%	1,50%

Mr Matthias Stähle giving a presentation on the sociocultural background of volunteers.



Minutes of the 5th weltwärts-Workshop (Sept. 26th-28th)

Friday, 27th September

(record by Anita Kathpalia)

- Introduction and getting to know each other
- Presentation of REHWA and CFSD as new partner organizations
- Current Situation of the weltwärts-Programme (by Jona)
- Established in 2008, never static, meant to bring 10,000 volunteers abroad per year.
- Doubts: Quality might suffer at the high quantity of volunteers.
- Many interests between SO and PO and government had to be brought together (high challenge)
- One focus: improvement of the quality of volunteer services
- Evaluations of the programme showed that generally, the program is highly accepted, in case of India the cultural difference is challenging, especially for girls.
- Also that volunteers need adequate tasks, but as most of them come straight from school, they have never worked responsibly, so finding tasks for „unskilled“ volunteers is also a challenge.
- The DIZ is in the process of getting certified for fulfilling the standards of the programme (QUIFD)
- The DIZ will join a quality associations („Qualitätsverbünde“): Ventao as a quality body originally established for smaller NGOs from the east of Germany. After having joined the quality associations, the process for the approval of new posts will be different because then the approval process will be outsourced to the quality body.
- Open questions posed to partner organisation and sending organisation:
- What do we expect from volunteer services? What do we expect from volunteers?
- What is weltwärts about? Why is it there? : Global Learning: Young professionals be-

come cultural ambassadors; a contribution to developmental work as it is financed by the ministry for economic development (though there are not enough jobs in the developmental field), people who have been abroad become multipliers in their home country

The weltwärts-programme shouldn't be unidirectional, so the "South-North-Component" will be started soon.

The South-North Component

- As both the partner organisation and the volunteers should be involved in the process of global learning and it shouldn't be a unidirectional program.
- Therefore, the Reverse Component had already been discussed during the Partner Conference.
- Today, this is called the South-North Component of the developmental program „weltwärts“.
- The DIZ has registered as a hosting (nodal) organisation. It is a pilot project that enables 150 volunteers from all over the world to come to Germany.
- Still there are challenges: financial burden (question about who will bear the costs; e.g. a donors' circle of former volunteers? The civil society?), language problem (participants should have some knowledge of German or be very ready to learn it), question how the preparation of the Indian volunteers will be organized.

Mrs Anita Kathpalia presenting the work of REHWA.



Saturday, 28th September

(record by Ms Leena Buddhé)

- Recapitulation of previous day (by Anita and Sarah)

Remark: Some partner organizations want to-do-lists to be submitted weekly. The To-do-lists the DIZ require from the volunteers have to be sent in monthly. The coordinator of the organisation should be kept in the loop. The partner organisations should set up a timetable or some other kind of work structure for the volunteer.

Presentation by new partner organization Chaitanya Mahila Mandali (CMM):

- Works with the forced sex workers (children, youths and women) cover all aspects like Behavioural change communication, Clinical services, Condom promotion, Advocacy, Linkages and Community mobilization
- Session on Task Descriptions (group activity by Sarah)
- Listing own tasks individually and then discussing it in groups. Sharing of the task descriptions and submission. These will be updated on the website.
- Quote from Mr Vilas Shende: "It's important to understand the attitude and psyche of the volunteers. It is very challenging to understand what to expect. Volunteer's perception is different. It's important to match their expectation with that of the NGPO's to avoid situation of conflict"
- Jona emphasises the importance to strike a balance, give the details but keep the task description a little vague. There are still chances of ambiguity. The volunteers should get an rough idea of their tasks but should also be open for anything.
- It should be mentioned in the end of the task descriptions that "The assignments are not comprehensive and always subject to the provisions of the partner organization."

Session on Codes of Conduct (by Bruce, Jona and Sarah)

- Some sample codes of conducts were given out and discussed
- Main points were taken out, fixed on meta-plan cards and discussed.
- New Partner Organisations should send in their individual code of conduct to the DIZ so that they can be handed to the volunteers during selection interviews and/or the preparation seminar.
- Observation: It should be always kept in mind that the volunteers must understand the background of rules. They should not obey the rules just because they are there, but should understand and want to follow them for their own safety. Therefore, it is necessary to spend time on this matter.

New structure of orientation phase (by Sarah)

- Responsibilities for the preparation of volunteers are shared between the DIZ and the partner organization.
- The „Orientation Phase“ (7 days) must be documented and signed by the partner organization and the volunteer and then scanned and sent to Sarah.
- The Orientation Phase includes for example: presentation about the organization, meeting all staff, acquiring sim cards, registration, complete orientation about the place and language classes.

Session on Communication (Role Plays by Jona, Sarah and all participants)

- Group I: Discussing about the tasks
"The volunteer is unhappy with the tasks given to him. His motivation is vanishing. He blames the DIZ for having given him wrong information on his volunteer post. The DIZ hadn't known that this post in its original form didn't exist anymore."

Minutes of the 5th weltwärts-Workshop (Sept. 26th-28th)

- Group II: on adjustments
“The volunteer is involved in one project of the organization and wants to criticize some aspects. As he has the feeling that no one is interested in his opinion he complains at DIZ that the organization is ignoring his ideas and is not open-minded towards criticism. DIZ answers that he has to talk to the organization and that they cannot imagine they are not open for that.”
- Group III: on Stolen thing
„The volunteer has been raided by thieves. They have stolen his phone and his laptop. Now he fears to leave the house because he thinks this might happen to him again. Work that has to be done is postponed.”
- Group IV: Police case/ drinking and drugs
“A group of volunteers spend a night in a local bar. They get into a police drug search. One of the volunteer is so drunk that he is taken to the police station. The coordinator from the partner organisation has to pick him up.”
- Group V: Not liking the tasks and asking for switch over
„The volunteer sticks to the computer instead of going to the slum centre and assisting the team. The partner organization does not exactly know what he is working on but he is not asking for work, so they just let him do. DIZ is asking the partner organization about his tasks as from him they do not get any TDLs. They think that maybe he is very active in writing his blog, posting news on facebook and applying for universities but that he is not involved in the partner organisation’s work. DIZ wants the partner organization to talk to him.”

Observations:

- “Flexibility at both sides required”
- Not Jona should be addressed in case of troubles and misunderstandings, but rather Sarah
- Problems should be solved between the volunteers and the partner organization first. Just in case the problems can’t be solved, the DIZ should be addressed.
- The mentor must be involved in case of problems between the staff and the volunteer and also if the volunteer has some mental problems he or she doesn’t want to discuss with the staff.

