

IPPF

International
Planned Parenthood
Federation

Africa Region

YOUTH ACTION MOVEMENT OPERATIONAL FRAMEWORK

(Draft)

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Introduction

IPPF recognizes the vital role that “effective and meaningful youth participation/involvement” plays in improving programmes, information and services targeted at youth people. Effective youth participation can enrich youth focused programmes in many ways:

- Increase access to services by making the services appropriate and relevant to meeting young people’s needs.
- Tailor programmes according to young people’s needs not as perceived by adults
- Enhances youth ownership which in turn promotes responsibility and accountability among young people involved
- Equip young people with skills beyond SRH and life skills thus enriches programme out put and impact
- Foster mutual respect and complimentary of efforts between adults and young people.
- Reduce number of youth drop outs and loss of valuable expertise/skills in programmes

The concept of the Youth Action Movement (YAM) is positioned to put in place a structure that will catalyze participation, moving the IPPF’s youth participation vision from rhetoric to action. The Structure will play a key role in identifying priority areas and needs for young people that will feed into the MAs plans and the regional plans thus enriching the process of consultation and involvement of young people in determining the course of programmes concerning them.

IPPFAR Vision for YAM

To have a model of youth participation, which enables young people to advocate and be recognized, and empowers them to be equal partners in programmatic decision making and resource allocation, both at regional and MAs levels.

Objectives of YAM

- To provide a forum and set mechanisms for young people to express themselves as active participants and decision makers
- To build leadership capacities among young people in the federation
- To promote equal partnership between young people and adults at both regional and MA levels
- To promote sharing of best practices on ASRH among young people and MAs in the region
- To have a strong network of young people that can easily be mobilized to accelerate IPPF’s adolescent and youth agenda in the region.
- To enhance Youth participation/involvement/empowerment and representation at regional and MA levels



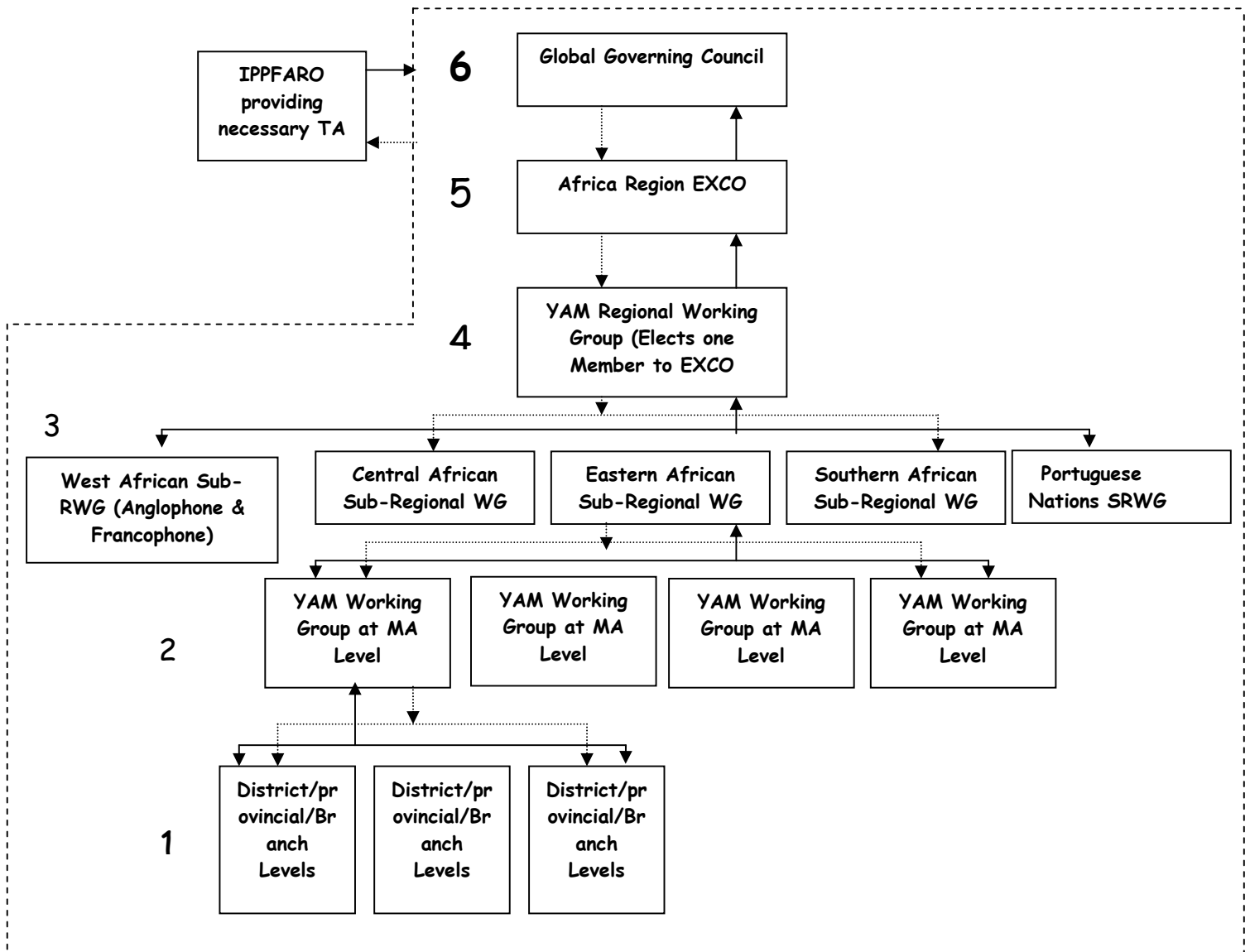
- To assist in effective implementation of the Africa Region youth policies and strategies

