



**Shaping Bavaria**

**socially —**

**The AWO**



Arbeiterwohlfahrt  
Landesverband  
Bayern e.V.

## Legal Notice

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www.awo-bayern.de



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**Our values are timeless:**  
**solidarity, tolerance, freedom,**  
**equality, justice.**



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## AWO Bayern – for our mutual well-being

The foundation of the Arbeiterwohlfahrt (AWO [Workers' Welfare Foundation]) in Bavaria comprises more than 63,000 members, some 30,000 full-time employees and well over 13,000 volunteers. On this strong basis, three pillars support the association: the federal development of the membership organisation; the diversity and variety of offers and projects in the social arena; and the untiring commitment – as a social-political interest group – for a social Bavaria. ■



Prof. Dr. Thomas Beyer,  
State Chairperson



Wolfgang Schindele,  
Regional Manager

»The AWO Landesverband Bayern is the voice of Bavarian worker's welfare, the interface to the public. Over the past ten years, we have managed to position the AWO in a conservative, centralistic federal state. We are a sought-after and listened-to conversation partner, sometimes an admonisher, and always a critical voice. We get in without adapting ourselves. We are present in public perception.

Never before have so many people been involved in Germany, including in Bavaria. However, this is done less and less in traditional associations, clubs or parties. Enabling new forms of participation is therefore a current goal of AWO Bavaria. In terms of content, we have to continue to be very vigilant to ensure that society does not break apart even further. The gap between rich and poor is not a rallying cry: it is a reality, including in the Free State of Bavaria. This development harbours an enormous explosive force. It is therefore all the more important not only to describe and critique, but also to provide an impetus to change things – for example, in terms of tax policy, support for single-parent families and retirement. AWO Bavaria is clearly the political association in Bavaria that is really consistently concerned with poverty.

As a social service provider, we must and will continue to insist that the conditions of social work change for the better. Fellow campaigners for a fair society are always warmly welcome.« ■

»The greatest strength of the AWO in Bavaria is its democratic communication and decision-making culture, in the association as well as in the business sector. This structure assures a targeted formation of will and, therefore, an optimal representation of interests. And it is a viable basis for the division of tasks between the levels of organisation.

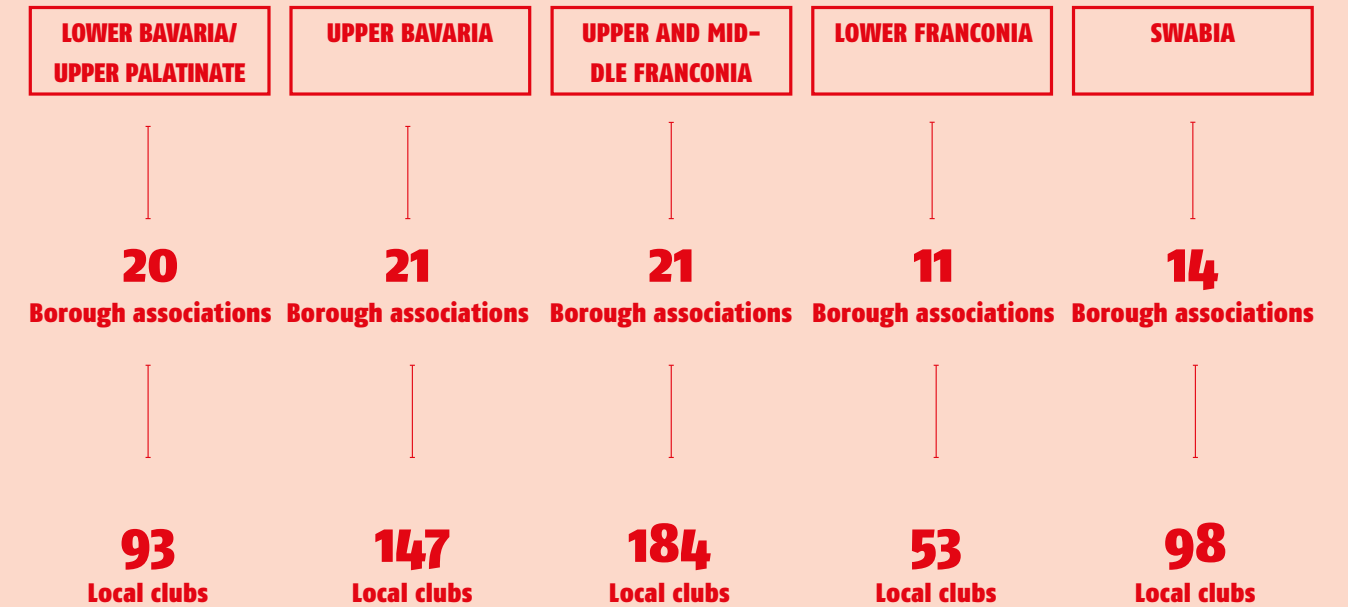
Through its more than 600 local clubs and borough associations and five district associations, the AWO in Bavaria is deeply anchored and is a powerful partner of the municipalities at voluntary level.

