

**Fact Finding Study
(WOSM/WAGGGS)**

Presented by Mr. John Beresford to the
World Scout Committee on 7 October 2000
and

**WAGGGS' Commentary on the
John Beresford Report**

CONTENTS

	Pages
1. Introduction.....	1
1. <i>Comments on the Section: Introduction</i>	3
2. Fundamental Principles	6
2. <i>Comments on the Section: Fundamental Principles</i>	8
3. Mission.....	10
3. <i>Comments on the Section: Mission</i>	15
4. Membership Policies	18
4. <i>Comments on the Section: Membership</i>	23
5. Educational Methods.....	25
5. <i>Comments on the Section: Educational Methods</i>	30
6. Organizational and Financial Questions.....	32
6. <i>Comments on the Section: Organizational and Financial Questions</i>	41
7. Structural Implications at all levels.....	44
7. <i>Comments on the Section: Structural Implications at all levels:</i>	48
8. Other Relevant Points	49
8. <i>Comments on the Section: Other Relevant Points</i>	51

1. COMMENTS ON THE SECTION

INTRODUCTION

The WAGGGS World Conference agreed the following resolution as proposed by the World Board WAGGGS:

Recognising the urgent need for a common Long Term Vision within WAGGGS, and accepting that there are three types of organizations supporting the WAGGGS Mission, but with a differing Long Term Vision, viable for WAGGGS:

- *Girls only*
- *Girls and boys within WAGGGS*
- *Scout and Guide National Organizations*

The World Board recommends that:

- *WAGGGS carry out an internal study of our strengths and weaknesses through wide consultation which will include Component Associations, Member Organizations, Regions and the World;*
- *There should be a joint study that would analyse the present situation of WAGGGS and WOSM and examine joint options for the future;*
- *The World Board will review the findings and will propose an appropriate motion for the 31st World Conference in 2002.*

The amendments made by the Conference to the original wording of the WAGGGS World Board asked for the inclusion of young women from each Region in the study process and defined the reporting parameters, seeking a conclusion at the next World Conference in 2002.

At the time of the Dublin WAGGGS World Conference, the WAGGGS World Board believed, that as a result of this resolution, and with the agreement of the WOSM World Conference, participants would be selected from both WAGGGS and WOSM to participate in a Joint Study which would TOGETHER evaluate the possibility of JOINT OPTIONS between WAGGGS AND WOSM.

The WAGGGS World Board was desirous that these representatives would be responsible as a **GROUP** and would work collaboratively to seek possible scenarios for future joint working relationships. These scenarios should not be limited to a complete merger of the two world organizations but would also include other creative solutions that would offer educational programmes to boys and girls throughout the world, based on the same fundamental principles.

The WAGGGS World Board had no predetermined ideas on the outcome of the joint study it proposed to WOSM.

The only remit of the group would be the creation of a **WIN WIN** for both world organizations in their future relationship and that no limits should be defined at the start of the work on the form which a new organization/relationship could take.

WAGGGS World Board accepted that the joint working group drawn from both organizations would seek to redefine the relationship and explore possible structures and scenarios for the future of both WAGGGS and WOSM jointly. The WAGGGS World Board accepted that the group would be responsible for defining and agreeing their terms of reference and membership. The WAGGGS participants of the Group would be under the leadership of Heather Brandon.

However, the WOSM World Committee at their meeting held before their World Conference agreed not to support the Joint Study as suggested by WAGGGS but to limit their participation to a Fact Finding Study in the first instance.

This different approach was accepted as an interim measure.

WAGGGS believes that a Joint Working Group of some sort needs to be established in a spirit of true co-operation, which will incorporate the views of young people, to explore possible future scenarios of a joint working relationship between both organizations.

Believing that it is virtually impossible for WAGGGS or WOSM members to be completely impartial given the emotional ownership of the two Organizations by volunteers and staff alike, WAGGGS World Board, taking into account the discussion at the World Conference, believes that the best interests of both organizations would be best served if an EXTERNAL STUDY/FACILITATOR worked on possible scenarios.

