



WORLD ASSOCIATION
OF GIRL GUIDES
AND GIRL SCOUTS

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NORWEGIAN AGENCY FOR
EXCHANGE COOPERATION

THE YESS GIRLS' MOVEMENT

... journey of a lifetime

Creating an empowering environment where young women will be confidently leading, raising their voices and making a difference on issues important to them at local, national, regional and global level

PROGRAM BOOK



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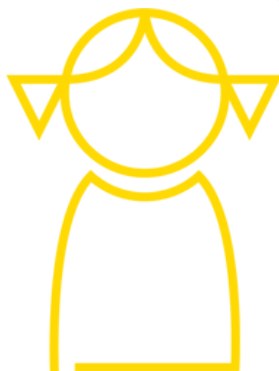
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About the YESS Girls' Movement

1 - What it is

The YESS Girls' Movement is an international exchange programme undertaken by the World Association of Girl Guides and Girl Scouts (WAGGGS) in collaboration with NOREC, a Norwegian Government Agency.

From 2015 to 2026 the programme has given 442 Girl Guides and Girl Scouts from 17 different Member Organisations across Africa and the Asia-Pacific region the once in a lifetime opportunity to live and work in another country for six to twelve months .

YEAR	NUMBER OF PARTICIPANTS
2015	11
2016	35
2017	35
2018	40
2019	45
2020	45
2021	0

YEAR	NUMBER OF PARTICIPANTS
2022	0
2023	60
2024	60
2025	55
2025	56
TOTAL	442

Another over 450 young women have had the opportunity to make a difference in their own countries as Task Force Members and YESS Peers.

2 - Target group

The programme directly targets Young women 18-35 years who are also challenged to further reach out to their home and host communities; and other girls outside that age group.

3 - Countries involved

Countries that are currently involved in the programme are: Bangladesh, Burundi, Ghana, Kenya, Madagascar, Malawi, Rwanda, Tanzania, Uganda, Zambia and Zimbabwe.



4 - 2022 to 2026 focus

The YESS Girls' Movement overall goal is to create an empowering environment where young women will be confidently leading, raising their voices and making a difference on issues important to them at local, national, regional.

We will focus on the following 6 main result areas:-

- Strengthened resilience and agility of Girl Guiding/Scouting organisations
- Amplified visibility of the Girl Guiding/Scouting Movement as a leading national and global voice for positive change on issues important to girls and young women
- Improved ability of girls and young women to identify, speak out, take action and influence community members and decision makers on issues affecting them
- Increased number and retention of girls and young women (including the marginalised, discriminated and excluded) joining the Girl Guiding/Scouting Movement
- Improved ability and confidence of girls and young women to adapt to the changes brought about by the COVID-19 epidemic
- Strengthened network of YESS Alumnae that are motivated to sustain and support the programme results



THE SIX CORE INITIATIVES

To achieve our targeted result areas, we focus on the following six core initiatives



Welcome To My World

A membership recruitment initiative; reaching out to unreached girls and young women; and recruiting them into our world of Girl Guiding where they can grow, lead, take action and impact.

#WelcomeToMyWorld

1

The YES! Girls Can Campaign

An awareness creation and advocacy campaign that gives girls the space and platform to identify, speak out, take action and call other stake holders to action on issues that affect them. This campaign mostly addresses gender inequalities and stereotypes on what girls cannot do because they are girls.

#YES!GirlsCan

2



Green Tech Generation Campaign

Challenging young women to take responsibility for the environment through awareness creation, advocacy and taking action

#GreenTech Generation
#GreenGirls

3



RED PRIDE

Empowering girls and young women to be proud of their periods; fighting period stigma and associated mental health challenges; awareness creation and calling stakeholders to action on period poverty and associated challenges.

#RedPride

4



Her Sanctuary

A safe space to support and empower girls and young women to learn, connect and grow in a supportive and nurturing environment. Among other things the girls get counselling and psychotherapy; get involved in team building activities; benefit from life skills development; go for adventure; hold campfires and also have opportunities for play days and talent show.