The bundling of professional social services at the borough and district level ensures high quality in more than 2,000 services and facilities, while at the same time safeguarding economic requirements.

In addition, the regional association is the representative of common interests with regard to politics and service guarantors. In addition, it is engaged as a social-political association of interests for a social Bavaria. We need to bring the mandate for our actions back into the association again and again. Dealing with each other in this way is what characterises AWO Bayern.« ■

## AWO Bayern – deeply rooted in the Free State

575 local associations, 87 state and five district associations as well as more than 2,000 services and facilities make it possible: The AWO is represented in Bavaria in the city and countryside – comprehensively and according to need. In this way, the association is indispensable to the provision of public services in the municipalities. ■



As of: May 2017

The basis for the AWO is the course of social policy.



Photo: Michael Sommer

## The AWO Bayern – much more than a charity association

Along with the Deutscher Caritasverband [German Caritas Association], the Paritätische Wohlfahrtsverband [Parity Welfare Association], the Deutsches Rote Kreuz [German Red Cross], the Diakonie Deutschland [Deaconry of Germany] and the Zentralwohlfahrtsstelle der Juden in Deutschland [Central Welfare Office for Jews in Germany], the Arbeiterwohlfahrt (AWO) is among the six top associations of free social welfare work in Germany.

The AWO was founded by Marie Juchacz on 13 December 1919 in Berlin as »the main committee of workers' welfare in the SPD«.

Shortly after the introduction of women's suffrage, Marie Juchacz was the first member of parliament to speak at the freely elected Weimar National Assembly. As a working child, seamstress and convinced social democrat, Marie Juchacz no longer wanted to accept the impoverishment of the people after the First World War.



The Founding Chairperson Marie Juchacz

Her basic idea and guiding principle was to alleviate and prevent the most serious distress in the confusion of the post-war period. The approach of being active for a socially shaped society in light of the values of solidarity, justice, tolerance, freedom and equality characterises the workers' welfare organisation to this day. From the outset, workers' welfare was not understood as a charity organisation which gave out alms; it's mission was rather to formulate and demand social claims.

On the basis of Marie Juchacz's claim of »founding local committees of workers' welfare«, the idea of advancing with a new

welfare organisation for social progress was soon accepted, including in Bavaria. The first local committees were already founded in Munich and Nuremberg in the first months of 1920. Even though the rural structure and the strong denominational character of Bavaria made the construction of the organisation more difficult, all the cities of Bavaria, especially in the large and industrial cities, had established local associations of workers' welfare by 1922.

