

The Yoma Interim Governance Framework (GF)

Yoma Rules

SUPERCEDED by V0.2 04/10/2021

Version: 0.1 (Interim)

Date:

Owner: Yoma Community Task Force at the Trust over IP Foundation.

Notes for reviewers August 2021

Outline Working Document

Please use track changes or comments.

*This is an Interim Governance Framework because Yoma is always changing and growing.
It will be updated or re-approved by Yoma Members on or before 30th June 2022.*

+++++

1

2 CONTENTS

Contents	1
Purpose	3
Introduction	3
Language and Terminology	3
Governing Authority	4
Administering Authority	4
Scope	5
Yoma Community Objectives	6

Principles	7
Privacy	7
Personal Self-Development	7
Fairness and Inclusion	7
Community	8
Trust	9
Requirements	9
Governance Requirements	10
Business Requirements	11
Technology Requirements	11
Privacy	12
Personal Self-Development	12
Fairness & Inclusion - Local	15
Community	15
Revisions	16
Extensions	17
Schedule of Controlled Documents	17
Controlled Documents	17
Glossary	17
Risk Assessment and Trust Assurance	21
Requirements for future developments	22
Legal Agreements -	22
Individual Agreement Yoma Terms of Use	22
Organisational Agreement Yoma Terms of Use	23
Provider Agreement #Layer2	23
Yoma Human Experience for Governance	23

3 PURPOSE

The purpose of the Yoma Rules is to enable everyone in the Yoma Community to understand their rights and responsibilities to each other when using the Yoma Platform.

4 INTRODUCTION

Yoma (youth agency marketplace) is a digital platform where youth can develop their skills, find opportunities, and achieve impact - while connecting to peers in a supportive community.

The Yoma Community includes all the people, businesses, teachers, social enterprises, technology providers, donors and local community groups who work together to make the digital platform work for youth.

The Yoma Rules which everyone in the Yoma Community must follow to make the digital platform work in a way that empowers youth to take control of their own personal self-development and to access opportunities. The Yoma Rules also explains how the rules are changed, who enforces the rules and how disagreements are resolved.

The Yoma Rules have been written by the Yoma Community Task Force at Trust over IP Foundation, and we have used their templates and guidance. However, the Yoma Rules have been designed by youth and are based on Yoma's core values of Privacy, Personal Self-Development, Fairness & Inclusion, Community and Trust.

This is an Interim Governance Framework (GF) and is based on the ToIP Foundation MetaModel and is designed to provide minimum viable digital governance for the Yoma Community as it transitions from a start-up project, incubated by UNICEF, to an independent, self-sustaining legal entity, this is expected by end Q2 2022.

Governance is functional: The GF is designed to support the existing (as of September 2021) and near-term (Q2 2022) functionality of Yoma, its existing organisational structure and its current operating model which is defined in the Scope section of this document.

Governance is risk management: A Risk Assessment using the ToIP Trust Assurance Task Force methodology and was used to identify those risks which could not be mitigated using technology, and therefore needed to be mitigated using governance.

The GF is the work of the ToIP Yoma Community Task Force with the following contributors: Aamir Abdullah, Clayton Bond, Darrell O'Donnell, Frednand Furia, Iain Barclay, Jeff Aresty, Johannes Wedenig, Kaliya Young, Lohan Spies, Maha Sroor, Nicky Hickman, Sankarshan Mukhopadhyay, Will Abramson,

5 LANGUAGE AND TERMINOLOGY

The Yoma Rules are built on open standards and are easy for everyone to understand. There is only one set of Yoma Rules.

The following conventions SHALL be used in this document:

- Every section of the GF WILL summarise in [plain language](#), which directly addresses Youth Participants the Human Experience, and should be available for

presentation-layer applications. To help with reading, these sections WILL also be in *dark orange italic fonts*.

- The key words "MUST", "MUST NOT", "REQUIRED", "SHALL", "SHALL NOT", "SHOULD", "SHOULD NOT", "RECOMMENDED", "MAY", and "OPTIONAL" in this document are to be interpreted as described in [RFC 2119](#)
- The GF MUST make use of the terms, conventions and patterns in the [ToIP Metamodel](#) and associated Glossary
- The GF MAY make use of the terms and patterns in the [eSSIF Lab Glossary](#), and where first used in the document, MUST be linked to the relevant page or MUST quote the definition in footnotes.
- The GF MAY make use of terms and patterns in the Sovrin Glossary and where first used in the document MUST be linked to the relevant page or MUST quote the definition in footnotes.
- Yoma-Specific Terms SHALL be defined in the [Glossary](#), a Controlled Document of the Governance Framework.
- Only one Governance Framework document will be created, where policies, rules or controlled documents apply to lower layers of the ToIP stack, they SHOULD be tagged #LayerX.

