



SCOUTS[®]

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GENDER EQUALITY IN SCOUTING

A self-assessment tool to strengthen the capacity of your National Scout Organization





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DIVERSITY AND INCLUSION
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Diversity and Inclusion: Context

In line with Vision 2023, the 2014-2017 and 2017-2021 Triennial Plans, as an inclusive, values-based Movement, we are working towards ensuring that Scouting is truly open and accessible to all, better reflecting the composition of our communities and different societies in our countries. In this process, we put special focus on improving diversity of membership – of both young people and adults, with a strong emphasis on inclusion in line with other WOSM priorities.

The concept of Diversity recognises people as individuals, understands that each one of us is unique, and respects these individual differences. It forms part of the principles and values of Scouting and is a core component of the key policies and guidelines of WOSM. Scouting strongly opposes all forms of prejudice and discrimination of any kind that could threaten a person's rights and freedoms, which are stated in the Universal Declaration of Human Rights.

The Scout Movement aims to be inclusive to all young people and adults. Inclusion implies valuing the diversity of individuals, giving equal access and opportunities to all and having each person involved and participating in activities to the greatest extent possible. For young people, it is achieved through the Youth Programme, which creates the right learning environment so that every young person can be actively involved in their communities, while developing required competencies for this role. For Adults in Scouting, it is reflected through their recruitment, training, support and retention, as well as giving fair and equal access to opportunities and allowing for their personal development.

It is up to each NSO to identify the groups of people that should be targeted to ensure its membership is a fair representation of each local community. One topic of relevance to all is that of gender equality.

Where does your National Scout Organization stand on Gender Equality?

Women and girls represent half of the world's population, and therefore, also half of its potential. Gender equality, besides being a fundamental human right, is essential to building peace, progressing the Sustainable Development Goals and Creating a Better World. Furthermore, resources show that empowering women spurs productivity and economic growth. The UN Women advises that there is still a long way to go to achieve full equality of rights and opportunities between men and women. It is essential that Scouting at all levels address this through our programmes and activities. Scouting as the leading non-formal educational youth Movement, plays an important role in gender equality.

It is crucial to end the multiple forms of gender violence, enable equal access to quality education, health, economic resources and participation in political life, for both women and girls, as well as men and boys. It is also important to promote equal opportunities to employment, and positions of leadership and decision-making at all levels.

Gender equality is about providing equal and fair access to all resources and opportunities regardless of the gender of a person.

"I think girls can get just as much healthy fun and as much value out of Scouting as boys can. Some who have taken it up have proved themselves good souls in a very short time. As to pluck, women and girls can be just as brave as men and have over and over again proved it in times of danger. But for some reason it is not expected of them and consequentially it is seldom made part of their education, although it ought to be; for courage is not always born in people, but can generally be made by instruction."

ROBERT BADEN-POWELL, THE SCOUT, MAY 1908

Strengthening the Capacity of NSOs Through Self-Assessments

We must build the strength of NSOs if we are to achieve Vision 2023. The Capacity Strengthening Cycle is built on the principles of continuous improvement, where NSOs can assess their capacity, prioritise their actions, receive support, and monitor their progress.

The **Gender Equality** Self-Assessment Tool helps your NSO to assess the level of development and consistency with the rules and procedures introduced in the WOSM Diversity and Inclusion Guidelines.

By answering the following questions, you will be able to identify areas of implementation that meet the expected minimum level of performance as defined in the WOSM Diversity and Inclusion Guidelines from the perspective of gender equity, and reflected in WOSM's Quality Standard – the Global Support Assessment Tool (GSAT).

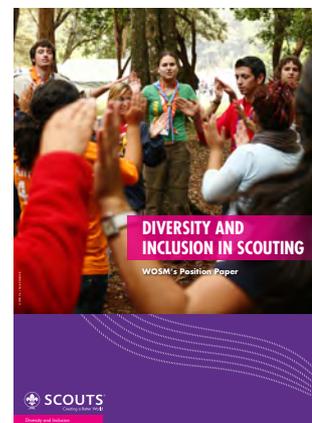
The results are for your own use and will help you to identify areas for improvement in the area of Gender Equity within the Diversity and Inclusion Guide so that further development or requests for support can be made.

What is GSAT?

