



THE STATUTE

1. ESTABLISHMENT AND NAME

- 1.1. The movement shall be called THE YOUNG WOMEN OF AFRICA (Herein the YWOA Movement)
- 1.2. The Young Women of Africa movement is hereby established in accordance with the provisions of this statute and the laws of member countries.
- 1.3. Established on the 11th December 2021

2. BACKGROUND

- 2.1. We are a movement of young women united in building a cognitive and militant organisation for young women of the continent who aspire to transform the quality of life of young women and our social economic condition on the continent. We are drawn from liberation movements, revolutionary and progressive political organisations, progressive women organisations, civil society and gender activists from Africa.
- 2.2. We resolved to form this movement after a series of meetings which were attended by young women from the continent who decried the state of women in general and young women in particular.
- 2.3. We noted how there are many progressive continental women organisations and we agreed on the need to bring together young women from the continent to contribute to the ongoing struggle for women emancipation and gender equality. We identify with all progressive movements in the continent and beyond.
- 2.4. We noted the high levels of divisions in the continent and we agreed to form a uniting movement of young women that dismantles the legacy of colonialism and refuse to define

ourselves according to our colonial past. We therefore strive for inclusivity and unity of African young women.

2.5. We noted the gap between politically active young women and those in apolitical spaces and movements such as NGOs, we agreed to bridge that gap and form a movement that will bring young women from civil society and political parties together uniting in transforming Africa and making it a better continent for ourselves. We are the change we want to see.

2.6. Having endured imperialism in our different Countries violently, we agreed to form a movement of young women that will fight capitalism and decolonisation of our continent, its education system, and also the economy of our countries and continent as a way of empowering women.

3. VISION, MISSION AND CORE VALUES

3.1. VISION

3.1.1. Africa where young women are empowered, valued, and recognized as leaders and change-makers, driving transformative social, economic, and political change.

3.1.2. To build a better Africa for young women and the girl child

3.1.3. Striving for the emancipation of women and our social economic development in the continent.

3.1.4. Incubate and develop young women leadership and second layer leadership.

3.1.5. To establish a grassroots African movement that places young women at the Centre of their own development and struggle for the solutions Africa needs.

3.1.6. To bring an end to xenophobia, regionalism, racism, patriarchy and all forms of oppression and injustice.

3.1.7 To work with progressive organisation on the continent to fight for gender equality.

3.2. MISSION

"To unite, empower, and mobilize young women across Africa to drive positive change, promote gender equality, social justice, and human rights, and amplify their voices and contributions to Africa's development."

3.3. CORE VALUES

1. ***Solidarity***: We believe in the power of solidarity and collective action among young women.
2. ***Empowerment***: We are committed to empowering young women with the skills, knowledge, and confidence to drive change.
3. ***Inclusivity***: We strive to create a platform that is inclusive, diverse, and representative of all young women in Africa.
4. ***Social Justice***: We are dedicated to promoting social justice, human rights, and gender equality in all aspects of African society.
5. ***Accountability***: We hold ourselves accountable for our actions, decisions, and impact, and strive for transparency and integrity in all our endeavors.

4. OUR LOGO, COLOURS AND SLOGAN

- 4.1. Our logo is the Map of Africa with the face of an African young Woman inside the map. The face looks into the sun. The African map represents our continent. The young woman represents all young women of our beautiful continent, the sun represents the hope we have for a bright and better future for ourselves
- 4.2. The Colour Red represents the blood of our fallen martyrs that fought for the liberation of our continent and the blood of African women that continues to be spilled due to war, injustices and violation. We strive to fight against all forms of injustices and violation on women
- 4.3. The Colour Green represents the natural resources and vegetation of Africa. We wish for Africa and her children to use their natural resources and vegetation for her development and growth and for their benefit
- 4.4. The Colour Orange represents the mineral resources of Africa. We will work for an Africa that fights to keep its resources in the continent and open up free continental trade, manufacturing, production, and industrialisation for Africa by Africans in particular women.
- 4.5. The colour Black represents the people of Africa in particular the women
- 4.6. Our Slogan is **YOUNG WOMEN OF AFRICA: TOWARDS BUILDING A BETTER AFRICA FOR YOUNG WOMEN**

4.7. All rights with regards to the logo, colours and slogan of the YWOA are reserved by the YWOA under the Continental Executive.