CONTEXT

The examination of joint options for the future is a response to the wishes of many Member Organizations in both Organizations.

It is important that strategic decisions for both Organizations focus on the needs of young people and not the inherent difficulties of changing organizations.

“What will be best for the girls and women, boys and men of the future?” is THE question that needs to be answered by both organizations.

It will be important for both organizations to participate in any future discussion on a joint future without the hindrances and limitations of personalities, plays for power, influence or individual recognition.

Both Organizations come to the discussion from a position of strength: membership is holding its own and growing in many areas; there has been a professionalisation of staff and structures to meet new challenges.

Both Organizations are highly regarded externally at all levels.

However both Organizations face external challenges in a changing world. Resources are inevitably stretched and could be used more effectively for the delivery of good Scouting and Guiding if unnecessary competition and duplication of effort was eliminated.

External confusion about the distinctions between the two Organizations could be turned into one powerful voice speaking and acting for the Movement and its **common shared values.**

Both Organizations have internal tensions. In WAGGGS the tension lies between those who want WAGGGS to focus entirely on its Mission for girls and young women, and those who would like to see one new World Organization offering a coeducational programme, structured as a large SAGNO.

In WOSM the tension lies not within the focus on Mission but more on the delivery of the coeducational programme particularly within the SAGNOs and such the tensions as summarised in the report on How Scouts Imagine the Future of the 7th World Scout Youth Forum, 'One World Organization uniting men and women in Scouting is an idea held by some participants who wish to implement it rapidly, and by others who consider it a long-term vision'.

These tensions are not going to disappear and these tensions divert time and energy in BOTH Organizations.

WAGGGS believes that a new organization/relationship at world level offering sound educational programmes for girls and boys, based on the fundamental principles of WAGGGS and WOSM, could be structured to cope with diverse needs, for example, co-education and single sex groupings would be possible according to the wishes of National Associations.

2. COMMENTS ON THE SECTION

FUNDAMENTAL PRINCIPLES

Most of the articles relating to the Fundamental Principles are very similar in content and tone in WAGGGS and WOSM.

Differences in the presentation of the Constitution are largely stylistic, but the two Organizations' approaches to their Constitutions are different. WAGGGS views its Constitution as a living document which can be amended to suit altered situations and circumstances within the world.

WAGGGS World Board ensures that the Constitution is adhered to in its implementation but interpreted according to the spirit contained within the actual clauses.

WOSM's approach '*has sometimes been criticised by some Associations for being rather too rigorous*' (WOSM 2.2)

However there is a fundamental difference between WAGGGS Object which is focussed on girls and young women and WOSM's Purpose which is for all young people. This is dealt with under Mission (as in the WOSM study).

See WOSM 2.3

WAGGGS makes it clear in ALL its documentation that its fundamental principles are based on spiritual values. This is articulated in the first sentence of its Constitution.

This was defined at the 21st World Conference in 1972

'That in those exceptional circumstances where the wording appears to show that the Promise and Law of an Association differs in important ways from the original Promise and Law as laid down by the Founder:

That it shall be deemed acceptable if together they contain the essence of the Fundamental Principles defined as follows:

- a) *The essence of DUTY TO GOD is the acknowledgement of the necessity for a search for a faith in God, in a Supreme Being, and the acknowledgement of a Force higher than Man, of the highest Spiritual Principles.'*

See WOSM 2.4.

Attention has been drawn to the Promise of Girl Scouts USA and to the different interpretations of the phrase 'duty to God'.

In Trefoil Round the World where all WAGGGS Promises are recorded (after approval by the Constitutions Committee of WAGGGS and the World Board who agree all changes to the promise and law issues from national associations) there are 13 Associations that have alternative promises that do not include mention of 'God' or a 'Supreme Being'.

