



Federal Ministry  
of Food  
and Agriculture



# Prepare for Action

26<sup>th</sup> International Leadership Workshop for Rural Youth  
in Herrsching/Ammersee

Programme and Results





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Hello, my name is Maimouna Diakite. I am from Mali. I am representing the African Institute of Food and Sustainable Development in Mali, which supports the local food system and promotes our local agricultural producers. It is an institute which pools academic knowledge to reliably predict the food situation. My task is to strengthen organisational capacities of young organised farmers in Mali with the aim of strengthening ourselves and of responding to the challenges of food security.

Before I travelled to Herrsching I was frustrated and disoriented. There were conflicts between our women's organisations which we simply could not solve. The women no longer talked to each other. For instance, they no longer cultivated their common vegetable garden together although this would have given them higher yields.

During this three-week training programme we exchanged experiences and talked about how to solve such problems.

Now I am strong, I am proud and I am convinced that I will be able to deal with and solve these conflicts between the women's groups once I am back in Mali. I have learned to apply different management strategies to lead such groups. I am confident that I can convince the women to work together again. We will apply teamwork methods by benefiting from the individual strengths of women, by supporting them and also by bringing together rather difficult personalities.

I am strong and I know that I will go back highly motivated. I am full of hope, and I will work towards strengthening the association in my country and towards raising its profile so that young people can take up the challenge of food security.

I am convinced that once I am back home I will be able to convey to everybody the importance of this seminar for our rural youth work in Africa.

I hope and I wish that this seminar will be continued for many years and that many rural youth leaders from Africa and from all over the world will be able to contribute to it.

I would like to thank the organisers and all staff members. I will travel home proud to my home country and I feel very hopeful and reinvigorated, and I will now be able to share my rich experience with the young people in my country.

Thank you very much!

**Maimouna Diakite**





# A Different Type of Workshop

## On the History of the International Workshop

The International Workshop for Rural Youth can look back on a history spanning more than 50 years. In 1962 the very first Workshop was held, in 2013 it already took place for the 26<sup>th</sup> time.

In the 1950ies numerous leaders of rural youth work had expressed the wish for the establishment of a permanent training centre for the mutual interchange of experience and ideas; it was during a meeting of representatives of FAO (Food and Agriculture Organization of the United Nations), the UNESCO (United Nations Educational, Scientific and Cultural Organization), and WAY (World Assembly of Youth) in Paris on 22 July 1960 that this request was met, and Germany agreed to organize an international workshop on rural youth work.

This workshop under the auspices of the FAO is since organized by the Federal Ministry for Alimentation, Agriculture and Consumer Protection, supported by the Federal Agency for Agriculture and Food. From the very

beginning the *Education and Training Centre of the Bavarian Farmer's Union* in Herrsching am Ammersee, these days the *House of Bavarian Agriculture*, served as the venue. Over the decades a myriad of important and valuable stimuli and specific project ideas for the improvement of rural youth work have been put into practice. More than 1,800 participants from almost 150 countries have taken part in its workshops.

This year participants from all over the world have met in Herrsching again in order to learn about theories and proposals for the implementation of rural youth work and to exchange views.

This unique workshop enjoys an outstanding reputation among rural youth movements on all continents.





## Hosting the World in Herrsching

### Festive Seminar Opening

Although international guests from near and far came to the *Haus der bayerischen Landwirtschaft* days before, the 26th International Seminar was officially inaugurated with a festive opening ceremony, as tradition would have it. In keeping with the slogan “PREPARE FOR ACTION” and in the course of two and a half weeks, the participating rural youth leaders aimed at methodically perfecting their leadership skills and at developing concrete models to strengthen rural areas in their home countries and to improve their rural youth work.

Dr. Wulf Treiber, director of the Seminar and of the *Haus der bayerischen Landwirtschaft*, welcomed all participants to the unique education forum for rural youth which has been taking place over more than five decades now.

Christian Schiller, First Mayor of the community of Herrsching, and Karl Roth, administrator of the district of Starnberg, welcomed the guests from around the world at the *Haus der bayerischen Landwirtschaft* and presented the picturesque landscape, the key features of Bavarian rural and farm life and the cultural roots of both the community and the district.

Walter Heidl, President of the Bavarian Farmers' Association, stressed the key role of voluntary and benevolent work and of people's commitment to social stability. He spoke about what he called “the Herrsching spirit” which, throughout the history of this Seminar, has motivated hundreds of participants to contributing voluntary work. He also hoped that participants would have time to learn, time to make friends and time to familiarize themselves with Bavaria, its people, its customs and traditions.





Dr. Frank Begemann, Head of Group at the Federal Office for Agriculture and Food (BLE), introduced the organisation which, for years, has been supporting the International Seminar behind the scenes. He explained the contents and the fringe program which awaited the participants during the two weeks ahead and he stressed the importance of such supportive measures in the agricultural sector in particular.

Dr. Karl Wessels, Assistant Head of Department at the Federal Ministry of Food, Agriculture and Consumer Protection (BMELV), spoke about the challenges rural youth face when they look for apprenticeships and/ or for jobs and he discussed the advantages of rural areas as well as some of their necessary prerequisites.

Participants introducing themselves and welcoming each other in their mother tongues certainly represented the highlight of the ceremony. People expressed their deep gratitude for having been given the chance to participate in

the Seminar and to benefit from this experience by exchanging ideas in the days ahead and by further developing technical skills and on more personal levels.

Both facilitators and organisers also wished the 51 rural youth leaders a successful Seminar. Musical entertainment during the opening ceremony was provided by Nora Sander, concert harpist.

Following the event, a rustic Bavarian buffet was served and accompanied by the sounds of the Herrsching Brass Band. Eating and drinking together, participants were able to exchange first thoughts and impressions about their countries of origin and about regional rural youth work.

# A treasure of international rural youth work

## Dr. Wulf Treiber, Workshop Leader



For many weeks and months now we have been looking forward to this day, the opening day of the International Workshop in Herrsching. What a great event to be able to start our seminar work after the long preparatory time!

I warmly welcome all of you to the 26<sup>th</sup> International Leadership Workshop for Rural Youth:

- the participants, who have arrived here at Lake Ammersee often after many hours of travel. You are spreading a unique spirit of openness immediately upon your arrival;
- the lecturers, organisers and helpers who have laid the foundation for a good start of the workshop with so much commitment and meticulousness;

- and finally our guests of honour from far and near, who follow, support and appreciate the international workshop!

The „International Herrsching Workshop“, as we call it on our webpage, is organised by the Federal Ministry of Food, Agriculture and Consumer Protection. For more than 50 years, it has been held every two years in Herrsching (Lake Ammersee). Since the first meeting in 1962, more than 1.750 participants from about 150 countries have seized this opportunity for encounters and exchange.

„Prepare for action“: this is the slogan of the 2013 workshop, following up on the last two workshops held in 2011 and 2009. This workshop is about utilising the subject knowledge and the social skills of all participants. You will be working with the great potential of knowledge and experience you have brought here from your countries.

You will be developing your own, new strategies and specific concepts for sustainable youth work in rural areas. You will be thinking about how to deal with different communication and behavioural cultures. You will be talking about diverse negotiation and leadership styles and get to know hands-on presentation and facilitation techniques to convince as many people as possible in your environment.

One of the major challenges for the future still is the strengthening of rural youth work on all continents: in Europe, Africa, Asia and America. How can we be successful? What are the „success factors“ and what are the reasons for the failure of group work? How can we encourage young people to be aware of the opportunities and specific values of their home region and



make use of them? How can we improve the traineeship and job situation for young people in rural areas? How can we make specific contributions to improving the living conditions of people living in rural areas? And finally: How can we translate sustainable strategies against hunger, thirst, disease, illiteracy on the ground in the affected regions into small steps giving cause for hope and providing encouragement for positive changes?

In the coming two and a half weeks new ideas, new impetus and new initiatives for rural youth work will start to grow with you and among you in Herrsching. By participating in this workshop you are making a contribution to gradually improving the living conditions of rural youth and the development of rural areas. You will be motivated to assume responsibility for the development of your region. And you will learn to plan, organise and implement need-based activities. You will be a part of the global network of the International Herrsching Workshop.

The Federal Ministry of Food, Agriculture and Consumer Protection sponsors and funds the International Leadership Workshop for Rural Youth. It hence makes a very valuable contribution to establishing and stabilising rural youth work in all participating countries. I would like to thank you, Dr. Wessels, for the great commitment of your Ministry to rural youth work and to rural educational work.

I would also like to warmly welcome the President of the Bavarian Farmer's Union, Mr. Walter Heidl. It is the first International Workshop during your Presidency. Many thanks for the appreciation and the support of the farming organisations in Bavaria, Germany and Europe, including rural youth organisations. I also extend a warm welcome to Dr. Begemann from the Federal Office of Agriculture and Food. I would like to thank you and your collaborators for the extensive preparatory work and for the

liaison and support during the workshop. We all sense the passionate interest of your agency in a highly successful international workshop. My thanks also go to the Mayor of the Municipality of Herrsching, Mr. Christian Schiller, and to Mr. Karl Roth, the County District Commissioner of the rural district of Starnberg. They represent the local community and our rural district, and they will welcome our guests in Herrsching (Lake Ammersee) and in the Five Lakes region.

We are very proud that this unique workshop is held in our house. More than 50 years with now 26 international workshops in Herrsching: what an unbelievable treasure for rural your work and hence for the development of rural areas, for the future of people living in rural areas!

I am certain that we will learn a lot from each other and we will see a lot together. We are looking forward to the encounters and talks with you. We want you to have a good time in our country, in Germany, and in this house in Herrsching. To be at ease, one also needs inspiring cooperation, food and drink, physical activity and music.

Many thanks to you, Ms. Sander, for providing the musical entertainment for our opening ceremony. The sounds of your harp will also make our opening ceremony a celebration of music.

"Prepare for action" - let's benefit of the time and use the imperative of the 2013 slogan to be motivated to do good!

# A very warm welcome to Herrsching (Lake Ammersee)

## Christian Schiller, First Mayor of the Municipality of Herrsching



I would like to extend a cordial welcome to you in our beautiful local community. Let me briefly introduce my municipality so that you know where you will be staying in the coming days. Herrsching is located at the 48th latitude, with an area of approximately 21 km<sup>2</sup>, 568 metres above sea level. We are located some 35 km southwest of Munich on the Eastern shores of beautiful Lake Ammersee, which unfortunately is not part of the municipal area.

Currently some 10.500 inhabitants live in the three neighbourhoods Herrsching, Breitbrunn and Widdersberg making up this wonderful community. It once was a fishing village with only about 300 inhabitants in the early 20th century. As of 1903, when Herrsching was connected to Munich by train, this number skyrocketed. Among other things, we can boast the longest uninterrupted river promenade of a German inland lake. For 14 kilometres, you can walk directly along the lake. During your walk you will pass by our historic landmark. Our spa garden castle dating from the 19th century is located in a marvellous park. Those of you who are still unmarried can also marry there. Every year, many couples come from near and far to say yes.

Every year, we have up to 2 million visitors, and many of them like Herrsching so much that they want to stay here. This may explain our property prices ranging from 450 to 1,000 Euros per square metre.

Some of you may also want to stay at the end of the international seminar. I would be delighted. For the time being let me wish you an interesting, relaxing, in short a nice stay here in Herrsching (Lake Ammersee).

### Statements by Christian Schiller:

Why do you think that it makes sense to hold such an international seminar?

*"In today's world, you need to start looking beyond the borders (municipality, federal government, federal states), and think globally. Being part of this puzzle, we need to exchange ideas, and this seminar provides an ideal basis for this exchange."*

Which aspects of the international seminar do you like best?

*"Well, aside from the thematic part which I am unable to judge, one of the highlights is that the participants have time to present their cultural characteristics, for example at the international evening."*

How can Herrsching... benefit from such an international seminar?

*"By learning from the guests how to get better, more tolerant and more open to the entire world."*

# Starnberg and the Five Lakes District

## Karl Roth, Administrative Officer of the rural district of Starnberg



It is a great pleasure for me, in my capacity as Administrative Officer of the Rural District of Starnberg, to welcome guests here from around the globe.

The rural district of Starnberg has 130,000 inhabitants and 14 municipalities. Tourist attractions include our scenic landscape and the five lakes that are, both in summer and winter, visited by many people for recreational purposes. The rural district is, despite its vicinity to the city of Munich, characterised by farming activities: 220 arable farmers and 180 dairy farmers cultivate our soils. The district's own agricultural produce sells particularly well within the district. Given its attractive location between Munich and the Alps, its churches and beer gardens, the rural district of Starnberg has diverse assets that invite guests to linger on and enjoy.

I wish to express my sincere thanks to all those who have helped to ensure, in one way or another, that these workshops that foster international understanding could be held over such a long period of over 50 years. I hope that many more workshops will follow. The district of

Starnberg takes pride in the House of Bavarian Agriculture and in this series of workshops.

Dear Participants, I wish you an extremely informative workshop providing you with plenty of expertise to take back home and to apply on the ground.

However, I also hope that you will find the time to get to know the district of Starnberg and leave with happy memories of our district.

### Statements by Karl Roth:

Why do you think that it makes sense to hold such an international workshop?

*"network is addressed, but this network covers the whole globe. The issue of the global food situation is also addressed... must sink into people's minds"*

Which aspects of the international workshop do you like best?

*"closing event very laid-back, group already a team, no fear of contact, looking forward to future cooperation."*

How can Herrsching... benefit from such an international workshop?

*"the training body par excellence, take Starnberg along with you and tell the story."*





# Volunteer work strengthens community and society

## Walter Heidl, President of the Bavarian Farmers' Association



As President of the Bavarian Farmers' Association I am happy to welcome you to Herrsching. More than 150,000 members and farms are united under the umbrella of the Bavarian Farmers' Association. The Bavarian Farmers' Association is the mouthpiece of the entire farming and forestry sector vis-à-vis policy-makers and economic operators in Bavaria, Germany and the European Union. In addition to that, we are engaged in a dialogue with the different civil society groups in Bavaria. Apart from these policy issues, agricultural educational work and the promotion of young farmers are the most important tasks of the Bavarian Farmers' Association. It is my personal conviction that these investments in education provide the highest return on investment and also facilitate the best future prospects.

There are three interesting and exciting weeks of seminar work and training ahead of you which will leave their mark on your life and on your work in your home region. Through encounters and exchanges at international level people get together, make new friends and new prospects of a positive peaceful development emerge. This type of encounter makes an important contribution to rural areas and to farming here and in your home region. By participating in the 26th international workshop you are actively shaping the future of rural areas. You assume responsibility, you pass on your knowledge, you share your firsthand reports and you are a model for other people.

The commitment of voluntary workers characterises our social systems and safeguards the stability of your societies. Voluntary service strengthens the community and the sense of unity and solidarity among people all over the world. As rural youth leaders your motivation and enthusiasm can be contagious. You are able to motivate and convince others to do good. Be inspired by the „Herrsching spirit“, benefit from the International Workshop and the exchange of views with participants from all around the world.

Benefit of the time in Herrsching to broaden your own horizons and to gain new insights into the work of others! You link up with people with the same kind of interest from throughout the world and you get to know work in our rural areas. This workshop will help you further develop your home region. Here you learn to think globally and act locally.

Rural youth work is the basic foundation to shape entire regions and thus promote development in a truly sustainable way. I wish all participants a lot of success, strength and fun in the coming three weeks! Have a nice stay in Herrsching and Germany! We are proud to be able to welcome you as guests!

## Statements by Walter Heidl:

Why do you think that it makes sense to hold such an international workshop?

- *On the one hand we need to assume responsibility and help provide participants from all corners of the globe with the requisite know-how for their home regions so that they are capable of changing structures there (e.g. by establishing cooperatives);*
- *On the other hand there is a valuable interchange: and it is also important for us to look beyond the tip of our nose, to see and learn about problems in other regions of the world and to thus be able to provide better help to self-help;*
- *It is also impressive to see the enormous commitment behind the work of the participants from other countries.*

Which aspects of the international seminar do you like best?

- *The broadly diversified programme (education and leisure): the international workshop is not only about teaching expert knowledge, but also about human relations, about maintaining community life and about having fun together, which again plays its part in indispensable networking.*

## For sustainable farming and rural areas that are able to meet the challenges of the future

### **Dr. Frank Begemann, Head of Group at the Federal Agency for Agriculture and Food**



On behalf of the Federal Agency for Agriculture and Food (BLE) and our President, Dr. Eiden, I extend a warm welcome to you to the 26<sup>th</sup> International Leadership Workshop for Rural Youth here in Herrsching in our beautiful Bavaria.

The BLE is a central service authority within the remit of the Federal Ministry of Food, Agriculture and Consumer Protection and is committed to a viable and sustainable farming sector. The BLE implements German and Community law. As project manager it supervises numerous projects, both at national and international level. Moreover, the BLE is actively involved in coordination and networking on a great variety of issues, such as e.g. biological diversity, rural development, organic farming, a healthy diet and now also in the field of global food supply.