The idea of »help for self-help« and the conviction that the already mentioned values of solidarity, justice, tolerance, freedom and equality are indispensable bases for social cohesion are not just the recognition of a »modern« discussion about the structuring of a social state and a viable civil society involving civic involvement. They were founding motifs and have always been the guiding principle behind the work of the

AWO. And these convictions have never lost their validity, even in today's digitised and globalised world. As an ideal basis, they enable constant action as well as a joint orientation, and they strengthen the AWO in the face of current and future challenges.

The aim of the AWO is to accurately satisfy social needs by means of its social services. In addition to tangible help, it is a major interest to raise the public awareness of social issues and to encourage participation in them. The AWO is therefore an active designer of social coexistence and of a modern social policy. ■

## Matters of the heart that persist – the logo of the AWO over the course of time



1921



1924



1946



1960



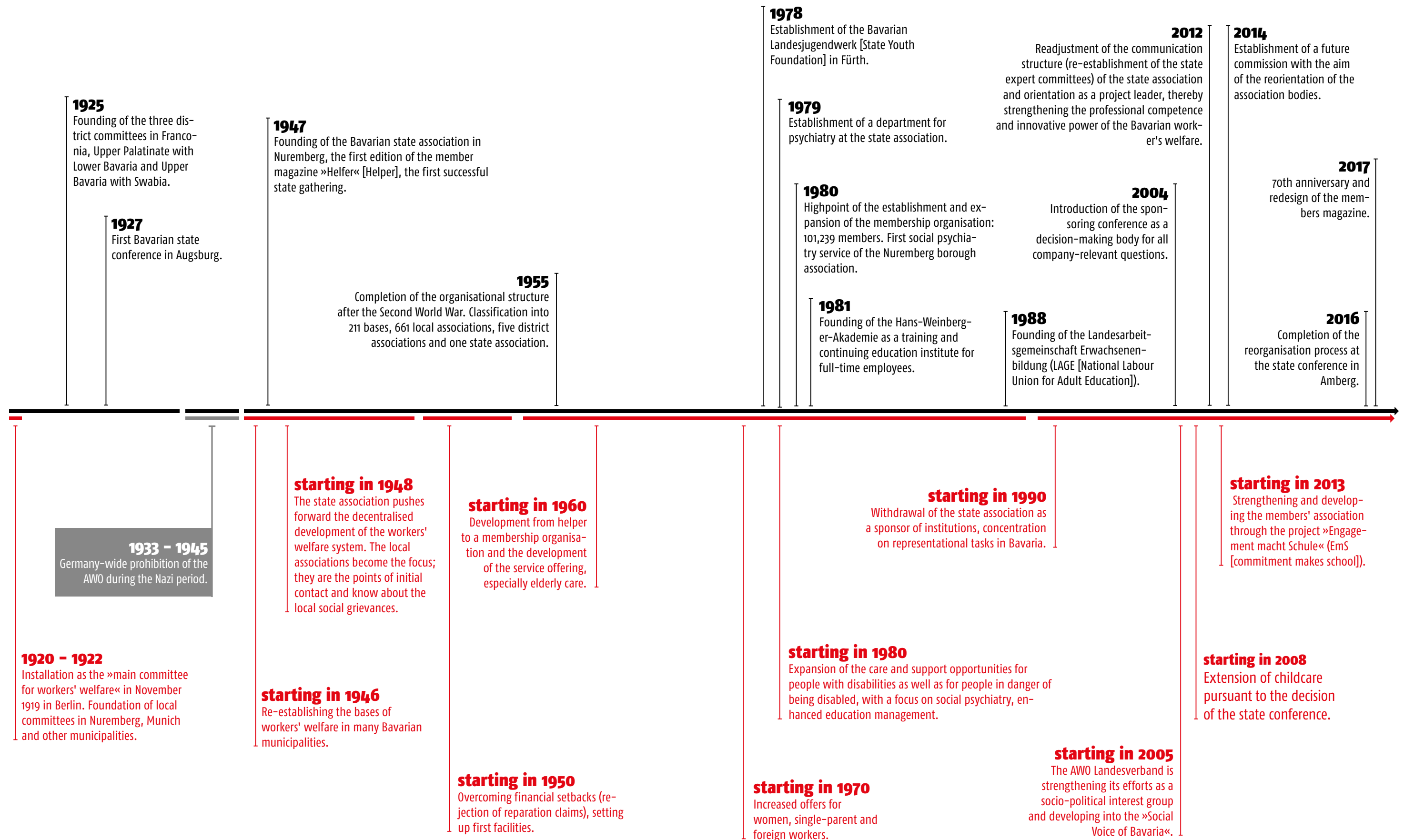
1993



since 2008



# The history of AWO Bayern:



**What holds us together  
is our commitment.**

Since our founding in 1920, people have been involved in voluntary or full-time work in the Bavarian AWO. Since then, every person – regardless of gender, origin, religion, social status, or sexual orientation – has been warmly welcomed as a member, volunteer or full-time worker of this community!

#### **Every member counts**

Members can contribute in a variety of ways. Because we not only provide broad practical assistance but also a strong social-political voice, every membership contributes to a just society.

#### **Our volunteers offer support**

In the association, civic involvement has a great tradition and manifests itself in many different areas. Whether in union work or in institutions – support is always welcome.

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**From this coexistence, good, important ideas and impulses for a just society emerge quite naturally.**

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#### **Working together means shaping together**

As an employer in the social sector, we place high standards on working conditions in our services and facilities. Fair remuneration, the promotion of occupational health, additional social services and an appreciative working environment are standard.

#### **Personality formation and career through volunteering**

The Freiwillige Soziale Jahr (FSJ [Voluntary Social Year]) and the Bundesfreiwilligendienst (BFD [Federal Voluntary Service]) are two formats of civic involvement at AWO Bavaria. The aim is to become familiar with social occupational fields and to become involved for the common good. ■