Lunch

Presentation of SOPs (Standard Operation Procedures) (by Mr. Vilas Shende)

- SOPs are still in draft form and give an overview on how the weltwärts-programm is conducted by the DIZ and its partner organizations.
- NGO’s requested to give their comments, feedbacks and suggestions so that it can be incorporated

Presentation on the socio-cultural differences between India and Germany (by Mr Mathias Stähle)

- Referring to the Code of Conduct, Mr. Stähle explained why the Germans behave in a particular way
- He shared about the difference in the culture and showed many slides with statistics on marriage, children, population, church, interest in politics and pocket money



Evaluation (by Jona and Sarah)

- Feedback form from NGO's on how the volunteers performed and from the volunteers too!
- The format can be specific so that the feedback on gets is more specific
- Discussion by Jona regarding Newsletter: its taking a long time to get response and information .They suggested that it could be prepared in India.

Leena and Vilas will take the responsibility of the quarterly Newsletter

10th Oct to get information from all organization and by 20th Oct'13 it should be compiled and sent across

Evaluation form filled by all participants

Discussion about the North South Program

Brainstorming about the procedure for the South-North Component (by Jona)

Three major aspects distinguished:

- Funding: how can we raise money for the volunteer, e.g. by addressing other related organizations in India or Germany, asking former weltwärts-volunteers?
- Preparation: who should be in charge of the preparation, e.g. weltwärts-volunteers?
- Candidates: How should the candidate be qualified, e.g. have some knowledge of German before? Must be older than 18 but should be older than 29 years.



Ashish Topno playing drunk volunteer during role plays.



Priyanga Vishnu of Gyan Shenbakkam.

Addendum

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The attachments explained

- Invoice Form

The new invoice form had been introduced at the first Partner Workshop. The attachment shows how the form must be filled in. Every new Partner Organisation is given an individual invoice form. Please note that the use of this form is obligatory: costs can be reimbursed only when this form is used.

- weltwärts Chronicle I

At the first Partner Workshop, the partners agreed to initiate a common newsletter project. The newsletter was christened „weltwärts Chronicles“ and should be published every few months. Romana Porey took the responsibility to gather information on the work of various Partner Organisations for the first newsletter. The bits and pieces were edited by the DIZ and finally the first edition was born in May 2013.

- Orientation Phase

This chart is to facilitate the planning of the orientation phase for volunteers. It also proves that at the beginning of the volunteer service every organisation takes good care of the volunteer. The first page of the document shows a blank chart which must be filled in by the partner organisation. By the end of the week it should be signed by a coordinator of the partner organisation, the mentor and the volunteer. A copy of the chart must be sent to the DIZ. The second page gives a list of things that should be covered during the Orientation phase, e.g. the mentor should get to know the volunteers, an Indian SIM-card must be bought and the language classes should start.

- Questionnaire

The questionnaire was handed out to all participants in order to evaluate the workshop and to make use of the results at the next workshop. The DIZ always tries to match the needs of the partner organisations with the contents of the workshops. The evaluation is considered as a tool to continuously improve the quality of the workshops.

- weltwärts Chronicle II

The second edition of the partner chronicles was finished in October 2013 - thanks to Leena Bud-dhe from Centre for Sustainable Development (CFSD) who collected articles and pictures from the Partner Organisations this time.

- Dealing with emergencies

This document is the result of a collaboration between Mr. Cyril Khisty and Sarah from the DIZ. It can be used by all partner organisations, e.g. for a session on safety during the orientation phase. It makes particular sense to use this form if the partner organisation has not set up a code of conduct yet in which the aspects of safety and emergencies are mentioned. Additional to this, every volunteer has been given an individual „emergency ID“ which he or she should always carry along while in India.

-

- To-Do List

The to-do-list (TDL) has been explained to the volunteers during the preparation seminar. It is a tool introduced by the DIZ in order to ensure that the volunteers focus on their work, figure out objectives and projects they want to realise. The TDL should be written in English and sent to the DIZ (as well as to the partner organisation) at the beginning of every month.


- Terms of Reference Sheet

The Terms of Reference (ToR) is a document in word format that is filled in by the DIZ, the volunteer and by the partner organisation. It is a „flexible“ document which means that it can be updated anytime. The partner organisation should add the volunteers' Indian phone number after the SIM-card is bought and should also update the number of holidays taken.

- Application Form

When applying for the voluntary service, the volunteer has to submit a letter of motivation, a CV and the weltwärts-application form. The applicant can download this form from the DIZ website.

Invoice Form



Der Freiwilligendienst des Bundesministeriums für wirtschaftliche Zusammenarbeit und Entwicklung

Invoice No. : "Click here and fill your own invoice No."

Date of Invoice: "Kindly fill Date of Invoice"

Raised by:
Chaitanya Mahila Mandali (CMM)
#12-11-0557/4, I&II Floor, Behind ARTS College Rly Station, Janmai-
Osmania,
Sitalmahandi Road, Boudha Nagar, Sitalmahandi-Post
Secunderabad/Hyderabad - 500061 (Andhra Pradesh)
INDIA

Raised to:
Deutsch-Indische Zusammenarbeit e. V.
Oderellstrasse 43
60486 Frankfurt am Main
GERMANY


1. Invoice raised for (kindly check the appropriate category):

☒ Regular Stay of *welwärts* volunteers in our institution during their period of volunteerism, pertaining to WL.V No. 301652

☐ Other → please specify: "Kindly specify the reason for invoice"

2. We request you kindly settle with us the following expenses:

S./ No	Cost item	Specification (what)	Period / when	Factor 1 (nos.)	Factor 2 (months)	Rate (INR)	Subtotal (INR)	Conversion in EUR (filled by DIZ)
1	Lodging							



It is important to fill all grey fields to enable a proper accounting on our

This is Forwarding Agreement No. between the Ministry and the DIZ and shows to which sending cycle these costs belong. Provided by DIZ.

Fill name of ONE volunteer, ONE invoice for each

Normally 1 x amount of months x INR Rate = Subtotal
e.g. the invoice is for 4 months: 1 x 4 x INR 6000 = INR

The additional payment of INR 05 per diem for food should be amalgamated with the rest of the food



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S./ No	Cost item	Specification (who, what)	Period / when	Factor 1 (nos.)	Factor 2 (months)	Rate (INR)	Subtotal (INR)	Conversion in EUR (filled by DIZ)
2	Food							
3	Conveyance							
4	Telegu Classes (up to 15)					150		
5	Miscellaneous							
6	Miscellaneous							
						Grand Total:		

Bank Details:

Name and Address of organisation / account holder	Chaitanya Mahila Mandal (CMM) #12-11-557/4, I & II Floor, Behind ARTS College Rly Station, Jamar Osmania- Sitafalmandi Road, Boudha Nagar, Sitafalmandi-Post, Secunderabad/Hyderabad - 500061 (Andhra Pradesh)
Name and address of account holder's Bank	IDBI Bank Ltd., Mahavir House, Basheerbagh Square, Hydera- bad-500 029
Bank Account Number (FCRA)	602104000109062
Branch Code	002
SWIFT Code	IBKLINBB002

Place, Date, Signature & Stamp

Costs such as Travel costs to the interim
seminar if paid by you and not by the

Costs for capital expenditure are normally
not allowed.