GSAT is a Quality Standard owned by WOSM that assesses the compliance of an NSO towards international best practices in Good Governance and Quality Scouting.

A Position Paper- Diversity and Inclusion in Scouting (2018) developed after the last revision of GSAT strengthens the position of Diversity and Inclusion which includes gender equity and requires that:

Each NSO should have a statement about how to progress Diversity and Inclusion.



RELATED GSAT CRITERIA FOR GENDER EQUITY

GSAT Criteria	Description
<i>DIMENSION 02- GOVERNANCE FRAMEWORK</i>	
0206	The composition of the "National Board" of the NSO reflects the diversity of its existing and potential members (such as gender, ethnicity, socio-economic background, disability, religion or beliefs, experience and competences). The "National Board" reflects regional representation and includes young people under 30.
<i>DIMENSION 03- STRATEGIC FRAMEWORK</i>	
0307	The NSO's "National Board" Committees and Task Forces or other appropriate bodies have been created in line with the strategic objectives. They have clearly defined Terms of Reference, conduct regular meetings and report on their work on a regular basis. All these Committees and Task Forces include young people under 30.

DIMENSION 4- INTEGRITY MANAGEMENT

0401	<p>The NSO has Safe from Harm Policy which includes:</p> <ul style="list-style-type: none"> - a code of conduct for the NSO activities, - a commitment to fulfil its legal compliance obligations, - a mechanism to receive, and manage complaints of abuse involving children, young people or adults, - a system to oversee Safe from Harm matters at the highest level of the NSO. <p>This policy is implemented and disseminated to all levels within the organisation.</p>
0402	<p>The NSO formally adheres to ethical norms and values which could be reflected or included in one code or several documents covering the following:</p> <ol style="list-style-type: none"> 1. Ethical principles in fundraising (fair representation of purpose, method, behaviour); 2. Conflicts of Interest (gift policy, affiliation with suppliers or competing organisations); 3. Professional staff and volunteers' behaviour (discrimination, harassment); <p>These codes/documents have been communicated to all concerned parties.</p>
0403	<p>The NSO addresses ethics and compliance issues through induction and training to both newly hired staff and volunteers (including the "National Board") appropriate to their position, as well as in periodic refresher programmes. Such training is fully recorded.</p>
0404	<p>The NSO has defined and implemented a system to enforce its agreed ethical norms and values at all levels of the organisation (i.e. "National Board", management, professional staff and volunteers). Enforcement monitoring (covering rules and implementation procedures, compliance review, investigation and sanctions) is carried out regularly and is documented.</p>
0405	<p>The NSO has defined and implemented a system to report on ethical breaches which includes:</p> <ol style="list-style-type: none"> (a) the protection of whistleblowers, (b) the rights of involved parties, (c) the designation of appropriate reporting levels (internal and external). <p>Major breaches are communicated to the "National Board".</p>

<i>DIMENSION 5- COMMUNICATION, ADVOCACY AND PUBLIC IMAGE</i>	
0504	The NSO has a current Communications and External Relations strategy. It is supported by up-to-date promotional materials and reflects the identity and declared principles of the organisation.
<i>DIMENSION 6 – ADULTS IN SCOUTING</i>	
0601	The NSO has an Adults in Scouting policy. It describes the procedures for all phases and steps in the adult life cycle, including recruitment, appointment, induction, monitoring, evaluation and retirement (for all key positions at all levels of the organisation). This policy is based on the “World Adults in Scouting Policy” and is regularly reviewed.
0602	The NSO has an effective national Adults in Scouting Committee, consisting of members with relevant experience. The Committee is gender-balanced, includes young people under 30 and operates in collaboration with the national Youth Programme Committee.
0604	The NSO has defined and implemented an appraisal system to annually evaluate all adult positions (professional staff and volunteers). Results of this process are recorded and acted upon.
0606	The NSO has a defined and implemented a system for recognising the contribution of adults. This system is disseminated, and recognitions are recorded.
0608	The NSO has a clear training and personal development framework for adults (both professional staff and volunteers). Each training curriculum has clear objectives, the minimum competencies required and is regularly reviewed.
0609	The NSO offers each appointed adult (both professional staff and volunteers) the opportunity to receive initial and ongoing training according to his/her actual needs, competencies and experience. All training undertaken is recorded.