#HerSanctuary

5



STEM GIRL

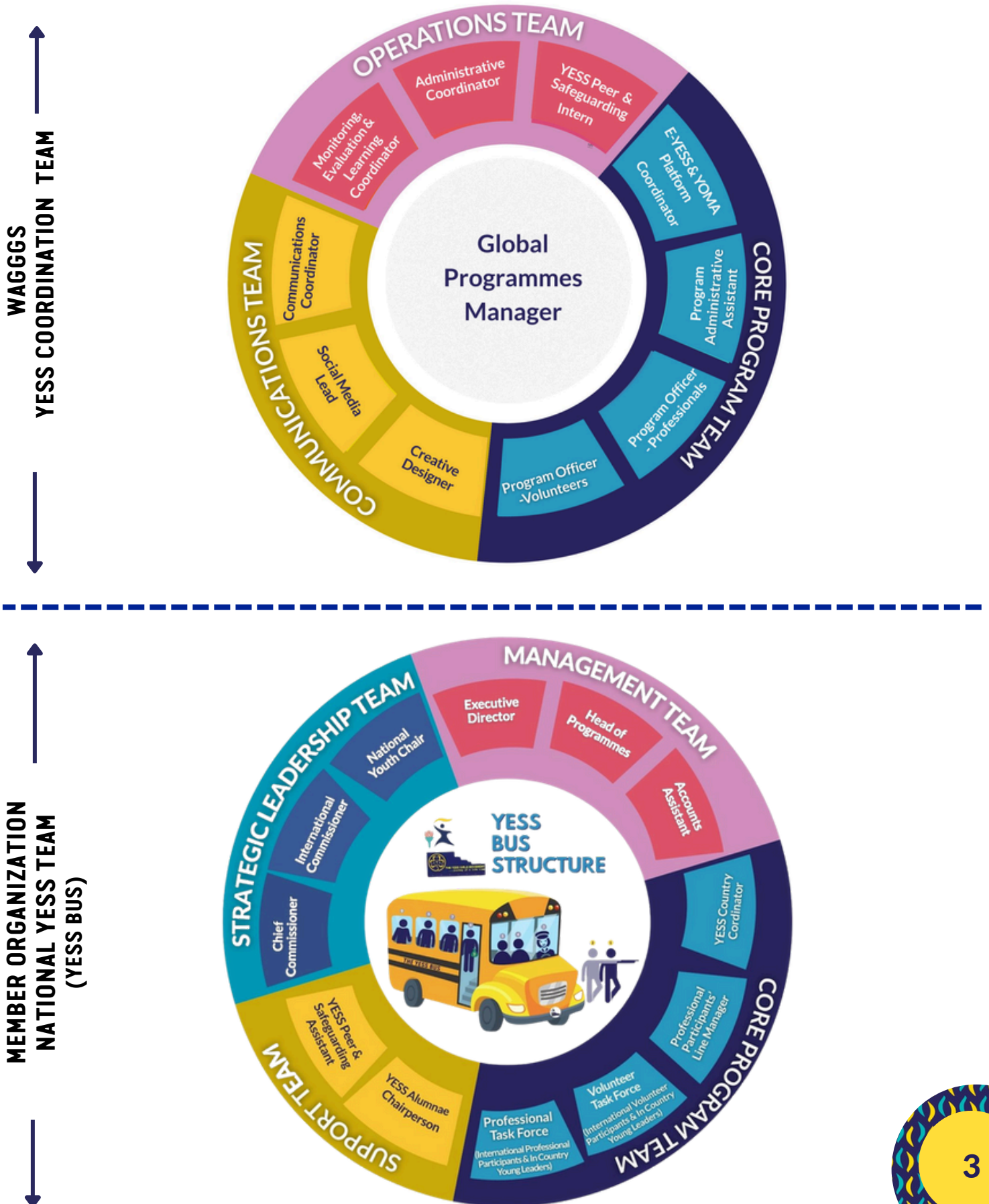
Breaking the stereotype that STEM (Science, Technology, Engineering and Math) is not for girls; mentoring girls from a very young age as a way of ushering them into STEM fields; holding STEM camps exclusively for girls as a pipeline to build and sustain them in STEM; and connecting girls and young women in their early STEM Careers with seasoned mentors

#STEMGirl

6

PROGRAM STRUCTURE

The YESS Girls' Movement has a very well laid out structure to support the delivery of the above result areas as follows:-