First VOLUME 05/2013

weltwärts Chronicle
Partners' Newsletter – India



weltwärts



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1996



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Baden-Württemberg e.V.

Welcome to the first edition of the weltwärts partners newsletter. Our aim is to send out a newsletter on a quarterly basis to keep our partners connected and informed about each others activities, report on previous events and encourage you to share your experience through your articles.

Mure Memorial Hospital

CLEFT LIP & PALATE CAMP:

A free Cleft Lip and Palate Surgery Camp was held in January 2013, in collaboration with Northern Cleft Foundation (U.K.) Rotary Club Nagpur West, Deputy Director Health Service, Nagpur and Mure Memorial Hospital. More than 120 people were helped by this free camp .



HEALTH AWARENESS CAMP:

Through MMH Mobile Medical Unit NRHM Govt. Project an awareness camp was conducted at Ambada village. The Mobile Medical Unit team spread awareness about Personal Hygiene, about various diseases and different Gov-

ernment facilities to the needy people. Rt. Rev. Paul Dupare, Chairman of MMH and Director Mr. Vilas Shende were present for this camp along with MMH NRHM team.

ARRIVAL OF VOLUNTEERS:

On 12th March 2013 Ms. Elena, Ms. Aileen, Ms. Sabrina and Mr. Tom arrived at MMH from Germany for 6 months as Volunteers. During these 6 months they will work in different departments of MMH.

FREE HEALTH CHECKUP CAMPS:

Various free health check-up camps were conducted during January, February and March 2013 in schools, slums and villages in and around Nagpur. A total of 825 People were helped by these camps.



Ecumenical Sangam

Partnership-in-Action

Partnership-in-Action has supported and funded for the past nineteen years three projects, a Kindergarten Class and a Tailoring Class in Bamhani Base Centre and the on-going training program to provide Village Health and Social Workers for the rural villages and urban slums. The new purpose built Sub-Centre at Gondwananagar has been fully operational since last spring providing a Clinic for the resident Trained Birth Attendant Nurse (TBA) who attends to the medical needs of the surrounding group of villages.



Sustainable Agriculture

Agriculture and organic farming workshops for farmers took place during the second week of April in Bamhani. At the end of each workshop all participants received a certificate.



ARRIVAL OF WELTWÄRTS VOLUNTEERS:

On 12th March 2013 Mr. Markus and Mr. Sven arrived in Nagpur from Germany for 6 months as Volunteers. Markus is responsible for Public Relations and Sven works on our Microfinance project. There are at present a total of five volunteers working for the Sangam.



Mother – Child Health

The Sangam is starting a new project called Mother and Child Health.

Aims and objectives of the project :

Improvement of mother-child health awareness. We are targeting 45 villages on matters of mother-child health, hygiene and diet.

Reduction in mother and child mortality close to ZERO.

Targets:

- Increase of awareness and knowledge of dealing with mother and children's health.
- Responsible family planning.
- Increase in the earning capacity of TBA by 50%.
- Income generation through Community Hall.

Role of Sangam:

- Information on Mother and Child Health must reach the village community.
- Involve village community through Self Help Group's.
- By Dec. 2015 at least one self-help group in every village.
- Organizing SHGs meetings in the villages.

Sangam, CRTDP, MMH



Gyan - Shenbakkam

A fairytale about wit, water and other valuables

At 4.30pm Priya, Shalini, Laurie, Lukas and I have set off on our daily itinerary to the ADWM-School in Shenbakkam carrying, as always, a donkey-load of equipment. The pupils that see us approaching from afar instantly stampede towards us, sporting their chirpy smile, and relieve us of the water tank and the two brooms that are part of our heavy load. Today is no ordinary day. Our children are excited, swarm into the classroom and quickly form a large circle that, surprisingly, needs no help creating. It is extraordinarily silent.

Everyone is eagerly awaiting something to happen. Then Priya, our Indian project manager, welcomes our special guest. Karthik is one of our trust members and owns a small kiosk around the corner that is frequented regularly by many of our girls and boys who buy nuts, biscuits and Indian sweets. He has come to our monthly "Job Class" to speak about his education at school and to clarify future job possibilities.

After a warm welcome, Karthik starts speaking. In Tamil he tells the children that he left school after finishing the 10th Standard, completed his Master of Arts in Tamil and, after ending his short career as a photographer due to health reasons, opened a kiosk in



Shenbakkam. Even though he had spent seven years learning English in school, he is not capable of conversing with Laurie, Lukas or me because of his lack of knowledge of the language. He criticises the Indian educational system, which is primarily based on repetitive learning, and emphasises the importance of our tuition programme that boosts the pupils' chances of acquiring a well-paid job. As they cross-legged begin to wobble around Karthik continues with a story. The children end their short-lived conversations and our guest once more becomes the centre of attention.

Once upon a time there were three men on a boat in the middle of the Indian Ocean who all originated from different countries. One of them had been born in China, another had spent his early days in Japan and third was of

Indian descent. After an exhausting day at sea, they were floating around in the vast ocean gazing at the starry sky when suddenly a huge, dangerous-looking ghost appeared out of nothing. With a thundering voice he spoke, "What do you think you are doing navigating my waters? Leave or I will kill you". This was so frightening that they jumped up and rushed to a distant corner of the boat. They begged, "Please, leave us in peace. We never did you any harm". The ghost simply replied, "Fine, you have one chance to save your life. You shall throw something valuable overboard. If I manage to retrieve your item from the deep waters of the ocean, you will be liquidated. If I return with empty hands you shall be spared". The three mariners had no choice. They had to oblige. The first up was the Chinese. He took of his father's golden ring and tossed it into the ocean. The ghost dived down and after a short time returned with the ring. He eradicated the Chinese. Next up was the Japanese. He had found a treasure box on board that he heaved onto the railing and dropped into the water. The ghost reacted quickly, dived down, and found the treasure at the bottom of the sea.

Continue p.4



He brought it back up and wiped out the Japanese. The last one to try his luck was the Indian. He had no gold at his disposal and could not find anything valuable on the boat. The only valuable thing he possessed was his drinking water. He poured his drinking water into the salty sea and told the ghost, "Give me back my drinking water. It is the most valuable thing I own". The ghost set off to scout the salty waters for drinking water. He searched all night and returned to the boat the next day without the water. The Indian was the only one who survived and could see his family again.