Thus, the BLE has for many years, on behalf of the Federal Ministry of Food, Agriculture and Consumer Protection (BMELV) together with the House of Bavarian Agriculture and its head, Dr. Treiber, been organising this International Leadership Workshop for Rural Youth that is renowned in many countries. My thanks for this also go to the *Landwirtschaftliche Rentenbank* that, in addition to the BMELV funding, has sponsored this Workshop for many years with generous donations. These funds made it possible for many young people to attend the Workshop here in Herrsching.

The Workshop is held every two years. This year, 342 young people from 71 countries applied. We extended an invitation to 116 applicants who were best suited. We know from the preparatory work that many of you did not find it easy to organise your journeys and obtain tickets and visas. Still, you are here today and we are, of course, very pleased about that.

In the coming two and a half weeks you will get to know methods and practices here which you can use in the rural areas of your home countries to assist the rural youth there in improving their living conditions. You will learn to plan, organise and implement your own actions and activities. In the 18 days here you will be able to gather many good ideas and skills for your activities back home, make many new friends from other countries, gain an understanding of the problems of others and certainly also have fun with one another.

The tours and visits to farm families will give you an opportunity to see for yourselves life in Germany, notably life in the countryside. You will see that an attractive rural life is important



and also attainable in order to counter the trend of rural exodus which is, after all, a global trend and which you will certainly also witness in your home countries.

Both here in Germany and within the common agricultural and structural policies in the European Union as a whole, we are committed to a further strengthening of rural areas. Farmers naturally play a key role in this endeavour. They do not only produce foods and natural resources, but increasingly also provide other services for the general public. They maintain the attractiveness of rural areas for tourism and render ecosystem services that shall, in turn, benefit biological diversity again in the future. In doing so, they need to adjust to climatic changes and strive for CO<sub>2</sub> reductions whilst adapting their production to higher CO<sub>2</sub> concentrations, shifting seasons and more frequent violent storms. For instance, high-quality permanent grassland which you can see here in the Alpine region or in the German low mountain ranges is key in this regard.

However, what matters is not only the support to farmers themselves, but also additional measures to improve the attractiveness of rural life. This includes, for example, the integration of older people who are less mobile or the communication of young people who should not have the impression of missing out on the vibrant life in cities. Telecommunications, fast data lines with internet, e-mail and the social networks are becoming more and more important in this context. We are also committed to this goal guided by the spirit of dynamic networking between rural areas and urban centres.

You will surely get to know, hear, see, feel and taste all of this here in the Workshop. Seen from that angle, securing the world's food supply and shaping rural areas worth living in basically starts on our own doorsteps. We are ready to act and I hope that you will also be able to say after this Workshop: "I am also willing to act".

On that note, I wish you 18 exciting and eventful days which you will always fondly remember.

### Statements by Dr. Frank Begemann:

Why do you think that it makes sense to hold such an international workshop?

- *exchange of experiences and cultural exchange*
- *we need to tackle problems together due to globalisation - the international workshop presents a unique platform for this*
- *especially for an exchange of views on how different countries address global/similar problems (differently)*

Which aspects of the international workshop do you like best?

- *the social components of the workshop are important, but we should not forget the professional expertise that is being conveyed - it is at least as important.*
- *the idea that a thematic priority is set for each Workshop (e.g. environmental protection) that runs like a common thread through the Workshop.*

How can Herrsching... benefit from such an international workshop?

*Germany can benefit in many ways:*

→ *Perception:*

- *Germany can present itself as a neutral and competent player.*
- *Germany acts as facilitator at the international Workshop.*

→ *Learning effects:*

- *Germany can learn something new from the work in other countries for the work done in Germany*

→ *Networking as part of capacity development:*

- *small building blocks such as the Herrsching workshop (or traineeship schemes, research promotion) that can be joined to form a larger unit*
- *also emphasizes the importance of networks in his speech?*



# Training and qualification are key to sustainable development

**Dr. Karl Wessels, Head of the Division „individual farm support, education“ in the Federal Ministry of Food, Agriculture and Consumer Protection (BMELV)**



I am very happy to be able to welcome you to the opening ceremony of the 26th International Leadership Workshop for Rural Youth and I warmly welcome you to the House of Bavarian Agriculture. I would particularly like to extend sincere greetings from Federal Minister Aigner. She wishes you every success for your project work.

In your home region you are working for rural youth in many different functions. You know how important education and qualification are for people living in rural areas. Investments in education and health, but also the empowerment of women are important key factors for sustainable development of our rural areas. By participating in this workshop you have the opportunity of getting to know different lifestyles. All of you have one common goal: you want to train and promote rural youth.

Despite the altogether positive economic trend, many young people living in rural areas in Germany are also having problems in finding traineeships and jobs. They often face the decision whether to stay in their home region or leave. One thing we can be certain about is that in rural areas, too, the opportunity to get a traineeship or a job crucially depends on the qualifications and motivation of the applicants. And another thing that is for certain is that our rural areas offer many benefits which are hard to find in cities or cosmopolitan areas. Let me just mention the village community, values such as community care, cooperation and mutual acceptance, also between generations.

The great opportunities of village life doubtlessly include family friendliness and quality of housing, leeway for realising one's own activities and mostly good conditions for business start-ups. Thanks to modern communication and information technologies many infrastructural disadvantages of living in peripheral rural areas can be overcome today. Therefore I consider broadband connections as one pivotal step towards strengthening our rural areas.

But we also still need a strong regional youth culture, which integrates young people in village renewal and facilitates their active involvement.

I hope and I wish that this workshop will contribute to improving living conditions in the rural areas of your countries and to better mutual understanding.

In the coming weeks you will also have the opportunity to get to know the German agri-



cultural training system. You will visit family farms and hence gain some insight into our agricultural sector. In addition to that, you will also have the opportunity to visit and enjoy the beautiful Bavarian countryside.

I wish all participants and lecturers a successful workshop.

I hereby declare the 26<sup>th</sup> International Leadership Workshop for Rural Youth open.

### Statements by Karl Wessels:

Why do you think that it makes sense to hold such an international workshop?

*“Such a workshop thrives on the diversity of the contributions of its participants. Knowledge and insights from different areas of life and cultures are shared and considered from new angles. In addition to valuable personal contacts, new insights and ideas emerge this way. Of course, lecturers, the venue and also the surrounding play an important role in this context.”*

Which aspects of the international workshop do you like best?

*“For me, the informal atmosphere and the open exchange between participants represent the special value of the international Herrsching workshop.”*

How can Herrsching benefit from such an international workshop?

*“If the participants feel that they personally gain a lot from the workshop, they will always associate this with the name of Herrsching in the future.”*



## An International Forum for Exchange and Further Education

### Programme and Contents of the International Workshop

The starting point for the International Leadership Workshop for Rural Youth was the wish of numerous leaders of rural youth work for a training centre for the mutual interchange of experience and ideas. Although some substantive, methodological, and conceptual changes may have been made over the years, the fundamental idea behind this workshop has remained unchanged: to provide rural youth leaders from all over the world with a forum for the exchange information and where they can obtain support and draw inspiration for the further development of rural youth work in their home countries.

During this two-week workshop which encompasses three parts, modern methods of education and project work are conveyed to the participants by means of practice-related examples:

During the first part of the workshop, which comes under the heading of “strategies for rural youth leaders”, participants develop new and current procedures and methods for addressing local, regional or even supraregional challenges in their home countries. In the second part of the workshop, which comes under the motto “capacity to act”, the participants discuss different methods for empowering young people and study practical examples. The third part of the workshop deals with “strategies for action”. During this part, and based on the conveyed contents of the workshop, the participants develop own activities and actions adjusted to their specific needs and which they plan to implement in their home countries.

Due to the international character of the workshop participants also benefit from a cross-border exchange of experiences and can build up a network of experts in the field of rural youth work beyond the duration of the workshop.

The comprehensive supporting programme of the International Workshop provides the perfect background atmosphere. Participants meet for sports and games; they present their native countries during the International evening, or explore the state capital of Munich. The workshop does not stop at the exchange of ideas of participants, however. They are also given ample opportunity to get to know the local surroundings and people. To this end, visits with farmers and their families in the region, technical visits, but also an excursion to the Bavarian Alps are scheduled.

After the workshop participants will return to their home countries much enriched by this varied programme and the numerous encounters – Prepared for Action!





## Morning activities



### Setting a positive mood for the day

Throughout the duration of the workshop, every morning all participants, irrespective of their language group or thematic group, met in order to start the day together. Each day a different language group was in charge of organizing the morning.

On the first day for example all the participants formed a circle. Each participant was then asked to audibly pronounce good morning in his mother tongue. Those in the group who knew and/or understood the greeting would then repeat it audibly. Whenever the greeting was uttered in German, all participants would answer by saying Guten Morgen.

On another morning, groups of five to seven participants each were asked to gather on a bin bag that had been cut open and laid out on the ground. The task assigned was to turn over the

bin bag, without any of the persons standing on it *stepping off* the bin bag.

A further example of a morning activity is a little calculation exercise the workshop participants were given. Each participant was allocated a fictitious monetary value – male participants were allocated a value of €0.50, and female participants were allocated a value of €1.00. The organizers then indicated an item and its value to the participants, and these were supposed to buy this item. The next step was that a corresponding number of participants had to form a group in order to achieve the exact amount required for the purchase. For example, if the task was to “buy” a kilo of apples at €2.50, then a group could be formed either by five male participants, or, alternatively, by two female and one male participant.

The aim of these morning activities was to bring together all participants in the morning, motivate them for the day, and start the day together before dispersing to the respective groups.



## Evaluation of the day's work

### Evaluation of the day and mood among participants

In a manner similar to the morning activity, the participants met again in the evening in order to evaluate their day and the experiences gained.

One example for activities conducted to this end was to put a long rope on the ground with its two ends standing for the extremes in the evaluation of the day, ranging from very bad to very good. Each participant was then asked to position himself/herself at that point of the rope which corresponded to their personal evaluation of the day. Lecturers conducted exemplary interviews with some of the participants along the rope and enquired about the reasons for their evaluation. This proved an efficient way for discerning the “atmosphere picture of the day”.

With another type of evaluation three areas were marked out on the ground, all equal in size

but different in colour (green, orange and red). The participants were then given a number of questions with respect to their evaluation of the day and had to position themselves in the coloured area which corresponded to their evaluation. Here again exemplary interviews were conducted with participants in the different coloured areas in order to enquire about their reasons for their respective evaluations.

Particularly interesting proved an evaluation of the day where pairs of participants who preferably would not speak the same language were asked to form a group. The participants then were asked to communicate to the other group member, not by means of language – but if need be with the help of drawings – what they considered positive or negative in their evaluation of that day.

The objective of the evaluations was not only to give all participants an idea of how the others evaluated each day and the experiences it had brought, but also to end the day as a community, in a way similar to the way in which it had begun.



# Herrsching leadership training

## Part 1: Skills and methods for successful group work in rural areas

This first part of the workshop was about the defining, conveying and practicing of leadership skills. The objective of this part of the workshop was to put all participants on an equal footing with respect to the skills required by leaders. Even though some of the participants already demonstrated extensive competence due to their functions in their home countries, the workshop provided them with an opportunity to deal in depth with the different methods. The more experienced among the participants very much appreciated this unique opportunity of heaving time to dedicate to the in-depth-study of leadership skills and methods. For no matter if the methods discussed were known or not beforehand, there always were new aspects and finer points to be discovered, and it was interesting to learn how leaders from other countries dealt with these methods and put them into practice.

The main issues discussed during the first part of the workshop were:

- Methods of group work
- Promoting personal skills and talents
- Creativity techniques
- Methodological cooperation skills
- Conflict resolution competencies
- Motivation, leadership skills and challenges faced by leaders

→ Communication and presentation techniques

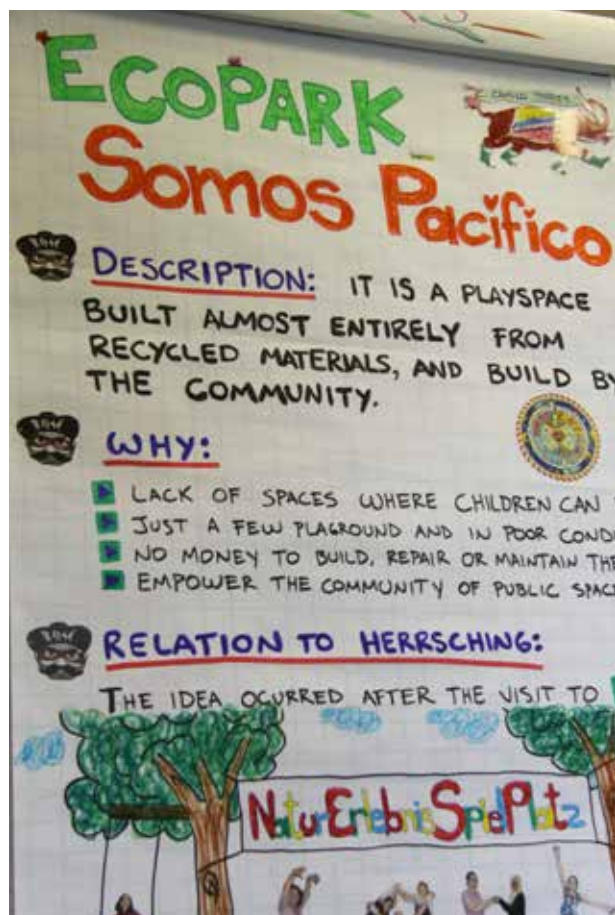
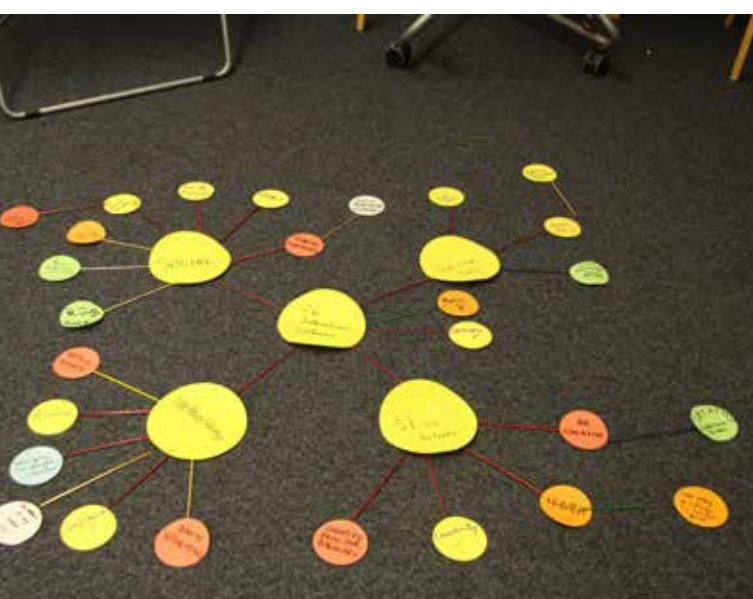
→ Evaluations methods and feedback

During this part of the workshop participants learnt about effective teamwork, they looked into what qualifies a strong team, and what the qualities are of a good team member. During a half-day of workshops at the end of the International Workshop, the participants could study two presentation techniques. At the end they were issued a *Herrsching Leadership Training Certificate* stating that they had acquired the leadership skills that were imparted during this first part of the workshop.

For this part of the workshop participants were gathered in several set language groups, and during these first days frequently were made to work in close cooperation and in a playful atmosphere. During the 26th International Leadership Workshop for Rural Youth there were one German-speaking, two French-speaking and four English-speaking groups.

At the end of this part of the workshop the latest leadership methods and techniques had been conveyed to the participants. These provided the basis for the second part of the workshop which focused on the capacity to act.





In the following, the workshop facilitators will each present one aspect of their leadership development activities:

## Prof. Dr. Werner Michl, Germany



Prof. Dr. Werner Michl teaches at the Faculty of Social Sciences of the Technical University of Nürnberg and is associate professor at the University of Luxembourg. His teachings focus on experience-oriented and action-based learning, experiential training methods, history of social work, international social work, group dynamics, presentation and moderation, and youth work. Following studies in pedagogy, ethnology and psychology he worked in a youth centre for two years, ran the Youth Education and Training Centre Burg Schwaneck, and was responsible for youth welfare with the *Catholic Youth Welfare München-Freising*. He has been teaching at the Technical University of Nürnberg since 1993. He founded the Centre for University-level Didactics of the Bavarian Universities of Applied Sciences (*Zentrum für Hochschuldidaktik der bayerischen Fachhochschulen – Diz*) ([www.diz-bayern.de](http://www.diz-bayern.de)) which he also ran from 1996 – 2002.

It is 18 years since I started working as a facilitator for the International Workshop – unbelievable but true. It is a wonderful workshop, where there are always new things to be learned. I have conducted seminars on university-level didactics in Skopje (Macedonia), Ankara

(Turkey), Mikkeli (Finland), Amman (Jordan), Dushanbe (Tajikistan), and Bishkek (Kyrgyzstan). Further education in the field of experiential training methods has taken me through Germany, Europe and much of the world (South Africa, Singapore, Turkey...)