4. AIMS AND OBJECTIVES

5.1. AIMS

1. Contribute in changing the lives of young women of Africa for the better by uniting and empowering them across Africa to drive positive change. and promote gender equality.
2. Restore the dignity and integrity of Africa and her people by encouraging African patriotism, regional integration and cooperation of our member countries.
 3. Fight against regionalism, xenophobia, racism, patriarchy and imperialism.
 4. Develop young women who will be selfless game changers and ready to make a difference in the transformation and decolonisation of Africa in all forms by providing a platform for young women to amplify their voices, share their experiences, and learn from each other.
 5. Promote dialogue and accountability of Africans to resolve disputes, conflict and wars. We promote social justice, human rights, and sustainable development in Africa.
 6. Strive for a safe continent and safe migration for young women in the continent. This will assist us to confront human trafficking and forced sex work on the continent.
 7. Fight for the economic emancipation of women in the continent. We will develop solutions to confront hunger and poverty, accelerate the participation of women in the African economy and position women as the solution to the economic development of Africa.
 8. Confront oppressive cultural, religious and traditional practices on the continent that perpetuate patriarchy and the continuous oppression of African young women and girls.
 9. Support, develop, and lobby for African women representation and leadership in decision making bodies in our Countries, Continent, and all spheres of life both in governments and private sector.
 10. Decolonise and transform the education system of our member Countries and the continent. Promote research and African thinking for the development of Africa.
 11. Strive for inclusivity and intersectionality on the African continent by supporting all oppressed people of Africa like rural women and disabled women, the under – privileged, the marginalised communities of different origins on our continent. This is a movement of all African Young Women in all their forms and kinds who agree with the aims and objectives.

12. Promote unity, peace, security, stability and solidarity of African people and women in particular

13. Advance democracy and promote human and women rights

5.2 OBJECTIVES

1. _Empowerment_ :

- To build the capacity and confidence of young women to take leadership roles in their communities.

- To provide training, mentorship, and networking opportunities for young women.

2. _Advocacy_ :

- To advocate for policies and laws that promote gender equality, social justice, and human rights.

- To raise awareness about issues affecting young women in Africa, such as gender-based violence, climate change, education, and socio – economic empowerment.

3. _Community Development_ :

- To support community development projects that promote leadership and empowerment for young women.

- To partner with local and multinational organizations and communities to drive positive change.

4. _Networking and Collaboration_ :

- To build partnerships with other organizations, governments, and stakeholders to advance the interests of young women in Africa.

- To facilitate collaboration and knowledge-sharing among young women across Africa.

5. _Research and Policy Development_ :

- To conduct research on issues affecting young women in Africa and develop policy recommendations.

- To influence policy decisions that affect young women in Africa.

5. MEMBERSHIP

6.1. All organisations wishing to join shall apply for membership and after once off approval by the leadership of YWOA, they will be expected to pay subscription/joining fees.

- 6.2. Membership shall be granted by paying a subscription/joining fee renewable every five years.
- 6.3. Every member of the YWOA shall duly pay the appropriate subscription which shall be fixed by the YWOA Executive. Membership records shall be kept by the Secretary General and transmitted to the Headquarters/Secretariat where a central register of members shall be kept
- 6.4. A paid-up member, for the purpose of this statute, is a member who has paid the required subscription and the paid money having been received by the YWOA head office
- 6.5. Only persons, organisations and Countries that believe and agree with our aims and objectives, vision and mission will be granted membership
- 6.6. Membership will be suspended or taken away from individuals, Countries and organisations that go against what we stand for or our policies and resolutions
- 6.7. The membership fee will be determined by the Continental Executive of the YWOA every five years
- 6.8. All progressive women organisations with Young women Desks or sectors, young women civil organisations, young women NGOs and feminists can take up membership.
- 6.9. All member organisations and movements in good standing have a right to vote in the continental young women assemblies and conventions.
- 6.10. Members shall resolve and take decisions through persuasion and failure to which shall be through a vote and acquiring a simple majority of the meeting
- 6.11. Voting shall be by secret ballot by all members in good standing
- 6.12. Honorary members are non-voting delegates in all our meetings
- 6.13. The leadership of the YWOA will confer honorary membership to outstanding women who have contributed extensively in the struggle for women emancipation in Africa
- 6.14. Honorary lifetime membership will also be granted to former leaders of the YWOA and they will serve as an advisory council to the current leadership of the YWOA.
- 6.15. The YWOA shall have members, associate members and honorary members. Associate members are those who are above the ages defining a young woman by internationally accepted African standards and/or as resolved by the continental executive or the continental convention or assembly. Honorary members are those who have achieved in fighting for women and have been invited to the advisory council as honour. The advisory

council will be chaired by the continental convener. Associate and Honorary members have no voting rights in the assembly of the YWOA.