Of these 13 Associations, seven are SAGNOs where the males are members of WOSM.

WAGGS is *'open to all girls and young women without distinction of creed, race, nationality, or any other circumstance'* Article V Section 1 c).

WOSM is more limited in its definition of openness, *'open to all without distinction of origin, race or creed'* Chapter 1 Article 1 Definition.

3. COMMENTS ON

MISSION

The Mission of both World Organizations includes the development of individuals and their contribution as citizens to their society and the world.

WAGGGS focuses on girls and young women, WOSM's Mission is for all young people.

WOSM has a stated policy on **equal opportunities** for both men and women embodying the acceptance of the need to ensure equality of representation of men and women for the same reason.

The incorporation of the recognition of the specific needs of girls and young women into a joint Mission is an essential, and challenging, precondition for the creation of one new world Organization.

We believe WOSM's equal opportunities policy would include the right to have single-sex girls groups, effective programmes for both girls and boys and safeguards so that girls and women as well as boys and men have truly equal opportunities. It would also incorporate the existing right of National Associations to choose the structure that best suited their own needs – whether to have single sex or co-educational groups.

See WOSM 3.6.

Use of the word 'feminist'. This word has certain connotations that would not represent the views or activities of WAGGGS.

There has been no change in policy or direction to include a more "feminist approach" by WAGGGS' World Board. Developments reflect the different situation of women generally in their aspirations, expectations and circumstances throughout the world.

The Original Handbook says:

'Girl Guides is an organization for character training which has been started much on the lines of the Boy Scouts movement in principle but differing in detail.

Its aim is to get girls to learn how to be women – self reliant and capable of keeping good homes and of bringing up good children.

The Method of training is to give girls pursuits which appeal to them, such as games and recreative exercises which lead them to learn many useful crafts and skills'.

WAGGGS' approach right from the start would be much more along these lines (see paragraph below):

"There is so much talk about women and women's rights just now that I think we lose sight of the fact that it is our RIGHT to be WOMEN. A woman can be quite as splendid a creation as a man – was intended to BE so by God, but if He had wished them – men and women – to do the same things why did He choose quite another pattern for women? They are more beautiful, more delicately made, more fine than man

No if Scouting for girls is going to do good and produce splendid WOMEN it must be on its own lines"

(Pamphlet B 1910 Agnes Baden-Powell first Guide documents.)

With the introduction of the Mission Statement in 1993, WAGGGS refined its dedication to the **development of girls and young women**.

It is probable that for some, the introduction of this Mission Statement could be perceived as the introduction of a more feminist approach.

Further discussion on a Vision Statement in 1999 by the World Board, was premised on a 'world of equal opportunity for all' and then focused on the needs of girls and young women.

WAGGGS' POLICY ON BOY MEMBERSHIP

The WAGGGS Mission is clear – the World Association seeks to advance the development of girls and young women, therefore any inclusion of boys within the WAGGGS programme at this time, must necessarily be to support the advancement of the girls.

This is an **untenable position for WAGGGS** as we are an Organization concerned with the education of human rights and acceptance of all without regard of circumstance etc.

The WAGGGS World Board recognised that because of the decision taken by WOSM not to allow the creation of any future SAGNOs (which would include joint and merged Associations) there would be no further opportunity for girls within WAGGGS to benefit from opportunities of a coeducational programme, sought by many countries within Europe, but also that there would be no further opportunity to establish a joint structure where women are able to manage the girls section of a joint organization such as in Asia Pacific and the Arab regions of WAGGGS.

In many countries today WAGGGS is reliant on the support given from the Ministry of Education and indirectly Scouting, for the establishment of a joint Scout and Guide organization, as women are not able through the social context of the country to establish and develop their own organization independently.

Many of the girls within WAGGGS (approximately 1.7 million girls) participate in educational programmes through the merged association model. This trend is particularly prevalent within the Europe Region of WAGGGS.