0610	The NSO includes in its training curriculum: Fundamental aspects of Scouting, leadership, management and relationships.
0611	The NSO includes "youth involvement in decision making" in its training curriculum.
0613	The NSO has processes and procedures in place for all adults to ensure the implementation of Safe from Harm. These include: <ul style="list-style-type: none"> - Appointments of adults are made ensuring all appropriate checks are in place in compliance with local legislation, - Safe from Harm as part of the training process and content.
<i>DIMENSION 7 – RESOURCES ALLOCATION AND FINANCIAL CONTROLS</i>	
0702	The NSO has defined and implemented a financial accountability system (full disclosure) which enables it to track funds (earmarked or not) down to their use in programmes/projects (total, cost of fund-raising, sources of funds).
<i>DIMENSION 8 – YOUTH PROGRAMME</i>	
0802	The NSO has an effective national Youth Programme Committee, consisting of members with relevant experience. The Committee is gender-balanced, includes young people under 30 and operates in collaboration with the national Adults in Scouting Committee.
0806	The NSO has defined and implemented a system to monitor the implementation of its Youth Programme at local level.
0808	Young people with diverse backgrounds and/or special needs can formally access and effectively participate in the Youth Programme of the NSO.

<i>DIMENSION 9 – GROWTH POTENTIAL</i>	
<i>0901</i>	The NSO has a membership registration system that enables the measurement and understanding of membership growth/decline (e.g. total numbers, gender, per age section, social and geographical distribution, retention rate, etc.).
<i>0902</i>	The NSO has a policy on diversity and inclusion which is in place to reach out to different segments of society and local communities.
<i>0904</i>	The NSO has a policy on diversity and inclusion which is in place to reach out to different segments of society and local communities.
<i>DIMENSION 10 – CONTINUOUS IMPROVEMENT</i>	
<i>1005</i>	The NSO selects, at the planning stage, those activities/projects which require an evaluation. The activities/projects identified have been evaluated and the results/lessons learned are recorded.
<i>1008</i>	The NSO has defined and implemented a system to assess the satisfaction of its youth member at least once over the past three years. Results are recorded and acted upon.

HOW TO USE THIS TOOL

To achieve a greater awareness and understanding, you should involve relevant stakeholders such as national board and executive team representatives, Youth Programme and Adults in Scouting commissioners, and other relevant committees or departments in this self-assessment process.

Responses to the criteria should be, to the best of your ability, based on evidence which can be provided towards each criterion and be completed by drawing on your team's knowledge.

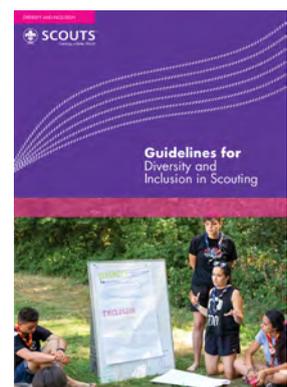
The following self-assessment criteria encompass international best practices and provide an in-depth look at the recommended standards of WOSM. However, note that not all criteria may be applicable to an NSO considering the cultural, legal, and local contexts.

The tool is based on the WOSM Publication, Guidelines for Diversity And Inclusion in Scouting (2018) which assists NSOs in the gathering and analysis of data about areas of diversity and inclusion within Scouting. Please note that each area corresponds to one of the ten focus areas of the Guidelines for Diversity And Inclusion in Scouting.

We strongly recommend that results of your self-assessment is aligned to the GSAT criteria below. If you feel that you need to improve Gender Equality in your NSO, we recommend that you consult the focus area in the guidelines that the criteria belongs to.

There are ten focus areas altogether:

- A. Identifying barriers to increase diversity and inclusion
- B. Participation in the Youth Programme
- C. Strategies to promote diversity and inclusion
- D. Supporting Scout groups
- E. Involving Adults in Scouting
- F. Parental and community participation
- G. Developing and implementing policies
- H. Institutional arrangements
- I. Accessing baseline data on participation
- J. Budget considerations



To use this tool, please go through each of the self-assessment criteria and identify your NSO's capacity by giving a response of either RED, YELLOW, LIGHT GREEN, or DARK GREEN based on the explanations below.