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### **AWO – achieving more together**

#### **AWO as an employer**

If profession for you means a vocation, you will find many exciting areas of activity here:

[www.awo-stellenboerse.de](http://www.awo-stellenboerse.de)

#### **Go volunteers!**

Whether for six months or longer – volunteering is a formative experience. You can find all the relevant information at:

[www.awo-freiwilligendienste-bayern.de](http://www.awo-freiwilligendienste-bayern.de)





**What holds us together  
is our openness.**

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**A** society is just when all the people can participate from the beginning and be included throughout their lifetime according to their needs. As part of its work, the AWO Landesverband contributes to the necessary framework conditions for professional advice, support and care and exposes grievances.

#### **Children are our future**

Free, nearby and high-quality day care places as well as free education are essential for the development of girls and boys, as is individual support for children with elevated needs of assistance. Because poverty during a person's early years usually leaves an impression for his or her entire life, we are committed to the prevention and combating of family need by (among other things) advocating the introduction of basic child protection.

#### **It's all about youth**

At a young age, people make many important, not always correct decisions that often affect the rest of their lives. We professionally support young people without schooling and/or professional qualifications or who have debt, psychological difficulties or addiction problems. At the same time, the AWO sees young people as an asset and as a source for new ideas, such as in juvenile work at borough, state and district level. Through attractive, age-appropriate leisure activities, they create free spaces in which democracy is put into practice on a small scale.

**family means any people who permanently take responsibility for each other, take care of each other and give attention to each other. This has to be protected and supported.**

#### **Family has many faces**

Whether a father-mother-child/children constellation with or without a marriage certificate, multi-generational households, single-parents or same-sex partnerships with biological or adopted offspring: For the AWO, family means any people who permanently take responsibility for each other, take care of each other and give attention to each other. We are committed to this inclusive family concept becoming a general consensus. Low-threshold family counselling and active support are provided to relatives who provide care or to people in crisis situations (among other recipients).

