

Requirements to ensure effectiveness of the Young Women's Leadership Program

**Points that need to be discussed and agreed upon before signing the MoU.*

FAT has been running YWLP since 2010 based on the core values of feminism and believing in young women's leadership where they are equal participants and stakeholders in the change we wish to see through the program. There are certain requirements needed to ensure the effectiveness of the program when we are adapting and expanding the program in new locations whether with partners or by ourselves. These requirements have emerged through our learning from implementing in Delhi and expanding to new locations, as well as, have been pointed by external reviewers.

- All activities within the project/program should be designed keeping adolescent girls and young women at the center making the interventions grounded in their lived realities and culture specific issues.
- In principle, all partners of the project/program agree that gender and sexuality play a crucial role in defining the struggles of adolescent girls and young women and hence, should be at the core of designing the project/program and the adaptation strategies.
- The project/program is primarily for adolescent girls and young women who do not have easy access to technology education and face multiple disadvantages that restrict their voices. The selection criteria for the project should be defined based on this priority.
- The project/program will work with girls between the ages of 14 to 25, and any decision to change this age group should be taken collaboratively with all the partners.
- While the project/program does not exclude married young women, but a decision on their inclusion should be taken collaboratively with all the partners.
- The project/program does not work with boys directly, if there is a decision taken to include boys then it should be to strengthen the program for girls and young women. A decision on their inclusion should be taken collaboratively with all the partners.
- The Tech Center should be created and nurtured as a free and safe space for adolescent girls and young women where they can talk about their personal lives without fear of judgment and repercussions.
- The Tech Center as a space should be easily accessible for the participants, keeping in mind their travel from home to the center, placed in a safe location making sure the security of the girls is ensured and making sure the space is independent of intervention and control by any external power including landlords, parents, local authorities/ influential people.
- The space should not be used for any activity other than those related to YWLP and if any need to use the space for anything beyond the program arises, this should be consulted with all partners and a decision should be made collaboratively.

- Change needs time, resources and long-term involvement. Any partner wanting to adapt our model and set-up a center should be looking at YWLP as a long-term program within their work and willing to commit their time and resources to the process, keeping in mind the long-term goal.
- The adaptation plan of the model is to be made by all partners collaboratively and any change during the implementation on the program must be taken collaboratively. There is a certain curriculum that we follow and any changes in the curriculum should be done through a collaborative process.
- The project/program is designed to build and promote young women's leadership from a feminist perspective. Hence, creating a space for their voices and decision-making should be consciously built in within the project/program, implementing team, and within the organization as new leaders emerge from the project/program.
- The methodology of delivering the curriculum should be facilitative, rather than a classroom teaching methodology that promotes hierarchies between a student and teacher. Words like student and teacher should not be used and referring to the program team as "sir/madam" should be discouraged. The idea that participants always have to follow what they are told should be challenged continuously within the project/program.