The YAM Structure

The structure is designed to ensure that the youth representatives to the executive bodies are democratically elected. A system is put in place for checks and balances to hold the representatives accountable to their constituency.

Youth representation (a young person under 25 years male or female) at any executive structure of IPPF should be at least 20% of the membership of the committee.

The diagram below explains how the structure will function at each level.





Level 1:- Consists of grouping of Young People at the MA grassroots' level, district, branch or provincial, depending on the existing MA structures in each respective country. In some countries, the MA may see it relevant to start at branch, district or provincial level. These structures are encouraged but may not all be applicable in all MAs.

The grouping of Young People is to be called "YAM Committee". Its role would be to link up young people's from the grassroots to the MAs' head office, thus ensuring their representation at the branch, district or provincial level MA Governing Executive Body. The concerns of young people from branch, district or provincial level will be voiced through this committee. The structure at this level will enhance communication and bridge the gap of consultation and feedback thus enhancing the quality and appropriateness of services availed to the young people and the community at large.

Level 2:- Consists of grouping of Young People from each branch/district/provincial committee of the MA (**level 1**). The group will be formed through convening a nation-wide meeting for the election and set up of the "YAM National committee" members. Each branch/district/provincial committee of the MA will maintain at least one representative on the YAM national structure.

The committee's role is to relay issues from young people in the communities via YAM committees (**level 1**) to the national executives of the MA and report back to them through the same structure. The committee will also be responsible for electing the youth representatives to sit on the MA's National Governance Executive Body (NEC).

Level 3:- Consists of grouping of Young People from each MA within a given sub-region as per the diagram above. A representative from each National YAM committee (**level 2**) will sit at the Sub- Regional Youth Working Group. The Sub- Regional Youth Working Group role is to discuss issues presented by the national representatives and find common solutions to the issues. Each Country's representative is to give back feedback to the YAM National Committee (**level 2**), and then the committee will retro feed the information to the wider membership.

Each member of MA in the sub-region will maintain a sit on the committee and not elected individuals, thus the representative may not necessarily be the same person every time the sub-region meets. It is also at this level that the sub-region will elect a preventative to YAM Africa Region Working Group.

Each Sub- Regional Youth Working Group will elect one representative to sit at the Regional Youth Working Group (**level 4**).

Level 4:- Consists of grouping of Young People from each Sub-Regional Youth Working Group (**level 3**). The Regional Youth Working Group role is to discuss issues presented by the representatives of the Sub- Regional Youth Working Group and find common solutions to the issues. Each Sub- Regional representative is to give back feedback to the Sub-Region (**level 3**) and through this to the other levels.



Each sub-region will decide the length of the individual's representation of the sub-region at the regional committee.

Level 5 and 6:- The Regional Youth Working Group will elect representatives to sit at the IPPAR Executive Committee (EXCO) and also at the Governing Council, thus presenting issues from the YAM Regional Youth Working Group and gives back feed back from the EXCO and the GC back to the YAM Regional committee. Young People representation at this level should meet the 20% representation.

