

# Manual for volunteers and interns

Your unique intercultural learning experience with Shamiri

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## 1. Fundamentals

### 1.1 Vision of Shamiri

Shamiri is in working partnership with the NGO Waridi La Matumaini (WLM). It is a sustainable volunteer organisation focusing on intercultural exchange and global learning. The first pillar of this intercultural learning experience is a working placement in a project in the field of sustainable development. Long-term commitment after returning home is aimed at to achieve maximum support for the projects in Mwanza. The second pillar is the ongoing accompaniment through well-educated staff before, during and after the stay in Tanzania. The third pillar is the intercultural and global learning achieved through language and cultural classes as well as monthly seminars.

Through the exchange with volunteers or interns and incorporating them in different projects Shamiri wants to create a diverse community in Tanzania. Additionally, it aims to form open-

mindful, well-experienced and educated people with a commitment to support the diversity of human lifestyles and beliefs and take on global responsibility.

SHAMIRI is Kiswahili and it means to blossom and grow in a beautiful way. We chose this name as both, the Volunteers and the supported projects should 'shamiri' in the best way through our intercultural learning experience.

## 1.2 Important information about Volunteering with Shamiri

Shamiri differs from other volunteer organisations as we call your volunteer service or internship an intercultural learning experience. The important key factors for this difference are:

- Shamiri cooperates with five **sustainable** projects in Mwanza. Herby sustainable means they are following at least one of the sustainable development goals of the UN. You can be a **volunteer** or an **intern** in various fields of development work. Your working hours are between 30-40 hours/week. Additionally, you will experience Tanzanian **lifestyle**, go to the markets, visit the church, use the public transport, **travel**, find your way in a new environment and learn to be independent. Those two aspects, working and living in Mwanza, make your experience an intercultural exchange.
- We offer you good **preparation** for your experience through a two-day preparation seminar before your departure.
- Upon arrival we focus on you arriving and settling in well through a two-day arrival seminar.
- The aspects of global and cultural learning are targeted throughout your stay via weekly **inter seminars** as well as ongoing **language & cultural classes** (hours are adjusted to your wishes and paid by yourself). Even after your stay we provide you with a two-day **follow-up** seminar.
- Our mentors **support** you in any issue during your stay.
- Your experience is mostly created by yourself, we can only encourage you to use your chance and make the best out of it! One important key factor herby is the length of your stay. We advise you to stay for a minimum of 6 months (even though stays from one month onwards are possible).
- You are not going to save the world, but you will gain important knowledge about yourself, another culture, become independent and have a long-term impact on a project of your choice!

## 1.3 Who we are

### 1.3.1 Manager and founder

My name is Anna-Theres and I am the mentor for all volunteers and interns. I founded Shamiri in 2021 and am now taking care of all issues concerning the volunteer organisation. In 2016/17 I spent eight months in Arusha, Tanzania, and worked as a volunteer in a day care center. Every year after I visited Tanzania at least once. During my studies of International Social Work in Germany, I had the chance to work in a Street Children Project in Mwanza. Since 2021 I live in Mwanza permanently. During my stays in Tanzania, I learnt a lot



about the culture and the needs of the country. I founded the German NGO Rose of Hope Tanzania e. V. in 2018 and co-founded the NGO Waridi La Matumaini in Tanzania. Together we support social disadvantaged families in Mwanza and offer sustainable help. Through my many experiences in Tanzania and my studies, I saw the need for sustainable volunteer organisations. Therefore, I started setting Shamiri up in cooperation with WLM, ROH and the language school ICILD. My dream is to give every volunteer or intern a unique and enriching experience.

### 1.3.2 Mentor

Neema is our competent mentor who will not only welcome you in Mwanza, but support you throughout your stay. She is conducting the bi-weekly mentoring sessions and can assist you with any further questions concerning your stay, your volunteer placement and other issues.

### 1.3.3 Househelp

Mama Tuse is the heart of our volunteer house. She comes from Monday-Friday and prepares Breakfast and Dinner for you. Not only is she an excellent chef, she also helps you to keep the common area clean. The cleanness of your room and bathroom is your own responsibility.

### 1.3.4 Guard

Aloyce, Elly and Benja are responsible for the safety of you and the house during the night. One comes during the night and one during the day.

## 1.4 What you should bring

Everyone can become a Volunteer at Shamiri! We welcome people of any ages from various backgrounds and countries. We will support you as much as we can, but a few basic things are required from you:

- Spend at least one month in Tanzania
- Be at least 18 years old on the day of your departure to Tanzania
- Basic English skills
- Interest in a new culture and learning the local language
- Acceptance and open-mindedness towards Tanzanians
- Skills in teamwork and cooperating with everyone
- Ability to adapt to a new culture (no worries, it will be easier than it sounds)
- Responsibility to fulfil the tasks given to you by your project
- Proactivity and creativity

## 2. Pedagogic concept

Part of the successful volunteering is our pedagogic concept our organisation follows. This concept focuses on global learning and the development of engagement. You as a Volunteer always have the chance to co-create your seminars.