(NOTE. Within WAGGGS the distinction is made between a Merged Association (such as the Netherlands) and a Joint Association (such as India, Bharat Scouts and Guides)).

In a study carried out in 1993~1996 on the Development of Girls and Young Women it was clear from the results that there is little difference in the level of outcomes achieved through the various programmes offered to the girls within WAGGGS within single sex or coeducational programmes.

It was also very clear that National Organizations within WAGGGS felt strongly that they are in the best position to choose the context of their educational programme based on the need within their society and country.

Within the interpretation of the WAGGGS Constitution, it is the National Organization which is the Member, not the individual.

Legal opinion was given that provided the number of boys was never more than “incidental” within the National Organizations WAGGGS could continue to admit boys into membership.

However should the number of boys increase then the OBJECTS of the Constitution and the Mission would have to be changed.

It is important to understand the full impact of the WOSM decision not to allow the further establishment of any new SAGNOs on the development of the WAGGGS’ policy.

The educational opportunities offered to girls and young women within WAGGGS were effectively changed irrevocably through this particular action by the WOSM World Committee. It meant that WAGGGS could no longer offer the possibility of a coeducational programme for girls (established in 1972 as the SAGNO model) unless the WAGGGS World Board decided to recommend that the Mission Statement of WAGGGS be altered to include boys which would put WAGGGS in direct competition with WOSM. This was a situation which WAGGGS’ World Board felt would not achieve anything but further tensions and conflicts between the two organizations at world level.

See WOSM 4.6.1

The WAGGGS World Board had no choice but to accept the WOSM decision on the creation of new SAGNOs, despite having pursued with WOSM on three separate occasions a request that this policy be rescinded. Although WAGGGS believed that this decision was legally indefensible, it chose not to pursue the legal option at that stage.

Therefore the World Board decided that in view of WOSM’s decision, WAGGGS’ World Board would have to formalise the membership of boys within WAGGGS for the time being.

In this way WAGGGS was able to admit to Membership countries which had already set up a coeducational programme or a joint structure in place. This was done quite consciously by the World Board with the understanding that WAGGGS’ National Organizations would need to debate the whole future of WAGGGS at the next World Conference.

WAGGGS’ World Board accepts a world where men and women are equal. There can be no question of using “boys as tools” to achieve the present Mission Statement.

The WAGGGS World Board is determined to remain an **inclusive organization rather than have any form of exclusivity.**

4. COMMENTS ON

MEMBERSHIP

Both Organizations need to respond to the trend in falling membership in Western countries and in the lowering of the age of our membership. We both wish to be seen as youth organizations not organizations for children.

Membership requirements for both World Organizations are very similar. Both Organizations accept that there can be only one National Organization in one state. Both discourage Federations.

However, in WAGGGS it is the Association that is the Member. Membership of WOSM is both individual (in that each individual is required, inter alia, to make the personal commitment of the Promise in order to become a member of WOSM) and also corporate (in that WOSM recognises National Scout Organizations as a whole, and through its individual members).

WAGGGS' Membership progresses through three levels:

- ◆ Countries Working Towards Membership have certificates of recognition, can attend Conferences as observers but have no voting rights;
- ◆ Associate Members have limited voting rights at Conferences;
- ◆ Full Members have full rights.

WOSM does not have this progression but has Members with full rights. Accredited National Scout Organizations have limited rights and are not 'Members' of WOSM in the constitutional sense.

The process of achieving Membership varies in each World Organization although in both cases the World Conference is the body that ultimately confers Membership.

On membership figures, it would appear that WOSM has many more members than WAGGGS. Although this is undoubtedly true, the WAGGGS method of calculating quota certainly discourages declaration of all members. It is evident that with the introduction of the new WOSM system many national organizations are choosing to declare their females as members of WOSM rather than of WAGGGS in order to benefit from the financial benefit.