Together with Bernd Heckmair I have just published a book entitled *Von der Hand zum Hirn und zurück. Bewegtes Lernen im Fokus der Hirnforschung*. (Ziel Verlag, Augsburg 2013). Immediately after this workshop I will be in charge of the fifth Summer University during *erlebnistage Harz*, an experience-based educational seminar in the Harz Mountains, running under the title of *Wildnis – Wurzeln und Visionen* (wilderness – roots and visions), with 120 students coming from eight to ten different higher education institutions and universities in Germany and Austria ([www.erlebnistage.de](http://www.erlebnistage.de))

International Workshop: I always enjoy coming back to this workshop because here I can meet motivated and committed young people from all over the world and hopefully help to inspire them. But I also learn myself every time! The *House of Bavarian Agriculture* in Herrsching, the other facilitators, all the numerous hard-working supporters and helpers contribute to the success of this workshop.

The beginning of a presentation, workshop, or congress always represents a challenge. For this reason it is very important to make the participants aware of this problem. In the beginning there are many uncertainties. The participants mull over the following questions:

- Whom do I like/dislike, and who will like/dislike me? (relationship)
- What do the others know about me, what do I know about them? (information)
- Who will accept whom? Who are the leading figures? (group dynamics)





- What do the others wish for, what do I wish for? (motivation)
- How will the workshop and the group develop? (future)
- What are the expectations? How can I successfully complete this seminar? What can I learn here, and what do I want to learn?

And I as a facilitator ask myself the following questions:

- Am I aware of new scientific and technological developments?
- Can participants feel my enthusiasm for the subject?
- Will I be met with the same respect as during the last workshop?

- What would I like to improve, what should I improve?
- How should I act in order to be seen as competent and professional, and also be valued as an individual?
- Which participants might make me feel insecure or might bother me?
- What do I put up with, and where do I set limits?
- Which of the participants' wishes can I satisfy, which expectations can I fulfil?
- How do I strike the right balance between closeness and distance?

If all these questions are taken into account and are given serious consideration, then there can be a successful beginning, and the workshop hopefully will be a success.



## Anelia Coetzee, South Africa



Anelia Coetzee, South Africa has her own regional and rural development consultancy and often works with conflicting opinions to facilitate development. She has ten years of rural development experience working for a Non-Governmental Organization developing people, seven years of adult basic education experience working for the South African Government, three years of training and development in the private sector and is now running her own business in rural and urban planning creating land use opportunities for farmers. She is also a part time farmer farming with cattle.

This workshop provides rural youth leaders the opportunity to gain specific leadership skills through experiential learning. Participants learn by doing an activity followed by a reflection. The reflection focuses on what happened, why it happened and how it made participants feel. The reflection is concluded by participants identifying opportunities to apply their learning when back in their own country.

In the 2013 Workshop the sessions on communication and conflict resolution assisted participants to develop a deeper understanding of conflict and how some practical steps could help to improve communication and resolve conflict. Two of the important steps covered in the morning and afternoon session were:

- To identify what you cannot give up when managing conflict or negotiating
- To analyse the communication style of those you have conflict with and prepare accordingly.

The session on communication focuses on transferring information through creating or breaking down relationships whilst the session on conflict management focuses on establishing common ground.

The steps to resolve conflict were taught through a case study, whilst communication was facilitated through making participants aware of the different communication styles, and how observing these styles can assist them to work with people whom they usually would have conflict with or whom they would have avoided.

Participants remarked the following:

*“I will use the learning to develop a better understanding between the leadership and members of groups at village level.”*

*“We shall determine if our members would adhere to service conditions set by our savings club. This is important as the non-adherence to the service conditions will cause conflict which can easily become destructive.”*

*“I usually reflect, I now have a good basis for reflection and can do it in a more structured way.”*

*"I could identify why we had difficulty with the co-ordinator of the youth re-employment programme."*

*"I have learned to consider different cultures in different countries and how to physically arrange the setting to decrease conflict."*

*"I now understand why my boss reversed his roles when I was in a crisis."*



## Mona Knesebeck, Germany



Mona Knesebeck is a German consultant and trainer. She looks back on many years of experience in the field of adult education. This covers planning, organization, and implementation of several international training projects for In-WEnt and former GIZ in Germany and abroad. Among others she developed and implemented the concepts of the topics MOVE, communication, conflict management, Leadership and intercultural training.

## Resolving conflicts constructively

### Chairs Exercise



### Objectives

- To show participants how to manage conflict by turning it into cooperation
- To help them focus on the possible differences in the interpretation of instructions

- To make participants aware of cultural differences in handling conflict

The participants were divided into 3 groups; each group had got one set of instructions (either A, B or C).

They were not allowed to show their slip of paper to other participants, as this would have defeated the purpose of the exercise.

### Instructions

A Put all the chairs in a circle. You have 15 minutes to do this

B Put all the chairs near the door. You have 15 minutes to do this

C put all the chairs near the window. You have 15 minutes to do this

The participants were asked to start the exercise, following the instructions they were given





## Comments

The analysis focuses on aspects of non – aggressive conflict resolution. The instructions cannot be carried out unless people with identical instructions cooperate.

The sub groups cannot carry out their instructions unless they cooperate.

This exercise has great scope for creative conflict resolution. Groups often burst into frantic, use force and sometimes carry chairs with others desperately sitting on them to their corner. When some participants are trying to find a cooperative solution, others can be seen continuing to collect and defend their chairs. This turn frustrates the co-operators, who forget their positive intentions and join the argument.

## Resolving conflicts constructively

### *Create a win- win situation*

The different viewpoints will be discussed and both try to come to an agreement, which is acceptable for both parties. Important in coming to a constructive solution are:

Both sides need to develop trust, must not be forced into speaking their mind, there should be free access to the information needed for participatory decision making.

### *Avoid win- lose situation*

Where one wins at the cost of the other, especially in a situation of power-play

Normally this can be avoided and both parties could seek a solution together.





### ***Lose- lose situation destroys motivation***

When neither party is satisfied with what they get, what develops is only frustration and aggression. The worst thing is to run. This can destroy an organisation. A better way would be to seek ways of compromising and looking for new chances for the future.

### **Tips for conflict discussion**

- Use I-message instead of You-message
- State your own goals or wishes and also seriously consider the other person's wishes
- Appreciate the other person despite your different viewpoints
- Step by step come to an agreement and be ready to compromise





## Appolinaire Etono Ngah, Cameroon



Appolinaire Etono Ngah has a degree in agriculture from the *Ecole Supérieure d'Agronomie Tropicale*, Montpellier, France and has attended miscellaneous training and further education programmes in different European and American institutions. He has long-standing professional experience in leading positions dealing with rural concerns, working successively with government institutions, development agencies, and nongovernmental organisations (including *Inades-Formation Cameroun* which he ran for eight years). As a professional coach he is presently working as consultant-coach in management training and organisational development. He works in numerous African and European countries (mostly in the Netherlands, Germany, France, and Belgium); this enables him to operate within multicultural environments, with all the implications which may ensue from this. He is also an associate member of the teaching staff at the *Catholic University of Central Africa*, Yaoundé, Cameroun. Throughout his career rural youth work was frequently at the centre of his activities.

The 26<sup>th</sup> International Leadership Workshop for Rural Youth had for its motto Prepare for action, and this motto governed the learning process of the participants from numerous different countries, with the French-speaking group consisting of 12 members. They came from Morocco, Guinea, Mali, the Dominican

Republic, Haiti, Niger, Congo (DRC), Cameroun, Senegal, Chad, and Madagascar.

The main issues as stated in the programme were as follows:

- Skills and methods for encouraging group work;
- The capacity to act: ideas and stimulations in order to encourage the exchange of ideas and the promotion of rural youth work by means of international exchange;
- Implementation strategies: formulation of concrete working plans for implementation within their zone of responsibility.

These aspects were discussed in detail throughout the workshop, both within the individual language groups, during open space sessions and other opportunities for exchanging ideas.

Among all the ideas and suggestions developed during the course of the workshop, we have chosen to put the spotlight on one particular aspect: i.e. the issue of problem-solving. This represents a major challenge for the majority of teams in charge of workshop groups, or of participants themselves.

Although it has been highlighted that there are several techniques for problem-solving, we have all agreed on the fact that there is a consensual approach that, if it is followed, offers good chances to help solve the problem in question.

The approach to problem-solving has been presented as a cycle consisting of four main phases;





there are tools that are particularly suited to each one of these phases:

- Identification;
- Solutions;
- Analysis;
- Communication/motivation.

### Phase 1: Problem identification

In phase 1 the problem to be resolved is identified, its specific circumstances are described. Phase 1 is descriptive by nature, consisting of an analysis of the problem and the setting of objectives for its solution.



Dr. Charlotte Karibuhoye

The following tools may be used: The 6 vital questions allowing for a proper understanding of the major points: WWWWHW? (What? Who? Where? When? How? Why?).

### Phase 2: Search for solutions

In phase 2 comes the search for problem solutions, i.e. looking without restriction at any possible solutions to the problem. This is the creative phase.

Tools to be applied might be:

- Brainstorming;
- The Disney Method.



### Phase 3: Analysis

In phase 3 the suggested solutions are analysed in depth and evaluated from a logical point of view in order to identify the one offering the best cost-benefit ratio.

Tools to be applied might be:

- Multi-criteria analysis, a basis method suited to detailed concepts;
- Use of score cards, a simple but practical method to quickly evaluate the team's position.

### Phase 4: Motivation/Communication

This phase is frequently neglected; it is implied that once the right solution has been identified “all that is needed is to implement it”. Practice has shown that things are not as simple as that.

There is a mandatory rule that applies at this stage of the problem-solving process: The earlier the stage in which all parties concerned have been included, the higher the motivation, and the less communications are required. Time spent on the decision-finding process is time gained in terms of implementation.

Ultimately it can be said that participants have acquired the skills necessary to encourage them to “prepare for action” once they have returned to their respective countries. They will thus go back home with improved knowledge, professional expertise, behavioural skills and experiences which will help them to improve the situation of rural youth.

## Jonathan Cook, Great Britain



Jonathan Cook is a British training and communications specialist with wide experience of working in many fields from development to drama throughout Europe, Africa, Asia and the Caribbean. His work with UN and EU projects and as a university lecturer in development communications has given him the opportunity of working with people from almost all countries of the world. Currently based in Italy, he divides his time between consultancy work and directing a language and communications centre. He has acted as a facilitator for the Herrsching seminar since 1993.

The Herrsching seminar is a favourite event for me. Through the activities both in language groups and all together, an atmosphere is created which means that people from all countries of the world feel able to freely discuss issues together and come to an understanding of different points of view - without conflict. If each participant to the seminar is able to take back to their countries even a small part of the extraordinary ability to cooperation with others this seminar promotes, the world will be a better place.

During the seminar, experiential learning methods are used to enable participants to experience a wide range of leadership issues from group dynamics to communication, cooperation and conflict resolution, leadership

and creativity. Following widespread discussions with other participants from throughout the world, the seminar culminates with each person preparing an action plan for how they will make use of some of what they have learnt during the three weeks in Herrsching.

Each seminar I include a number of new exercises and games, and this year brought in several on leadership and cooperation. One simple



exercise was to ask the participants to form a square with a rope. The tricky part is that they must all hold the rope the whole time and all are blindfolded. This brings vividly to life issues of communication, leadership, planning, coordination and cooperation in trying to achieve what seems initially, a relatively simple task.

The experiential learning exercises are followed up with discussion and theory to draw out the lessons from the exercise, but it is usually the





exercises themselves that remain in the memory. They remind us of, for example, how we interact with others, who lead and why we follow, what makes a good leader and the importance of planning before trying complex solutions.

While many other workshops use experiential methods, the Herrsching seminar remains unique in my experience in the extent of time and effort placed on ensuring all participants can work well together both in small groups and when they need to interact with those they know less well.





## Juliane Westphal, Germany



Juliane Westphal, currently based in Berlin, works as a mediator, trainer and development communications consultant, e.g. for the *Gesellschaft für Internationale Zusammenarbeit* (GIZ). Together with Kerstin Kastenholz, she developed a one-year qualification course, “Non-Violent Conflict Resolution - Methods for Intercultural Work” which takes place in Göttingen, Germany. In 2007 she developed the information, education and communication strategy for the Truth and Reconciliation Commission (TRC) in Liberia after she had been in charge of TRC follow-up projects in Sierra Leone. She has managed a number of media projects in Zambia and Brussels, produced radio documentaries and initiated many art projects. Juliane holds a Master’s Degree in Mediation, a certificate in *Media and Conflict* and a diploma in *Visual Communication*.

The Herrsching Seminar is a great opportunity for me to combine my passion for international exchange with my skills in facilitation, communication, conflict management, and visualisation. It is a pleasure to work in the open learning environment of the International Seminar, created through a lot of experience and engagement in the team. The combination of the work undertaken during the workshop, sharing of best practice examples, and challenges among the participants and the field visits are a unique opportunity for the participants to reflect and improve their work back home.

A sequence of exercises during the first week of the seminar worked particularly well: The participants started by filling a SWOT (Strength, Weaknesses, Opportunities, and Threats) matrix concerning their work with rural youth. After an introduction, participants practised Active Listening in pairs, explaining to the other person what they had filled into their SWOT matrix.

In a next step, participants produced a mind map demonstrating their strength. They could also include weaknesses that turned out as strengths in the active listening dialogue. The presentation of the posters depicting the strengths of each participant resulted in an atmosphere of self-assurance.

The participants worked on obstacles and threats in their work – which they had identified in the SWOT matrix – by creating Forum Theatre scenes. This kind of role play allows participants who have watched a scene to play alternative reactions while repeating the same situation on stage, a way to generate solutions or to work on conflicts. The group surprised itself with some very convincing interventions on stage.





## Reflections of my Country and Work

**von Kay Lorentz, participant from South Africa**



South Africa is a beautiful land with a troubled history and current reality of political instability. It is a country with an amazing constitution, and a democratic nation with a lot of great policies and infrastructure that should be contributing to steady development. However, with a history of racial injustice and gaps between rich and poor as the starting point for the current ruling party, plus high levels of corruption, we seem to be moving forward very slowly - and some believe backwards - with a decrease in economic growth, increasing education gaps, and increase of poverty and crime.

The greatest challenge to rural youth work in my country is that the youth do not stay in the rural areas because of poor education and the urban pull. They move to the cities in hope of better jobs and income. However, we have high rates of unemployment and as a result many youth come to the city to find that is not what they believed in their dreams. Many turn to crime and prostitution in hope of getting

money and soon find themselves getting into a cycle of drug abuse and violence which becomes a way of life.

Many, perhaps the majority, of the communities of South Africa have been described as environments of continuous trauma. Although we would like to undo the damage of the past, poverty, and poor education quickly, the resources are not working this process out fast enough at a grass roots level. Poverty in many areas with high incidences of crime and violence are the realities in which we work.

Our organisations were birthed in response to this crisis. We cannot take youth and children out of the crisis, but we can perhaps look at ways to make them more resilient to stay strong in it. Resilient Kids started in partnership with *MercyAIDS* in 2005 to look at ways to support orphans and vulnerable children at community level with interventions that would strengthen the capacity of the community and her youth to deal with their reality without having to turn to alternative lifestyles that could keep them in poverty.

We go into a community and identify organisations or individuals that are working with OVC and pull together a forum of caring adults. We brainstorm what we can do to better assist the needs of the youth and the children. This is followed by a training session that is a week-long introduction to tools and systems that can support the vulnerable youth and children psychosocially. We then work out some kind of intervention where these adults can try out their new skills with youth/children, either in the form of a holiday club, or a camp. The long term works with children that support them psychosocially are born in forms of clubs that



work to keep the children and youth safe. It is relatively inexpensive to run and we have seen the training impact in a number of rural communities.

However, there are challenges to what we can offer, due to funding constraints and the current expertise of the team. Working with young people psychosocially addresses only one area of their lives.

I came to this seminar with the hope of gaining new insights and knowledge. I hoped to learn from the facilitators and other participants how we could expand our work. In particular, I hoped to broaden our model to a more developmental model, especially for the holistic development of youth in rural areas.

Already on day one I knew I was in the right place to get the next pieces of the puzzle. I learned that there were organisations that had developed many sustainable rural youth works. Not only has the seminar taught me a lot about myself, it is helping me draw some links between my current works that I am doing for 3 different organisations, and how I can make it one goal of networking together to better serve the communities to achieve sustainable development of youth work.



## Capacity to Act

### Part 2: Ideas and impulses for training and rural youth work through a global exchange of experiences

What can be done to improve the living and working conditions of rural youth? During the second part of the workshop, this very general question was examined in depth over three days. The outset of part 2 was shaped by the participants' personal experiences and situations. For one thing, they gave accounts of issues and/or solutions which have been dealt with and implemented in their organizations or home countries, and which have proved successful. In this manner four pinboards with plenty of best practice examples were developed which constituted a valuable resource for the other participants.