#### **Age means opportunity and challenge**

The number of elderly people in the free state is steadily increasing. The AWO in Bavaria sees it as their central task to enable seniors to live a largely self-determined life and participate in society. We have been active in work with the elderly for many decades and offer a wide range of services for elderly people with and without a care needs. ■

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### **AWO – for a lifetime**

#### **The future form of family**

On the initiative of the AWO, a professional association has been set up to promote a solidly united, democratic, forward-looking family policy:

[www.zukunftsforum-familie.de](http://www.zukunftsforum-familie.de)

#### **AWO Youth Foundation**

The Children's and Youth Association of AWO Bayern has established itself as a promoter and advocate of young people between seven and 30 years of age:

[www.ljw-bayern.de](http://www.ljw-bayern.de)



# What holds us together is our understanding.



Social inclusion is a central issue for AWO Bayern. One of the main goals of the association is to transport it to all areas of life as well as to implement it as an employer. To help people have a say – no matter where they come from or how they live – is a matter of course for us. Work and education as well as cultural and social life have to be inclusive.

#### **People with disabilities are part of it**

People with disabilities or a mental disorder often experience limited or no participation. Identifying and overcoming barriers is our mission. This happens in institutions, through open offers of counselling and contact, but also at the level of political work. Our offers range from early support, numerous different housing projects and advisory centres to various work projects.

#### **Welcoming people with a migration experience**

Bavaria is a federal state of immigration – not just since the recent refugee movement. We see this as an enrichment and a challenge at the same time and work to ensure that migrants get a fair chance to participate. In addition to the multi-faceted welcome culture, we are calling for sustainable »remain culture«. For several decades now, the association itself has been employing immigrants in various functions. Furthermore: many migrants are now actively shaping life in our association.

#### **The homeless can be helped**

How many people are homeless in the free state can only be estimated at best. For prevention, but also for combating acute homelessness, an annual, official homelessness statistic is indispensable at both the federal and the state level. We demand this of the state, along with the creation of affordable housing, including the resumption of social housing. Furthermore: Projects for the prevention and/or combating of homelessness can be found in the offer portfolio of the AWO in Bavaria.

#### **Not leaving single parents alone**

The concept of family is changing in Bavaria, as well; the number of single parents is increasing. In the field of policy, the AWO advocated for the provision of better care and more financial support, especially for single-parents, through changes in tax and benefit rights as well as sweeping structural improvements in the labour market.

#### **Treating same-sex partnerships with equal rights**

It still happens that workers are fired if they are part of a same-sex civil partnership. Discrimination based on sexual orientation and identity often takes place in everyday life. This makes it difficult for young people in particular to find their sexual orientation and identity. We demand, in accordance with applicable law, an end to the discrimination and discrediting of people on the basis of their chosen lifestyle, and we provide information and advice concerning partnership, family and sexuality. ■



### **AWO – with each other instead of against each other**

#### **All living conditions in view**

On our website, you can find out more about our »position« regarding topics that are central to life:

[www.awo-bayern.de](http://www.awo-bayern.de)

#### **Advice and support at all locations**

AWO is a sponsor of over 2,000 facilities, services and measures in Bavaria. You can search our offerings at:

[www.awo-bayern.de/angebote/angebotssuche](http://www.awo-bayern.de/angebote/angebotssuche)



# What holds us together is our solidarity.

People are communal beings and modern societies are organised in a work-sharing manner, so that each individual is always dependent on others in order to develop individual potential to the fullest.

#### Education is a must

Education is the key to social participation. To date, young people's educational success is strongly dependent on their educational background and the financial situation of their parents. The AWO advocates educational opportunities that are barrier-free, need-oriented and individually oriented. However, learners should not only be made fit for the labour market. We also see educational institutions as meeting places that are characterised by tolerance and solidarity.