1 - The WAGGGS YESS Coordination Team:

This is the team that represents WAGGGS in the partnership. WAGGGS' roles as the Coordinating partner include:-

- Coordination of the preparation of collaboration agreement applications, round descriptions and budgets for submission to NOREC
- Signing of the Collaboration Agreement with NOREC.
- Budget holder for the program on behalf of the partnership, and is responsible for the overall financial management of the program grant.
- Coordinates all phases of the programme cycle including the planning meetings and other consequent partner meetings, participant recruitments, preparations for travel, preparatory courses, posting to host countries, home coming seminar and follow up work.
- Ensures that the collaboration agreement between WAGGGS and NOREC is implemented by every partner in the partnership, and that deviations are acted upon accordingly.
- Receives and consolidates all partners' result reports, financial reports and audit reports; and submits them to NOREC on behalf of the partnership.
- Monitors and takes action on the financial, managerial and personnel issues within the partnership related to the programme
- Coordinates the programmes' joint partnership activities

NB: The WAGGGS YESS Coordination Team is headed by a Global Programmes Manager and includes an Operations Team, Core Program Team and Communications Team



Robina Asiimwe Sentumbwe
WAGGGS Global Programmes Manager



2 - The YESS Bus (National YESS Country Team)

This team has 4 teams:-

(i)The Strategic Partnership Team which is responsible for the strategic direction of the program and includes:-

- The Chief Commissioner who heads on strategic direction of the program
- The International commissioner who oversees the international participants' cultural integration in host country
- The National Youth Chairperson who is the custodian of young women's interest in the program

(ii)Management Team which includes

- The Executive Director (or equivalent) who heads the management arm
- The Head of Programmes (or equivalent) to whom the YESS Country Coordinator is accountable
- The Accounts Assistant who manages the Program Accounts

(iii)The Core Program Team which includes:-

- The YESS Country Coordinator who supports and supervises the Volunteer Task Force to deliver result 2,3,4 and 5; and is also responsible for the welfare of all the participants
- The Line manager for the Professional Task Force who supports and supervises the delivery of Result 1 and 6
- The Task Force that delivers the Programmes Result areas.

The Task Force has two arms as follows:

(i)The Volunteer Task Force which includes the Volunteer International Participants, and the in-country volunteer Young leaders

(i)The Professional Task Force which includes the Professional International Participants, and the in-country Professional Young leaders

(iv) Support Team

- The YESS Alumnae Chairperson who supports professional task Force to deliver the YESS Alumnae Strategy but also plays an advisory role on the team using her experience as a former YESS Participant.
- YESS Peer & Safeguarding Assistant have the delegated responsibility to be the focal social support for the international YESS Participants . Also assists in supporting safe guarding for the participants (keeping ears to the ground on any potential safety issues or security concerns)

This is 4 Teams of the National YESS Team and it includes the following key people in every organisation in the programme.

- 1.Chief Commissioner
- 2.International Commissioner
- 3.National Youth Chairperson
- 4.Chief Executive Officer
- 5.Head of Programs
- 6.YESS Country Coordinator
- 7.Line Manager for Professional Task Force
- 8.YESS Accounts Assistant
- 9.YESS Alumnae Chairperson
- 10.YESS TaskForce
- 11.YESS Peer & Safeguarding Assistant



THE INTERNATIONAL YESS PARTICIPANT PERSONA

To be selected as an International YESS Participant, one should have the following persona or description:-

1 - General

- A member of a Girl Guiding/ Girl Scouting Association for a minimum of one year from only the following countries:- Bangladesh, Burundi, Ghana, Kenya, Madagascar, Malawi, Rwanda, Tanzania, Uganda, Zambia and Zimbabwe.
- Fluent in either English or French (depending on the country they will be posted to). Bilingual young women have an added advantage.
- Is outgoing, friendly and able to stay amicably with other young women from different countries and cultures.