Of the 170 National and Component Associations of WAGGGS:

- ◆ 42 are SAGNOs (Joint and Merged Associations) (1,735,769 girls),
- ◆ 105 are WAGGGS-only (6,533,067 girls)
- ◆ Of the 105, 23 WAGGGS-only Associations have boy members (11,575 boys)

WAGGGS has a boy membership of 0.2% in its WAGGGS-only Associations, WOSM, since it started taking in girls in 1966, has achieved a girl membership of 4%.

See WOSM 4.12

WAGGGS would foresee a better use of resources.

- less duplication of effort
- economies of scale
- less divisiveness
- more effective practices
- better programmes for girls and boys
- higher public profile

See WOSM 4.15

WAGGGS Member Associations are worried in reverse! Women members fear that there will be an imbalance with men taking more positions and more power.

5. COMMENTS ON

EDUCATIONAL METHODS

In **both** Organizations the development of effective programmes is seen as being extremely important.

There are great **similarities** in the educational methods used by both World Organizations.

- ◆ Both produce guidelines on a wide variety of aspects that have been developed by groups of staff and volunteers.
- ◆ Both carry out training seminars on a range of subjects on international and regional levels.
- ◆ Both have field staff that support Member Associations to improve and develop their programmes. Some material in both Organizations is developed regionally.
- ◆ Both Organizations have partnerships with other agencies that develop materials for use in projects and for wider dissemination.
- ◆ Both have a strong Community Development emphasis.
- ◆ Both have a system whereby richer Member Organizations can provide assistance to poorer Organizations.
- ◆ Both Organizations produce many publications for internal and external use. Both have well-used web sites.

See WOSM 5.5

Many of the differences between the two Organizations are summarised here, but it leaves the impression that Programme is less important in WAGGGS than WOSM.

This is not the case in WAGGGS and its Member Organizations, although methods of achieving the end result are different.

WAGGGS uses volunteers extensively in the development of its programmes and guidelines, not through Committees but through Task Groups that are set up to develop particular aspects of education.

There are Programme and Project Executives and Field Executive Trainers who work in the field to develop programmes appropriate to the regions and Member Organizations.

WAGGGS' staff spend much of their time in training adults through seminars and workshops. WOSM does have a larger staff than WAGGGS and this is reflected to a degree in its ability to have more specialist positions.

WAGGGS focuses some of its programme efforts through its Triennial Themes (Peace 1993-6, Building World Citizenship 1996-9, 1999-2002) and its advocacy emphasis through Sensitive Issues (Preventing Teenage Pregnancy 1999 –2002).

One major difference is in the provision of major events for large numbers of young people. WOSM has Jamborees and Moots as well as Jamboree on the Air and Jamboree on the Internet that attract many tens of thousands of young people. WAGGGS' world events for young people are much smaller and focussed on leadership training such as the Juliet Low seminars.

Another difference lies with the World Centres. WAGGGS has four small centres in England, Switzerland, India and Mexico all of which are open to males as well as females. WOSM has two centres Yalta-Gurzuf and Cairo, but also supports the work of the separate and largest International Scout Centre at Kandersteg.

WAGGGS has English, French and Spanish as its official languages, WOSM English and French.

See WOSM 5.17

WAGGGS has considerably more experience in the development and implementation of a policy for the Inclusion of Young Women in Decision-Making at all levels.

Today it is established policy and practice (within well developed guidelines) that there is on every WAGGGS Committee and workgroup a young woman under the age of 30.

On the World Board there are two elected members under the age of 30. (Minimum constitutional requirement demands at least one young woman under the age of 30)

See WOSM 5.21

It is in the area of Programme and Educational Method development that there are likely to be the **biggest gains** from working as one new world Organization.

Currently there is considerable duplication of thinking and production, reinventing of programmes and higher costs.

Within both organizations there is expertise on specific programmes for boys, girls and coeducation which ensure the best development of the individual within the educational context.

