



**Development Service.  
Acting Together.**

## Development Service. Acting Together.

The struggle for justice and peace needs people who are willing to allow their whole selves to be “put into service” – beyond just carrying out their normal professional and civic duties. We need this kind of commitment to the common good everywhere – not just in Germany but through people participating in international cooperation all around the world.



The former UN Secretary-General, Ban Ki-Moon, expressed this view in an address to the UN General Assembly, when he stressed the huge importance of volunteering for the success of the Agenda 2030, i.e. for the achievement of the global sustainable development goals.

In Germany, since the end of the 1950s, more than 30,000 people have chosen to undertake development service. It is true that this service demands a high level of expertise. But it is unimaginable without a fundamental attitude of empathy and solidarity. It is not always easy to overcome major challenges in partnership with other people and organisations, to experience hardship and precarious living conditions, and to stay, even in crisis situations.

And yet nearly all returnees say that their years spent in development service are some of the most important and enriching years of their lives. New life experiences, newly acquired skills, and changes in how

one sees things, all stay with you. And returning rarely puts an end to one's involvement; it simply transforms it. The development service agencies were some of the first institutions to give concrete shape to development cooperation during the early years of the Federal Republic. But service has changed in character since then: There is no longer any demand for “doers” or “instructors”. What is wanted is people who see justice and peace issues as personal, institutional, and global challenges, and who can contribute, with their professional experience, to finding comprehensive solutions. Such people really are needed.

**Let yourself be put into service –  
around the world and here at home.**

Dr. Anthea Bethge  
Chairperson of AGdD

### Imprint:

#### Published by:

Arbeitsgemeinschaft der Entwicklungsdienste e.V.  
(AGdD – Association of German Development Services)  
Meckenheimer Allee 67-69, 53115 Bonn, Germany  
www.agdd.de/en

**Place and year of publication:** Bonn 2018

**Copyright:** AGdD

**Design:** cap communications, Bonn

**Information as of:** May 2018

#### Photo credits:

Title: © GIZ / Stephan Härtel  
Page 2: © EIRENE  
Page 5: © GIZ / Peter Beyer  
Page 8: © GIZ / Tobias Kopp, © GIZ / Roman Sorgenfrei,  
© Brot für die Welt / Christoph Püschner, © GIZ / Peter Beyer,  
© forumZFD  
Page 18: © Brot Für Die Welt / Andreas Schoelzel

## What we do and what we want to achieve

The Association of German Development Services (AGdD) is the umbrella organisation of the seven officially recognised development service agencies in Germany. We liaise with parliament, the government, and political parties, and conduct intensive professional discussion and debate about development service issues. The Development Workers Act (EhfG) forms the basis for our work.

### What we do:

- As an umbrella organisation, we work to promote political support for a strengthening of the service of professionals in partner countries in the global South as an expression of solidarity. And we seek to promote greater social recognition of this service.
- We work on all the contractual and practical issues related to the implementation of the Development Workers Act and make whatever adjustments may be needed.
- We support returning professionals by: providing professional advice and support; and organising a wide range of opportunities for orientation, sharing information, and exchanging experiences and ideas.

### What we want to achieve:

- To make development service attractive and fit for purpose in the future in response to changing global challenges.
- To raise public awareness and to promote recognition of the solidarity and professional service of specialists who perform development service or civil peace service.
- To improve the opportunities for returning experts to bring their particular international and professional experience into play in their future working lives.
- To strengthen and creatively develop the lasting impact of development service within Germany.

(Excerpt from our Mission Statement: [www.agdd.de/vision](http://www.agdd.de/vision))

## What is special about development service?

Development service is an expression of solidarity through service for a limited period of time. Experienced professionals put their knowledge and experience to use where people need to work together to overcome poverty, to push through political reforms, or to promote peace.

Programmes and projects are designed and implemented by partner organisations and development service agencies. They encompass work in all the fields of development, including human rights, civil conflict management, the distribution of resources, climate change, migration, and food security. The terms and conditions of development service are regulated by the federal government in accordance with the Development Workers Act of 1969. The provisions of the Act include the payment of maintenance allowances and social security for the professionals and their families. Since 1999, civil peace service experts have also been sent out under these same statutory conditions.

A lot has changed since the first professionals went out to Tanzania in 1964 - not least regarding the understanding of what "development" means and what develop-

ment service can realistically achieve. The main features of development service today are:

- professionalism and partnership in:
  - joint development and implementation of strategies for overcoming problems; and
  - joint planning and promotion of change.
- an appreciation of "productive foreignness" - as a resource for shared learning and intercultural exchange between equals.

Peace and social justice are the guiding principles of all development services.



## Development service today

There are currently about 1,200 professionals undertaking development service in **89** countries worldwide.