On the other hand participants pointed out current challenges and problems which they face in their organizations back home. This was followed by finding solutions proposals by means of Open Space. This is a method of Large Group Facilitation using a given overarching topic while at the same time making no restrictions

as to form and content. In a plenary session the participants suggest their own subtopics (most of the time these are issues regarding problems they have to deal with). Participants can form smaller working groups where they can formulate possible responses, based on their respective knowledge and experience. Only the space for having their discussions and pinboards for documenting the aspects that they develop are provided to the participants. The moderation, documentation of results, and contributions to the debate are the participants' responsibility. The findings are collected at the end; it is not imperative that each subject that has been proposed in the plenary session must also be dealt with.

The different language groups had already gathered topics to be addressed by the working groups the previous day, and the facilitators had grouped and selected them. This allowed participants to actively contribute to finding solutions, or contribute experiences to approximately 20 topics in the *open space* session. If a participant found that a topic proved to be of less interest to him, it was no problem to spontaneously leave the group and join another working group instead. There were only four rules to be observed in the *open space*:

1. Whoever joins the group, he/she is the right person
2. Be open for anything that happens
3. Whenever it starts, the time is right
4. When it is over, it's over



At the end of the open space phase eleven topics were selected, and individual small groups prepared short presentations on the elaborated solutions in a plenary session. The findings were also presented on pinboards and exhibited in the foyer for several days like in a market square. The eleven project themes were:

- Motivation 1: People mobilization for system change
- Ecotourism: Ecotouristic and sustainable agriculture's opportunities
- Motivation 2: Lack of motivation of young people to work in agriculture
- Value chain vs. direct marketing
- Political challenges
- *Infrastructure and organisation*
- Funding: Solutions to fund in sustainability in NGOs
- From savings to bank: From saving group to financial independence
- International students exchange

→ Education and participation: How to create an attractive seminar for young people outside school

→ International/student exchanges/programs

In the following, three of these eleven project themes are described by way of example in order to illustrate the work during the second part of the workshop:

## Project 1: International student exchanges programs

One of the two groups working on the subject of international exchange programs in agriculture had the idea for creating an Internet platform for bringing together farmers who would like to offer a traineeship in agriculture and students who are looking for an internship abroad. The project group considered it useful to promote the development of such programs as these would provide participants with new insights and could help them to improve their language competence. These exchanges would at the same time promote the further development of agriculture – at best this will be true for both sides– and will allow for a further cooperation between trainer and trainee.

The participants identified four steps in order to implement this type of internet network: to start with, a sponsor has to be found for the project, before the web site as such can be created in a second step. This web site should contain a search mask which allows for providing relevant information as to the field of work, place and period of time. Thirdly, in order to make the network fully operative, potential providers of traineeships must be identified and enlisted. The last step required is the promotion of the Internet platform. This could for example be done by farmers' associations and universities' international departments.



## Project 2: Lack of motivation of young people to participate in agriculture



Participants from a great variety of countries identified rural exodus as a general problem of rural areas and for this reason time was devoted to discussing this issue in the project phase.

One group described the reasons for the lack of motivation of young people to live in rural areas and work in agriculture by presenting short role plays in English and French in the plenary session. The group identified four main reasons and at the same time also suggested “countermeasures”:

The first is the image problem associated with agriculture: farming is hard work, and there is little money in it – such is the image associated with the farming profession. The participants suggested possible counter measures: to actively promote agriculture by stressing its positive sides and making them more widely known; they want to make agriculture a part of basic education, and would like to stress the fact that agriculture can also mean entrepreneurship. In addition, practical measures such as a better system of vacation replacements for farmers should also be promoted in order to improve real working conditions in agriculture.

Another challenge consists in a certain resistance to change which is often combined with

so-called “generation related problems”. In order to counteract this the group suggested specific seminars for farming families or an exchange of experiences among farmers, for example in the form of so-called *Farmer Field Schools*, where a group of farmers meet on one of their own fields in order to have an on-the-spot exchange of views and to learn from each other.

The project group found low incomes to be a third reason for the lack of attractiveness of agriculture. Participants emphasized in this context the importance of stressing the added value of agriculture. Besides, inputs such as knowledge, materials, or financial resources should be more easily accessible for young farmers, which in turn would increase productivity.

Fourth, the participants considered the poor quality of rural extension services to be a further obstacle. In this context they suggested solutions such as a system where competent consultants get paid directly by agricultural organizations or even by farmers themselves, or that farmers share their knowledge among themselves, and without being advised by or through rural extension services.

The conclusion drawn by this project group was that what was needed to counter the problem of rural exodus was agricultural innovations and a diversification of agriculture, as well as improved networking between farmers and rural youth, and between producers and consumers.



## Project 3: Saving groups to financial independence

This group researched the problem of young farmers frequently receiving only scant financial support, and NGOs frequently relying heavily on external financing, while the official lending system often proves rather complicated and charges high interest rates. These problems are to be countered by so-called *saving groups*. A saving group is an institution which is owned by its members and consists of a small number of people who save money collectively and then can take out microcredit loans.

The project group has identified the five steps necessary for the establishment of a saving group: The first step is to gather information on the saving group model and talk to others who have already gained some experience in working with it. The next step is to promote the founding of the saving group, and to enlist trustworthy individuals to join in the project. Once this step has been successfully completed, the third step is for the group to lay down the principles, and the fourth step then is to elect a Management Committee from within the group. Fifthly, the members' capacities must be continuously developed and expanded.

In addition to granting loans to their members, these saving groups also offer capacity building and the provision and transfer of knowledge and information.

The challenge with founding a saving group lies, among other things, in the fact that it is based on trust; and trust doesn't exactly abound (at least in the early stages of the establishment of a saving group). What is more, for its implementation a financial and/or banking expert must be enlisted who has the necessary knowledge. Another challenge is presented by the lack of education and awareness of its members.

As possible solutions to these problems the group recommended to start out with trustworthy individuals in order to continuously increase trust, to establish an efficient management that mobilizes and monitors the money and increases public awareness of the saving group and the related benefits.

What was special about this group was its constellation. It consisted of four participants from Africa who only spoke French, while one of the two participants from Cambodia didn't know any French at all. The group nevertheless succeeded in developing a project plan and learning from each other. Thus, the African members of the group were able to discover that the lack of interest rates was the source of the problem of their saving group, while it was the interest rates that form the basis of the success of the Cambodian saving group. The Cambodian model could therefore serve as best-practice example for the four African participants.



## Republic of Guinea (TBD)

### Comment by Cisse Mamadi Fatoumata, participant from Guinea



### The REPUBLIC OF GUINEA

The republic of Guinea is a country in West Africa and covers an area of 245,857 square kilometres. It is a coastal state with 300 km of Atlantic coastline, and is situated half-way between the Equator and the Tropic of Cancer, between latitudes 7°05 and 12°51 N; and 7°30 and 15°10 W. In the west it borders on the Atlantic Ocean; it shares its southern border with Sierra Leone and Liberia; its eastern border with the Ivory Coast and Mali; while in the north it borders on Guinea-Bissau, Senegal and Mali.

The country's climate is characterized by two seasons; depending on the region, their length varies from three months (in the north), to nine months (in the south-west).

The average rainfall varies from 4,000 mm (coastal region) to 1,300 mm (Upper Guinea); throughout the country most precipitation occurs in July and August.

The country has various types of soil and an abundant water network. Numerous rivers and watercourses which have their sources in

Guinea help provide the water supply of the neighbouring countries, thus making Guinea the water tower of the sub-region.

Guinea has great hydro energetic potential and abundant natural resources (bauxite, gold, diamonds, uranium, iron, cobalt etc.). It is the world's second largest producer of bauxite. These abundant natural resources make Guinea one of the countries considered the most predisposed for economic development in western Africa.

In terms of vegetation, Guinea has six important geographic areas (mangrove swamps, dry forests, dense humid forests, mountains, the savannah, and agricultural areas).

Youth organizations are: Associations, local NGOs, *Groupements*, *Coopérative*, and *Sérè*. They are subdivided in formal and informal organizations:

- Informal youth organizations: *SERE*, *Groupement*, *Coopérative*, *benso sodia*
- Formal youth organizations are structured, registered and officially approved, with inspection and approval of statutes, and rules of procedure, NGOs are *Association*, *Certains Groupement* and *Coopérative*

The biggest challenges for rural youth organizations in the Republic of Guinea are the qualification of its members (training) and facilitated access to project financing.



# Implementation Strategies

## Part 3: Development of concrete work plans for implementation within the participants' own sphere of responsibility

The last part of the International Workshop focused on participants' own project work. Under the motto "Prepare for Action" participants identified opportunities which would allow them to apply their learning when back in their own countries. Participants were particularly interested in implementation schemes with respect to their own voluntary commitments, or in activities with respect to their place of work, or in schemes which simply focused on the participant himself/herself as an individual. This allowed for the planning of projects which



- are implemented in their own and/or possibly with (an)other (rural) youth group(s), (e.g. well drilling projects, embellishment of villages, setting up a computer lab where students can be helped with their work, transnational exchanges of experiences etc.);
- are implemented within the organization (e.g. organizing or reorganizing the organizational structure, setting up or reorganizing local groups or an umbrella organization), or

- focus on the participant himself/herself (e.g. individual training plan).

A checklist was used to provide guidance, and participants were asked to answer the questions on the list in as concrete a manner as possible:

- **What?** What would you like to do, change or improve? What is your objective?
- **Why?** Why would you like to implement this plan? What are the advantages?
- **How?** How do you want to achieve this? What are the concrete steps and activities required?
- **When?** When would you like to start? What is your timetable, and for which kind of activity, and when will you be finished? How are you going to find out that you have achieved your goal?
- **Where?** Where will all these things happen and/or take place?
- **Who?** Who else will be involved? Can you count on their support?
- **Which are the resources?** What do you need for these activities? Are the required means/funds available?





Working out these action plans took several days and was done in close cooperation and consultation with the facilitators. The implementation schemes were then presented in the own language group in order to receive efficient feedback on various aspects from the other participants, and in order to be able to include further ideas into the plan. Subsequently a flip-chart was made up outlining each action plan, which was exhibited in the plenary session. In addition, each language group was given the opportunity to present one of the group's action plans in the plenary session. On this action plan all participants in the plenary session gave feedback in writing which was then discussed in the language groups.



After the end of the workshop the implementation of each project is to be coached by one other participant who will act as buddy.





The following three action plans will illustrate the type of work undertaken during the last part of the workshop: planning of a processing centre in Chad, of an adventure park in Columbia, and of a women empowerment programme in Cambodia.

## Action plan 1:

### Planning a processing centre in the Moundou region, Chad



#### by Clarisse Domaye Nelangdje, participant from Chad

The French-speaking group selected the action plan presented by Clarisse Domaye Nelangdje, participant from Chad, for presentation in the plenary session. Her plan is about the establishment of a processing centre for local fruit in the Moundou region in Chad. The plan is based on the fact that this region is faced with an overproduction of local fruit, while other regions of Chad experience a scarcity of fruit. This means that on the one hand there is a distribution problem, and on the other hand the women in the Moundou region, which produces this abundance of fruit, have no means of benefitting from that overproduction. So far, the amount of fruit that they do not use for themselves, or that can be marketed in the region, therefore must be left to rot. The planned processing centre will give the women the opportunity to process and

preserve any surplus fruit. This will not only result in an increase in value of the fruit but will also entail the possibility to market them in farther-away regions. This will allow achieving the intended goal on which the planning of the processing centre is based– i.e. improving the living conditions of the women in the Moundou region.

However, implementing this project must not stop at setting up the processing centre as such but must also involve the training of the women so that they can work in and with the processing centre. In order to achieve this, it is first of all important to raise the women's awareness of the project, and to promote the idea of the processing centre and the training involved.

The scheme will be funded on the one hand by savings and membership fees of the NGO for which Clarisse Domaye Nelangdje is working, and on the other hand by external subsidies. Awareness-raising activities and training measures will be based on the skills acquired in the Herrsching workshop. It has not yet been further elaborated how exactly the relevant skills in product processing will be conveyed. However, Clarisse Domaye Nelngdje herself has experience in this field.





## Action plan 2:

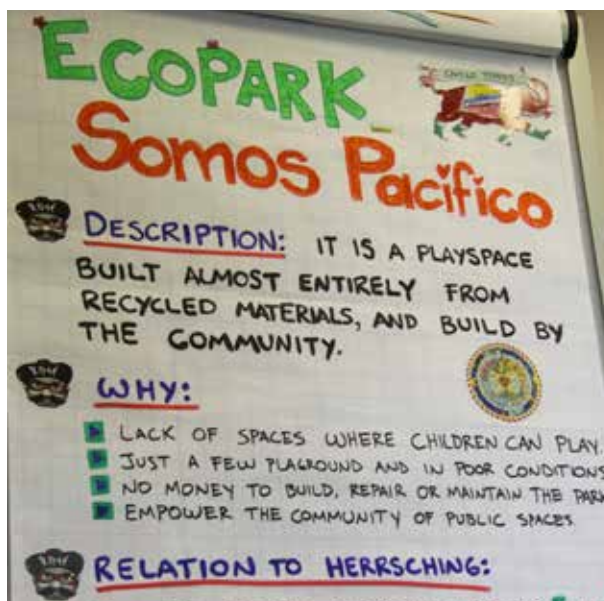
### Planning an adventure park in Cali, Columbia



#### by Camilo Ernesto Trujillo Torres, participant from Columbia

The idea for the action plan by Camilo Torres was born during a technical visit on the issue of regional village development and regional development in Germany. On this occasion the participants visited the village of *Eglfing* which takes part in the “renovation of villages” project launched by the Bavarian State Ministry of Food, Agriculture and Forestry and which has built a natural adventure play area under this initiative.

In Columbia the problem often is that children do not have a safe place in which to play – a problem that Camilo Torres hopes to counteract with his planned adventure park. It is envisaged to integrate the adventure park into the socio-cultural learning and training centre for which



he works. His plan provides for the building of the adventure park on a still dormant piece of land on the premises of this training centre instead of using it as a car-park as planned.

For its implementation Camilo Torres has compiled a 5-step action plan: The first step is to develop a design for the park, secondly sponsors for the project need to be found. In order to minimize dependence on external financing, it is planned to build a large part of the park out of materials which can be recycled. In this way sponsors are only required for those materials which cannot be procured through these collections. For the procurement of the recyclable materials a promotional campaign will be launched and volunteers recruited. Volunteers will also be needed to help build the park. A period of four months is scheduled for collecting the necessary materials; for the actual building works one week is scheduled.

This action plan is a wonderful example for how the supporting programme and the contents of the International Workshop effectively complement each other.



## Action plan 3:

### WOMEN, FOOD AND CITIZENSHIP: Promotion of the gender socio-economic empowerment and equity



by Chan Serey, participant from Cambodia

#### I. About CEDAC:

For more than 14 years, the *Centre d'Etude et de Développement Agricole Cambodgien/ Cambodian Center for Study and Development in Agriculture* (CEDAC) has been working to build the capacity and knowledge of rural farmers in ecologically-sound agriculture. Founded in August 1997, with initial support from the French NGO GRET, today CEDAC stands as the leading Cambodian organization in the fields of agricultural and rural development. CEDAC is recognized for its farmer-led extension services, agricultural innovation trainings, farmer organization development support and publications.

#### II. Background of My Project:

CEDAC has broad experience in working in the East provinces of Cambodia. The general objective of the project is to improve the livelihood of indigenous populations through the spread of ecologic agriculture and the development of local human resources. The indigenous population improved its agricultural production and its access to savings and credit services by creating collective savings groups and strengthening peasants' organizations.

CEDAC-Mondulkiri has recently implemented a development project with funds provided by AECID; CEDAC and Cives Mundi have started to implement a project named "WOMEN, FOOD AND CITIZENSHIP: Promotion of the gender socio-economic empowerment and equity in 31 villages of 9 communes in 2 districts (*Pich Chreada* and *Kaoh Nheaek*) in the Mondulkiri Province, in Cambodia".

Its main characteristics are the presence of indigenous population, especially from the Phnong ethnic group, and the significant infringement of economic and social rights of the rural population (especially of women and the indigenous population) living in extreme poverty.

*Mondulkiri* traditionally depends on rice production. However, rice cannot be produced in sufficient quantities to provide nutrition for the whole year. According to a study carried out by CEDAC, 56% of the families of the province do not have enough rice for more than three months a year. Moreover, the deforestation process and the climate change impact are a difficulty in terms of access to natural and forestry resources, and shorten the rainy season. As a consequence, the food security of the population and income generation are being hindered in both districts. Households headed by women are among the most vulnerable population because they have even less access to resources.

Economic and social rights of women are not respected. Women do not have access to an education, and illiteracy is highest in indigenous women. Furthermore, indigenous women do not have access to basic health services. Despite the workload they assume in their multiple roles each day, women receive little acknowledgment and do not have much power to make decisions at home.

