

## Possibilities for international personnel in development cooperation

### 1) A service to the world: supporting our partner organisations' work through North-South transfer of personnel

Misereor does not only support the transformative work of its partner organisations around the world with financial means, but also with personnel cooperation over several years. Partner organisations can request skilled workers – until now mainly from Europe – to support their organisation's work.

Of course, skilled workers can be found everywhere around the globe, not only in the Global North.

- However, it may be interesting for some of our partner organisations to have professionals from other cultural contexts working in their teams. This way, our partner organisations can gain double benefits: from the new impetus regarding subject areas that can be addressed in multiple ways, given by the skilled workers, and from their impartial view and their “productive otherness”. In addition, European professionals can act as a bridge when linking organisations with different approaches from multiple regions or from the Global South and the Global North.
- In some regions it may also be difficult to find skilled workers when there are reservations regarding people from certain areas or the area is not attractive for skilled workers. Skilled workers from Europe can fill such “gaps” and at the same time help overcome such reservations.
- In particular in human rights and peace-building work, the international status of the skilled workers might lead to more protection and international attention for our partner organisations and the local population. (However, in other contexts, this status might lead to the contrary and put our partners or the skilled workers themselves at risk. Therefore, it is important to consider these aspects when preparing the deployment of personnel from the Global North.)
- As they are financially and socially independent, skilled workers can contribute to building trust and good governance in financial management, and they can further the partner organisations' perspective vis-à-vis international donors.

Our partner organisations can request a skilled worker from the European Union or from Switzerland from us (normally for three years) in order to promote reciprocal support among colleagues as well as dialogue on a specific subject area. This is made possible by the German Development Aid Act that has supported the sending of skilled workers for more than 50 years. Misereor is a member of AGIAMONDO, the state-recognised international cooperation service for Church and civil society organisations. AGIAMONDO's services include recruiting and preparing skilled workers as well as drawing up the contract with them. For more information, please visit AGIAMONDO's website ([Personnel service worldwide: AGIAMONDO](#)). As AGIAMONDO will be the employer of the skilled workers, it is also responsible for fulfilling all contractual obligations towards them. Your organisation's task would be – in addition to being open to this new and rewarding form of cooperation – to provide the workplace, including all related expenses, just as for your own employees.

Are you interested? **Please ask your contact person at Misereor for more information.**

## **2) A service to the world: raising awareness for your concerns in Europe and supporting the work of your European partner organisations through South-North transfer of personnel**

A couple of years back, AGIAMONDO started to offer recruiting skilled workers from the Global South for organisations in Germany in order to also give partner organisations in the Global North the opportunity of learning from and with each other and cooperating in solidarity as described above. Sending skilled workers from their areas of work to Europe also provides an opportunity for our partner organisations to bring their own concerns to bear in our work with the German civil society and to help shape our development-policy advocacy.

These skilled workers will then contribute their capabilities and their experiences to processes of change in our European civil society. Together, we can experiment with approaches in movements and organisations that are new for Europe but have developed over a long tradition of civil society processes of change in the Global South. With this, we want to break with the post-colonial practice of only recruiting skilled workers from the Global North to work in the Global South.

In the spirit of productive otherness described above, skilled workers from the Global South help bring along change in us and our German partner organisations as well as in the German civil society in which they are working and living.

Are you interested in this form of cooperation? If you want to send a skilled worker to Germany, you will need to develop an idea for a project together with Misereor or another German partner organisation and to send a project proposal to Misereor (or directly to AGIAMONDO – [Personnel service worldwide: AGIAMONDO](#)).

## **3) Do you have other ideas for international personnel cooperation?**

Are you interested in recruiting skilled workers from other than European countries for several years or do you want to promote international exchange and networking (e.g. by exchanging personnel or offering exchange programmes to young people)? Tell us about your ideas, and together, we will try and find the best way to realise them.