All this time, the children had not uttered a single word. All eyes were on Karthik, the pupils were eagerly expecting him to explain his message. "There are many foreigners who enjoyed good education at a young age, acquired knowledge and can now lead a financially stable life. You are clever enough to do the same. Just like the Indian in the story you are capable of using your brain and

developing ideas. Do not lean back but give it your best shot. Take advantage of all the possibilities that are given to you in life in order to be able to lead a good life". The 32 attendant pupils give Karthik a big round of applause. Laurie, Lukas and I clapped, too. We did not understand anything but we are amazed by the way our guest kept the children quiet for so long. So, on our way home we, for once, are the ones asking questions and want to know what Karthik told the children.

Comprehensive Rural Tribal Development Programme (CRTDP)

CRTDP has a Rehabilitation Centre for young people who are either infected or affected (means a close family member is infected) by HIV/AIDS. These students have to face a lot of discrimination and often have problems at regular colleges.



That is why CRTDP in collaboration with DIZ in Germany runs the rehabilitation centre

where young people between 16 and 21 get free education (e. g. nursing class or several mechanic classes).

In the afternoon the CRTDP weltwärts volunteers offer other classes, including a Handicraft Class, a Computer Class and an English Class.

20 to 25 students attend the weekly English Class by Johanna and Marie. There they learn beginner's English:



different tenses, vocabulary, writing letters and understanding texts. Even though the students are on different levels the lesson works quite well, since the students are very interested and help each other. Sometimes small tests are written and at the end of every lesson a game is played, for example hangman with English words.



Gossner Evangelical Lutheran Church

For Gossner Evangelical Lutheran Church in Chotanagpur and Assam (GELC) the year 2013 marks the beginning of cooperation with DIZ e. V. by hosting the first volunteers from Germany in the frame of the weltwärts volunteer program by German Government.

The first two volunteers arrived here in Mid-March 2013 for their 6 months volunteer service with GELC. After some intensive efforts of learning Hindi the two were supposed to start their engagement with the youth works of the Church in two different places – namely Ranchi and Rajgangpur. Ranchi, being the capital of Jharkhand state as well as administrative headquarter of the GEL Church is a city with more than one million inhabitants, whereas Rajgangpur is a smaller town approximately 30 kms from Orissa's Steel City Rourkela.



From September this year more volunteers will come and support the Youth Work in Chaibasa as well as assist in the reform pedagogical Martha

Kindergarten in Ranchi. To get a better understanding of all the procedures, rules and regulations of the weltwärts volunteer program our Church sent a small delegation to participate in the mentor's seminar in Nagpur organized by DIZ in March.



But as the volunteers engagement mainly lies in the field of our church's youth work it was felt appropriate to also prepare the minds of our youths to get a better understanding and clear idea about what would be done and could be done with the volunteers in their midst. Therefore, a two-day workshop had been organized in Ranchi and a good number of about 30 youngsters from the different places where volunteers would be engaged in the future actively participated in the the programme.

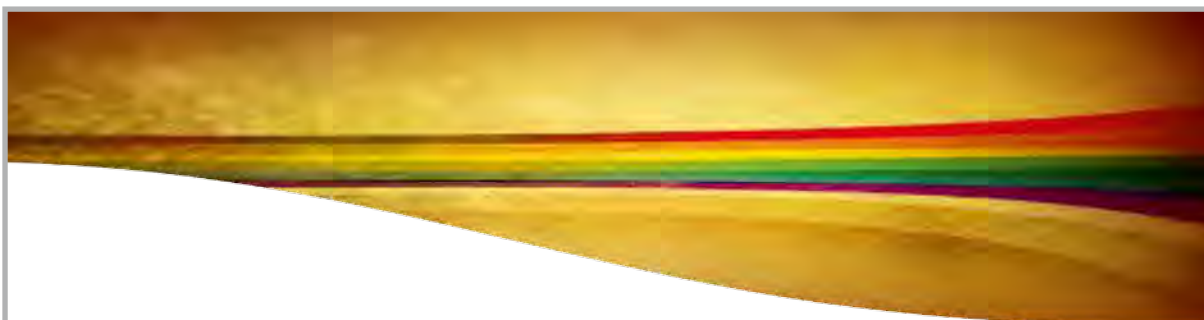
One aim was to get a better understanding about the background of the young volunteers coming from

Germany.

Many participants wanted to know why German youths are taking interest to serve as volunteers at faraway places instead of concentrating on their studies and career. But also the background information about the German Educational System and the weltwärts program itself was new for many and interesting for most of the participants.

During group sessions the participants worked out what needs the society, but esp. the young people are facing in their different places and how to address these issues by an active youth work with the support of our German volunteers. And so, many new ideas came up of what could or even should be done by the youths and of how to involve the volunteers to benefit from their skills and motivation.





It became quite obvious that the fact that young people from faraway Germany are willingly coming here to help the youths organizing themselves and addressing social issues, motivates our local youth members to participate in the various activities.

Now, our two first volunteers have started their works at their respective places. In Rajgangpur the youths engage their volunteer Christoph in the following activities: regular group discussions (practice of spoken English), construction work (boundary wall on the compound), campus cleaning, music classes, sports, exposure programs to the surrounding villages, theme-afternoons (for example about 'life in Germany'). Every morning he assists in the pre-school class education of one English medium School on the Compound.

In Ranchi the youths have one big aim. They are having a big plot allotted for youth works and a building which had been unused for many years. Since one year now they have started to shift maximum of their activities to that building to fill it with life again. But still, there are many things to do to make this building a cozy place. So far walls and even the floor are not plastered.

The iron frames of windows and doors are all rusted over the years. Every afternoon a group of youths including the volunteer have started gathering to free the iron frames from rust and paint them before the monsoon time enters. Then slowly they want to start plastering and painting the walls. There is still much work to be done.

Katharina also teaches German and English and also here there is a regular meeting of youth for discussions about different topics of interest and planning the various events and activities of Ranchi Youth Fellowship.

Rev. Idan Topno
Volunteer's Mentor, GELC



G.E.L. CHURCH



Imprint:

Deutsch-Indische Zusammenarbeit e. V. (DIZ) and its branch, the DIZ Baden-Württemberg e. V. (DIZ BaWü)
Newsletter prepared by Romana Porey on behalf of the DIZ and its partners.