Source: AGdD (31.12.2017)

Further information is available at [agdd.de/entwicklungdienst-statistik](http://agdd.de/entwicklungdienst-statistik)

## Who can serve as a development service expert?

**Anyone who wants to perform development service, needs to have completed study or training and to have obtained some work experience. There is a need for professionals from a wide variety of fields of work.**

These include social work, business management, renewable energy, health care, local government, agriculture, vocational training, media and communication – to name just a few. Details of the expertise required for a particular role are included in the relevant job advertisement.

Foreign language skills are always essential. Experience of living or working abroad, on the other hand, is an advantage but not essential. The same applies to knowledge of development policy. Any term of development service is generally preceded by several weeks of training and preparation, tailored to the particular context and requirements of the job.

Development workers normally need to be in good health and able to live and work in a tropical environment. They should also be willing to adapt to different living and working conditions. This means not only being open to other cultures and willing to learn, but also accepting different patterns of consumption, different opportunities as regards leisure activities, and restrictions in terms of infrastructure and mobility. All this differs widely according to the country and location and should be acceptable for other members of the family as well.

And finally, motivation plays an important role: In development service it is never just about professional expertise. One's personal attitude and values are always important too. The agencies make this clear in their job advertisements.



**Are you interested?  
Several hundred professionals  
are needed every year!**



## It is worth being committed: Development service qualifies you.

**Returned professionals agree: A lot happened during their time in development service and they learned a lot.**

During the intensive preparatory phase professionals already take part in courses on subjects such as consultancy skills, safety and security, country studies, and project management. And, if necessary, they work on improving their foreign language skills.

During the actual term of service, learning takes place especially at work, in day-to-day organisational activity, and through social contacts. Diverse challenges require tailor-made solutions. It is always necessary to deepen one's specialist knowledge and/or develop new professional skills. Cooperative partnerships and networks need to be built up as appropriate in the particular social and political culture. Anyone who takes stock when they have completed their development service will realise that they have gained many new competencies. This is confirmed by the recent study, "Entwicklungsdienst qualifiziert. Wie Fachkräfte lernen und ihre Kompetenzen entwickeln" ("Development service qualifies you. How professionals learn and develop their skills."), published

in 2017. AGdD is convinced that there is a demand in both the German and the European labour markets for people with the particular kinds of experience gained through development service.

After their term of development service, many returnees become actively involved in development organisations or development education. Or they keep closely in touch with "their" countries and communities. The intercultural experience, and all the encounters with people who are forced to live in poverty or suffer hardship, change the way they see their own society and their understanding of how things are interconnected globally. This is a great opportunity - for each individual and for all of us together.

[www.agdd.de/studie-2017](http://www.agdd.de/studie-2017)



## Where are jobs in development service advertised?

Professionals who are interested in job opportunities under the Development Workers Act, can find the current vacancies advertised by our member organisations by following these links:



[www.ageh.de/english/what-we-offer/current-job-offers](http://www.ageh.de/english/what-we-offer/current-job-offers)



[www.gottes-liebe-weltweit.de/stellenangebote\\_2](http://www.gottes-liebe-weltweit.de/stellenangebote_2)



[info.brot-fuer-die-welt.de/fachkraefte/stellenangebote](http://info.brot-fuer-die-welt.de/fachkraefte/stellenangebote)



[www.eirene.org/jobs](http://www.eirene.org/jobs)



[www.forumzfd.de/en/jobs](http://www.forumzfd.de/en/jobs)



[jobs.giz.de/en](http://jobs.giz.de/en)



[www.wfd.de/thema/stellenangebote/](http://www.wfd.de/thema/stellenangebote/)

## Working together under the umbrella of AGdD

Our seven member organisations are all recognised by the German Federal Ministry for Economic Cooperation and Development (BMZ) as development service agencies.

### Arbeitsgemeinschaft für Entwicklungshilfe (AGEH – Association for Development Cooperation)

The **Arbeitsgemeinschaft für Entwicklungshilfe (AGEH)** is the German Catholic personnel service for international cooperation. It was founded in 1959 at the instigation of Catholic associations and organisations.

As a state-approved personnel service, **AGEH** sends out qualified professionals who are motivated by Christian values from Germany and other EU countries to work in development cooperation projects around the world.

**AGEH** professionals are integrated within the structures of local partner organisations. They support, for a limited period of time, the organisation's work towards lasting progress in combating poverty and towards establishing more just and peaceful living conditions. In the Civil Peace Service Personnel Programme, AGEH operates

both as personnel recruitment agency and as project manager.

The **AGEH**-based Service and Advice Centre for International Voluntary Services (FID) offers – to organisations which send volunteers to work in projects of partner organisations in the global South – training courses and advice on everything to do with voluntary service, quality management, and networking.