STATUS	EXPLANATION	IN OTHER WORDS...
NON COMPLIANT	No evidence at all exists that the NSO has done anything around this criterion.	My NSO hasn't done anything around this criterion. It may be time to start!
IN ACCORDANCE WITH FEW ITEMS	Evidence exists that the NSO has done some things (but not all) around this criterion.	My NSO has done a bit of work on this criterion, but there are so many other things we can still explore.
IN ACCORDANCE WITH MOST ITEMS	Evidence exists that the NSO has most things around this criterion. It is up-to-date and implemented.	My NSO is working on many of the items here, but there are some missing parts that we can look into to make them even better.
FULL COMPLIANCE	Evidence exists that the NSO has everything around this criterion. It is up-to-date, implemented, regularly evaluated and refreshed.	My NSO has fulfilled this criterion. We will keep up the good work and review it along the way. We could even share it as a best practice.
NOT APPLICABLE	Not applicable due to the local circumstances or in relation to another non compliant criterion	My NSO is unable to adopt this criterion at the present moment.

Important note: this tool is not intended to be a scoring exercise, but to be used as a capacity strengthening resource by your NSO to identify strategies for improvement.

Once you have assessed your NSO's situation, you can refer to specific chapters of the Diversity and Inclusion Guidelines to help you further develop your strategy.

LIST OF CRITERIA

Area of the D&I Guidelines	No.		GSAT	Score
ACCESSING BASELINE DATA ON PARTICIPATION	1	The NSO has current data regarding the genders of all young people including those from targeted groups in their community (this could be national, province/district or local level).	0901	
	2	The NSO has current data regarding the genders of all adults including those from targeted groups in the community (this could be national, province/district or local level).	0901	
	3	The NSO actively uses current gender data to identify any to ensure their membership has fair and equal access to Scouting.	0901	
	4	The NSO compares current data of gender distribution of its youth membership to check if it accurately represents the local community.	0901	
	5	The NSO actively uses current gender data of adult membership to ensure they are represented equally.	0901	
	6	The NSO actively uses current gender data to improve its practices in order to ensure all young people receive at least three years of Scouting.	0901	
	7	The NSO actively uses current youth gender data to understand progression to the next section in Scouting to promote retention.	0901	
	8	The NSO actively uses current gender data to increase participation of youth from different target groups in regular Scouting activities (e.g. meetings, trainings, leadership opportunities).	0901	
	9	The NSO has current gender data to identify youth members' involvement in outdoor and other similar Scouting activities, from different target groups.	0901	

	10	The NSO actively uses current gender data to identify youth member involvement in national and international activities or events, from different target groups.	0901	
	11	The NSO actively uses current gender data to ensure fair and equal access to adult members from different target groups to trainings such as the Wood Badge or equivalent.	0901	
	12	The NSO has access to gender data of youth members from different target groups to achieve the "Top Award" in each section .	0901	
Identifying and addressing barriers to increase Gender Equality IDENTIFYING BARRIERS TO INCREASE DIVERSITY AND INCLUSION	13	The NSO is actively addressing any gaps in Scouting's gender data to ensure their youth and adult membership has fair and equal access to Scouting.	0808 0601 0602	
	14	The NSO has or is addressing major factors affecting recruitment, retention, attendance and participation of youth members by gender.	0806 1008	
	15	The NSO has or is addressing major factors affecting participation (for three years or progression to the next section) of youth members by gender.	0806 1008	
	16	The NSO has identified major factors affecting recruitment, retention, attendance and participation of adults by gender.	0601 0602	
	17	The NSO has identified and understands any major factors affecting attainment of the Wood Badge or equivalent training of leaders by gender.	0606 0610	

Developing and implementing policies	18	The NSO has a specific policy/position which defines the importance of gender equality and empowers the role of women and girls in Scouting.	0904	
	19	The NSO reviews this policy/position regularly and promotes its dissemination and implementation.	0904	
	20	The NSO actively promotes training and awareness of these policies to all involved.	0606 0609 0610 0612	
Strategies that promote gender equality. Strategies that promote Diversity and Inclusion	21	The NSO has strategies in place to increase membership and participation for all, that considers gender.	0901	
	22	The NSO actively implements a strategy that empowers and encourages women and girls in Scouting.	0902	
	24	The NSO reviews its strategies for gender equality regularly to ensure they are effective and appropriate.	0904 1008	
	24	The NSO has considered an approach to promote gender equality in its strategic planning process.	1005	
	25	The NSO checks its communications to eliminate any gender bias regularly.	0504	
Institutional arrangements (nso/nsa level)	26	The NSO has processes/ arrangements to ensure gender equality at all major youth events (national and international).	0808 1006	
	27	The NSO has an institutional structure to promote and implement strategies on gender equality (e.g. committees, work group, teams, staff).	0404 0602 0605	