2 - Volunteer YESS Participants

- 18-25 years old
- Has a minimum of a high school certificate.
- Has been a volunteer or staff of home association and is willing to volunteer for at least 3 months or work (if there is an opening) for their sending organisation on return from international exchange after the end of the contract period
- Is continuously available without any interruptions and other commitments for 9 months (Usually January to October)
- Is willing to travel out of home country and stay away for 6 months (usually February to August)

3 - Professional YESS Participants

- Is 26-35 years old
- Has a minimum of a University Degree with at least one year experience in area of specialisation
- Has been a volunteer or staff of home associations; or if externally recruited to go for exchange, she is willing to volunteer or work (if there is an opening) for their sending organisation for at least 6 months on return from international exchange after the end of the contract period
- Is continuously available without any interruptions for 14 months (usually from January to March of the following year)
- Is willing to travel out of home country and stay away for 6 months (usually from February to August).



CHECK LIST: MUST HAVES FOR PARTICIPANTS BEFORE LIVING HOME COUNTRY

As a basic minimum before living home country for exchange, every participant must have all the following:-



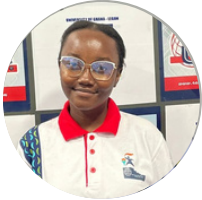
	Required	Responsible
I	Pre exchange documentation	
a	A valid passport	Participants and/ parents
b	6 passport sized photos	Participants and/ parents
c	A valid yellow vaccination book	Home Association
d	Hepatitis Vaccination	Home Association
e	Polio Vaccination card (for participants going to Asia Pacific)	Home Association
f	COVID-19 Vaccination Certificate (will be revised annually)	Home Association
g	Police clearance / certificate of good conduct	Home Association
II	WAGGGS - NOREC Guarantee letter	WAGGGS and NOREC
III	The host country invitation letter	Host Association
IV	Invitation letter to Home Coming Seminar Country	Home Coming Seminar Home Association
V	Signed agreement by Participant, home Association, host Association, participants' and witnessed by WAGGGS	Home Association
VI	Invitation letter to Preparatory Course Country	Preparatory Course Country Association
VII	Preparatory Course Country Visa	Home Association
VIII	Host Country Visa	Host Association



IX	Home Coming Seminar Country Visa	Home Association
X	Medical insurance in host country Host	Host Association
XI	Organisation Practical information sheet	Host Association
XII	An air-ticket Travel	WAGGGS
XIII	Insurance	WAGGGS
XIV	A medical certificate clearing participant for travel (for those with known medical conditions)	Host Association
XV	Host Country Emergency Form	Host Association
XVI	Participants' Information Sheet (for emergency)	Participants and/ parent



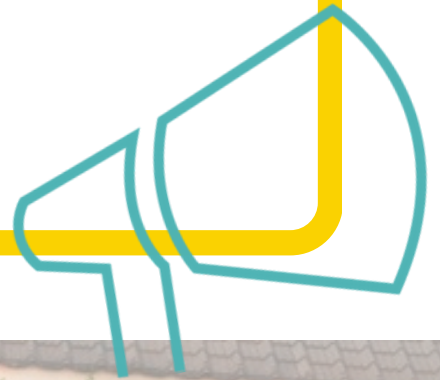
CREDITS



Designer Linda Amoako
*Communications Lead on WAGGGS YES
Cordination Team*



Editor & Quality Controller
Robina Asimwe Sentumbwe,
WAGGGS Global Programmes Manager



ABOUT THE YESS GIRLS' MOVEMENT



Dubbed the journey of a lifetime, the YESS Girls' Movement is **WAGGGS' International exchange program** for young women (18 to 35 years) - undertaken in collaboration with NOREC, a Norwegian Government Agency.

Our program focus for 2022 to 2026

Program Mission: To create an empowering environment where young women confidently lead, raise their voices and make a difference on issues important to them at local, national, regional and global levels.



-  Yessgirlsmovement.waggs.org
-  Facebook: [YESS-Girls Movement](https://www.facebook.com/YESS-Girls-Movement)
-  Instagram: [@yessgirlsmovementwaggs](https://www.instagram.com/@yessgirlsmovementwaggs)
-  Twitter: [@YessMovement](https://twitter.com/@YessMovement)
-  Youtube: [YESS Girls Movement-WAGGGS](https://www.youtube.com/YESS-Girls-Movement-WAGGGS)
-  TikTok: [@yessgirlswaggs](https://www.tiktok.com/@yessgirlswaggs)



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<https://www.waggs.org/en/what-we-do/yess-girls-movement/>