FACHTAG
Kinder-und Jugendarbeit sowie Jugendsozialarbeit mit geflüchteten jungen Menschen

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What is Self-organization?

Self-organization is a process of attraction and repulsion in which the **internal organization** of a system, normally an open system, increases in complexity **without being guided or managed** by an outside source."

The ability of a system to spontaneously arrange its components or elements in a purposeful (non-random) manner, under appropriate conditions but without the help of an external agency. It is as if the system knows how to 'do its own thing. Animal and human communities too display self organization: in every group a member emerges as the leader (who establishes order and rules) and everybody else follows him or her, usually willingly.

Objectives of self-organization

- To develop a **systematic process** of bringing about **positive change** of attitudes and behaviours among individuals and communities in promoting their welfare.

- To enable people to make **informed decisions**, understand and accept **responsibility for their own decisions**, as well as developing the needed skills to maintain them.

- To **Empower** young refugees in **political participation** and **decision making** through dialogue with **decision** and **policy makers.**

Challenges of self-organization

The challenge in self-organizing processes, is that we are not used to letting go of old identities and shape-shifting into new ones. We are uncomfortable in the phases of transition, where identities are not yet fixed, or fixed identities are being challenged in the process of negotiation.

- Lack of a strategic plan that articulate clear mission and charts a strategy for responding future changes in the target groups demands and changes in the environment.

- Lack of capacity to recruit and retain highly motivated and committed members and volunteers

- Quality of services offered to the community

- Narrow spectrum of population served

- Lack of adequate knowledge on needs of the target groups or communities you serve

- Lack of a system for generating revenue

How to develop Personal Identity in Self-organization?

- **Refugees to realize their fullest potentials and self-efficacy in nation building**

- **Refugees to represent themselves and to express their concerns**

- **Refugees learn how to deal with other attitudes and opinions and make compromises**

- **Making voices of refugees heard is democracy education**

- **Engagement and participation of refugees as a tool for prevention against radicalization and marginalization**

- **Facilitate intercultural experience sharing in the social space**

- **Facilitate meetings between people from different social classes**

- **Refugees recognize their value in society**

- **Hosts recognize the value and important role refugees play in society**

Sustainability in Self-organization

Analyze the situation

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Plan your intervention

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Implement

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Monitor and Evaluate
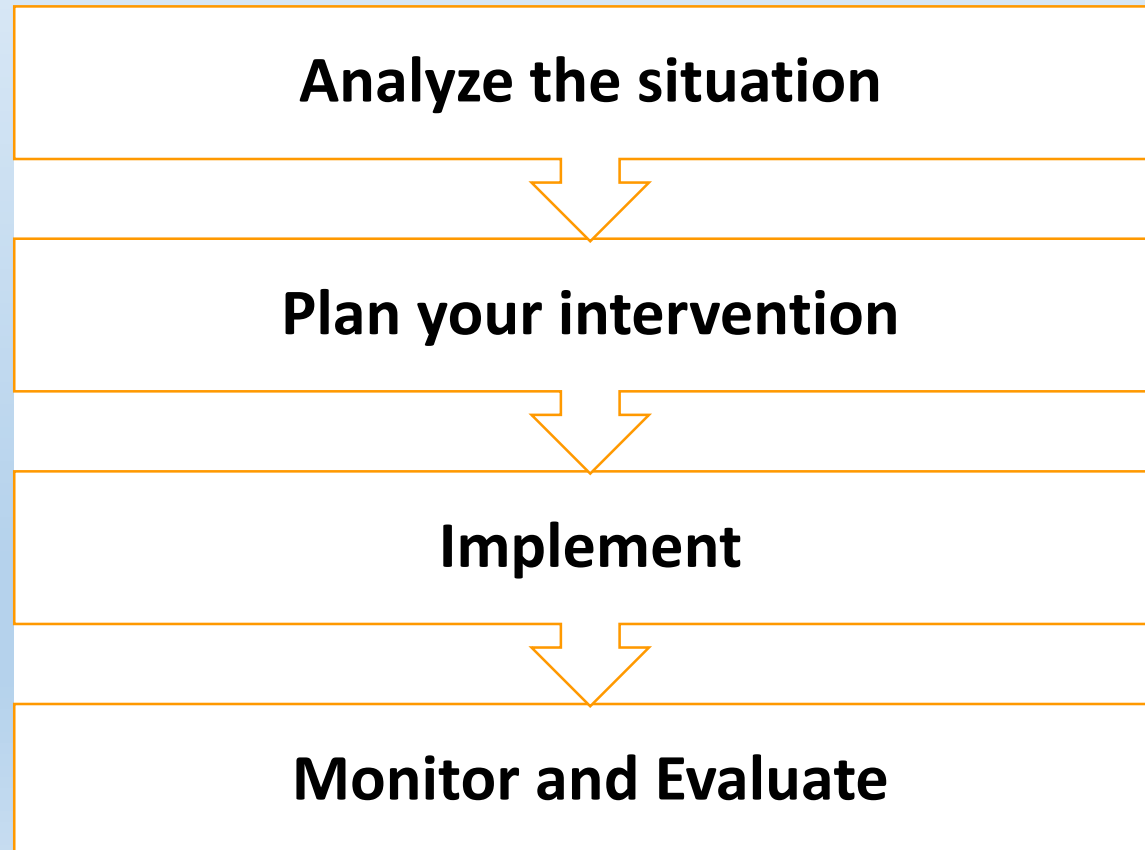
Other types of sustainability in Self-organization

- **Economic sustainability -** achieved when a given level of expenditure can be maintained over time.

- **Social sustainability -** achieved when social exclusion is minimized and social equity maximized

- **Institutional sustainability -** achieved when prevailing structures and processes have the capacity to continue to perform their functions over the long term. For institutional sustainability to be achieved it is important to have in place:
    - well-defined systems and procedures
    - participatory policy-making processes
    - effective framework within which the livelihoods of the youth can be continuously improved
    - Activities related to facilitation of decision making and implementation of sustainable policies

What makes self-organization sustainable?

- **Being able to continue the program activities and meet its objectives year after year.**

- **Making plans for the future and fulfilling those plans despite changes in the outside environment**

- **Developing a diversified financial support so that the program existence is not threatened by the loss of a single funding source**

- **A stable organization – well [managed](), committed and stable leadership**

Strategies to improve sustainability in self-organization

- **Develop organizational stability**

- **Create demand for services**

- **Achieve greater control of your resources**

- **Develop managers or leaders to think strategically**

- **Articulate a clear vision**

- **Develop strong, committed visionary and innovative leadership**

- **Recruit and reward excellent staff or volunteers**

- **Strengthen management systems at all levels**

- **Be responsive to changing environment and clients needs**