For the many Member Associations that belong to both World Organizations, there must be some confusion and time taken to identify and select the best from each.

See WOSM 5.22

Publications in both Organizations change constantly to meet new needs

See WOSM 5.23

Materials specifically for single sex both boy and girl, and for co-educational groups need to be produced to meet the needs of young people adequately, one World Organization would not change this requirement.

6. COMMENTS ON

ORGANIZATIONAL AND FINANCIAL QUESTIONS

There are many similarities between the two Organizations – both have:

- ◆ Triennial World Conferences,
- ◆ A World Board/Committee and
- ◆ A range of Committees as well as an executive structure.

In general, WAGGGS would see itself as volunteer-led, very democratic and working from the grass roots upward. This can result in a perception that it is slow and sometimes indecisive.

WOSM is also volunteer-led and democratic but there is more delegation to staff who are asked to develop policies for consideration and decision by the volunteer committees and then to implement them. This can result in a perception that it is centrally controlled and more staff-driven.

World Conferences

The functions of the World Conferences are similar in many ways, however, there are significant differences in their ways of work.

WAGGGS limits Member Organizations to two delegates, restricts the number of observers and visitors. Young women are encouraged to participate as delegates and observers. Regional gatherings take place during the programme.

WOSM allows six delegates per Member Organization, has more observers, a spouse programme and a Youth Forum attached.

The two Organizations have different systems for allowing items to reach the agenda, rules of procedure differ and the agendas are structured differently.

Voting is also different. WAGGGS has one vote per delegation, Associate Members have restricted voting rights. Voting is done electronically, including for elections.

WOSM delegations have six votes, proxy voting is allowed.

World Board/Committee

The functions of these two bodies are generally similar.

There is one significant difference in that all members of WAGGGS World Board are women. WAGGGS pays for travel and subsistence for attending the World Board to allow as wide a range of candidates to stand.

The World Board, WAGGGS does not allow proxy voting. WAGGGS has substitute members of the World Board who can attend in place of an absent member.

There are significant differences between the role of the Director of WAGGGS and the Secretary General of WOSM.

Other Important differences have been summarised in WOSM 6.1.2

Committees

Several Committees are common to both Organizations, such as Audit, Constitutions, Steering/Chairman's Committees.

In both Organizations, all Regions have their own elected Committees.

WAGGGS has in addition Committees for Fund Development, Strategies for Growth, Communications, Personnel and World Centres. Policies and procedures are generally developed by volunteers and staff together for consideration by the World Board. Task groups of staff and volunteers develop all materials together including educational, programme methods.

WOSM has two key groups – the Educational Method Group (coordinating the work of a Programme Committee and an Adult Resources Committee) and a Finance and Support Group. There is also a small Honours and Awards Committee.

Again, one important difference is that all the Committees in WAGGGS are composed entirely of women

World Bureaux

The organization of staff teams is different in both Organizations although both Bureaux carry out similar functions.

In WAGGGS and WOSM the World Bureau is the secretariat of the world association/world movement, reinforcing the decision-making role of the volunteers and the independence of the national organizations within the world bodies.

Most of the functions of the World Bureaux are the same but in WOSM there is an additional function to 'promote Scouting where it doesn't exist and for the supervision of large international events'.

Both Organizations have a strong regional structure, with Regional Committees. Regional geographical boundaries are virtually the same but WOSM has a sixth region (Eurasia)

WOSM has a more devolved regional structure with offices and three quarters of its staff based in the Regional Offices of the World Bureau.

WAGGGS has only one devolved office in Brussels, the other four Regional Executives are based in the World Bureau – although there are region-based staff in all but the Arab Region.

WAGGGS owns a substantial property in London, most WOSM offices are rented.

Finance

There are significant differences in most aspects of the financing of the Organizations, these are summarised in WOSM Sections 6.2.1 to 6.2.4.

