

## **A. COMMON CHALLENGES:**

- **Limited Resources such as funding**
- **Logistics shortage such as (laptop, internet, proper working environment, lack of office space**
- **Sidelined from ECM related activities**
- **Lack of integration**
- **Suspicion (mistrust)**

## **B. COUNTRY SPECIFIC:**

### **1. CHAD:**

- **Sexual Harassment (Unprofessional working environment)**
- **Political Instability (Volatile situation)**
- **Difficult living condition**
- **Constant change of leadership**
- **Cultural shock**

### **2. LESOTHO:**

- **Limited funding**
- **Logistics**
- **Geographical barriers**

### **3. ETHIOPIA:**

- **Age, title, perception, personality etc...**

### **C. CHALLENGES RELATED TO AUC:**

- **Communication gap between host country and the AUC and volunteers.**
- **Responding to emails on the side of the AUC is slow.**
- **Lack of a focal person that deals volunteers**
- **There is no clear mandate between AUC and the host organization (Host agreement).**
- **Inadequate remuneration**

### **D. RECOMMENDATIONS**

- **Increase strategic partnership by the host organization with stakeholders to yield better financial resources.**
- **The AUC should provide logistics for volunteers such as laptops.**
- **The AUC should establish a clear TOR for the host country.**
- **Developing a package of orientation or induction for the host countries.**
- **Leaning in activities related to ECM.**
- **Volunteers should be trained in order to increase their capacity on how to prevent and handle cases of sexual harassment.**

- **The AUC should assess and consider reviewing the remuneration of volunteers.**
- **Organizing a forum for volunteers to share experiences and lessons learnt.**
- **The AUC should organize mentorship or TOT for volunteers.**