The participation of women in social life is very complicated. This is due to the lack of consciousness of gender in public institutions and the lack of trust in and leadership of women. Women are present in the organization of civil society but are not listened to and have little access to the decision-making process and talks with local authorities. Alcoholism and gender inequality inside the family cause domestic violence.

### III. Aktionsplan:

a). Goal: To strengthen the capacity and skills of project staff and farmers' groups by December 2013.

b). Objective: Promote the socio-economic empowerment of women and gender equity in the *Kaoh Nheak* and *Pich Chreada* districts in the *Mondulkiri* region (Province), Cambodia.

c). Activities:

1. Provide capacity building for project staff with regard to management skills and conflict management, 6 people.
2. Provide training in sustainable production techniques and support to selected promoters on 151 demo farms (on leadership and networking).

d). Why? Because of:

→ Lack of knowledge and skills;

→ Lack of management skills (conflict management);

→ Lack of cooperation;

e). When? Start in September 2013, duration until December 2013.

f). Who? Project staff, youth group and local government;

g). Where? In the Mondulkiri region (province), Cambodia;

h). Resources:

→ No need for funds;

→ Training materials;

→ Support by project advisor;

i). How?

→ Prepare session plan/curriculum/methodology/role play/mind maps/brainstorming and some documents from Herrsching experiences;

→ Prepare training materials;

→ Invite participants and identify place for training, meeting;

→ Conduct training, workshop and meeting;

→ Pre-test, post-test and training evaluation;

→ Report writing to project advisor; donors; and GIZ-Germany & Cambodia.



#### IV. Results/Outputs

- Efficiently and effectively manage the project staff;
- Improve team building of project team work;
- Sustainability of agricultural production techniques (especially organic rice).
- Strong Rice Milk Cooperative (RMC) networking.



## Supporting Programme of the International Workshop

### Arrival and getting to know each other

Hospitality is considered of paramount importance in the House of Bavarian Agriculture. Already at the time of arrival of participants, which was spread over the whole weekend, great care was taken to make everybody immediately feel at home. A warm welcome stood at the end of what in many cases had been several days of travel from another continent. Understandably many of the newly arrived guests felt that what they needed first and foremost was a good sleep, but once they were well rested they were ready to make themselves acquainted with their new surroundings and could recover from the strains of the journey while enjoying a walk down to the lake.

During these first days, meeting and getting to know the other international guests was an important aspect before everybody got down to issues of co-operation and the exchange of

experiences. New friends were soon made when playing skittles, billiard, table football, or table tennis. All participants and the organizers of the workshop met during the *Get-to-know* evening, which gave them all the opportunity to learn more about each other by means of fun and games. A poster exhibition in the plenary gave an insight into the thematic priorities and expectations of the participants, some of whom were volunteers, while others were professionals.

### Sports programmes: sport night, early morning and evening exercise

For the participants in the International Workshop a full sports programme was also on offer. They could take part in sports almost every morning and evening, given that no other events or excursions were scheduled. The sports





programme on offer included aerobics, Zumba, and outdoor activities. Many participants also used the nearby lake for swimming exercises.

Further to this optional sports programme, during sports night all participants of the workshop spent one evening doing sports together. On this occasion they had the entire sports ground in nearby Breitbrunn at their disposal. There they could engage in a football match, play Beach Volleyball, and there also was ample space for enjoying a match of Frisbee. Alternatively, there was a choice of swinging one's hips and get hula hooping, play Boccia, or join in a potato race. For this, participants had to balance a potato on a spoon along a trail as quickly as possible. A particular favourite with the participants was the Zumba training class. Zumba originates from Columbia and is a dance fitness program combining a mixture of aerobic elements and Latin-American dance styles.



The workshop participants enjoyed these sporting activities and the perfect summer weather - so much so that some of them almost forgot about dinner.



## International evening



During the *international evening* the participants were given the opportunity to represent their country and its traditions. Many of them therefore proudly sported their traditional and frequently colorful national costumes. The participants, who were responsible for organizing the international evening, had decked the hall where the event took place with flags and T-Shirts representing their different countries. Some served food and drinks which they had brought from their home countries or prepared for the occasion and displayed information material and typical objects from their countries.

Participants presented songs from their countries, for example from India and the United States; and there was plenty of dancing, with traditional dances ranging from an Austrian *Schuhplattler* via *Bachata*, a style of dance that originates from the Dominican Republic, to a traditional dance from Chad, or a Nepalese pair dance. Particularly impressive was the performance of a participant from Bangladesh who presented a traditional dance involving two plates and which is danced by young girls when looking for a husband.







The participants clearly enjoyed to be able to present their own country and also to be given the opportunity to familiarise themselves with new cultures and customs.



The absolute favourite of the evening, and not only of this evening but throughout the workshop, was a Taiwanese motivation dance that was repeatedly danced after the international evening, for example during morning activities, or during excursions. It was not only after the performance of this dance but after a great many of the evening's performances that a majority of participants took to the dance floor in order to join in the dancing.







## Farm visits

On the first Sunday of the workshop participants were given the opportunity to spend the day at a farm on the invitation of a farmer's family living in the region. This offered them the possibility to get to know Bavaria and the Bavarian people, to find out more about the life and work of a farming family, but also to learn about farming skills and business strategies, and discover the local and regional structures.

The way in which this day on the farm was organized was entirely up to the host families.

For example, one small group visited an arable farm and a pig farm in Swabia. On this occasion the participants spent the morning visiting

a strawberry field where they could learn “on the spot” about how this special crop is grown. Over lunch they then had the opportunity to ask questions and report about the challenges for agriculture in their own countries. The afternoon was spent visiting a modern pig farm before returning to Herrsching again.

Another group went to visit a total of three different farms on this occasion. Their first host was a family on a small, family-run farm in Swabia rearing bulls and pigs. The neighbouring farmer spontaneously offered the visitors a guided tour of his mill so that they could also learn about flour production procedures. The group then went on to visit a larger farm where, next to crop farming, the farmer had created







another mainstay for himself by constructing a biogas plant.

All participants showed great interest in the agricultural holdings and all the sectors covered. The families were happy to answer the numerous questions of their visitors with regard to their farms. All in all it can be said that the new experiences gained during these visits were viewed very positively by the participants.

A third group went to visit an organic-dairy farm in Upper Bavaria. Those who took part in this tour used the opportunity for an afternoon

excursion to the nearby river *Isar*, and for a visit to a village fair.

Like with almost all other previous workshops, the participants ranked the visits to Bavarian farms among the highlights of their stay, notwithstanding the language barriers and cultural differences they were faced with.

The agenda item “farm visits” could not have been put into practice, were it not for the enormous commitment of the farmers’ families which is a key prerequisite and a strong indication that they, too, enjoyed the day with their international guests. Despite of its being the main harvesting season, they all were happy to take care of picking up the participants in Herrsching and take the guests to their farms and back, and to have them in their homes for lunch.

Johanna Gysin, one of the participants from Switzerland, summarized the day’s experiences in a Blog entry for her rural youth organization as follows:

### Johanna Gysin, participant from Switzerland Visit to the Mayr family in Erding, Germany

#### Of Tradition and Change – A Visit to the Family Farm of Clemens and Elisabeth



### Johanna Gysin, participant from Switzerland

“Our farm is a medium to small farm, compared to the others in the area”, says Clemens Mayr, a farmer from Erding, Germany, while pointing to the distant fields on his farm. This surprises his guests from Mali, Madagascar and Switzerland; a farm of 60 hectares is considered a large farm in the visitors’ home countries.

It is Sunday, the 21<sup>st</sup> of July 2013, and the visitors to the family farm in Bavaria are three participants of the 26<sup>th</sup> International Leadership Workshop for Rural Youth in Herrsching, Germany. Elisabeth and Clemens Mayr decided to participate in the program of the Seminar this year and agreed to show three international guests around on their farm. Their visitors are Maimouna from Mali, Noeline from Madagascar and Johanna from Switzerland.

Elisabeth and Clemens Mayr farm a 60-hectare farm with the main focus on fattening bulls. A total of 180 bulls are kept at the farm. The couple mainly uses the feeds produced on the farm, barley, wheat and corn, and tries to keep the share of imported soy down to only 10% of the total feed ratio of the bulls. Most work is done by the farmers themselves, and only few

machines and services are rented from the local machine ring.

The visitors were impressed by the heavy work the couple is doing every day: there are no employees at the farm, the whole work is done by Clemens and his wife, only during weekends their son occasionally helps out. “A farm of this size is not profitable”, says Clemens. “Many farms in these regions disappear because it is either not possible to go on farming, or there is no successor to continue farming”. Many farms can only survive because of the subsidies from the government.

The couple is approaching retirement and is preparing to hand the farm over to their son, who will be the new head of the farm in 2 years while his parents will continue working on the farm as his employees. Handing the farm over to the next generation is not always easy. Elisabeth Mayr says: “We will clearly separate the two households, for otherwise there will be a serious source of potential conflict between the two families.”

Impressed by the hard work and the difficult situation many family farms struggle with, the visitors ask if stopping to farm is an option for the Mayr family. “Not at all!” is the very clear answer of Clemens and his wife. Their strong



bonds with the land that has been owned by the family for generations, respect for nature and the joy of working independently leave no other option to them than to be farmers. How can this commitment be transferred to young people and keep them on farms? “More policy support for family owned farms and less focus on industrial farming!” is Clemens’ clear answer.

Additionally the couple agrees that a very negative image of farming is cultivated in people’s minds: to most people farming only means very hard work and little return. Although work is hard, it can also be very rewarding and this should be communicated to the young generation. “And it would also make farming a lot more attractive to young people, if holiday replacements for farmers would be easier and less expensive to organize!” is the advice of Elisabeth Mayr.

Elisabeth Mayr recently invited school classes to the farm and showed them how bread is produced, from the wheat on the fields to the finished loaf. Although this again means extra work for the couple, Elisabeth enjoys this very much and is planning to participate again in this programme as well as taking further guests from the Herrsching seminar. “It is important, that people know what agriculture and being a farmer means. The education of children and consumers is an important way for farmers to improve the society’s perception of farming as such and sustain the future of a healthy agricul-

ture.” After these serious words Elisabeth opens her fridge and lets us taste her delicious home-made strawberry ice cream with fruits from the farm. Farming can also be a pleasure!

## Walking tour to Andechs Monastery

After the first week of strenuous work on the workshop, the one-hour walking tour from the House of *Bavarian Agriculture*, passing through the village of Herrsching, to Andechs Monastery represented welcome spiritual refreshment. Visible from afar, the monastery is located on the *Heilige Berg*, or Holy Mountain, a hill above the eastern shore of the *Ammersee*. *Andechs Monastery* is Bavaria’s most ancient place of pilgrimage. It has been taken care of by Benedictine monks, who follow the Rule of Saint Benedict - which is frequently summarized as *ora et labora*, pray and work, - since 1455, and in 1850 the monastery was affiliated to the Abbey of St Boniface in Munich as a Benedictine priory. The Benedictine community in *Andechs* is committed to providing pastoral care to pilgrims and the surrounding parishes, and takes care of the management of the business enterprises related to the monastery. *Andechs* after all also comprises the monastery brewery, restaurant, farming activities, and a centre for meetings and cultural events. Thanks to its cuisine and the brewery’s *Klosterbier*, the monastery inn regularly attracts numerous tourists and locals.





For this very reason this walking tour to Andechs that has already become a tradition for all those participating in the International Workshop came to a close on the terrace of the *Andechser Bräustüberl*, where the walkers could not only taste the local delicacies but also enjoy the lovely view of the Bavarian countryside.

## Technical visits in three focus groups

One basic element of the second part of the International Workshop is the visits to different specialized centres. These visits offer leaders of rural youth work the opportunity to gain an insight into the sustainable development of rural areas. This year the participants had a choice between learning more about the education and training of farmers, the social challenges posed by rural life, or about village and regional development in Germany.

The organization of the day was similar for all three groups. Each group started by visiting a facility specializing in the respective subject, and where an agricultural expert was at hand to answer any questions the visitors might have. After an afternoon snack they then went on to visit a farm. This tour of an agricultural holding not only provided them with another insight into the work on a farm, but each of the farms that were visited also had its focus on the very issue that was at the heart of the excursion's central theme.

### Technical visit no. 1: agricultural education and training in Germany

Dr. Wulf Treiber accompanied the technical visit on the subject of agricultural education and training in Germany. The group's first stop was the *Versuchs- und Fachzentrum für Milchvieh-*



*und Rinderhaltung*, a specialized testing centre for dairy and cattle farming of the *Bayerische Landesanstalt für Landwirtschaft* (Bavarian State Research Centre for Agriculture), Achselschwang. This centre of technical expertise offers a wide range of courses on cattle rearing, aiming at beginners, lateral entrants, and also at farmers of long standing who wish to learn more and improve their knowledge of the subject.

The expert providing assistance to Dr. Treiber's group was Gaby Knieß, who works as a training counsellor for the *Bayerisches Amt für Ernährung, Landwirtschaft und Forsten* (Bavarian Agency for Agriculture, Food and Forestry).

After a coffee break the participants went to meet Johannes Brenner on his farm in Finning and learn more about organic farming. Everybody showed keen interest in his work, and numerous questions had to be answered on the issue of organic farming. Here again the question came up how young people could be



encouraged to take up a career in agriculture. The participants in the workshop had identified this as the one problem that the various regions all had in common. Mr Brenner replied that in his opinion a basic interest in agriculture was essential: “It must be both at the same time, your hobby as well as your job. If you are enthusiastic about it, farming probably is the most wonderful job in the world. However, if you feel obliged to do it although you do not really enjoy it, then it can turn into the most terrible profession of all.” He also recommended that in order to be successful in farming it was important to set realistic objectives.

A special feature of the *Fuchshof* – such is the name of the Brenner family’s farm – is the integration of young drug addicts. They come to the *Fuchshof* as interns for a period of nine to twelve months. The work on the farm is intended as a rehabilitative measure for these young people.



## Technical visit no. 2: social challenges posed by rural life

The technical visit of the second group came under the theme of “social challenges posed by rural life”. The group was headed by Angela Kraus, who works as educational advisor for the *House of Bavarian Agriculture*. For this excursi-







on the participants visited the *Herzogsägmühle* in the village of Peiting. It was founded in 1894 as a means of support for homeless men. During the National Socialist era these objectives underwent a fundamental change, and the *Herzogsägmühle* was turned into a national institution serving national socialist purposes. After the collapse of the Third Reich the *Herzogsägmühle* was taken over by the *Innere Mission*, Munich. This is a church social welfare service which over time further developed the institution's initiatives and made it into what it is today: These days the *Herzogsägmühle* is home to approx. 900 children, adolescents and adults. They all have different kinds of problems, illnesses, or handicaps and live together in a village community where they can pursue training or earn a living. Deacon Laugsch explained the history of the *Herzogsägmühle* and life within this community to the visitors, and Mr Schmidt told them more about the agricultural activities of the *Herzogsägmühle* and its inhabitants.

The expert who accompanied the group was Margret Hospach. She is a social education worker with a regional psychological counselling centre where she mostly works with adolescents.

The participants could enjoy drinks, homemade cakes, and ice-cream at the Café of the *Herzogsägmühle* before continuing their excursion to visit the farm of Maria and Franz Stager, also in Peiting. The Stöger family operate a cropping

and dairy farm. On their farm the visitors could make themselves familiar with modern milking methods using a milking robot, and they could also visit the chapel on the farm's grounds.

### Technical visit no. 3: village and regional development in Germany

The third group went on the technical visit that had "village and regional development in Germany" for its theme and visited the village of Eglfing in the administrative district of Weilheim-Schongau. They were accompanied by





Dr. Michael Hengenloh who, like Angela Kraus, works as educational advisor for the *House of Bavarian Agriculture*.

The village of Eglfing has 1012 inhabitants and takes part in the “renovation of villages” project launched by the Bavarian State Ministry of Food, Agriculture and Forestry. This initiative aims at promoting rural development and improving living conditions. What is special about this government initiative is the citizens’ participation; this means that it is the inhabitants of a village who decide on what their village is supposed to look like. They meet in working groups in order to discuss what they would like to see changed and improved, and to work out a concrete development plan.

The mayor of Eglfing, Klemens Holzmann, welcomed the participants to the town hall, and then Mr Reinhold Volger, the expert on the subject, took over to answer their questions in detail. He works for the *Amt für ländliche Entwicklung* (Agency for Rural Development) and presented the project to their visitors. At the end of the visit the group went to see a natural play area which had been designed and built within the framework of the project.

A snack was served to the visitors at the *Bauerncafe Nagl* in Tauting (commune of Eglfing) before they were welcomed to the Berghof Walser in the neighbouring village of Obersöchering. There they were introduced to the principle of “on-farm tourism” by Gerda Walser, who chairs the upper Bavarian initiative on the subject and by the same name.