Funding Mechanism

IPPFARO will contribute towards, funding of the launch activities of YAM in its infancy. However, it is the obligation of respective MAs to provide support towards YAM national structures, which include annual general meetings, logistical support, technical assistance and any form of support required to make the structure functional and effective. All MAs will have to include YAM related activities in their APB under the adolescent component. IPPFARO will also fund and provide support for all sub-regional, regional activities and technical assistance when required.

Position of YAM in the IPPFAR Structure and Constitution

YAM is not intended to be completely autonomous to the existing structures at regional and national levels. This is a structure that is intended to enhance youth participation in governance and decision making thus enhancing the quality of services offered and programmes implemented by IPPF in the region. The structure is also intended to be a catalyst and implementation arm of most IPPFARO advocacy agenda in the region. The only change is that youth representatives in the governing structure will be elected through the YAM mechanisms of selection.

In terms of legislative and constitutional representation, it is proposed that the structure be recognised in the both the IPPFAR and the MAs respective constitutions under the membership article of the constitution. This will enable young people to be recognised as members of IPPFAR or the MA by subscribing to them through YAM. All YAM members will have to comply with the statutes, regulations and standards of IPPFAR and the respective member associations. All members of YAM must be fully paid up members in their respective MAs as a prerequisite of their association to the structure. It is also proposed that the membership fee of the MAs be reviewed to accommodate young people's payment capability.

Expected Benefits of YAM to IPPF and MAs

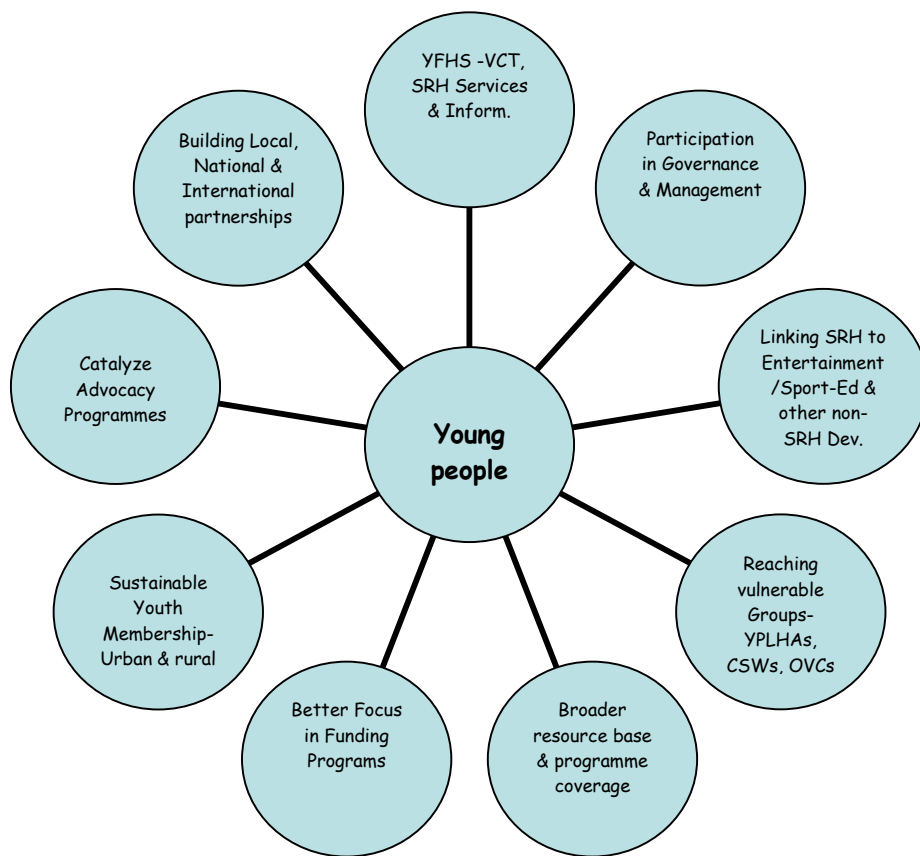
The overall goal of the structure is to improve the type, quality and appropriates of services and information being availed to young people by IPPFAR and MAs as well as to enhance



youth representation at all levels of the IPPFAR governance structures. The diagram 1.0 describes some of the areas that the structure will seek to improve.

Diagram 1.0 Proposed YAM Areas of Focus

IPPFAR expects to accelerate the improvement of its programmes for young people through the YAM structure by means of having them engaged in discussing programme issues affecting them and being catalysts in monitoring, conducting needs assessments and retro-feeding their views to the MAs while making MAs accountable for implementation.