	28	The NSO has access to support for young people and adults affected by issues related to Gender Inequality and Discrimination (e.g. Safe from Harm, welfare, health links).	0401 0405	
	29	The NSO provides equal opportunities for training to Adults in Scouting and youth members in gender equality.	0609 0610 0612 0803 0808	
	30	The NSO has an established complaints process that encompasses and addresses issues related to gender inequality, harassment or any other type of harm.	0401 0404 0405	
	31	The NSO ensures easy access to its Gender Equality procedures, mechanisms, tools and other resources available and has them disseminated to all its members.	0402 0403 0608 0808	
	32	Membership of the National Board and related Leadership Committees reflect the composition of local communities and have equitable gender distribution.	0206 0307 0602 0603 0905	
Arrangements in Scout groups	33	The NSO has processes that support Scout Groups being safe, inclusive and welcoming of all community members regardless of gender.	0401 0405	
	34	The NSO requires that the annual planning process in all Scout Groups encourages diversity and inclusion and specifically considers gender equality.	0808 0902	
	35	The NSO promotes the active engagement of young people and adults in local decision-making regardless of their gender.	0308 0611	

Parental and community participation	36	The NSO actively engages and encourages parents to take an active part in the operations of Scout Groups and promotes participation regardless of gender.		
	37	The NSO encourages local Scout groups to promote gender equality and to work with external stakeholders (e.g. local NGOs, local institutions) to enable full participation of all.	0504	
	38	The NSO promotes membership of each local Scout Committee as being representative of gender and their local community.		
	39	The NSO encourages meetings to be held at times that encourage full attendance of all interested persons regardless of gender.		
Involving adults in scouting	40	The NSO enables and encourages the consideration of gender equality in recruitment, selection and retention of all adults, from all areas of their community.	0601 0602	
	41	The NSO, when necessary, takes action to increase gender equality of adults to ensure effective delivery of the programme.	0602 0608 1006	
	42	The NSO has included gender equality elements in their performance appraisal system (e.g. relationships, attitudes and behaviors).	0604 1007	

Participation in the youth programme	43	The NSO reviews its Youth Programme including the Personal Progression scheme and badges, resources, activities and guides to ensure they promote inclusion of gender and other equity areas.	0805 0806	
	44	The team involved in the planning, developing and reviewing of the Youth Programme is gender balanced.	0802	
	45	The Youth Programme actively includes gender equality.	0808	
	46	The NSO has identified and addressed barriers within the Youth Programme that limits the involvement of members based on gender (e.g. such as gender specific activities).	0802 1008	
BUDGETS AND UNIT COSTS	47	The NSO has allocated funds within its budget to support gender equality within the NSO.	0702	
	48	The NSO encourages local Scouting to allocate funds within their budgets to address barriers to gender equal participation.		

Our Movement has grown internationally because of its ability to recognise and nurture diversity, and to be inclusive of every young person and adult who supports Scouting throughout the world. It is essential to develop and improve national Youth programmes and our delivery methods so that they are inclusive by design, and provide skills to every young person involved so they can contribute to creating a Better World.

ANALYSE THE RESULTS

The answers which were identified with: After the assessment, share your results with the relevant persons in your NSO. Subsequently, present and discuss with the National Board after a reflection period. The results should help with discussions to clarify your NSO's situation, raise awareness of human resource and other needs, and find a way forward in building the capacity of your NSO.

Make sure you have a system of continuous follow-up and updates to assess the current and potential needs of the NSO with regard to Diversity and Inclusion and Gender Equity.