## Meeting with a rural youth group in the Bauerngarten Stillern

All three groups then met for dinner in the *Bauerngarten Stillern* which is run by the Grenzbach family and where they could while away the evening or listen to the presentation of the



members of the Bavarian *Jungbauernschaft*, an organization of young Bavarian farmers focusing on the living and working conditions of rural youth, who presented their organization to them and then “mingled with the crowd” for talks and an exchange of views. The musical framework program of the evening came from Bernhard Reitberger.



## Sightseeing tour of Munich

After two weeks of work on the International Workshop many of the participants were particularly looking forward to exploring and



discovering the state capital of Munich. For this trip the whole group left Herrsching by coach, heading for Munich already at 8:30 in the morning. On their way to the Bavarian capital Dr. Wulf Treiber provided them with some basic

information on the city and its history. They then all went to visit Nymphenburg Palace and gardens. On their way to the city centre they were able to have a glimpse of the city's Olympic Park. After an hour long guided tour of the City, organized in English and French by the staff of the *House of Bavarian Agriculture*, the group had the afternoon for their free disposal.





## International church service and meeting with the residents of Herrsching

On the second Sunday of the workshop there was the opportunity to attend an international church service organized by the protestant church of Herrsching. Five of the workshop participants – from the United States, Mali and Guinea – played an active role in the organization of the service which was attended by approximately half of the workshop participants. On this occasion the workshop participants also were invited to say the intercessory prayers in their respective languages.

After the church service there was a stand-up reception during which the workshop participants could meet the local residents.



## Excursion to the Dachau Concentration Camp Memorial Site



Although this was the one time during the International Workshop when participants had the day off, almost all of them chose to take part in the excursion to the Dachau Concentration Camp Memorial Site. On these grounds the NS regime set up the first concentration camp for political prisoners in 1933. This camp served as a model for all later concentration camps and as a „school of violence“ for the SS men under whose command it stood. The Memorial Site was established in 1965 on the initiative of and in accordance with the plans of the surviving





prisoners, and with financial support provided by the Bavarian state government.

The participants were offered a guided tour of the site in the German, English and French languages. Despite of the hot weather during the two-and-a-half-hour guided tour, they all were highly interested, very impressed and also deeply moved by the memorial site and the history behind it. One participant even said that he considered this visit to have had a decisive influence on his future life.

## Final excursion to the Bavarian Alps



At the end of the workshop the participants went on an excursion to the Alps so as to get to know their host country even better. At 13.00 hours two coaches set out towards the Alps in glorious sunshine. Their first stop was the famous Garmisch Olympia Stadium in Garmisch-Partenkirchen.



In Garmisch the ski jumping event was held during the 1936 Winter Olympics. To this day Garmisch-Partenkirchen is the venue for the renowned annual New Year's ski jumping event as part of the Four Hills Tournament.

They then split up into three groups and walked through the *Partnach Gorge* on three different routes of different degrees of difficulty. The







*Partnach Gorge* is fed by the *Schneeferner*, the remains of a glacier from the Ice Age on the *Zugspitzplatt* plateau. In 1912 the *Partnach Gorge* was designated a natural monument and has been developed for tourists. Approx. 200,000 tourists come to visit the 700-metre long gorge every year.

The first group went for a short walk with a detour to the *Partnach Gorge* before taking the *Graseckbahn* gondola lift – the oldest small gondola lift in the world – to travel uphill. The second group took the one-and-a-half-hour walk through the *Partnach Gorge* and up to the hill farm of the *Hanneslabauer*. The third group also walked through the gorge and made an

additional detour to visit the *Eckbauer* before coming down to the *Hanneslabauer*, too.

Some of the less seasoned walkers in the party found the two-and-a-half-hour-walk quite challenging. However, the beautiful view and the sense of achievement when they had made it to the top at last made them feel that it was well worth the strain.

After their different walking tours all three groups met for an afternoon snack at the *Hanneslabauer's* farm, and hill farmer Anton Bartl invited his guests to join him on a short tour of his farm.

After dinner the group walked back down to the valley and returned to *Herrsching* exhausted but happy at around 22:30 in the night.



# Impressions of the Herrsching Workshop

**by Noeline Rasoamandrary,  
participant from Madagascar**



My name is Noeline Rasoamandrary, I am from Madagascar. I am a graduate of the University of Antananarivo, Madagascar where I obtained my bachelor's degree in Biochemistry, applied in Food Science and Nutrition in 2009. Since 2011 I have been given the opportunity to study in China at *Jiangnan University*. I am registered in a master course for Food Science and Technology and hope to graduate in July 2014.

Since 2012 I have been a member of an organization called *Action Development and Peace of Madagascar (ADPmada)*. It is an organization in which all members work for the development of Madagascar in their respective fields: tourism, mining, agricultural development ...

As my area of activity is Food Science and Technology, I am mostly involved in in our association's agricultural activities. We are establishing a group of students whose aim it is to promote young farmers or students in Madagascar by strengthening agriculture through introducing young people to farming practices. We hope to achieve our overall objective of increasing the motivation of young people

working in farming and obviously to increase agricultural production in Madagascar.

Before being selected to be a participant in the Herrsching workshop, the main aim of the workshop aroused my interest: "The participants of the Workshop get equipped with skills enabling them to support young people in rural areas to improve their living conditions. They are to be motivated to take on responsibility for a sustainable development in their region". Those objectives were exactly the main points that motivated me to attend the workshop, as was my wish to improve my communication, leadership, and team management skills.

The first two weeks of the workshop were focusing on leadership training (i.e. conflict management, motivations skills, communication ...) and competences for action. The topics I was able to really profit from were leading and motivating groups, leadership principles and negotiation skills. It is always useful to have such skills when working in a team.

Let me briefly introduce my country, Madagascar: it is an island in the Indian Ocean, off the eastern coast of southern Africa. In 2012 Madagascar had a population of about 22 million people. Almost 60 % of the population depend on agricultural activity.

The International workshop Herrsching was a great opportunity for me:

- I have improved my knowledge in leadership skills
- I was able to gain management and team work competences



- It will help me to do my work in Madagascar more efficiently and to build new strategies for rural development in my region.

The visit to a family farm was one of my best days during this workshop. We visited the family of Elisabeth and Clemens Mayr. The couple farms a 60-hectare farm with their main focus on fattening bulls.

My last words are a big thank you to the organization and all the team members as well as to the beloved participants from all around the world.

## Urban network

### Art exhibition by Cristina Barroso during the 26th International Workshop



This year, an exhibition by Brazilian-born artist Cristina Barroso ran in parallel alongside the International Workshop. The paintings exhibited came under the title of “urban network” and focused on the world as such – either from a large, global perspective, or in cartographic detail when depicting a city or region. The exhibition proved the perfect complement to the contents of the International Workshop. The planes and lines, colours and dotting in the artist’s works seemed to take up and reflect the encounters, conversations and exchanges among the workshop participants. Cristina Barroso spent two weeks of the International

Workshop in Herrsching as artist in residence. There she was working on-site in an open studio and absorbing the very special atmosphere prevailing at the International Workshop which she then translated into a new work of art.

On the occasion of the official opening of the exhibition, Dr. Tanja Kodisch-Kraft who is responsible for the Historic Library and the art exhibitions in the *House of Bavarian Agriculture* welcomed the participants of the International Workshop and exhibition visitors from Herrsching. Professor Karin Stempel from Dortmund then gave an introduction to the work of Cristina Barroso. The performance by two musicians from Brazil, Henrique de Miranda (guitar) and Marcio Schuster (saxophone), served as a musical frame for the opening and was followed by Ms Barroso’s invitation to join her in a tour of the building.

Before leaving Herrsching, Ms Barroso gave the participants of the International Workshop an opportunity to make them acquainted with her artistic techniques.



## Returning home with fresh impetus

### Festive Closing of the Workshop

The seminar ended just as it had begun, with a festive event, this time a closing ceremony in order to bid farewell to the workshop participants. The event started with guests of the workshop and guest of honour meeting in the House of Bavarian Agriculture for coffee and snacks. The guests included some of the farming families who had invited the workshop participants to their farms.

The programme was then officially opened by Dr. Wulf Treiber. In his welcoming speech he expressed his pride in having the honour of hosting this extraordinary workshop where a spirit of tolerance and respect had made itself

felt everywhere. Subsequently Mrs Magdalena Zelder, chairwoman of the *Bund der Deutschen Landjugend* (German Federation of Rural Youth), and Mrs Rosa Karcher, chairwoman of the *Landfrauenverband Südbaden* (Association of country women of South Baden), addressed greetings to the workshop participants. Both of them underlined the fact that despite of their diversity it was their commitment to and in rural youth work which united the workshop participants across country and continental boundaries and forged them into a community.

Participants and lecturers equally gave speeches on the occasion of the closing ceremony. The participants from Colombia, Mali and Austria, who acted as representatives for the three





language groups, in their respective speeches expressed their thanks, above all for having been offered this unique opportunity of being able to take part in the Herrsching workshop, where they had received new impetus for their work back home, and had forged numerous international contacts and new friendships.

Appolinaire Etono Ngah, who spoke as the lecturers' representative, said that he was very happy to have been able to contribute to preparing the workshop participants for effective action back in their home countries. In his speech, Dr. Karl Wessels, head of the unit *Einzelbetriebliche Förderung, Bildung* (promotion of individual enterprises, education) at the *Bundesministerium für Ernährung, Landwirtschaft und Verbraucherschutz* (Federal Ministry of Food, Agriculture and Consumer Protection (BMELV)), stressed the importance of the dialogue that takes place within the framework of the International Workshop.

His speech was followed by the highlight of the event, the awarding of the official certificates of participation to the workshop participants. In her speech, which closed the official part of the event, Dr. Christine Natt, vice-president of the *Bundesanstalt für Landwirtschaft und Ernährung* (Federal Office for Agriculture and Food), addressed the workshop participants, emphasizing that they would find their greatest reward in actually putting into practice what they had learnt and planned during the workshop.



A musical frame for the official closing ceremony was provided by the HolzArt Wind Quintet, consisting of five young musicians from Germany, Austria, Japan, Montenegro and Russia. Closing this official part of the closing ceremony drinks for all were served.

Only workshop participants, lecturers and staff then sat down for dinner together, and it was with music and dance that the 26th International Leadership Workshop for Rural Youth came to its end.

## Participants were exemplary, motivated and highly interested

### Dr. Wulf Treiber, Workshop Leader



Last Sunday we went on an excursion to the Dachau Concentration Camp Memorial Site. Almost all of the workshop participants chose to take part in the excursion although this was the one time during the International Workshop when participants had the day off. The guided tours, the impressions, and images (1933), all this deeply touched the participants. It was eighty years ago this spring that the Dachau concentration camp was set up, as a prototype so to speak for all later concentration camps and NS death camps. Yesterday, on our final excursion to the Bavarian Alps, we visited the Garmisch Olympia Stadium in Garmisch-Partenkirchen. In 1936 it served to stage a highlight of national-socialist propaganda: Germany's totalitarian regime welcomed the youth of the world. Nine years later, Germany, Europe, and other parts of the world were in ruins, and 50 million deaths were to be mourned.

What a contrast in atmosphere it is that we can experience nowadays. For more than fifty years, and this year for the 26<sup>th</sup> time, the Federal Republic of Germany welcomes responsible rural youth leaders to Herrsching on Lake Ammersee. One participant told me that in this workshop

tolerance and respect made themselves felt everywhere: among participants, lecturers, organizers, and staff. Yes indeed, freedom and a sense of responsibility constitute essential characteristics of the objectives and contents of this – as we like to call it – unique international meeting. Yes, we are proud to host this valuable educational opportunity. In 2013, we have the pleasure of hosting 51 participants from 34 nations from all over the world, ranging from Bangladesh through to Belarus, from Taiwan through to South Africa, from Colombia through to Tajikistan.

I have already said my thanks this morning during the closing meeting. With this kind of workshop, there are at least as many contributors as there are participants. However, it actually is ourselves who would like to thank you, the participants, for having chosen to come here to Herrsching. It is a pleasure and an honour for all of us to have been able to contribute to this workshop!

The International Workshop Herrsching continues to enjoy a very high level of acceptance. Never before did we receive so many applications – from more than 350 applicants from more than 70 countries. Nevertheless considerable problems increasingly occur with respect to the granting of visas and financing (travelling expenses, fees, on-the-spot expenses), representing a major challenge for many interested parties, despite support given.

Participants this year were especially motivated, highly interested – in my opinion they were simply exemplary! I offer my sincere congratulations to you! It really was an excel-



lent workshop with many valuable, far-reaching and forward-looking stimuli. Dr. Karibuhoye, a lecturer and former workshop participant, told me that she knew about rural youth projects in Africa which had been set up as a result of the International Workshop and continue to flourish - to this very day.

The 2013 Workshop, too, will yield valuable impulses and activities and bolster the network of rural youth work all over the world! Prepare for action! Already during the weeks here in Herrsching this motto has been actively pursued.

I pose the critical question to myself, if we here in Germany, in Central Europe, should not participate more closely and intensely in the great treasure that is this worldwide exchange of experience on the future challenges which we are going to face. Do we really take full advantage of the opportunities offered by this intercultural meeting?

The participants of this workshop have amalgamated into a group which will certainly prove very long-lasting and of which we will be able to expect many positive contributions:

- with regard to rural youth work
- to the major challenge for agriculture, i.e. food, energy, raw materials
- to the environment, to climate

→ to the development of rural areas.

All these are small – in our opinion decisive – elements in order to make this world a better place!

I would like to express my heartfelt thanks to political representatives, and to the German Federal Government for sponsoring this workshop: Federal Minister Ilse Aigner, State Secretary Dr. Robert Kloos, and Administrator Dr. Karl Wessels. They ensure that the *International Workshop Herrsching* can be continued.

Frau Dr. Natt, my heartfelt thanks to the team at the BLE! We have worked very well together! A great degree of trust and mutual assistance could be felt at all times!

I would like to welcome our guest from near and far! Welcome: Madam President Karcher, on behalf of Madam President Scherb, Madam President Zelder, chairperson of the German Federation of Rural Youth, Mrs Sonnenholzner, Member of the Bavarian Parliament, and Mr Kreitmair, President of the Farmers' Association of Upper Bavaria. I extend a special welcome and my heartfelt thanks go to the families who welcomed the workshop participants to their farms for a day. And, last but not least many thanks to the Holzart Wind Quintet and Mrs Brenziger-Schüz: Five classical music performers from five countries. This perfectly fits the International Workshop in Herrsching!



## Rural Youth Work ties us together

### Magdalena Zelder, chairwoman of the German Federation of Rural Youth



I would like to extend a warm welcome to Dr. Wessels, to Dr. Natt, to the guests here present, and in particular to the representatives of rural youth from 34 countries.

I am honoured to be here with you today and to be able to speak to you. On my journey here I was considering what I could convey to so many committed young people. But when I was on the train I decided to forget about all that I had had in mind as it occurred to me again what rural youth actually stands for. I got on the train in the Eifel region, and travelling through the Palatinate and Württemberg to Bavaria, I became aware of the diversity of the German countryside. I then tried to conceive of how diverse your countries and rural youth work are, and how diverse they necessarily must be on an international level. I also considered the question, if the 34 nations represented here are faced with the same kind of problems, have the same requirements, and make the same demands on their countries and the policy of their countries. I came to the conclusion that things are not that much different in other countries; they probably only vary in terms of intensity. I am convinced that each rural youth leader any-

where in the world pursues the same goal of keeping young people in rural areas, keeping them active, ensuring food security, and setting an example in showing that live in rural areas can be good. Dr. Treiber has already mentioned that this is the case for Germany, and I think that it is the same for you in your countries (I deliberately apply this more familiar tone by using the German term „Euch“, for here in Germany we are on first name terms in rural youth work, and I suppose in your countries it is the same.). And another thing will probably be the same in your countries, too: We must make ourselves heard! We, the rural youth, are an active lot; we do a great deal to promote our rural youths. We develop services which, as we just have been told, exist for many years. But no matter how much we do ourselves, we still need the support of politicians! To obtain their assistance, rural youth must make itself heard, too, that is what rural youth associations were established for. And looking at you, in your traditional costumes from the most diverse regions of the world, I am convinced that we can succeed. Rural youth are active, they can tackle issues; even in the face of difficulties we view things positively. I am told that after this workshop the term “understanding between peoples” is all but a foreign word. With rural youth, anything else would have very much surprised me. I therefore hope that you have enjoyed these three weeks, that you were able to rely on each other, and that you have been introduced to new approaches to take back home to your countries, and which you may be able to put into practice there. In principle we all have the same goal, to shape the future in rural areas. And - I hope you do not mind my addressing these remarks to the older generation now- : Please bear in mind that it is the young who are the future of rural areas! This is a point which must be made even



clearer, and with the support of the older generation. You have created the foundation of what we have nowadays and how we live these days. Yet, we must claim our rights still more firmly. We are the future of rural areas, without us there will be no progress. If you do not take heed of the young they will migrate to the cities and conurbations. This is not just a German problem but an international one. It therefore remains my greatest wish that you all return home safely and happily, with many new impressions but also with plenty of new ideas for knocking on politicians' doors again and again in order to tell them: Only with us there will be a future! It is wonderful to see this highly motivated group

here, and for this reason I don't have to worry any longer about the future of rural areas. I wish you all an unforgettable closing event, and I am told by Dr. Treiber that this is going to be a wonderful party. I am deeply sorry that I must return home immediately after this event. Enjoy the party for me! I am sure your recollection of your time here in Herrsching will be a good one, and I hope that we will meet again one day on some occasion or other. There is something that ties rural youth together, you can tell here.