I. Improving services for Young People

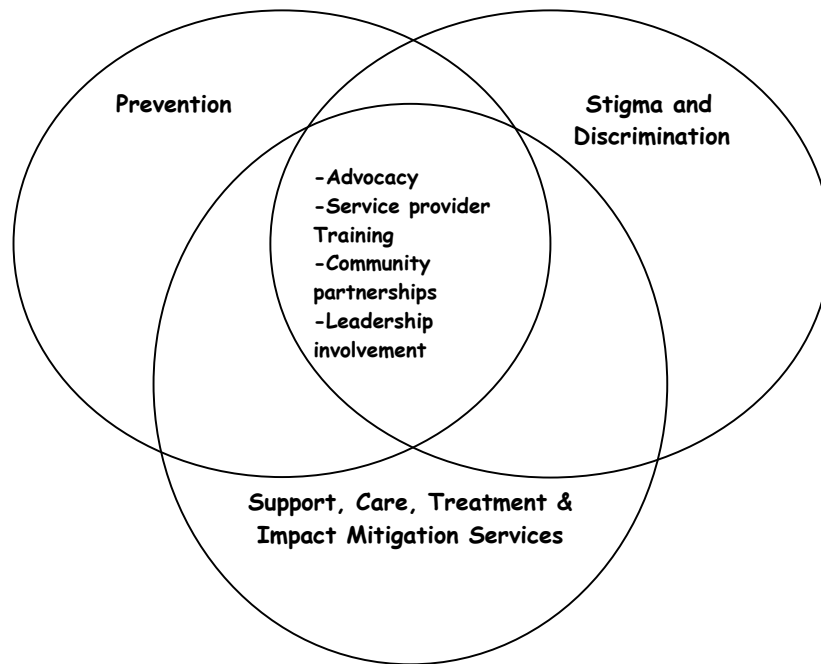
Youth Friendly Health & Education Services-The structure will be used to improve the type, quality and appropriateness of reproductive health and educational services offered to young people. IPPFAR will work with YAM working groups and MAs to identify gaps and priority needs as perceived by young people in communities, to ensure that programmes are designed and tailored to those identified needs.

YAM working group members will assist ARO to monitor the process of implementation of programmes and also identify entry points for integration of new strategies and standards into existing services.



HIV/AIDS information and services is another area that IPPFAR hopes to strengthen using this structure. Through YAM, IPPFAR will strive to bring on board and increase the participation of young people living with HIV/AIDS in YFHS. The diagram below illustrates the three-tiered approach for enhancing HIV/AIDS programmes;

Diagram 2.0 Strategic Focus Areas



The IPPFAR HIV/AIDS agenda is already focused on young people, specifically on audience segments such as rural & underserved youth, displaced young people, commercial sex workers, young positives and other disadvantaged and vulnerable young people. The sphere will focus on integrated prevention which will piggy back on reproductive health activities to increase access to HIV/AIDS information and services. This means that young people wishing to access RH services will also be offered HIV/AIDS information & services and vice versa.

The second sphere of focus will be stigma and discrimination. There is a need to work with young people to aggressively fight stigma and discrimination in communities through strategic positioning of campaigns. Young people living with HIV/AIDS will be key in the implementation of this strategy.

Thirdly, Support, Care, Treatment & Impact Mitigation Services complete the strategy which if effectively implemented could have positive complimentary circular effects on each of the programme areas in the strategy. Specific interventions will be developed to reach vulnerable and marginalized young people including commercial sex workers, orphans and young people heading families, street kids etc.



II. Participation in Governance and Management of Programmes

The YAM structure will aid in institutionalizing of young people's participation in governance and management of programmes in the region. YAM will foster continuous dialogue and consultation between adults and young people, and young people's representatives and their constituency. YAM will be the youth wing of the federation, representing 20% of the governance structure at the MA and regional levels.

The structure will promote democratic and transparent processes of selection of young people's representatives at governance structures while setting mechanisms for checks and balances to ensure accountability of representatives to their constituencies. Young people, through their respective National Working Groups, will be involved in the management and decision making processes on issues concerning them.

III. Linking Sexual Reproductive Health to Entertainment, Sports Education & other non-sexual reproductive health development programmes

Traditionally, Africans have always used art as medium for communicating all sorts of messages. Performing arts are still very popular and widely appreciated to communicate "possibly controversial" messages and concerns in the communities. This means of communication will be explored by IPPFARO through the YAM to disseminate information, educate the masses, entertain with positive messages and ensure compliance by offering alternatives.