6. THE CONTINENTAL YOUNG WOMEN ASSEMBLY

7.1. The Continental Young Women Assembly will be the highest decision making body of the YWOA Movement. The Assembly shall have the power to endorse, reverse or amend decisions and motions of all structures of the YWOA

7.2. It is attended by members in good standing.

7.3. It will seat every five years and among its responsibilities will be to elect leadership of the YWOA movement.

7.4. Receive, review and adopt political, secretariat and other reports from the executive

7.5. Amend and adopt the statute

7.6. Amend and adopt all policy positions of the YWOA

7.7. Amend and adopt resolutions for implementation

7.8. Amend and adopt motions

7.9. Amend and adopt rules and procedures. All such rules and procedures shall be consistent with the norms of the YWOA. Rules and regulations shall only become operative when approved by the Mid – term continental young women assembly

7.10. Amend the composition structure of the leadership of YWOA

7.11. The Continental Young Women Assembly will rotate in different regions of the Continent

7.12. The decisions of the Continental Young Women’s Assembly shall be binding on all member countries and member organisations and can only be changed by another assembly of the same nature

7.13. Shall rotate in different member countries

7. THE MID – TERM CONTINENTAL YOUNG WOMEN ASSEMBLY

8.1. The Mid – term continental young women assembly shall seat between the five-year term to the continental young women assemblies

8.2. Shall receive and adopt political, secretariat and other reports from the executive of the YWOA and assess the work done in between continental young women assemblies

8.3. Recommend amendments of statutes, policy positions, and resolutions to the continental young women assembly

8.4. Adopt motions

8.5. Adopt rules and procedures. All such rules and procedures shall be consistent with the norms of the YWOA. Rules and regulations shall only become operative when approved by the Mid – term continental young women assembly

8.6. Recommend amendments to the leadership composition of the YWOA movement

8.7. Shall rotate in different member countries

8. CONTINENTAL CONVENTIONS, REGIONAL YOUNG WOMEN ASSEMBLIES AND COUNTRY ASSEMBLIES

9.1. The continental conventions shall seat annually to receive reports, adopt a programme of action, and make recommendations to the continental young women assembly.

9.2. The Regional assemblies shall seat every three years to elect regional leadership, receive reports, adopt a programme of action and make recommendations to the continental young women assembly.

9.3. The Country Assemblies shall seat every year to elect country leadership, receive reports, adopt a programme of action and make recommendations to the regional and continental young women assemblies.

9. STRUCTURE OF THE YWOA

10.1. The Continental Executive of the YWOA shall be comprised of the following;

- The President
- The Deputy President
- Regional Vice Presidents (East, West, North, Central and Southern Africa)
- The Continental Secretary General
- The Continental Deputy Secretary General
- The Regional Secretaries, East Africa, West Africa, North Africa, Southern Africa, and Central Africa
- The Continental Resource mobiliser and Finance Secretary

- Continental Head of Policy and Research Committee
- Continental Head of Communication and media Committee
- Continental Head of Economic and Social Transformation Committee
- Continental Head of Education transformation Committee
- Continental Head of Young Women empowerment Committee
- Continental Head of Rural development

10.2. The Regional Executive of the YWOA shall comprise of the following;

- Regional Executive Secretary (Head)
- Vice President
- Regional Heads of portfolios appointed by the continental executive as they deem fit
- Country Representative (Heads)
- Country Executive Secretary

10.3. The Country Executives of the YWOA shall comprise of the following;

- Country representatives (Head)
- Country Executive Secretary
- Country heads of portfolios appointed by the regional executive as they deem fit, in consultation with the Continental Executive.