Thank you very much to all of you, and have a great time this evening.

## „Young people are homesick for their future“

### Rosa Karcher, President of the Rural Women's Association of Südbaden



You have just spent intensive few days. You have not only learned a lot for the important work you do at home. You have also familiarised yourselves with a new country, its culture, its people and their customs. And - I hope - you have made friendships that will lead to you visiting each other in the future.

By participating in this event, you have given us a better insight into your home region. We would like to thank you very much for this. And

we would also like to thank you for your co-operation, your commitment and for the views you have expressed in this workshop. This gave all participants new horizons and enabled new contacts to be established:

I am therefore particularly delighted to have an opportunity in my capacity as an Executive Committee Member of the German Association of Rural Women to address you here in Herrsching and to introduce you to our association and our activities. To start with: What we have in common is the strength of our association - based on love of the land:

500,000 members, 12,000 local associations and 22 regional branches go to make a strong network. The rural women in our association are committed, through their activities, to supporting all women living in the countryside and their families. It is our objective to improve the quality of life and the working conditions in rural areas.

The farming sector is an important economic driving force for rural areas. This is a fact which is often underestimated. As agricultural entrepreneurs, rural women raise awareness about this issue day in, day out. Be it in direct marketing of their own products, in farm cafés or as ambassadors for regional products - they help to convey the diversity and quality of rural products.

Furthermore, the rural women in our association are committed to continuously improving the living and working conditions in rural areas. Quality of life and fair opportunities greatly depend on good education schemes, sufficient jobs, cultural and social facilities and infrastructure.

Life-long learning, too, is one of our key issues:

More than 2,6 million women participate annually in training programmes provided for rural women. These training programmes cover a wide range of subjects from preventive health care via sports classes and healthy diet programmes, to seminars on management and social media. There are also offers for women holding managerial positions in agriculture: farm successors or public relations work in the farming sector.

We aim not only at gaining knowledge, but also at sharing it:

Young people in particular know less and less about how food is grown, produced and used. This fact backs up the demands that rural women have been making for years that the curriculum at general-education schools should include home economics as a subject. Rural women continue to be actively involved in schools and nursery schools.

The German Consumer Protection Foundation presented the members of the Rural Women's Association with the Federal Award of Consumer Protection in 2013 for their social com-

mitment. Thanks to their dedication, more than 167,000 pupils have been awarded the nutrition certificate initiated by the Evaluation and Information Service for Food, Agriculture and Forestry („aid-Ernährungsführerschein“). This „aid“-nutrition certificate is supported by the Federal Ministry of Food, Agriculture and Consumer Protection.

The rural women in our association like living in the country and they want future generations to feel at home in the country as well.

They are known as good hosts but their activities go far beyond this: they also address political issues such as fair opportunities or quality of life in rural areas. But one thing is of special significance: they provide a community that welcomes each woman and offers an environment where she can feel at ease.

Ladies and gentlemen,

your commitment shows us that we are part of a community that stretches beyond countries and continents - a community characterised by mutual understanding, respect and solidarity. This at least is my idea of the sort of community in which young people should grow up.

The French philosopher and writer Jean Paul Sartre said that young people were homesick for their future. It is your duty as leaders in rural youth associations to foster this homesickness with the strategies learned here and to help young people to actively engage, in other words to enable them to take action. I wish you every success for your future activities. Moreover, your active engagement for young people living in rural areas deserves great respect and the deepest appreciation. Thank you very much.

Ladies and gentlemen, I wish you a safe journey home tomorrow or the day after tomorrow and every success for your work in rural youth associations. All the best for you and your families at home.

## It was a Wonderful Experience

### Camilo Ernesto Torres Trujillo, participant from Colombia



In the month of April, when I was accepted to the Herrsching international seminar, I was very happy, I knew that it would be a unique opportunity to learn new things, to represent my organization and make the organization known globally. I wanted to create a project to implement in my community, build networks, see something of Europe, but above all meet new friends.

Two weeks before travelling to Herrsching I almost had to cancel my trip, I had many problems with my boss because the seminar lasted three weeks and the community for which I work can't wait that long, but in the end, after fighting against all this, I could come here and live this wonderful experience.

For me the seminar was incredible. This event was much more than just learning leadership issues; you actually began to use the leadership skills in your groups and live out the lessons learned. Even the food has been fantastic, the house is amazing, the workshops have been very funny, and I have learned many things that I can apply in my community.

But what makes this seminar a true experience of leadership and teamwork is the people involved in it, everyone from the people who cook the food every day, the people who clean the rooms, all the members of the staff, and all my new friends from around the world. Here I met people from countries that I don't even know existed and many I may never get to visit. But it will be very important to me when I go home, to tell my parents and my friends that I have a friend in Tajikistan, or in Tanzania. Finally I want to thank Dr. Treiber and the whole team of the international seminar in Herrsching for this wonderful event and especially Regina who was the person who was in constant communication with me. I also want to thank my friend Lina Cardenas who was the person who told me about this event and put me in touch with Regina.

But I especially want to thank all the participants of the seminar, I hope to see you again soon, all of you now have a friend in Colombia, I will miss the nightly parties, the band playing the "Kuckuck" song over and over and again, I will miss the food and especially the cheese, the only thing I will not miss is the water with bubbles. Thank you very much to all, and a good trip back home!



# I carry a lot of things in my bag

**Stefan Lorenz, Austria**



Esteemed guests, participants and friends, over the past weeks we have mastered many tasks in team work, we have learnt to prepare and deliver presentations but the hardest task for me now is to sum up the key impressions of these three weeks in a few minutes.

Why should I travel to Germany for three weeks to attend a seminar? This is not immediately obvious to an Austrian! What is this seminar all about? It is about taking something back home with us! Fortunately, the seminar organisers provided us with a huge bag so that we can take plenty of things back home.

I have a lot of things in my bag: a French dictionary, unfortunately the language barrier proved too much of a challenge. I could not communicate with the francophone people even though I would have liked to. I will try to learn French in the future so that I will be able to communicate better at future international seminars.

I also carry a spoon with me that was given to me as a present by the Ukrainians! The spoon reminds me of the diverse nature of the participants and their cultures but also of the fine cuisine here. The kitchen staff catered to our every wish every day. I also carry a USB stick in my bag: there are thousands of photos from

three weeks on the stick and the very valuable seminar documents from Werner Michl, thank you very much for those!

I also have a postcard in my bag: I will have to take the card back home with me unwritten. The programme kept us so busy and we were constantly on the move so I just did not have time to write the postcard. I will send it from home!

There is also a songbook, it reminds us of the cuckoo band and our highly popular Austrian song that we often sang!

There is one more thing that I have, something that I will probably not be able to take home with me: Werner's pig! The grunts from this rubber animal called us back into the room after the breaks.

## Three cheers for rural youth!

### Appolinaire Etono Ngah, lecturer from Cameroon



As one of the lecturers at the 26th International Leadership Workshop for Rural Youth, I am delighted to address you today. First let me thank all those responsible at different levels who organised this important meeting and thus ensured that it would be held again this year.

Ladies and Gentlemen, the participants from around the globe assembled here had their own expectations when they came to Herrsching. We as lecturers have, in the course of our work, done our best to convey to them the knowledge, know-how and skills which may prove to be of benefit to them.

In short: We accompanied them in order to impart skills for rural youth work to them by means of a variety of expert learning techniques. First, we strengthened the participants' team skills to turn them into good rural youth leaders. Afterwards, we encouraged them, right across language groups, to exchange experiences, focusing, on the one hand, on the material imparted in the first seminar week and, on the other hand, on the wealth of experience contributed by the participants themselves. And, lastly, every participant developed a specific plan for action.

Ladies and Gentlemen, in view of the dynamism, enthusiasm and, most notably, creativity displayed by the participants, I am firmly convinced that the seed we sowed in Herrsching is already bearing fruit. The action plans I mentioned are being implemented in completely different settings in the participants' respective countries of origin. This commitment shown by the participants very clearly demonstrates that they have not just come to Bavaria for a nice quiet stroll but that they want to make a useful contribution to solving the pressing problems and challenges faced by rural youth.

The motto of this year's seminar is: „Prepare for action“. I can assure you, Ladies and Gentlemen, that we prepared these young people for action and initial evidence suggests that they will continue to be actively committed in the future. I hope that they can return to their familiar environment and translate what they learnt here into action for the benefit of rural youth.

Three cheers for the Federal Republic of Germany and its institutions! Three cheers for rural youth!

Our German-speaking group comprised four nations: Austrians, Germans, Swiss and Russians. We were a small but good group. The atmosphere during our group discussions was very open and we learnt some excellent methods!

There is something else hidden in my bag: the list of participants. We received this list in the third week. It goes into great detail and contains all the information needed! There are phone numbers, addresses, email addresses and shoe sizes, everything! Thank you for that!

And there is something else that I have in my breast pocket: Jeff! Our good friend from Brazil. Jeff won't be going home until Monday and we will therefore be taking him with us to Austria. We will show him around Austria for three days. There is so much more at the end of the day, there are maps and factsheets I can use if

I am keen on travelling to a country and thus also important contacts I can pay a visit to. I take all of this and so much more back home with me! I hope that everybody else will also take this much and much more back home with them. Thank you!

## Momentum for rural youth work around the globe

**Dr. Karl Wessels, Head of the Division for „Individual farm support, education“ at the Federal Ministry of Food, Agriculture and Consumer Protection (BMELV)**



This year, I was once again delighted to come to Herrsching to celebrate the conclusion of the international seminar with you.

Federal Minister Aigner asked me to pass on her warmest greetings to you and to wish you every success and the best of luck for your work in your home countries.

The spirit of the international workshop can best be described by the following quotation

from the car manufacturer Henry Ford: „Coming together is a beginning; keeping together is progress; working together is success.“

You all came to Herrsching to spend 18 days here learning methods for hands-on project work and sharing your experiences. The skills you have acquired will enable you to assist young people in rural areas to improve their living conditions. You have also been encouraged to assume responsibility for the sustainable development of your region. Last but not least, you have learnt - or have been encouraged - to plan and organise your own needs-based activities and actions and provide impetus to rural youth work around the globe. The international exchange of experience has provided you with key momentum for rural youth work in your home countries. You have built up a network of experts that will, beyond the end of this seminar, allow you to share experiences and know-how in the future and give each other mutual assistance. In a world which is ever more closely linked, meeting people from other countries and engaging in a dialogue with people from different cultures is more important than ever. Only if you engage in a dialogue will you be able to understand and accept each other. Only if we are prepared to respect different cultural, religious, economic and political views will we succeed in living and working in peace. On that note I hope that the Internatio-



nal Leadership Workshop for Rural Youth also makes a sustainable contribution to international understanding. Rural development is based first and foremost on identifying and unlocking the potential of the rural areas.

What is needed for this are people with courage, confidence and energy who are also able to make young people enthusiastic about their region. There are many studies which show us what ideas young people have about rural quality of life and how this quality of life can be improved. It is also clear what is required of policymakers in respect of rural areas: to ensure that rural areas have a basic, functional provision of services and infrastructure, namely schools, training centres, childcare facilities, hospitals, water, and transport and data networks. However, a sound basic provision alone is not enough to create sufficiently good prospects for people to want to remain in our rural areas. What they need are opportunities to earn an income. And they must be able to participate actively in the development of their region because this is the only way to create a cultural identity and an attachment to home. In Germany, we have launched a competition entitled „Our village has a future“ to try to strengthen this identity and attachment. All participating villages will win in the end - including those who do not take home a gold or silver medal. I would like to encourage young people to be actively involved in many different ways. Clubs, local politics, churches and citizens' initiatives offer a wide range of opportunities for this. Yet what also matters for young people is to find out about other people's lives and living conditions, take a critical look at what is already known and be open to new things. This particularly applies during training. Major technological advances have been made in recent decades, especially in the agri-food economy, such as robotics for milking, GPS-guided spreading of fertilisers and new methods in the cultivation of renewable resources. This is reflected in the many and varied demands placed upon skilled person-

nel today. They have to maintain and operate complex systems, familiarise themselves with innovations, not only in the field of production engineering but also in product development, quality assurance and marketing. However, I still think that the main focus is on having a basic ethical philosophy in the handling of animals, plants and soil that is characterised by sustainability and responsibility for future generations.

In light of this, I believe that basic and advanced training plays a key role, also with regard to coping with climate change, demographic development and, last but not least, ensuring global food security. In other words: The problem in mastering these challenges is not a lack of capital but a shortage of bright minds. We must therefore train more people for highly-skilled activities. We, that is the profession, the government, businesses and training institutions, and our tried- and tested dual training system which is the envy of many countries in the world. In recent years, the issue of meeting the industry's needs for specialist staff and executives has become increasingly important in all fields of the working environment. When one considers the age structure of the German population and the demographic development, it becomes very clear what challenges are hidden behind this topic. The Federal Government is facing up to these challenges by pursuing a demographic strategy and a specialists' strategy.

As the Federal Agriculture Ministry, we have been supporting the profession for many years now in staging vocational skills competitions with the aim of showcasing the attractiveness and social importance of „green jobs“. In Germany we know that our competitiveness and prosperity chiefly depends on the quality of our training and the skills of our specialists. This applies to trade and industry and to the agricultural sector. However, we also know that our model is not directly transferable to other countries and that we definitely need some perseve-

rance if only because of the necessary training of in-company trainers and vocational teachers. Close conceptual and thematic coordination between state, industry and trade unions on an equal footing and with a joint objective that is acceptable to all, i.e. providing our specialists with the best skills possible, are also crucial for dual training to be successful in the long run.

I hope that you also thought the past 18 days provided the best possible training for your tasks. As rural youth leaders you want to contribute to improving the living conditions of the rural youth in your home countries. In line with the motto of this year's seminar you want to take an active part in shaping the future in rural areas.

You are ready to take action! By participating in this seminar, you have learnt how rural youth work is practised in other countries. I hope that the information you acquired will help you in your work at home. It is up to you to translate the results of project work into action in your home countries. We all know that this is not always easy because many good ideas are very hard or impossible to realise. This is especially true if there is a lack of government support or funds. Do not allow yourselves to be swayed as the future of rural areas is so important that

it is worth making every effort. I would like to thank all who were involved in preparing and successfully holding the 26th seminar: thanks to the FAO for agreeing to become the Workshop's patron, to Dr. Treiber and his team: this year you once again succeeded in making all participants feel at home and ensured that they would have fond memories of their stay in Herrsching; to the lecturers for their dedicated work; to the interpreters for skilfully overcoming the language barriers; and to the technicians for ensuring that things ran smoothly.

My thanks also go to the colleagues from the Federal Agency for Agriculture and Food for the excellent organisation; to the Bavarian Farmers' Union, with all participants once again feeling at home in your training centre; and to the rural district of Starnberg and the village of Herrsching for their kind support. Special thanks also go to the farming families that gave the participants an impression of life and work on their farms, where our guests were able to see how farms are run in Germany; to the agricultural mortgage bank for providing financial support to the seminar; and to all whom I have left out and who did their bit to make this seminar a success.

Last but not least, I turn to you, dear participants. Your positive assessment of the seminar shows me that we have achieved the objectives we set ourselves. In the past few weeks, you became familiar with rural youth work in other countries by engaging in talks with your colleagues. I hope that you will succeed in translating the insights and experiences gained in project work into action in your home countries. I wish you all a safe journey home, every success in your work and all the best for the future. I would now like to present you with the certificates from the Federal Minister of Food, Agriculture and Consumer Protection for your attendance of the 26th International Leadership Workshop for Rural Youth.



## Yes, we are ready to act

### Dr. Christine Natt, Vice-President of the Federal Agency for Agriculture and Food



More than a fortnight of learning in Herrsching is now over.

A short but nonetheless very intensive international seminar that focused on conveying plenty of expertise whilst giving people from different countries and cultures an opportunity to meet.

Ladies and gentlemen, you, as participants, no doubt had high expectations and your own ideas about the seminar when you came to Herrsching.

You responded positively to the topic “Prepare for Action” and maybe thought to yourselves:

“Yes, I am ready to act and want to go to Herrsching in order to acquire the requisite skills”.

Over the past few days, the lecturers, local staff and my colleagues from the BLE have worked very hard to equip you with many helpful tools.

All with the aim that you would - once you are

back home again - be able to take responsibility for helping to improve rural youth work.

For us, the greatest reward of all would be if you could translate the ideas and suggestions you encountered here into action in your home countries.

For we are facing huge challenges with regard to the global food situation, changes in the agricultural sector caused by climate change, and the scarcity of resources such as water.