#### Without leisure time, it doesn't work

The social and cultural life in Bavaria is characterised by tremendous diversity. In this regard, too, though, there are various exclusion mechanisms that make access difficult for some people. We have set ourselves the task of disentangling and overcoming these often subtle barriers. Developing a culture of acceptance and promoting social diversity is also taking place in this area as a result of our actions.

## Everyone should have the possibility to shape his life with dignity and responsibility.

#### It doesn't work without work

Anyone who is a part of the working world views himself as useful and productive and develops a correspondingly positive self-image. That is why we demand differentiated forms of work and employment so that participation can be ensured independently of individual performance. Fair remuneration, decent working conditions and the reconciling of work and family are fundamentally indispensable. The AWO is engaged to this end as an employer, a welfare organisation and a political representative. ■

#### Supporting people who are at risk of and affected by poverty

Bavaria is a rich state. Even in Bavaria, though, poverty is an increasingly pressing issue – in one of the richest states in the world, in one of the richest countries in the world. And it can affect almost anyone. The risk groups include one-person households, single-parent families, people with a migration background, and people over 65 years old. Sufficient salaries during working life and pensions in old age that ensure an adequate standard of living are means to prevent poverty, as is the overdue redistribution of the wealth of the wealthy. ■

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#### AWO – it's better together

##### Opportunities and challenges of everyday life

On our website under »News«, you can find the latest information about our public relations and project work: [www.awo-bayern.de/aktuelles](http://www.awo-bayern.de/aktuelles)

##### Inclusion – An advantage for everyone

Under the umbrella of AWO Bayern, various institutions and offers contribute to the social participation of all people: [www.awo-inklusion.de](http://www.awo-inklusion.de)





What holds us together  
is the world.

We are aware of the deprivation of countless people in other countries. That is why the AWO Landesverband as well as many of its organisations are working together on projects with regional and interregional interest groups in other countries. Freedom, equality before the law, the right to asylum, the right to work and equal pay – in short, respect for human rights – are values to which the European Union has committed itself. The AWO advocates a socially equitable Europe and participates in the shaping process by participating in the Europe working group of the AWO Bundesverband. With its five district associations and numerous borough associations as well as its local associations, the AWO Landesverband Bayern is active in AWO International. Through the work on the board of AWO International, topics and positions can be represented influentially. In addition, we are committed to establishing the role of non-governmental organisations as a consultation partner and, hence for a civil dialogue with the social partners.

**Our vision is a world in which all people think and act in solidarity.**

#### **Openness to dialogue knows no boundaries**

We maintain direct dialogue with collegial organisations in other European countries. The AWO maintains a regular exchange of ideas, such as with Volkshilfe Österreich. Collaboration with organisations in Romania, Serbia, Bosnia-Herzegovina and Ukraine testify to our »boundless« willingness to participate in dialogue.

#### **Changing lives in Mali**

In 1982, the Landesarbeitsgemeinschaft Bayern Entwicklungshilfe Mali (LAG Mali [State Working Group of Bavaria Developmental Assistance]) was established under the auspices of the

AWO in Bavaria. We have deliberately opted for a region, in one of the poorest countries in the world, which to date had been neglected by aid organisations. The commitment is a »help for self-help« project in rural areas. Funded projects are in agriculture, education, health, water supply and local structures. Since 2014, we have particularly been supporting women through income-generating activities. The focus is on horticulture and basic education. Since 2005, the LAG Mali e.V. has also been engaged in an awareness campaign concerning the health consequences of girls' circumcision. ■

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### **AWO – without boundaries**

#### **AWO International e.V.**

To find out how the professional association coordinates development policy and humanitarian aid, please visit: [www.awointernational.de](http://www.awointernational.de)



International e.V.

#### **LAG Mali e.V.**

You can find out more about specific projects and the history of the African multicultural state here: [www.lag-malihilfe.de](http://www.lag-malihilfe.de)







**Sometimes it's time to  
change perspective.  
What holds us together is  
people like you. Get involved!  
AWO Bayern.**



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