10. RESPONSIBILITIES OF THE YWOA GOVERNANCE STRUCTURES

11.1. The YWOA structures shall seat meetings every three months

11.2. Coordinate the work of the YWOA

11.3. Oversee the programmes and campaigns of the YWOA

11.4. Adopt reports, the budget, financial model and policies of the YWOA which will be rectified by conventions and assemblies of the YWOA at all levels.

11.5. The Continent Executive shall be voted for in the continental young women assembly every five years, every three years for the regional executive in the regional assembly and every year for the country executive in the country assembly.

- 11.6. Responsible for running the affairs of YWOA on behalf of member Countries and organisations at all levels. The decisions of upper structures shall hold on all lower structures.
- 11.7. The continental Executive shall receive applications and grant requests for membership
- 11.8. Shall convene the Young Women Assembly and the mid-term young women assemblies every mid-term.
- 11.9. Shall appoint different committees including the Disciplinary Committee
- 11.10. The structures of the YWOA shall implement the Programme of Action of the movement without fail.
- 11.11. Regional meetings shall be constituted by member countries and member organisations from each region in the Continent
- 11.12. Shall adopt rules and procedures. All such rules and procedures shall be consistent with the norms of the YWOA. Rules and regulations shall only become operative when approved by the YWOA structures.
- 11.13. The YWOA continental executive shall have the power to frame a Code of Conduct for all structures, officials, office bearers and members of the YWOA.
- 11.14. All YWOA leaders at all levels are expected to comply with the following;
- Leadership – Provide strategic leadership and vision to the organization, guiding its overall direction and goals.
 - Representation - Represent YWOA at national, regional, and international forums, conferences, and meetings, promoting the organization's interests and values.
 - Policy Development – Develop, implement, and review policies and programs that promote the empowerment and development of young women in Africa.
 - Decision-Making - Make key decisions on behalf of the organization, in consultation with the Executive Committee and other relevant stakeholders.
 - Resource Mobilization – Mobilize resources, including funding, partnerships, and expertise, to support the organization's programs and activities.
 - Networking – Build and maintain strategic partnerships and networks with other organizations, governments, and stakeholders to advance YWOA's objectives.

- Membership Engagement - Foster a sense of community and belonging among YWOA members, promoting their active participation and engagement in the organization's activities.
- Conflict Resolution - Resolve conflicts and disputes within the organization, ensuring that they are addressed in a fair, transparent, and timely manner.
- Reporting – Provide regular reports to the Executive Committee, members, and other stakeholders on the organization's progress, challenges, and achievements.
- Ambassadorial Role – Serve as a role model and ambassador for YWOA, promoting its values, mission, and vision to a wider audience.

11. SECRETARIAT, HEADQUARTERS AND OPERATIONS IN COUNTRIES

12.1. SECRETARIAT AND HEADQUARTERS

1. The Secretariat will be the Headquarters of the YWOA movement
2. The Headquarters shall rotate in different member Countries
3. The period of the secretariat in a Country shall be determined by the continental executive.
4. Countries shall volunteer or get voted for by a meeting to be the headquarters

12.2 OPERATIONS IN COUNTRIES

1. The YWOA shall establish national chapters in countries where it operates or as the Executive deems fit derived from our continental existence.
2. All Country Chapters established are done so in accordance with the provisions of this statute and the decisions of the continental Executive.
3. Any country which establishes itself without the permission and written approval of the continental executive is null and void. The continental executive reserves the right to establish country structures in line with the provisions of this statute.
4. YWOA shall establish monitoring and evaluation systems to track its progress in each country and shall conduct regular impact assessments to evaluate the effectiveness of its programs.
5. YWOA shall comply with all relevant laws and regulations in each country where it operates and shall comply with all relevant international laws and treaties.