### 2.1 Preparation

You will be able to attend a preparation seminar in Germany or online for two days organised with our partner Rose of Hope Tanzania e. V. (ROH). The dates for the next preparation seminars can be found on our website.

The content of this seminar is:

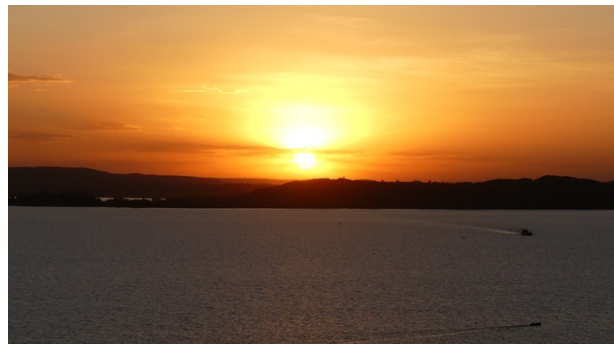
- Preparation for developmental educational service

- Introduction of the organisation and presentation of the different projects
- Getting to know each other and exchange with returnees
- Role of you as a Volunteer
- Sustainable development cooperation
- Intercultural communication
- Life realities
- 5 hours of Kiswahili lessons
- Organisational preparation
  - Education and assistance with social security
  - Insurance
  - Compliance with legal requirements in Tanzania
  - Health care
  - Visa and work permit



## 2.2 Arrival in Tanzania

Our 2-day arrival seminar in Tanzania starts usually upon your arrival. We try to organise for volunteers to arrive on the same day, so you can settle in together. We will discuss your arrival date after your application.



## 2.3 Accompaniment in Tanzania and Inter-Seminars

During your stay we accompany you through bi-weekly meetings with the mentor together with all Volunteers. If necessary, one-on-one meetings will be organised. Also, you will be encouraged to take Kiswahili language classes.

Once a month for one afternoon we will do an inter-seminar. Part of this seminar is the reflection and evaluation of your experience and your current personal situation. Any challenges and problems can be discussed. We will talk about developmental commitment and global learning. In that context we will focus each time on a certain relevant topic.

## 2.4 Follow-up seminar in Germany

Together with ROH we organise a follow-up seminar in Germany or online for one day, which we will organise after your stay.

The content of these follow-up seminar is following:

- Reflection of service
- Exchange with other Volunteers
- Information about developmental engagement in home country
- Preparation for afternoon together with the “new” Volunteers
- Returnees conduct preparation for newbies



After your stay you are motivated to report your experience through a written report, video, documentary, Blog, etc.

After a successful service you will receive a certificate of Shamiri and your project.

### 3. Cooperating projects

It is important for us to cooperate with suitable projects where you will make your cultural learning and exchange experience. We make it our task to oversee these projects and constantly visit and evaluate them. For most of the projects you can choose if you want to be a volunteer or do an internship. Some jobs require related knowledge or working experience to ensure the quality of the work the project does. Please check our website for the current jobs. <https://www.shamiri-volunteer.com/portfolio/>

### 4. Financial Aspects

The costs for your Volunteer service are covered by yourself, therefore, we advise you to set up a support community or look for a job before/after your stay.

In the following we will explain all our costs, as transparency is a key factor in our work.

#### 4.1 Costs for going with Shamiri

##### **Sustainable volunteer option**

We recommend you to do the preparation and follow-up seminar to make your volunteer service more sustainable and that you feel well prepared and have an opportunity to reflect after your service. If you choose this option: In advance we ask you to pay **one-time costs** of 420€. This price includes:

- Support for any issues before, during and after your application,
- materials, salary costs, 5 hours of Kiswahili lessons, etc. for your preparation and follow-up Seminars,
- costs for arrival seminar in Tanzania, and
- administrative costs.

You can also only sign up to the preparation seminar. This costs 150€.

Each month will cost you 360€. **Monthly costs** must be paid before the 1<sup>st</sup> of each month.

This price includes:

- full accommodation in volunteer house (single bedroom, shared bathroom, kitchen and living room)
- wifi,
- food (Breakfast and Dinner, Monday-Friday) and drinking water,
- salary costs for the staff of Shamiri,
- costs for inter-seminar and
- administrative costs.

If you stay less than 15 days of the month, the costs for that month are reduced.

##### **Volunteer experience**

If you want to travel and volunteer, maybe not have enough money for all the seminars or you are just interested in coming for a short time, this option is for you. In advance we ask you to pay **one-time costs** of 150€. This price includes:

- Support for any issues before, during and after your application,
- costs for arrival seminar in Tanzania, and

- administrative costs.

Each month will cost you 360€. **Monthly costs** must be paid before the 1<sup>st</sup> of each month. This price includes:

- full accommodation in volunteer house (single bedroom, shared bathroom, kitchen and living room) -> if no single room is available, you can stay in a shared bedroom and the costs per month will be reduced by 60€
- wifi,
- food (Breakfast and Dinner, Monday-Friday) and drinking water,
- salary costs for the staff of Shamiri,
- costs for inter-seminar and
- administrative costs.