The other form of entertainment widely appreciated by young people is Sports. IPPFAR will strategically position sports education programmes to enrich its youth agenda in the region in many ways; increasing youth membership in the MA, increasing use of RH/HIV/AIDS services, etc.

The effective development of young people goes beyond reproductive health, it is there imperative that MAs also link existing programmes to development programmes that seek to impart other skills for them to meet social and economical challenges including poverty. IPPFAR/YAM will identify partners working in the region, in specialised areas, to develop and implement evidence based entertainment education/development focused programmes.

IV. Building Local, National & international Partnerships

YAM will work to build synergistic partnerships at both local and international level. The structure will identify and forge partnerships with organizations that have specialized competencies to implement Local, national and regional RH/HIV/AIDS programmes as well as other developmental issues affecting young people. These partnerships will enable IPPFAR to increase its mileage from the resources invested in programmes, as all the partners will have some level of resource base to bring to the table. The partnership and networking approach will also increase IPPF's visibility to make it a recognised as a prominent presence for reproductive health services at regional, national and community levels.

YAM members through these partnerships and networking will increase their local resource base as a support to local and national activities. This will in turn increase their resource mobilization activities and thus, serving as a form of capacity building and building their knowledge base through exchange of experiences and other related activities.



V. Broader Resource Base & Programme Coverage

One of the biggest problems in providing RH information and services for young people is the lack of documentation of lessons and best practices. Documentation is not only essential for learning from experiences but also in determining the future course of youth programming and resource allocation. It is therefore imperative that mechanisms be put in place to ensure adequate documentation, i.e. all available methods of information and data capture (reports, photos, audio and video recordings, newspaper articles, training curricula's etc.) The information should be easily accessible.

It is also an essential element for better focused resource allocation by ARO and will reduce response time to donor requests as information will be at IPPFAR's fingertips. YAM will play a pivotal role in the collection and synthesis of information and data through the respective sub-regional working groups.

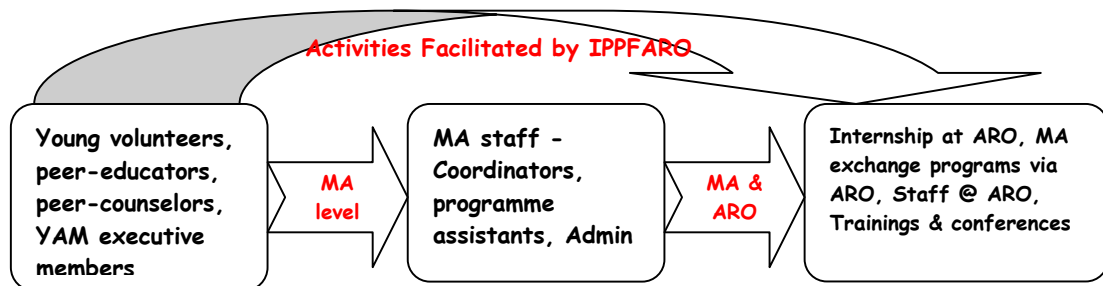
VI. Sustainable Youth Membership through Development Incentives

High drop-out rates of young volunteers in MAs is a 'clear present danger' situation that needs to be addressed if IPPAR and its MAs are to have effective structures in future. High drop out rates of young people at MAs is denying the federation the prospects of not only having a volunteer structure that is conversant of RH/HIV/AIDS issues but also a huge resource of potential staff for both MAs and the ARO.

The amount of resources invested in training of these young people is lost to other organisations that seem to offer better prospects. IPPFAR and MAs also lose a significant proportion in resources that are continuously invested in retraining exercises in an effort to replace and fill gap of trained peer educators and providers that leave for greener pastures.

IPPFAR/MAs will work with YAM to identify issues causing the high drop out rates and develop strategies to alleviate the problem. The structure will also work to develop gradational guidelines for MAs to start assimilating young people with special skills into staff and management positions as described by diagram 3.0.

Diagram 3.0 Process of Assimilation of Skilled/Talented Young People





VII. Catalyze Advocacy Programmes

Key to removing barriers to access to S&RH information is the creation of a supportive environment. This support includes laws and policies that allow young people, regardless of age or marital status, to obtain services when they need them. It is IPPFAR's view that educated parents, communities and policymakers are more likely to support information and services for youth. Young people themselves are the key in moving their agenda and getting opinion leaders and policy makers & implementers to take action on issues affecting their well being. ARO will work with YAM to develop strategies to catalyze advocacy programmes in the region. This will entail a consultative process of identification of issues, design of strategies and implementation campaigns highlighting the issues.

