

# Criteria for the choice and the review of movement workers of Bewegungsstiftung

## **We support personal commitment**

Millions of people are worldwide committed in social movements: They demonstrate, collect signatures and inform other people about their goals. Unfortunately for many, political involvement in social movements is limited to the stage of life until the end of vocational training. After this phase, familiar circumstances, job search and a change of social environment often let extensive voluntary political work appear as luxury. Luckily, there are people who nevertheless manage to ensure that political involvement in social movements remain an essential part of their lives.

## **1. The goals of the movement workers programme**

### **Movement workers**

Full-time activists – called movement workers by Bewegungsstiftung – are of great importance for the success of social movements. Due to their long-standing commitment in social movements they dispose of experiences and competencies that are extremely valuable for political work. They form the backbone of social movements in times of slack periods and help people to engage when it comes to mass mobilisations e.g. for nuclear phase-out.

### **Type of funding**

Bewegungsstiftung coordinates the funding of movement workers in order to use and secure experiences in the long run. Support is not financed through the foundation but through regular donations by supporters who aim to support people in their intensive political involvement. Thus, they enable movement workers to work in and for social movements on a long-term basis.

## **2. Application**

The programme for movement workers is limited to 10 persons. If a seat is available, it will be announced on our website or via other media.

### **Minimum criteria for movement workers**

#### **2.1 Work in social movements**

Who can become movement worker? Anyone who works in campaigns and projects of social movements which apply to the criteria stated in the [Funding Principles](#). The focus of the movement workers is the organisation and support of protest, while lobbying should play a minor role. The work of movement workers does not take place within the framework of large, established NGOs.

#### **2.2 Leading or supporting role in social movements**

Movement workers have leading or supporting roles in social movements. That means they deal with important organisational, content-wise, motion-linking or conceptual tasks. They do not only take part or organise single activities without context.

#### **2.3 Independent but involved**

Movement workers are not employed at a movement organisation, Their work is independent of instructions (justified exceptions for part-time employment are possible). They are operating within a fixed frame and are therefore no lone fighters.

#### **2.4 Clear profile**

The work of movement workers is characterized by a clear profile which is easily accessible to the outside world. They focus e.g. on movement topic such as anti-nuclear, equal treatment, migration, globalization criticism). Moreover, they support movements with special tools like moderation skills or legal knowledge. Or they are all-rounder and are involved in various movements.

#### **2.5 The focus of their work**

Activities in social movements are the main focus of the work of movement workers. However, they can also perform secondary activities to supplement their income. 20 hours of movement work per week should be the minimum.

## **2.6 Long-time experience and high competence**

Movement workers have long years of experience and are known for their high level of competence in their main field of work.

## **2.7 Critical self reflection**

Movement workers are able and willing to reflect critically both their actions and role within the movements. Reference point for reflection is the circle of supporters to whom the movement workers are to report at least once a year.

## **2.8 Willingness to raise money yourself**

Movement workers must be willing to ask people from their friends and acquaintances and their political environment for a donation. In order to prevent the movement workers from carelessly risking supporters who have been won, special importance is laid on the written information (at least once a year) of the supporters. It must be clearly evident that the movement-worker makes intensive efforts to obtain donations.

## **2.9 Minimum limit of money raised**

The minimum limit for the sum of the monthly supporters' funds is 500 Euros per month. Within the framework of the available financial possibilities, the foundation supports the movement workers in achieving this common goal. The minimum limit is obsolete if a movement worker has other financial sources that do not involve any further workload (e.g. social benefits, partner's income, assets, fees). Further exceptions are subject to the explicit approval of the foundation.

# **3. Procedural matters**

## **3.1 How and when can I apply?**

An application as movement worker can be submitted annually on the first Tuesday in April and September. In order to become a movement worker of Bewegungsstiftung all minimum criteria must be fulfilled.

The application includes a motivational letter and has to be submitted to [bewegungsarbeit@bewegungsstiftung.de](mailto:bewegungsarbeit@bewegungsstiftung.de). The document should contain a maximum of two pages describing the political work with reference to the criteria. In addition, the motivation for an application or for participation in the movement worker programme should be made clear.

Two persons must be indicated in the application, which are willing to act as referees by telephone about the work of the applicants.

## **3.2 How will the request be decided?**

If an applicant fulfils the required criteria, two members of the foundation (one of whom should be from the foundation's Board) will conduct an interview with him/her. In addition, the foundation will ask persons familiar to it from the applicant's movement environment about his/her work. The foundation's board of Bewegungsstiftung decides whether or not to accept the movement worker.

Status: December 2022