12. DISCIPLINARY PROCEDURES AND CODE OF CONDUCT

- 13.1. Disciplinary Proceedings shall be confined in violation of the basic principles and rules of the YWOA.
- 13.2. Such proceedings shall not be used as a means of stifling debates or denying members their basic rights neither will they be means to suppress members, or interfere with their activities as Countries and organisations.
- 13.3. Proceedings shall normally be conducted at levels where the alleged violation has taken place without prejudice to the right of the YWOA to initiate such proceedings at any time
- 13.4. Any Country or member organisation to appear for disciplinary proceedings shall have the right to receive reasonable notice of any hearing and of the basic allegation against them. Shall be afforded a reasonable opportunity to prepare and present her defense.
- 13.5. Any person adversely affected by the outcome of any hearing have the right to have a matter reviewed by the appellate or review committee set up by the YWOA.
- 13.6. In addition to misconduct which directly violated the norms of the YWOA, any abuse of office, corruption, harassment or misappropriation of funds shall give rise to disciplinary proceedings.
- 13.7. Proceedings may also be brought against members who behave in a disgraceful way which brings the organisation into disrepute or manifest a flagrant violation of the moral integrity expected of members.
- 13.8. Penalties for the proven violation of the statute, norms and decisions of the YWA shall include counselling, reprimand, apology, demotion, suspension, and payment of compensation, the performance of useful tasks or expulsion.
- 13.9. YWOA shall establish a Disciplinary Committee which shall have the right to initiate disciplinary proceedings against members in serious cases.
- 13.10. The Disciplinary Committee shall have a minimum of five and a maximum of seven members and shall decide by majority vote, with the chairperson having a casting vote. The Committee shall serve for a period of five years, with vacancies being filled by the YWOA.
- 13.11. An appeal from the Disciplinary Committee shall lie with the YWOA Continental Young Women Assembly whose decision shall be final and binding.

13. CODE OF CONDUCT

14.1. As a member of YWOA, I pledge to:

1. Uphold the values and mission of YWOA
2. Respect the dignity and rights of all members and stakeholders
3. Maintain confidentiality and handle sensitive information with care
4. Avoid conflicts of interest and declare any potential conflicts
5. Refrain from harassment, bullying, or discriminatory behavior
6. Comply with YWOA's policies and procedures
7. Account for my actions and decisions as a representative of YWOA

14.2. DISCIPLINARY PROCEDURE

1. ***Investigation***: The Executive Committee will investigate any alleged breaches of the Code of Conduct.
2. ***Notification***: The member will be notified in writing of the allegations and the investigation.
3. ***Response***: The member will have the opportunity to respond to the allegations in writing.
4. ***Hearing***: A disciplinary hearing may be convened to discuss the allegations and the member's response.
5. ***Decision***: The Executive Committee will make a decision based on the evidence presented.
6. ***Sanctions***: Sanctions may include:
 - Warning
 - Suspension
 - Expulsion
 - Other measures as deemed appropriate
7. ***Appeal***: The member may appeal the Continental assembly.

14.3. GROUNDS FOR DISCIPLINARY ACTION

1. Breach of the Code of Conduct
2. Misconduct or unprofessional behavior
3. Failure to comply with YWOA's policies and procedures
4. Harassment, bullying, or discriminatory behavior

5. Misuse of YWOA's resources or assets

14.4. CONFIDENTIALITY

1. All disciplinary proceedings will be treated as confidential to protect the rights and reputation of all parties involved.

15. FINANCIAL PROVISIONS

- 15.1. The organization's financial year shall commence on January 1st and end on December 31st.
- 15.2. The Finance Secretary shall be responsible for managing the organization's finances and shall present a detailed audited financial report to the Assembly and ACC.

16. AMENDMENTS

- 16.1. Any amendments to this statute shall be by two-thirds majority vote at the continental Young Women's Assembly or the Annual Continental Convention.
- 16.2. Notice of intent to propose any amendments the assembly or the ACC should be forwarded to the office of the Secretary General at least two months before such an assembly, and proposed amendments must be circulated to members at least one month before the assembly
- 16.3. The amendments to this statute shall come into effect immediately upon adoption by the Continental Convention or the Assembly.
- 16.4. The Continental Executive Committee shall ensure a smooth transition and implementation of the amended Constitution.

17. DISSOLUTION

- 15.1. The Continental Young Women's Assembly may dissolve the YWOA by two-third majority of delegates present and voting and transfer the assets and liabilities of the YWOA in such a manner as determined by the assembly.

ADOPTION

This amended statute was adopted by the 4th Annual Continental Convention (ACC) of the Young Women of Africa on 12th December 2024 at the African Union, Addis Ababa, Ethiopia.

YWOA – Young Women of Africa

Signed by the continental President

Names: Precious Banda

Signature:

Date: 12th January 2025

Signed by the Continental Secretary General

Names: Helena Chiuissa

Signature:

Date: 12th January 2025