Partnerships

Both Organizations have strong links with international groups within the Movement (ICCG/ICCS, ISGF etc) and with many other NGOs and UN agencies

WAGGGS has a formal group of representatives in six UN cities.

WOSM has a World Scout Parliamentary Union that brings together Scout-orientated parliamentarians from around the world in order to strengthen both National Scout Organizations and World Scouting.

See WOSM 6.3

This 'Relevant Issues' section focuses almost entirely on the difficulties of reorganizing two world structures. Evidence from the corporate world would suggest that reorganizing would bring benefits:

- ◆ New vision, enthusiasm and energy
- ◆ A new structure that would better meet the needs of a modern Movement
- ◆ Less duplication of costs, especially in the renting and owning of expensive properties
- ◆ Additional skills, new eyes and ways of work
- ◆ Better use of staff

Ultimately there would be a better use of staff and a new structure is likely to meet the needs of a modern Movement.

Financially there will be benefits from less duplication – especially the renting and owning of expensive property.

In terms of staff, change is likely to be disruptive but will allow for the acquisition of new skills, new eyes, and new ways of work.

7. COMMENTS ON

STRUCTURAL IMPLICATIONS AT ALL LEVELS

Many structural changes would be needed as a result of the creation of one new world Organization, these have been outlined throughout the WOSM study and in Section 7.

See WOSM 7.6

Regional Committees outside Europe have had no organizational reason to meet, however, at many levels there are excellent relations between WAGGGS and WOSM.

Indeed some of the best relationships between WAGGGS and WOSM can be found in regions where cultures traditionally have kept men and women apart. There have been informal meetings between the regional committees of Africa and the Asia Pacific Regions.

See WOSM 7.12 - 21

The arguments in these sections are open to debate.

- ◆ Currently there is competition, especially for girls and leaders, as well as for public and governmental recognition.
- ◆ There is duplication of effort in the production of programmes, material and publicity as well as in administration.
- ◆ There are often large sums of money tied up in parallel administration systems and property that could be better used to support Guiding and Scouting.
- ◆ Changes at world level would take many years to implement, changes at national level would, generally, take even longer.
- ◆ If a climate of change resulted in smaller Component Associations joining together to form bigger, stronger Associations, that would be a real benefit. In the short term, both World Organizations are used to dealing with Federations with five or more members.

These differing views clearly demonstrate the need for independent, further study.

See WOSM 7.16 –7.18

Arguments are raised within this section on behalf of National Associations which could be viewed as discouragement of any future debate on the development of one new global organization.

Although views within WAGGGS' Member Organizations differ as to what would be the best long term option for the future, they wish to discuss the issue themselves at their 31st World Conference.

8. COMMENTS ON

OTHER RELEVANT POINTS

When reading Section 8.0 to 8.2.1 it is important to recall that WAGGGS 30th World Conference passed a resolution recommending a Joint Study to 'examine joint options for the future'.

The WOSM World Conference also passed a resolution welcoming the decision to undertake a Fact Finding Study to investigate the future relationship with WAGGGS.

WAGGGS' World Conference wish to discuss the matter at their next World Conference and to come to its own decision on its long term vision AFTER having the benefit of the Joint Study. WOSM Conference decision recommended to the World Scout Committee '*bring a result to the 36th World Scout Conference*'.

Both Conferences also indicated that they wanted young people to be involved in any study.

See WOSM 8.3 and 8.3.1

This refers to tensions between the two Organizations at different levels that have existed in the past.

These can be interpreted as resulting from the tensions at World level.

It is often the case that with two organizations recruiting from the same profile of society that there will be competition which, given individual ambition and personalities, sometimes becomes unhealthy.

Many of the differences between the two organizations are related to the different management styles of men and women, which has been well documented recently, giving the strengths and weaknesses of each.

In any time of change, good leadership at both volunteer and professional levels is essential in order to create a positive and exciting atmosphere where change is seen as an opportunity to improve, invent and inspire!

10 November 2000