You doubtless also learnt a great deal from meeting other young people from rural areas and realised that you are not alone with your questions and situations back home.

Make sure that you take advantage of these contacts in your future work.

I would like to take this opportunity to extend my warmest thanks to our financial backers, the BMELV, and the Landwirtschaftliche Rentenbank (*central refinancing institution for agriculture and the food industry*).

Special thanks also go to the lecturers who again showed great personal commitment in these workshops, and to the staff of the training centre and Dr. Treiber for the hospitality and superb organisation of the seminar, and, once again, to our own staff at the BLE for the excellent cooperation.

My thanks also go to the participants for their openness and dedication. The workshop can only be a success if everyone is prepared to cooperate well and in a spirit of trust.

We succeeded in doing just that and all that remains is for me to wish you a safe journey home and to hope that you will be actively involved in shaping the future of rural areas.



## Statistical Data: Participants & Countries

The workshop addresses responsible rural youth leaders of national, regional or local rural youth organizations, scientific institutions, or public authorities. In 2013 a total of 51 participants, of which 30 women und 21 men, and coming from 34 different countries, attended the workshop.

### 2013: participants (= p) – broken down by continents

Continents	Women	Men	Total
Europe (10 countries)	13	4	17
Africa ( 13 countries)	10	7	17
America (5 countries)	3	4	7
Asia (6 countries)	4	6	10
Oceania	-	-	-
<b>Total (34 countries)</b>	<b>30</b>	<b>21</b>	<b>51</b>

America: 7 participants, 5 countries



Colombia

Camilo Ernesto Torres Trujillo



Nicholas Levendofsky



Bryn Bird

United States



Claudia Olivo Pimentel



Daniel Jean Masey

Dominican  
Republic



Jeferson Casale Tomazeli

Brazil



Beatrice Séjour

Haiti

Europe: 17 participants, 10 countries

Germany



Juliane Neufang

Great Britain



Katrin Wöhlbier



Patricia Wimbush

Moldova



Sergiu Mihailov

Austria



Daniela Kerbl



Stefan Lorenz



Denise Wornig

Russia



Ekaterina Bobyleva



Iana Perevoschikova

Switzerland



Martina Graf



Johanna Gysin

Serbia



Ivana Radic

Ukraine



Sergii Moroz



Kateryna Onegina

Belarus



Svetlana Mazurek

Hungary



Veronika Marcsok



Tibor Robert Torma



Africa: 17 participants, 13 countries



Soma Jaiteh-Cesay



Gambia



Mamadi Fatoumata Cisse



Oumar Marie Louise Kouyate



Guinea



Chantal Philander



Nomazibulo Mbusi



Kay Ellen Lorentz



South Africa



Alfred Bela Tomo



Cameroon



Bertrand Ogilvie Tafitasoa



Neoline Rasoamandry



Madagascar



Mimie Mansoni Mongo



Congo, DR



Alkassoumi Hassane Hamadou



Niger



Salah Talidi



Morocco



Maimouna Diakite



Mali



Clarisse Domaye Nelandje



Senegal



Taisseer Hassan Hamadel Nile  
Deafalla



Sudan



Haby Ba



Chad



Athanas Marijani



Tanzania

Asien: 10 participants, 6 countries

India			Bangladesh	
	Joseph Anthony Argogyanadh Chukka	Nilotpal Sarkar		Mya Mya Nue
Cambodia				
	Tha Kok	Chan Serey		
Nepal				
	Ram Kumar Bhattarai	Laxmi Pandit (Acharya)		
Tajikistan		Taiwan (R.O.C)		
	Yodgor Gonunov		Ping-Che LI	Han Yu Yen



## Workshop Leader



Dr. Wulf Treiber



Dr. Michael Hegenloh

## Lecturers



Jonathan Cook



Anelia Cotzee



Appolinare Etono Ngah



Dr. Charlotte Karibuhoye



Mona Knesebeck



Prof. Dr. Werner Michl



Juliane Westphal

## Organisation Team



Maren Werner



Christian Walther



Olga Baier



Bünyamin Karaca



## Interns



Caroline Treiber



Helena Hirschmann



Jörg Walther



Leonie Katharina Werner



Martin Geier



Regina Kistler

## Technology



Pavel Stoyanov-Schmid

## Conference Venue Haus der bayrischen Landwirtschaft



## Participants and statistics broken down by countries for the 26 international rural youth workshops hosted by the Federal Ministry of Food, Agriculture and Consumer Protection for the period 1962 – 2013

<b>Europe:</b>	<b>766 participants (= p)</b>	<b>Central Europe</b>	Germany (257 p)
	<b>36 countries</b>		Yugoslavia (3 p)
			Austria (110 p)
			Poland (22 p)
			Switzerland (13 p)
			Slovakia (8 p)
			Czech Republic (6 p)
			Hungary (22 p)
		<b>Eastern Europe</b>	Estonia (11 p)
			Latvia (8 p)
			Lithuania (10 p)
			Russia (36 p)
			Ukraine (16 p)
			Belarus (2 p)
		<b>Southern Europe</b>	Bulgaria (5 p)
			Bosnia Herzegovina (4 p)
			Greece (15 p)
			Italy (9 p)
			Croatia (1 p)
			Malta (10 p)
			Moldova (1 p)
			Romania (8 p)
			Serbia (1 p)
			Cyprus (2 p)
		<b>Western Europe</b>	Belgium (8 p)
			France (12 p)
			Great Britain (21 p)
			Ireland (25 p)

Luxembourg (2 p)

Netherlands (12 p)

Portugal (12 p)

Spain (32 p)

**Northern Europe**

Denmark (3 p)

Finland (30 p)

Norway (22 p)

Sweden (7 p)

**Africa:**      **479 participants (= p) West Africa**  
**47 countries**

Benin (18 p)

Burkina Faso (17 p)

Ivory Coast (12 p)

Gambia (12 p)

Ghana (17 p)

Guinea (9 p)

Guinea-Bissau (3 p)

Cameroon (14 p)

Cape Verde (4 p)

Liberia (5 p)

Mali (17 p)

Nigeria (23 p)

Senegal (12 p)

Sierra Leone (5 p)

Togo (19 p)

**East Africa**

Ethiopia (8 p)

Eritrea (1 p)

Kenya (22 p)

Comoros (3 p)

Madagascar (11 p)

Malawi (12 p)

Mauritius (23 p)

Mozambique (1 p)

Somalia (4 p)

Tanzania (10 p)

Uganda (20 p)



Asia:	North Africa	Egypt (10 p)
		Algeria (1 p)
		Libya (1 p)
		Morocco (19 p)
		Mauritania (4 p)
		Niger (8 p)
		Sudan (4 p)
		Chad (11 p)
		Tunisia (18 p)
	Central Africa	Burundi (3 p)
		Congo (6 p)
		Rwanda (10 p)
		Zambia (7 p)
		Central African Republic (4 p)
		Zaire (19 p)
	Southern Africa	Botswana (10 p)
		Lesotho (5 p)
		Namibia (8 p)
		South Africa (15 p)
		Swaziland (6 p)
		Zimbabwe (8 p)
366 participants (= p) 34 countries	Southern Asia	Bangladesh (25 p)
		Bhutan (4 p)
		India (69 p)
		Maldives (1 p)
		Nepal (12 p)
		Pakistan (15 p)
		Sri Lanka (20 p)
	South East Asia	Indonesia (8 p)
		Cambodia (7 p)
		Malaysia (11 p)
		Philippines (20 p)
		Thailand (37 p)
		Vietnam (4 p)

**East Asia**

- China (44 p)
- Japan (2 p)
- Mongolia (3 p)
- South Korea (1 p)
- Taiwan (14 p)

**Middle East**

- Armenia (3 p)
- Azerbaijan (1 p)
- Iraq (6 p)
- Iran (13 p)
- Israel (7 p)
- Yemen (2 p)
- Jordan (4 p)
- Lebanon (4 p)
- Oman (2 p)
- Palestine (5 p)
- Saudi Arabia (1 p)
- Syria (2 p)
- Turkey (15 p)

**Central Asia**

- Afghanistan (1 p)
- Kyrgyzstan (1 p)
- Tajikistan (2 p)

**America:** 166 participants (= p) North America  
24 countries

**Central America**

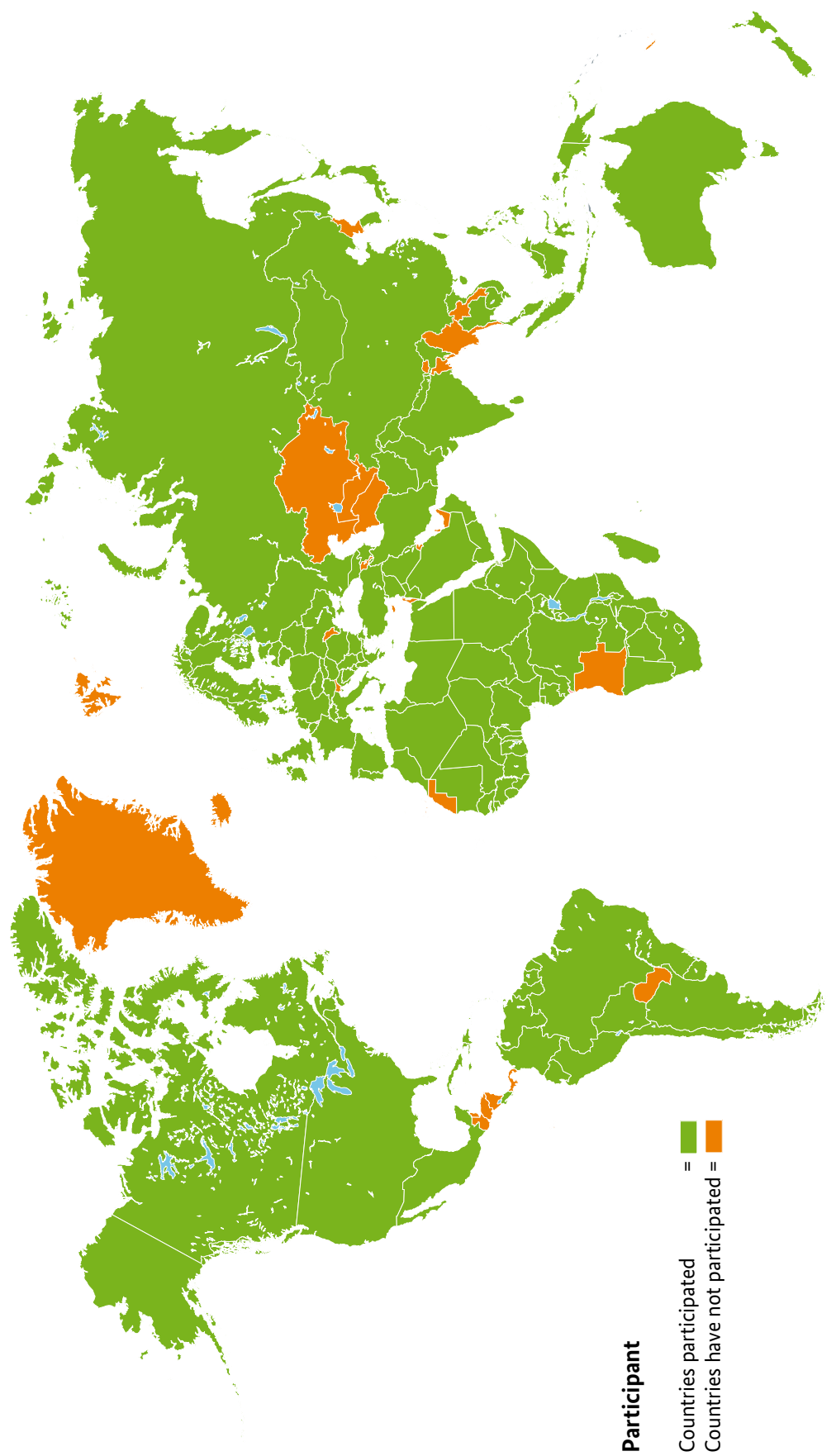
- Canada (16 p)
- Mexico (3 p)
- United States (35 p)
- Antigua and Barbuda (2 p)
- Bahamas (1 p)
- Costa Rica (4 p)
- Dominican Republic (6 p)
- Haiti (15 p)
- Jamaica (2 p)
- Cuba (1 p)
- Nicaragua (1 p)

		St Lucia (1 p)
		Trinidad and Tobago (2 p)
	<b>South America</b>	Argentina (7 p)
		Bolivia (3 p)
		Brazil (13 p)
		Chile (2 p)
		Ecuador (1 p)
		Guyana (1 p)
		Colombia (5 p)
		Peru (10 p)
		Suriname (17 p)
		Uruguay (12 p)
		Venezuela (6 p)
<b>Oceania:</b>	<b>25 participants (= p)</b>	Australia (6 p)
	<b>6 countries</b>	Fiji (1 p)
		New Zealand (9 p)
		Papua New Guinea (7 p)
		Samoa (1 p)
		Tonga (1 p)

Total: participants from 147 countries



## Participated countries 1962-2013



# Press and Public Information



## Actualité 5 MAMADI FATOUMATA CISSÉ, PRÉSIDENT DE SAUVONS L'ENVIRONNEMENT GUINÉEN « Nous œuvrons à la valorisation des activités agricoles en milieu rural »

Le mouvement environnemental guinéen (MEG) est une ONG qui a vu le jour il y a quelques mois, suite à un constat alarmant : la dégradation massive de l'environnement dans le pays et l'abandon des activités agricoles par la jeunesse rurale au profit des activités d'extraversion minière artisanale. Elle s'engage en son sein des spécialistes en environnement, en éologie et en agriculture.

Son président, Mamadi Fatoumata Cissé, a récemment pris part à l'émission de radio « Jeunesse en Action » du Ministère international des leaders de la jeunesse rurale qui avait pour thème principal : « Préparer-avec l'action ».

À cette rencontre organisée sous les deux auspices de la radio et de la télévision, Mamadi Fatoumata Cissé a insisté sur le rôle de la création de son ONG et sur sa participation au séminaire international d'Allouagha.



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Об этом размышляли в Германии представители 43 стран мира.

Раз в два года в самом сердце Баварии – городе Хёринг (Германия) собираются молодые люди со всего мира. Они обсуждают наиболее острые проблемы сельской молодёжи и совместными усилиями пытаются их решать. На юбилейный – 25-й – Международный семинар "Вдохновля молодёжь, объединя континенты" впервые были приглашены представители Волгоградской ГСХА – переводчик [Олеся Александровна Сивер](#) Екатерина Сидорова и замедующий учебно-научного центра Алексей Бартолом. Их участие в семинаре стало возможным, благодаря инициативе руководителя проекта "Поддержка инициатив" (DBV) Штефана Мейерхофа.

Форум собрал более 70 участников из 43 стран мира. Из бывшего Союза, кроме России, были Армения, Украина, Эстония, Литва, Таджикистан. Приехало много представителей африканского континента: из Нигерии, Того, Уганды, Непала... Торжественное открытие семинара состоялось в учебном центре Министерства сельского хозяйства Германии. Участников приветствовали руководитель проекта доктор В. Трайбер, президент DBV в Берлине Г. Зоннматтер, мэр города Хёринг К. Шиллер.

Несмотря на различия между странами, проблемы у сельской молодёжи одни и те же. Во всём мире прослеживается та же тенденция – молодёжь уезжает из села в город. Причин тому много: отсутствие высококвалифицированной работы, невозможность получения высшего образования, проблемы с жильём, отсутствие развитой инфраструктуры (дороги, больницы, школы и т.д.) Однако не стоит думать, что сельскохозяйственная отрасль в Германии переживает трудные дни. Участникам семинара показывали современные фермерские хозяйства, объекты туристического бизнеса, приводили убедительные примеры успешной занятости молодёжи в сельской местности. Следует отметить весьма существенную поддержку, которую оказывает государство сельскохозяйственной отрасли.

Однако главным всё же остаётся отношение человека к труду. Даже на небольших участках фермерам удаётся создать хорошо механизированные хозяйства, оснащённые современной автоматикой. Немецкая предприимчивость проявляется даже тогда, когда их земельные владения измеряются не в гектарах, а в сотках.

Программа семинара включала в себя работу инновационной площадки, иначе говоря, обмен опытом. Представляя академию, Е. Сидорова и А. Бартолом рассказали о традиционных молодёжных фестивалях "Земля – наш общий дом", студенческих сельскохозяйственных олимпиадах и поисковом отряде "Сталитрад". В качестве проектов были предложены разработка новых туристических маршрутов по Волгоградской области, организация международной поисковой экспедиции, проведение областного конкурса среди молодых фермеров на лучшее хозяйство, обеспечение общественного контроля над деятельностью арендаторов сельскохозяйственных земель. Реализация этих проектов академии предстоит заниматься в 2012 году.





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### more Information:

[www.bmel.de](http://www.bmel.de)

[www.international-herrsching-seminar.de](http://www.international-herrsching-seminar.de)