Working Procedures

IPPFAR immediate challenge is the reinforcement of the 20% representation of young people at all levels of the Federation through the YAM structure which was endorsed by the 33rd Session of the Africa regional Council as a youth structure. Furthermore, the representation of young people is to be done through election of youth representatives by young people.

As outlined in page 2 - the YAM Structure, YAM will start at the district, branch, and regional level depending on each MA's geographic configuration.

National Level - MA level

- ❖ Each MA will have a national level YAM. The national level YAM will elect at least 20% youth representatives to the MA's National Governance Executive Body (NEC). Thus, Young People will be represented at the main MA Governance structure.
- ❖ The National YAM is to be supported by and work closely with the Youth Program Officers and/or Programme Managers and adult volunteers.
- ❖ Each YAM at national level will have an Action Plan and budget that will guide its operation along the objectives of YAM.

(SAMPLE ACTION PLAN)

- ❖ Each YAM at national level will hold regular meetings to discuss and analyze the status of implementation of their action plan.
- ❖ The YAM annual meetings, made-up of representatives from branches/districts/provinces will be held days before the MA's Annual General Meetings (AGMs). The purpose of these meetings is to review reports, to set plans with budget, elect representatives to AGM and prepare their report to AGM and Boards.



- ❖ Each MA will set aside a percentage of its budget within the Adolescent (A) for YAM meetings, training actions and minimal logistical support.
- ❖ Each YAM will use the existing MA's infrastructure to hold their activities and meetings, such as Youth centres, etc.

Sub-Regional - MAs focus countries

- ❖ There will be six Sub-regional Working groups. The Sub-regional Working groups will elect the one youth representative to the Regional Youth Working Group.
- ❖ Each sub-region i.e. the West-Africa Anglophone, West-Africa Francophone, Central Africa, Eastern Africa, Southern Africa, Portuguese/Spanish Africa, will have a country's focal MA, where meetings will be held each year. Each country within the sub-region will act as a Focal Country on a rotational basis.
- ❖ The Sub-regional Working Groups will be supported by and work closely with the Youth Program Officers and/or Programme Managers and adult volunteers of the Focal Country MA and the Special Services Unit of IPPF Regional Office.
- ❖ Each Sub-regional Working Groups will meet at least once in a year prior to the Regional Youth Working Group Meetings to discuss and analyze issues raised by each country's representatives and agree on common ways of addressing them as well as agree on issues to be raised at the Regional Youth Working Group Meetings.
- ❖ Each MA will set aside a percentage of its budget within the Adolescent (A) to cover for travel and per diem of their respective YAM members to the Sub-regional Working Groups meetings.
- ❖ The Special Services Unit of IPPF Regional Office will set aside a percentage of its budget within the Adolescent (A) to cover for a) travel and per diem of the Regional Youth representative and ARO staff to the Sub-regional Working Groups meetings; b) accommodation expenses of both MAs, ARO staff and the Regional Youth representative; c) expenses related to capacity-building actions at this level; and d) Renting of meeting room.



Regional Level - IPPFARO

- ❖ There will be one Regional Youth Working group. The Regional Youth Working Group will elect the youth representatives to the Regional Executive Council and to Governing Council.
- ❖ The Regional Youth Working Group will be supported by and work closely with the Special Services Unit of IPPF Regional Office.
- ❖ The Regional Working Group will hold an annual meeting prior to the IPPFAR Regional Executive Council to discuss and analyze issues raised by each Sub-regional Working Groups Meeting and agree on common ways of addressing them as well as agree on issues to be raised at the Regional Executive Council.
- ❖ The Special Services Unit of IPPF Regional Office will set aside a percentage of its budget within the Adolescent (A) to cover for all expenses related to the Regional Working Groups meetings.

Elections:

The election process should be democratic and transparent. Only paid-up YAM members between 10 to 24 years should be eligible for election.

Meetings:

Each MA constitution clause on meetings should include YAM.

Linkages with MA's Programmes

The regional youth representative will work in close collaboration with the youth wing and the Special Services Unit of the Africa Regional Office.

The goals outlined above will be achieved through the thoughtful collaboration between IPPFAR and the MAs in the Africa region. A process of continuous assessment and feedback will nurture the relationship and allow for flexible, relevant programming.