Arbeitsgemeinschaft für  
Entwicklungshilfe (AGEH) e.V.  
Ripuaenstr. 8  
50679 Köln, Germany  
Tel.: +49 (0) 221-8896 -0  
e-mail: [info@ageh.org](mailto:info@ageh.org)  
[www.ageh.de/english](http://www.ageh.de/english)

## Christliche Fachkräfte International (CFI - Christian Services International)

For more than 30 years, **Christliche Fachkräfte International e.V.** has been sending out Christians with specialist training to over 40 countries in Africa, Asia, Latin America and Eastern Europe to support people in their particular field of expertise and to demonstrate Christian charity. Since its foundation, the association has been closely linked with "Hilfe für Brüder International e.V." ("Help for Brethren International") and it also works together with the Arbeitsgemeinschaft Evangelikaler Missionen (AEM - Working Group of Evangelical Missions) and the Deutsche Evangelische Allianz (German Evangelical Alliance).

Ever since CFI was founded, its projects have been planned and implemented in

close consultation with local partner organisations and churches. The aim is to support local people in their professional work, to mentor and train them, and to encourage them in their difficult service by being a living witness to the love of Jesus Christ.

The challenges are many and varied: No rain for months. Unstable governments. Training centres with limited resources. From Laos, Jordan, Mozambique and the Congo to Columbia and Ecuador and in many other countries, CFI development workers serve in projects in a range of fields, such as education, health, agriculture, social work, and small business development.

One of these fields is green technology. In Indonesia, a **CFI** development worker is supporting a small local university which is geared towards enabling students from the country's remote island regions to take up studies. The development worker's task is to support the establishment of a research centre for renewable energy – at the grassroots level, developing solutions which are technologically simple, affordable, and appropriate for use on the islands, in cooperation with local authorities.



Christliche Fachkräfte International

Christliche Fachkräfte International e. V.  
Wächterstr. 3  
70182 Stuttgart, Germany  
Tel.: +49 (0) 711 21066 0  
e-mail: [cfi@gottes-liebe-weltweit.de](mailto:cfi@gottes-liebe-weltweit.de)  
[www.gottes-liebe-weltweit.de](http://www.gottes-liebe-weltweit.de)

## Dienste in Übersee gemeinnützige GmbH (Service Overseas Ltd.)

As a development service agency recognised by the state in accordance with the Development Workers Act, **Dienste in Übersee** supports partner organisations by providing personnel on behalf of the Protestant Agency for Diakonie and Development. **Dienste in Übersee** is a charitable limited company wholly owned by the Protestant Agency for Diakonie and Development using the brand name "Brot für die Welt" („Bread for the World“).

Bread for the World is the global relief agency of the regional Protestant churches and evangelical free churches in Germany. In more than 90 countries around the world, it enables poor and marginalised people to improve their own living conditions.

Bread for the World's personnel service encompasses development programmes where learning experiences, instruction and training, and encountering other people at home and abroad are at the forefront. In accordance with the Development Workers Act, competent and experienced specialists are sent out to strengthen partner organisations and build up networks.

By means of a specialist peace service the agency supports partner organisations which want to strengthen civil society and promote nonviolence as the preferred means of social and political change in their country. Professionals from countries of the South, who have successfully completed a degree course in Germany, for example, are given help with reintegration into their home country by being referred to partner organisations of Bread for the World.



Dienste in Übersee gGmbH  
Caroline-Michaelis-Str. 1  
10115 Berlin, Germany  
Tel.: +49 (0) 30 652110  
e-mail: [bewerbung@due.org](mailto:bewerbung@due.org)  
[www.brot-fuer-die-welt.de/en/bread-for-the-world](http://www.brot-fuer-die-welt.de/en/bread-for-the-world)

## EIRENE International Christian Service for Peace

**EIRENE**'s peace service is grounded in the values of nonviolence, respect for the dignity of every human being, and respect for our one Earth.

In situations where injustice and marginalisation, and hatred and violence prevail, **EIRENE** works for participation in social decision-making, the just distribution of resources, and nonviolent conflict management.

**EIRENE** is an international organisation engaged in international cooperation in both the global South and the global North. **EIRENE** makes human and financial resources available to partner organisations on the basis of the organisation's specialist and regional expertise and their own de-

terminations about how they want to work for peace.

These organisations work primarily with women, young people and refugees. Their work focuses on: human rights; nonviolent conflict management in the fields of resources, journalism and education; and integrated rural development.

**EIRENE** welcomes people whatever their religion or worldview. In order to be able to bring many perspectives to bear on peace service, we especially invite people to work with us who have experienced racism or other forms of discrimination and have therefore developed an anti-discrimination approach.

International experts are currently performing peace service in Mali, Niger, Burkina Faso, the Democratic Republic of Congo, Burundi, Bolivia, Nicaragua and Germany.