Checklist Orientation Phase



Orientation Phase for weltwaerts-volunteers

	Day 1 Date	Day 2 Date	Day 3 Date	Day 4 Date	Day 5 Date	Day 6 Date	Day 7 Date
Morning							
Noon							
Afternoon							
Evening							

We hereby confirm that the activities planned for the orientation week took place:

Signature of person in charge for volunteers

Signature of volunteer(s)



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*Please add points to this list that **you** would like to have covered during the Orientation Phase.*

The following activities *should* be addressed during the Orientation Phase:

- Meeting with the mentor and exchanging contact data, finding dates for the first regular (monthly) meeting and the pursuant meetings
- Meeting with the staff of the organisation with whom the volunteer will work, getting to know their working fields and getting to know the organisation`s subcentres (if there are any) as well as the entire field of work
- Learning about mission and vision of the organisation
- Language course (all in all 15 lessons, the first lessons should take place during the orientation phase)
- Registration at FRO
- Discussing and signing the Code of Conduct
- Buying Indian SIM-cards for the volunteers and arranging internet connection (e.g. via webstick)
- Discussing the working fields for the first weeks of the voluntary service
- Completing the Terms of Reference (mobile number, possibly changed task description) and sending them to the DIZ
- Learning how to use public transport, like rickshaws and busses
- A city tour to become familiar with the place of posting and to learn where to find facilities like hospital, pharmacy, shops, tailors, ...



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Questionnaire



Questionnaire regarding the 5th weltwärts-workshop for Indian Partners

"Understanding and Improving the Volunteering Programme in the Framework of weltwärts (worldwards)"

Partner Organisation's Name: _____

Question 1:	<i>What did you learn from the Seminar? → "lessons learnt"</i>
Question 2:	<i>Kindly describe in what way the "lessons learnt" will help you in your future work with the volunteers!</i>
Question 3:	<i>Kindly describe in what way the seminar helped you</i> <i>a) to better understand the volunteers' requirements,</i> <i>b) to better express your own interests regarding the voluntary service (towards the volunteers),</i> <i>c) to better communicate with the volunteers.</i>
Question 4:	<i>What did you like in the seminar? In what way could the seminar be improved the next time?</i>

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Question 5:	<i>Which of the matters, experiences, findings etc. discussed during the four days would you like to be saved as a best practice in executing the volunteer programme?</i>
Question 6:	<i>Please tell us about your suggestions for the South-North Component of the weltwärts volunteer programme!</i>
Question 7:	<i>Would you like volunteers to be involved in one of the next Partner Workshops? If yes, in what way?</i>

Form filled by (Name and function in organisation): _____

Do you agree sharing your answers with the other Partners? Yes ____ No ____

If yes, we will distribute your completed questionnaire with the others once we received all of them.

Any other remarks:

SECOND VOLUME 10/2013

**weltwärts Chronicle
Partners' Newsletter**



weltwärts



Deutsch-Indische
Zusammenarbeit e.V.



Deutsch-Indische
Zusammenarbeit
Baden-Württemberg e.V.

Welcome to the second edition of the weltwärts partners newsletter. Our aim is to send out a newsletter on a quarterly basis to keep our partners connected and informed about each others activities, report on previous events and encourage you to share your experience through your articles.

MURE MEMORIAL HOSPITAL

World Elderly Day:

World Elderly Day was celebrated with zeal and gaiety in Mure Memorial Hospital on 1st October 2013 between 10:30 a.m. to 1:00 p.m. To mark this day and to pay tribute to the responsible Senior Citizens, a Health Education and entertainment program was conducted in Mure School of Nursing. The program started with word of Prayer by Rev. Anthony Amair followed by Bible Verses by Rev. Satish Nanda.



Donated needable things
To grace this occasion Mrs. Shobha & Mr. Ashok Choksey, Social reformer were Chief Guest and Mr. Arun Mehadiya and Pintoo Mehadiya renowned Businessmen and President of LION Club were the Guest of Honor. They donated Bed Sheets, Chairs, Stool, Buckets and other day to day needs to the inmates of "Mure Helen Home for Aged".

Inmates care
Dr. Prashant Parate, Orthopedic Surgeon aware and gave important tips to the present Senior Citizens on how to take care of themselves, precautions related to bending, getting up from bed, back pain, joints pain with the help of Power point Presentation.

Falls Prevention and Safety Issues
On this occasion Dr. Rajani Shende, Physiotherapist aware the present Senior Citizens on".

topic "Falls Prevention and Safety Issues
German's volunteers sung a song
The Weltwärts Volunteers from Germany i.e. Mariam, Ruth and Lena also actively participated in this program and help in organizing the program.



They sung a beautiful German song for the Senior Citizens.

Presented staff
Dr. Sushma Dongre, Medical Superintendent, Doctors, Mrs. Suleka Pagare, principal, Mrs. Yasmin Bano, Vice-Principal, Tutors, Staff Nurses, Mr. Sanjay and staff were presented to mark this day.



Flash Flood in Mure Memorial Hospital, Nagpur

On the fateful night of **25th June & 31st July 2013** the Mure Memorial Hospital was completely flooded and submerged due to incessant rains and it totally disrupted the functioning of the Hospital for some time.

water entered in the Hospital



REASONS FOR FLOODING:

Flooding of Mure Memorial Hospital was due to heavy rains and due to the swelling nalla (canal) which is just flowing adjacent to the Hospital and was overflowing. A huge tree was up rooted and blocked the water flow due to which a part of Mure Hospital compound wall broken down and water entered the Hospital, Wards, Home for Aged and resident quarters up to waist level.

Wards



The rain water flowing from Varity Square entered into Hospital and overflowing Canal water also

entered into the Hospital and its campus.

Resident Quarters



THE AFFECTED AREAS:

- Ground floor of the hospital was flooded till waist high level and it damaged stocked Medicines at Pharmacy, equipments like X-Ray Machine, Electrical appliances, Physiotherapy Machines, Dental Chair etc infrastructure and other hospital properties.
- The Helen Home for Aged, managed by the Hospital was submerged waist high with water. The inmates were shifted to various wards of the Hospital, and belongings of the Home for Aged were completely damaged i.e. food stuff, mattress, blankets, personal clothing's, cooking equipments etc.
- Incessant rains played havoc in the life of the staff residing in the Hospital quarters. There houses were submerged with water up to waist level. Their personal belongings and domestic equipments were completely damaged.

Helping hands extended by:

The Director, in-house and out stationed Staff, Weltwärts Volunteers from Germany i.e.

Elena, Tom, Aileen and Sabrina worked hard and patient's relatives extended their help to evacuate the 22 inmates of Mure Helen Home for Aged. The Home for Aged inmates was shifted to the base camp in hospital premises and the residential staff whose houses were flooded was shifted to Pvt. Hospital rooms.

Evacuation



The staff and friends of MMH started cleaning the filth spread in the hospital OPD, Home for Aged and houses of staff members which has taken more than 3 days.