Role of Regional Office - The Africa Regional Office will provide guidance to MAs on policies and procedures. It will also provide technical assistance as part of capacity building efforts. Specifically, the regional office will:

- Provide technical assistance in training and staff development on youth issues.
- Provide technical assistance in program design, implementation, and evaluation.



- Ensure that each MA work plan and budget includes youth specific projects and activities, consistent with the IPPFAR strategic approach outlined.
- Provide MAs with guidance on conducting needs assessments to shape program design and implementation.
- Assist MAs to establish partnerships with government, NGOs, private sector, religious and media groups.
- Assist MAs in building data collection systems to monitor progress.
- Disseminate information about strategies, approaches and "best practices" being tried elsewhere.
- Serve as a central repository of ASRH information, data and MA program documentation.

Role of MAs - IPPFAARO through a consensus building process with all 44 MAs is committed to making a strategic shift to target young people age 10 to 24. To this end MAs are expected to:

- Assess the needs and perceptions of youth in their communities.
- Implement the appropriate strategies, as per the Adolescents Youth Strategy.
- Establish and maintain Youth Action Movements (YAM) structure to facilitate the involvement of young people in all aspects of program design, implementation and evaluation and Governance.
- Identify potential partners within their communities.
- Identify restrictive policies and procedures to be the focus of advocacy efforts.
- Disseminate information and educate communities, policy makers and other stakeholders.
- Develop age- and language-appropriate materials for targeted groups.
- Apply the *Standards for Youth Care* manual in service delivery.

Legislative Issues

It is foreseen that both IPPFAR and MAs constitution will be reviewed to make provision for YAMs. The constitutions will recognize YAMs as the youth structure of volunteers within IPPFAR and make provision for young people's membership. To that effect, a specific clause will be inserted in both IPPFAR and MAs constitution respectively.

Legislative Issues to be considered within IPPFAR

I. YAM Regional Council

1. The YAM Youth Caucus will consist of:



- (a) Youth representative from each member association delegation to IPPFAR Regional Council;

Note:-Youth representatives shall be persons below the age 25 years

2. Each young person, attending the Youth Caucus, shall be entitled to one vote at all meetings of the Youth Caucus.
3. (a) The Youth Caucus shall meet at least once in every year on call from the Regional Working Group or IPPF regional or on the written requisition of a majority of the full members of the Regional Council before IPPFAR Regional Council.
1. YAM members at MA level shall elect representatives to the Regional Council from amongst their respective YAM members.

II. The YAM Youth Caucus's Powers and Duties

The Youth Caucus shall have the following powers and duties:

1. To review the role and policies of IPPFAR concerning young people and make recommendations to the IPPFAR Regional Council;
2. To elect the Youth Representatives for the Region and to IPPFAR executive committee from the selected Sub-regional and Regional working Group Members.

Note:- The election of representatives to the Executive Committee shall, as much as possible, be done on rotational basis amongst the full members of the Regional Council to give each member organisation the opportunity of having a member elected on the Regional Working Group.

3. To discuss emerging issues concerning young people in the region.

YAM Regional Working Group

1. The management of the affairs of YAM in the region shall be overseen by the Regional Working Group (RWG) of nine members comprising:
 - (a) Six Representatives from the Respective Sub-regional working groups;
 - (b) Staff members from special services unit;
 - (c) The RWG may from time to time appoint Advisory Panels for special functions on such terms or conditions as the RWG shall decide.
 - (d) Members of the panel shall be co-opted from the YAMs or adults volunteers



with expertise in specific areas.

2. The Chairperson of Regional Working Group shall be elected by the six sub-regional representatives from among themselves. The chairperson will serve at the IPPFAR Executive Committee plus another young person elected from the RWG.
3.
 - (a) No individual member can be elected to serve on the Executive Committee for more than a total cumulative period of 2 years.
 - (b) No person is eligible for election to the Regional Working Group unless they can serve out their term of office within 2 years tenure period
 - (c) Any representative to the Regional Council who is elected as a member of the IPPFAR Regional Executive Committee shall be deemed to be elected as a representative of his or her MA/YAM national Structure to enable that person to serve his or her term of office as an Regional Working Group Member.
 - d) AGE
4. The functions of the YAM Regional Working Group:
 - (a) To oversee the management of the affairs/activities of YAM on behalf of the Regional Council.
 - (b) To follow up on the implementation of decisions of the Regional Council
 - (c) To consider proposals presented to it by its members
 - (d) To take actions on such matters as it may deem necessary between meetings of Council.
 - (e) To initiate policies for consideration by the Regional Council for recommendation to IPPFR Executive Committee.
5. The Regional Working Group shall meet not less than twice annually.
6. The Staff of the Special Services Unit of IPPFAR shall serve chief executives of the RWG and shall not be entitled to vote at any of its meetings.
7. In the event of any vacancy, the Regional Working Group shall appoint a representative from the respective Sub-regional Working group to serve on the Committee until the next meeting of the Sub-regional Working group when elections will be conducted to fill the vacancy.