If you stay less than 15 days of the month, the costs for that month are reduced.

## 4.2 Additional Costs

Visa for short-term stay (30-90 days): You will be able to get a student volunteer visa online for US\$ 50. It is valid for multiple entry and maximum 90 days.

Visa for long-term stay (3-12 months): You will get a student volunteer visa online for US\$ 250. It is valid for multiple entry and maximum of one year.

Additionally, there will be costs for

- your vaccines (check with your health insurance what they will cover),
- an insurance abroad (we advise Dr. Walter), which costs around 40€/month,
- your flights from your hometown to Mwanza (usually between 800-1000€ for a round-trip),
- additional food (at the weekends), drinks, etc.,
- transport costs to go to town, your language class, your project etc.,
- spare time money for traveling, going out etc.

## 5. Process of your volunteer service

### 5.1 First steps

Probably at this point of the manual you already know a lot about Shamiri and the projects, contact us if you have any questions. Think about when you want to come, for how long you want to stay and which project you want to support. Consider setting up a support group or find a part-time job or anything which will help you fund your experience.

### 5.2 Application and selection process

Once you have decided to absolve an intercultural learning experience with us, send us your application. We only require you to fill out our application form and add your criminal record and a motivational letter/video/etc. You should apply at least three months before your planned departure.

In the next step we choose the right applicants for the intercultural and developmental service, according to your motivation and your shown openness to support the projects long-term. Then we contact the project to confirm your placement.

After the application and choosing process, you will sign your agreement with Shamiri!



### 5.3 Checklist before your departure

- Transfer the one-time costs and the money for your first month to our bank account (details will be in your agreement).
- Participate in our preparation seminar.
- Do your first few hours (5-10) of online language & cultural class.
- Inform yourself about necessary vaccines (Hepatitis A and B, Tetanus, FSME, Typhoid, Yellow Fever, Rabies, Covid etc.) and get vaccinated.
- Book your flight (1-3 months in advance) and inform us about your exact date and time of arrival.
- Look for your insurance and get it.
- Apply for your visa (we will support you with that).
- Before, during, but especially after your service, we want you to support your project. Your goal should be to create at least one fundraising for it.

### 5.4 Arrival and stay in Tanzania

We will pick you up at the airport in Mwanza and bring you to the accommodation of the Volunteers. On the first Monday of the month your arrival seminar will start. The week after that you will start working regularly in your project and attend your classes. Every month you will have a Seminar on a Saturday. Additionally, you will receive support from us through meetings with facilitator and mentor, who are your contact persons for any problems, questions, issues etc. We also support you with your project, if there are any issues or organise meetings together concerning your fundraising ideas.

### 5.5 Return home

On the day of your departure, we will drop you off at the airport. And hope to welcome you to our follow-up seminar in Germany. The main topic you should think about now is: How can you support your project long-term?

## 6. Information about Tanzania and Mwanza

There are around 130 different tribes with many traditions in Tanzania. The tribes play an important role in identification, but differences are not a trigger for disputes. Another important issue regarding the feeling of togetherness among Tanzanians is the national language Swahili.

In Tanzania, Christianity and Islam are the most common religions (each around 40% of the population), whereby the transition to superstition is fluid.

The family plays an important role as the extended family acts as a care system. This system is changing under the influence of Western culture and the urbanisation. Thus, caring for the socially disadvantaged is an ever-increasing challenge for the government. There is a hierarchy in all areas of life in Tanzania. This puts the elderly over the younger, the rich over the poor, and men over women.

The latter is also the next point we want to address: the gender distribution in Tanzania. The man is seen as a provider and the woman as a housewife, who has less of a say, but this depends on their level of education. Men and women are partly affected by violence, with women mainly being the victims of violence. In marriage, the married couple lives a strict

separation of areas of responsibility and rooms. As with the pension system, the division of roles between men and women is changing due to the influence of Western culture.

Corruption, waves of price increases and poor infrastructure are just three of the many reasons for poverty in the country. This cannot be adequately combated either by the annual economic growth of 7% nor by financial aid from abroad. The country's upper class is made up largely of foreign traders, executives, civil servants, and people who earn their living by non-arithmetic work. They like to show their wealth through different status symbols such as cars, smartphones, or many employees.

Mwanza is the second biggest city in Tanzania. It is located at the largest lake of Africa, Lake Victoria. The main business sector of Mwanza are the gold mines, the fish industry and trading with the neighbouring countries (Kenya, Uganda, Rwanda, Burundi). Mwanza is a fast-growing city, which brings positive as well as negative effects to the people living here. The sector of tourism will definitely grow within the next few years, which means more jobs will be available here. On the other hand, problems of poverty, street children and infrastructure will become more severe. Which is why, sustainable support for projects concerning these issues is more important than ever.

## 7. Accommodation

Since January 2023 we are hosting volunteers in our volunteer lodge in Isamilo, Mwanza. It is located in the center of Mwanza, close to the city center and the projects we cooperate with. Pictures coming soon.