Damages:

1. Hospital Equipments & vehicles
2. Helen Home for Aged
3. Staff Quarters

The overall damaged due to flooding is approximate around to Rs. 30 lakhs. The Director and staff have appeal to the MMH Friends & Associates to extend all possible help in this grave situation as soon as possible.

Continue p.1



CRTDP

(COMPREHENSIVE RURAL TRIBAL WELFARE DEVELOPMENT PROGRAMME)

The CRTDP, Voluntary Organization having Development Programmes like Rural Development Activities, Skill Development and Self Employment Programmes, Destitute Women – Children development Programmes, HIV/AIDS Awareness & Motivation Programmes, Slum & Migrant Projects, HIV/AIDS Link Workers Scheme Women Cell, Rehabilitation Centre etc. working in this field since last 30 years.

This Year we have organized 05 Health Camps in Rural & Urban areas (slum areas). Miss. Sophie one of our volunteer helped in the Yerangaon village health camp.



Many of our rural working places effected with flood this year. CASA supported us providing with 234 kits to help these flood victims, which was distributed to effected

families in the villages. Miss. Charlotte (volunteer) helped in this work along with Mr. Ramesh Bang M.L. A, Hingna Block to distribute these kits in Gandhi Khapri, Lakhmapur, Kanolibara villages.



Miss. Katharina, Miss. Florentine and Miss. Rike, new volunteers arrived on 3rd Sep'2013, They have painted their rooms where they are staying.



Miss. Florintine is taking Health Awareness classes for Rehabilitation Centre Student's and also to the slum children in

Tajnagar Rike visiting slum areas making awareness and motivating slum people regarding Health & Hygiene and specially about nutrition. Discussing with staff about health and nutrition.



Miss. Katharina is Teaching English Grammar & Vocabulary to the staff on every Saturday, and also for the BMPT student's, Rehabilitation Centre students & to the slum children.





DIZ

Weltwärts Partner Workshop

The DIZ conducted the 5th Partner Workshop with its now 15 Indian Partners in the field of the Developmental Volunteer Service known as "weltwärts". Preceding the actual Workshop, the DIZ organised a so-called consultation day on 26th September 2013 which was availed of by six Partner Organisations to discuss volunteer service matters in detail. Every Partner is unique and has a particular setting in which the volunteer is meant to mesh and work with the organisation. We also welcomed to new Partners amongst us, which are Chaithanya Mahila Mandali (CMM) from Hyderabad where volunteers will be working in an orphanage and SEWA Bharat, where the future volunteers would be working in the field of women empowerment, especially in a youth connect project in collaboration with the Delhi University.



The Workshop itself was held on 27th and 28th September 2013 in the Conference Hall of the Rainbow Guesthouse with the Sangam once again kindly hosting the event. We got an input from several new Partner Organisations who joined the DIZ in the past year about their work and which kindly of interventions they organise in their respective fields of work which was a very interesting insight into the daily work of DIZ's Partners. The contents of the seminar hovered around Quality Improvement of the volunteer services, so that Partners get the best possible benefit from hosting volunteers, and volunteers take home good memories from a meaningful work they were doing with the Partners. The importance of having Codes of Conducts (to guideline the stay and work of volunteers with the Partner) and a proper description of the volunteers' task was emphasised. Whereas the volunteers would like to know in as much detail as possible about their future assignments, the Partners need to keep the task description somewhat flexible so as to meet the daily requirements of their work. Toeing this line between becoming concrete and keeping

tasks flexible is not an easy task which requires experience and constant monitoring as well as close communication with the DIZ.

Furthermore, the Partners ventilated the idea of having Standard Operating Procedures (SOPs) amongst themselves so as to give minimum common structure to handling the weltwärts volunteer service which will be further discussed. After having given a background of the German educational system, this time the DIZ provided information on the social background on the German volunteers who come to India. All in all, we had very lively and fruitful discussions and interactions which fostered a strong bonding amongst the DIZ and the Partners in this common endeavour. DIZ thanks everybody for their active participation and are looking forward to the next series of Workshops which will commence in 2014.



IIYW

IIYW has experienced a very busy and exciting period over the last three months with receiving our first batch of Weltwaerts volunteers in July and a new director having joined us full time in August.

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We started off our most recent series of events in July during national nutrition week.

AWTC nutrition workshop for women



In July, Jayashree Bharadwaj, project manager of our Anganwadi Worker Training Centre (AWTC) organised one of its regular two-day nutrition workshops for Anganwadi workers and members of Self Help Groups (SHG) in collaboration with the Food and Nutrition Board of the Indian government.

government. Around 30 women attended the training and received certificates upon its successful completion. The programme successfully served its main objective to enable Anganwadi workers to raise awareness about malnutrition among their community, as it prevails as a basic problem to mothers and children in India.

Independence Day



On the 15th of August the IIYW staff gathered at the organisation's Lonara Campus to celebrate India's 67th Independence Day. The day started with the traditional reverence to Mahatma Gandhi, singing of the independence song, and raising of the flag. The remainder of the day commenced with speeches honouring the organisation's passed achievements and reminding of future challenges. Mr Madhukar Wasnik (Managing Trustee, IIYW), Mr Naresh Tajnekar (Chief Executive, IIYW), and Ms Shilpa Mirashi (Director, IIYW) graced the occasion and delivered motivational speeches.

A variety of traditional dances and songs from all over India were performed, celebrating the rich cultural diversity of this country. The many anganwadi workers and helpers present at the Lonara training campus treated the day's attendants to a great range of entertaining and inspiring street plays on issues such as blind faith and the importance of breast feeding. The day's joyful atmosphere made it a wonderful outing for the IIYW family, invigorating everyone with new energy to tackle the tasks ahead to create an even better India.

Health camp for truck drivers



On the 11th of September 2013, the IIYW team around Megha Peshkar arranged a health camp as part of the trucker's project. This event took place at a petrol pump station of the Bharat Petroleum Corporation (BPCL) in the operation side of Wadi.



The IIYW organized a free general health check up for the truckers, as well as the opportunity of free testing for HIV, blood sugar and blood type. The day also included educational street plays and participatory awareness raising activities. Because long distance truck drivers lack access to regular health services, these events offering free treatment and testing are incredibly valuable to them. Around 60 truck drivers attended the event and as a result of the day's resounding success the BPCL asked the IIYW Truckers Team to organise a weekly health camp in their facilities.