EIRENE Internationaler Christlicher Friedensdienst e.V.  
Engerser Str. 81  
56564 Neuwied, Germany  
Tel.: +49 (0) 2631 8379 -0  
e-mail: eirene-int@eirene.org  
www.eirene.org

## Forum Civil Peace Service (ForumZFD)

**ForumZFD** supports people involved in violent conflicts on the path to peace. The organisation was established in 1996 by peace and human rights groups – in reaction to the Balkan crisis – and has, since then, striven to help overcome war and violence.

Currently, **forumZFD** is working with peace consultants in Germany and eleven other countries in Europe, the Middle East and South East Asia. Professional work in conflict wouldn't be possible without intense preparation. Therefore, **forumZFD**'s Academy for Conflict Transformation offers specialised trainings to people in international peace work. Through campaigns, lobby work and public relations **forumZFD** actively advocates civil peace policy.

**ForumZFD** is a recognised organisation of the German Civil Peace Service (CPS). It has signed the Transparent Civil Society Initiative (ITZ, by Transparency International Germany). It finances its work through public and private grants, donations and membership fees.

The organisation was awarded the Gustav Heinemann Citizens' Prize in 1997, the Göttingen Peace Prize in 2005 and the "Sievershäuser Ermutigung" peace prize in 2014.



Forum Ziviler Friedensdienst e. V. (forumZFD)  
Am Kölner Brett 8  
50825 Köln, Germany  
Tel.: +49 (0) 221 9127320  
e-mail: kontakt@forumZFD.de  
www.forumzfd.de/en



## Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH

**GIZ** sends development service experts to work in international services programmes which **GIZ** carries out on behalf of the Federal Ministry for Economic Cooperation and Development (BMZ) and other public bodies.

The experts advise state, civil society and private-sector organisations at local and regional levels. Areas of activity include biodiversity, education, democracy, health, governance, adaptation to climate change, rural development, economic development and employment promotion, and civil conflict resolution.

As so-called agents for change, development service experts provide specialist technical, methodological or organisational advice, promote dialogue and networking, and run training courses with the aim of initiating and facilitating change. **GIZ** also sends Civil Peace Service experts to partner countries. For a limited time period, all experts make their professional and sectoral knowledge available to organisations in partner countries as well as for sustainable and global development.



Deutsche Gesellschaft für Internationale  
Zusammenarbeit (GIZ) GmbH  
Friedrich-Ebert-Allee 36 + 40  
53113 Bonn, Germany  
Dag-Hammarskjöld-Weg 1-5  
65760 Eschborn, Germany  
Tel.: +49 (0) 228 4460 -0  
e-mail: [info@giz.de](mailto:info@giz.de)  
[www.giz.de/en/](http://www.giz.de/en/)

## Weltfriedensdienst e.V. (World Peace Service)

In many places of the world people fight for their survival. They become victims of war and violence. Discrimination and oppression are widespread. Many have to make do with increasingly scarce resources.

**Weltfriedensdienst** supports these people – with projects in Africa, Latin America and Asia. Together with our local partners, we manage conflicts constructively and protect and improve the livelihoods of all people. We trust in the power of non-violence.

We are convinced that all people the world have the right to live peacefully in just conditions. That is what we are committed to since 1959. With dedication and expertise. Since 1971, the **Weltfriedensdienst e.V.** has been a recognized development ser-

vice, providing experts to its local partner organizations. The **Weltfriedensdienst** is one of nine peace and development organizations of the Civil Peace Service (ZFD), a programme by the government and civil society to prevent violence and promote peace in crisis zones and conflict regions.

In Germany, we are committed to global learning, fight against water grabbing worldwide, and make our partners' concerns heard.



Weltfriedensdienst e.V.  
Am Borsigturm 9  
13507 Berlin, Germany  
Tel.: +49 (0) 30 253 990-0  
e-mail: [info@weltfriedensdienst.de](mailto:info@weltfriedensdienst.de)  
[www.wfd.de/en/](http://www.wfd.de/en/)

## Returned professionals honoured in Berlin



The German president, Joachim Gauck, with returned professionals and staff of the development service agencies on **March 3rd, 2017** in Berlin.

» ... When I look at you, I see in front of me this wonderful, beautiful, German solidarity, which is part of what this country now is. ... people who are willing to open up their lives for the sake of other people's lives ... «

Once every two years the AGdD and the GKKE (Joint Conference on Church and Development) organise the Day of Returned Development Workers and Peace Experts as a "thank you" for the work which the experts have done. In a moving and emotional speech on one such occasion in March 2017, the then German president, Joachim Gauck, honoured the global involvement of experts in development service and civil peace service.

» ... Development is accomplished by and with local people. It unfolds through encounter and dialogue and depends on people's expertise. «

» ... It sometimes takes us a long time to realise that this civil approach – showing goodwill towards people where egoism and even hatred prevail – that this is something which can change the world. «

Thank you