NON-COMPLIANT	You should consider planning necessary steps to implement the requirements immediately.
IN ACCORDANCE WITH FEW ITEMS	You should consider finding out if your plan of action is feasible and if you have all the resources needed for its implementation.
IN ACCORDANCE WITH MOST ITEMS	You should consider conducting a mid-term monitoring/evaluation, assessing your current progress, and making necessary changes to meet the requirements.
FULL COMPLIANCE	You should consider analysing how you can achieve the standards set, determine if there is room for improvement, and find out how you can maintain the current standard.

NEXT STEPS

After completing a self-assessment and analysing the results, schedule a meeting for action planning. Please remember to also involve all key stakeholders for this exercise, including National Board and executive team representatives, Youth Programme and Adults in Scouting commissioners, and other relevant committees or departments. Some important aspects to consider at your action planning meeting:

Prioritise

After reviewing your results, prioritise key actions to take. Ensure that your key actions are aligned with your NSO's strategic planning. If you don't have a strategic plan, examine criteria that would potentially prevent the growth of your organisation.

Coordinate

Establish NSO structures (e.g. Diversity and Inclusion Committee) to work on the issue of promoting inclusion, participation and access for all and to prepare an implementation plan. Appoint a leader who will be in charge of the follow-up of the overall process.

Create a Network

Together with other interested NSOs, create or join the Regional Diversity and Inclusion network (involve the Regional structures). Prepare a common project and apply for external funds.

Find resources

At the Diversity and Inclusion Area (<https://services.scout.org/serviceLINK>), you can access a wide range of resources ranging from policies, toolkits, and guidelines to e-learning courses, in-person support (both online and in-person), workshops, and training courses. These not only include resources produced and provided by Scouting at World and Regional levels, but also NSO best practices and relevant external resources.

Ask for support

Consider reaching out to the WSB Regional Support Centre for support and advice after completing the self-assessment. You can also submit a Service Request through the WOSM Service Platform at services.scout.org or contact the World or Regional Support Centres.

Work on continuous assessment

Continuous improvement is important for all organisations. This is achieved through evaluating and monitoring your progress, as well as reassessing your capacity. Decide if you would like to complete other self-assessment tools or go through the overall GSAT assessment process. You can learn more about GSAT at services.scout.org/service/9.

DEFINITIONS

Accessibility	Creating the necessary conditions so that individuals and organisations can access goods, services, programmes, etc in an equal and dignified way.
Discrimination	The denial of fair and equitable treatment, civil liberties and/or opportunity. Dealing with people or groups which results in unequal treatment and deprivation of political, social and economic rights. It is often invisible to those who are not its targets, or those who enjoy power and privilege in a society.
Diversity	Recognising people as individuals, understanding that each one of us is unique, and respecting these individual differences.
Empowering	Giving someone the authority, power or skills and confidence to do a task.
Equal	Being the same - in quantity, size, degree, or value etc.
Equity	<p>The guarantee of fair treatment, access, opportunity, and advancement for all, and at the same time striving to identify and eliminate barriers that have prevented the full participation of some groups.</p> <p>The principle of equity acknowledges that there are historically underserved and underrepresented populations and that fairness regarding these unbalanced conditions is needed to assist equality in the provision of effective opportunities to all groups.</p>
Fair	Treating people the same way without favouritism or discrimination.
Gender	Ideas about the behaviour, actions and roles shown by a person of a particular sex. These ideas have been constructed by society.

Gender bias	Different treatment made consciously or unconsciously toward one gender over the other.
Gender equality	Providing equal and fair access to all resources and opportunities regardless of the gender.
Gender expression	The way each person appears to others. It may include hairstyle, clothing and mannerisms. It could also reflect specific roles that are defined by their society.
Gender identity	Each person's own idea of their gender; usually either being male and female. It is the way that each person presents themselves.
Inclusion	Valuing the diversity of individuals, and giving fair and equal access and opportunities to all and having each person involved and participating in activities to their greatest extent possible.
Prejudice	Preconceived idea that is not based on fact or actual experience.
Sex	Classification of a person based on anatomical and physiological characteristics that define humans as female or male.
Universal Declaration of Human Rights	The Universal Declaration of Human Rights (Universal Declaration) is an international document that details basic rights and fundamental freedoms to which all human beings are entitled. It was adopted by the UN General Assembly in December 1948, as the result of the experience of the Second World War. The document sets out the basic rights all people should expect and get from governments. It represents the ideal that the governments of our world should strive to meet.



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