Children's rights rally with IIYW and Radisson Blu Nagpur



Marking the anniversary of its rebranding to the trademark 'Radisson Blu', the upscale hotel in Nagpur initiated a rally on Friday the 27th of September as part of their corporate social responsibility month dedicated to children's rights. IIYW was selected to be Radisson Blu's partner for this event due to being an experienced and renowned NGO. Debashree Das (sales executive at the Radisson Blu), Mamta Maheshwar and Varsha Pagale (project managers at IIYW), and Mr Vikas Dandekar (Head Master at the Pragati Vidyalaya school) worked together to make this prestigious event a great success.

The rally included 75 students, various staff from the school, IIYW and Radisson Blu, brandishing banners and placards to raise awareness of children's rights and existing services by IIYW such as 'Childline'. The day's atmosphere was energetic and fun, inserting new enthusiasm to the task of tackling child abuse and raising awareness of prevailing issues in the process.

Unfortunately, Evalena had to leave IIYW after only 2,5 months due to personal circumstances. We will miss her at IIYW and wish her all the best for the future. Many more events are already planned for the coming weeks and months and we are looking forward to an exciting time ahead.



Dealing with Emergencies



Dealing with emergencies

During your induction session, you will be explained the dos and don'ts you are expected to observe during your stay. You will also be told about situations which you may face, and the ways of dealing with them. However, despite all care and precautions, if you find yourself in any such situation, the first thing you should remember is, to immediately call the phone number of your coordinator working in the partner organisation and your mentor. You must carry these numbers with you all the time and also save them in your mobile. Your telephone numbers will also be available with your coordinator and your mentor. Even if there is a "missed call" you will be contacted immediately.

In any case of emergency when you yourself are not able to call your contact person someone else might do it for you. Therefore it is important that you carry the "emergency card" with you that is given to you by DIZ.

Please avoid going to any place at odd times, especially alone, and make sure that your whereabouts are known to your coordinator. Do not become too familiar with unknown persons or accept invitations for home visits. Make sure that you discuss this with your coordinator. Please note: Your hosting organisation is well aware that back home in Germany young people often live under different circumstances, that there for example you are allowed to go out at night time alone or with your friends. But the situation is different in another country where you do not know the culture, the language, the places! Please always remember: We do not want to offend you, but we feel responsible for you.

In case of medical emergency, if you are outside your organisation, go to the nearest clinic/hospital for medical treatment and contact your coordinator and your mentor so that they can establish contact with you. Those who are engaged in work in open fields, be aware of snakes. An anti-snake bite venom should be kept in a fridge. The injection can be administered only by those who have been trained to do so. Read the instructions carefully, given on the package of the medicine including the expiry date.

Always carry a photocopy of your passport and visa, the foreigners registration papers, and your identity card with you. Make sure that your passport and all other documents themselves are stored at a safe place.

Please make sure that you follow the guidelines given to you during your briefing session.

Place and date: _____, _____

name of coordinator / mentor and partner organization:

_____ for _____

name of volunteer / post



Emergency ID

for German weltwaerts-Volunteers from the Indo-German Cooperation

Clemens Hutter, Prem Sewa, Nagpur

In case of emergency please contact:

- Yohan Raut, Prem Sewa:
+91 9422823572
- Volunteer`s health insurance (Dr. Walter) emergency number (Germany):
+49 2247 92250 13
(They will give advice on how to handle emergencies)
- Gertraud Hutter, mother (Germany):
+49 941 22558
- Indo-German Cooperation (Germany):
+49 69 79403920



To-Do List



To-do-list

The to-do-list has to be submitted every Saturday unasked!

Name: [click here and insert your name]

Date: [click here and insert the date of the TDL]

1. Subject: [click here and insert the subject of task 1 you are working on]

Time frame: [click here and let us know the time frame for task 1]

Status of task: [click here and inform us about the status of task 1]

Remarks: [click here and share with us any relevant remarks of importance]

Problems encountered: [click here and describe problems encountered]

Possible Solutions: [click here and describe possible solutions]

2. Subject: [click here and insert the subject of task 2 you are working on]

Time frame: [click here and let us know the time frame for task 2]

Status of task: [click here and inform us about the status of task 2]

Remarks: [click here and share with us any relevant remarks of importance]

Problems encountered: [click here and describe problems encountered]

Possible Solutions: [click here and describe possible solutions]

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3. Subject: [click here and insert the subject of task 3 you are working on]

Time frame: [click here and let us know the time frame for task 3]

Status of task: [click here and inform us about the status of task 3]

Remarks: [click here and share with us any relevant remarks of importance]

Problems encountered: [click here and describe problems encountered]

Possible Solutions: [click here and describe possible solutions]

4. Subject: [click here and insert the subject of task 4 you are working on]

Time frame: [click here and let us know the time frame for task 4]

Status of task: [click here and inform us about the status of task 4]

Remarks: [click here and share with us any relevant remarks of importance]

Problems encountered: [click here and describe problems encountered]

Possible Solutions: [click here and describe possible solutions]

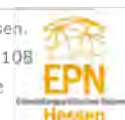
Terms of Reference Sheet



Weltwärts Volunteer Terms of Reference Sheet

EP No. / Post No.:	"Click here and fill EP No. - to be done by DIZ"
WLV No. / Forwarding Agreement No.:	"Click here and fill WLV No. - to be done by DIZ"
in PO:	"Click Here and Fill Name of Partner Organisation"
Designation:	"Click Here and fill description of volunteer post - as provided in the internet"
Name of Volunteer:	"Click Here and provide Name of Volunteer"
Sex of Volunteer:	"Click Here and indicate whether volunteer is male or female"
E-Mail and Indian Mobile No. of Volunteer:	"Click Here and provide E-Mail Address of Volunteer" and "Click Here and Provide Indian Mobile Number of Volunteer"
Date of Birth:	"Click Here and provide Date of Birth"
Arrival Details:	"Click Here and provide date and arrival details"
Leave Ban period:	"Click Here and provide two month period during which leave is not permitted"
Leave permitted/Leave taken:	"Click Here and provide permitted days of Leave" / "Click Here and Fill the amount of Leave taken"
Task Description:	<p>Kindly provide all the intended tasks of the volunteer in the following field (including wanted physical tasks which may be required from time to time)</p> <p>ATTENTION: this list is not comprehensive!!!</p> <p>"Click Here and fill task description"</p>

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Tentative Time of Interim Seminar:	"Click Here and provide tentative time of interim seminar in Nagpur"
Description of Action Day of the volunteer as part of the Post-Volunteer Seminar:	"Click Here and describe the Action Day as discussed with volunteer"
Description of Post-Volunteering Involvement in the Developmental Field:	"Click Here and describe intended Involvement of Volunteer"

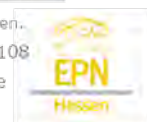
Application Form



Application Form for Voluntary Services (Weltwärts Programme)