ARTICLE X - Suspension and Expulsion



1. In the event that a member of YAM is suspended or expelled therefrom then it shall automatically and immediately be suspended or expelled as the case shall be from Respective YAM structure.
2. The Youth Caucus shall recommend to YAM general membership for suspension or expulsion any member of YAM if in the opinion of the Youth Caucus such member ceases to fulfill the criteria for membership of IPPF or YAM or if it becomes inactive or engages in any serious and undesirable activities provided that before such recommendation is made:
 - (a) the Youth Caucus shall send notice in writing by registered airmail specifying the charges to the member concerned requiring it to show cause why it should not be suspended or expelled. A copy of such notice shall at the same time be sent by registered airmail to all other members;
 - (b) a period of ninety days from the date of the notice shall be allowed to the member to send its written representation to the Youth Caucus, a copy of which representation shall also be sent by the member by registered airmail to each of the other members;
 - (c) if such representation is found unsatisfactory or not received within the ninety days then the Youth Caucus may by a two-thirds majority of its voting members recommend to respective YAM structure the suspension or expulsion of such member.

Procedure at Meetings of the Youth Caucus

1. **Quorum**-The quorum shall be fifty percent (50%) plus one of members of regional the Youth Caucus. Proxies shall not count for the purposes of the quorum.
2. **Proxy Votes**-A member or a representative may give a proxy vote to another provided this is done in writing and the Special Services Unit at ARO is given a copy of such appointment before the meeting of the Regional Council at which such proxy vote is intended to be used and provided further that no member or representative shall be given more than one proxy vote.
3. **Majority**-Decisions of the Youth Caucus shall be by a simple majority of the representatives present in person or by proxy except where otherwise provided in this Constitution.
4. **Secrecy**-Voting for Working Group Members and representatives to IPPFAR executive committee shall be by secret ballot.



5. **Postal Ballot**

- (a) The Special Services Unit shall on the authority of the Council or of the Youth Caucus conduct a postal ballot.
- (b) At least six weeks must elapse between the dispatch of the ballot papers by registered airmail and the closing time of their receipt by the Special Services Unit
- (c) The rules regarding a quorum and majority voting apply to postal ballots.
- (d) The result of a postal ballot shall be notified to all members within thirty days of the count.

4. **Notice and Motions**

At least three months' notice of a meeting of the YAM Youth Caucus must be given to members. *Motions* submitted by members must be received by the Adolescents and Special Services Unit at least six weeks before the date of the meeting at which it is proposed to move such motions, and the agenda shall be circulated to members at least thirty days before the date of the meeting. In all such cases (except in Kenya when ordinary registered mail shall be sufficient) registered airmail shall be the means of communication.

Notwithstanding the foregoing, motions may at the discretion of the Chairperson (whose decision shall be final) be accepted for consideration in the course of meeting.

Procedure at Meetings of the Regional Working Group

- 1. **Quorum**-The Quorum shall be fifty percent (50%) plus one of members of the Executive Committee present in person.
- 2. **Voting**-Each member shall have one vote and voting shall be in person only. Decisions of the Committee shall be by a simple majority.
- 3. **Casting Vote**-In the event of an equality of votes the Chairperson shall have an additional deciding vote.



Legislative Issues to be considered at The MA level

The following clause is proposed to be inserted in the constitution of each MA:

- ❖ YAM members who leave the age of 25 should automatically join the adults volunteers and act as a mentor to the YAM members.
- ❖ Only young people between the ages 10 and below 25 are eligible for election and to vote as YAM representatives in all YAM structures.
- ❖ YAMs would be the youth volunteers wing of the MA and shall represent young people at all levels of the governance structure (Branch, District, Provincial, and National levels).
- ❖ Yam members will have to elect their own representatives to the Branch, District, Province and National AGM and NEC.