Personal Data	
Family name: "[Hier klicken und Antwort eingeben]"	First name: "[Hier klicken und Antwort eingeben]"
Address: "[Hier klicken und Antwort eingeben]"	Study Address: "[Hier klicken und Antwort eingeben]"
Phone: "[Hier klicken und Antwort eingeben]"	Mobile: "[Hier klicken und Antwort eingeben]"
Fax: "[Hier klicken und Antwort eingeben]"	e-mail: "[Hier klicken und Antwort eingeben]"
Skype: "[Hier klicken und Antwort eingeben]"	
Nationality: "[Hier klicken und Antwort eingeben]"	Passport No: "[Hier klicken und Antwort eingeben]"
	Kindly note: A passport is essential! An ID card is not sufficient!
Place and Date of Issue: "[Hier klicken und Antwort eingeben]"	Date of Expiry: "[Hier klicken und Antwort eingeben]"
Date of birth: "[Hier klicken und Antwort eingeben]"	Place of birth: "[Hier klicken und Antwort eingeben]"
Family	
Father's name: "[Hier klicken und Antwort eingeben]"	Mother's name: "[Hier klicken und Antwort eingeben]"
Brothers and Sisters (Number, Age): "[Hier klicken und Antwort eingeben]"	
Person to notify in case of emergency:	
Name: "[Hier klicken und Antwort eingeben]"	Telephone: "[Hier klicken und Antwort eingeben]"

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Abilities

Languages (native speaker, fluent, good / average / basic / no knowledge?)

English: "[Hier klicken und Antwort eingeben]"

Hindi: "[Hier klicken und Antwort eingeben]"

Other: "[Hier klicken und Antwort eingeben]"

What is your mother tongue?

Answer: "[Hier klicken und Antwort eingeben]"

Where and for how long did you learn English?

Answer: "[Hier klicken und Antwort eingeben]"

Do you have a driver's license / international driver's license?

Answer: "[Hier klicken und Antwort eingeben]"

Computer skills

Answer: "[Hier klicken und Antwort eingeben]"

~

Health

Do you smoke?

Answer: "[Hier klicken und Antwort eingeben]"

Do you suffer from allergies?

Answer: "[Hier klicken und Antwort eingeben]"

Do you require any special diet or have any health related limitations?

Answer: "[Hier klicken und Antwort eingeben]"

~

Voluntary Service

For which project do you apply? Please choose two of the projects listed on our website. Kindly take note of the beginning and duration of the different projects (read our homepage).

Kindly apply for the post only if you are able to commence the voluntary service at the given time. Other applications can unfortunately not be entertained.

	Which Volunteer Post?	Name of the Indian Partner:	Date:
First Choice:	"[Hier schreiben]"	"[Hier schreiben]"	"[Hier schreiben]"
Second Choice:	"[Hier schreiben]"	"[Hier schreiben]"	"[Hier schreiben]"

~

Do you have any practical experience in this field? If yes, what kind? Why do you want to work in the field you mentioned?

Answer: "[Hier klicken und Antwort eingeben]"

Application Form

3

Deutsch-Indische Zusammenarbeit e. V.

Have you previously participated in a voluntary service?

Answer: "[Hier klicken und Antwort eingeben]"

Have you been to India before? If yes, where exactly and what did you do?

Answer: "[Hier klicken und Antwort eingeben]"

Which problems and challenges do you expect in India? Are you ready to spend a long period of time living in a different culture? What kind of problems can you imagine that you might personally encounter?

Answer: "[Hier klicken und Antwort eingeben]"

Are you willing to share a room with another volunteer during your stay? Are you willing to live under simple living conditions?

Answer: "[Hier klicken und Antwort eingeben]"

Why do you wish to work abroad (and not at home) as a volunteer for some months?

Answer: "[Hier klicken und Antwort eingeben]"

What are you planning to do after this project?

Answer: "[Hier klicken und Antwort eingeben]"

To shoulder the entire costs of your voluntary service over and above the contribution of the BMZ, we expect you to organise a supporters' circle (Förderkreis) for donations towards the expenses which will be incurred (see Nr. 7 of the BMZ-Guidelines/Richtlinien). Kindly share with us how you would like to go about it? Kindly mention at least two ways of generating funds towards your voluntary service in India.

Answer: "[Hier klicken und Antwort eingeben]"

As we would like to establish a long-term relationship with you, we would be interested in knowing how you could imagine your commitment for DIZ or Ecumenical Sangam after your return (e. g. fundraising activities, awareness raising activities such as lectures, photo exhibitions ...)? Kindly share with us concrete ideas!

Answer: "[Hier klicken und Antwort eingeben]"

How did you find out about the Weltwärts programme or the voluntary service in Nagpur (e.g. DIZ Website, Weltwärts Website, friends...)?

Answer: "[Hier klicken und Antwort eingeben]"

~

I hereby confirm that I have read and understood all the information provided on DIZ's website under <http://www.diz-ev.de/?q=weltwaerts>, as well as the information about the supporters' circle (Informationen zum Förderkreis) and that I am

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Deutsch-Indische Zusammenarbeit e. V.

able to comment on these contents in my own words.

*I hereby confirm that I will commence my voluntary service in the specified month.
I filled in this form in English by myself.*

*I hereby declare that all the above said information is true to my knowledge. I am
in good health and that I am not aware of any health- or other reasons making my
stay in India unreasonable.*

Kindly provide us
your Photograph

**Datenschutzerklärung zur Teilnahme am
weltwärts-Freiwilligendienst:**

Um an dem weltwärts-Programm teilzunehmen, müssen Sie der folgenden Datenschutzbestimmung zustimmen. Ohne Zustimmung kann Ihre Bewerbung *nicht* berücksichtigt werden.

Erklärung:

Im Falle meiner Auswahl für das und ggfs. Teilnahme am weltwärts-Programm bin ich damit einverstanden, dass die von mir im Bewerbungsbogen genannten personenbezogenen Daten, die für die Programmdurchführung notwendig sind, an mit dem weltwärts-Freiwilligendienst befaßte Stellen und Institutionen (z. B. Auswärtiges Amt, Ministerien, Botschaften und zuständige Behörden in Deutschland und im Gastland, an Versicherungsdienstleister und Versicherungen, Buchungsportale und Fluggesellschaften sowie an die jeweiligen in Betracht kommenden Partnerorganisationen in Indien) weitergegeben werden, soweit hierdurch meine schutzwürdigen Belange nicht beeinträchtigt werden.

☐ Ja, ich stimme der Datenschutzbestimmung zu.

Place / Date / Signature

Documentation of the weltwärts Partner Workshops

held on:

15th to 19th March 2013
and
26th to 28th September 2013

through the Deutsch-Indische Zusammenarbeit e. V. (DIZ)



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