6 GOVERNING AUTHORITY

Removed

7 ADMINISTERING AUTHORITY

All the Yoma Rules are published at www.yoma.foundation . <<Insert name>> is the organisation that makes sure the Yoma digital Platform operates according to the Yoma Rules in a way that is inclusive and fair to all members of the Yoma Community and which keeps the Yoma Digital Promise. You can contact them here:

Address:

Contacts:

The Administering Authority is _____. The legal jurisdiction is the Republic of South Africa.

LEI: _____

The DID for this document is _____

8 SCOPE

The Yoma Rules only apply on the digital platform. They apply to everyone who uses the digital platform (youth participants, opportunity providers and incentive providers), or who makes the platform work in a way that protects users' privacy, (technology providers, platform operators, and incentive providers). The Yoma Rules also apply to the organisation that manages them (<<insert name of the GA and AA>>). #HX

Insert picture?

The scope of the functionality is the following User Stories

- Youth Participants can sign up via digital channels to become a Yoma Individual Member
- Organisations providing educational, employment or impact opportunities can sign up via digital channels to become a Yoma Organisational Member
- A Yoma Individual Member can create their digital CV, browse and sign up to Opportunities
- A Yoma Organisational Member can create their company profile and post Opportunities, once approved by the Yoma Administering Authority.
- An Opportunity Provider MAY purchase Incentives (currently ZLTO) from an Incentive Provider (currently RLABS) and associate it with Opportunities
- When a Youth Participant has completed an Opportunity a Verifiable Credential is issued by the Yoma Platform on behalf of the Opportunity Provider and stored in a digital Wallet and added to the Youth Participant's digital CV
- A digital CV can be printed in paper format
- If there are Incentives (ZLTO) associated with the Opportunity then these are also issued to a separate digital Wallet held by Youth Participants
- When an Opportunity is completed, then the Opportunity Provider's profile is also updated
- A Yoma Member can leave the Yoma Platform and take their digital data with them, all their records are deleted

The business scope of the GF contains the following Entities:

- **Youth Participant** - An Individual human subscribing to the Yoma Platform
- **Opportunity Provider** - An Organisation or Individual providing Education, Employment or Impact Opportunities to the Yoma marketplace
- **Incentive Provider** - An Organisation or Individual providing economic value in the form of money, services or digital assets which can be exchanged with other Entities in the Yoma Community

The technical scope of the GF contains the following Entities:

- **Yoma Platform Operator** - An Organisation that builds, administers and operates the Yoma Platform
- **Technology Provider** - An Organisation providing hardware or software technology services that form part of the Yoma Platform
- **Yoma Platform** - the set of Things including hardware and software components that are used by other Entities in the ecosystem to interact, the Yoma Community

Administering Authority, the Yoma Member Directory, and the Yoma Governance Framework.

- **Yoma Trust Registry** - The publicly available and verifiable list of Issuer and Verifier Organisations.

The legal scope of the GF is within the following legal [Jurisdictions](#): Republic of South Africa
#Legal

Out of Scope for this version of the GF:

- **Marketplace Participant** - An Organisation or Individual providing goods or services which can be exchanged for Incentives within the Yoma Community.
- **Local Yoma Community** - An Organisation that makes use of the Yoma Platform and which has localised features to its Governance Framework
- **Guardian** - An Individual or Organisation that is required by law to act on behalf of Youth Participants, or make decisions together with Youth Participants. .
- **Custodian** - A special kind of Technology Provider that stores and manages a Youth Participant's digital wallet(s), but does not act on behalf of the individual, only on their instruction
- **Yoma Community Governance Authority** - The Organisation that maintains and enforces the Ecosystem Governance Framework

9 YOMA COMMUNITY OBJECTIVES

The Yoma Community includes everyone who uses the Yoma digital platform, all those machines like computers or 'phones, companies, social enterprises, donors, employers, teachers and local community groups who make the Yoma digital platform work for youth.

The Yoma Community has 3 objectives to achieve

1. **Build Trust & Fairness:** *By 31st October 2021, the Yoma Rules will be open and transparent to everyone in the Yoma Community and published at www.yoma.foundation. So that everyone in the Yoma Community knows:*
 - a. *what the Rules are, and how the Rules apply to them*
 - b. *how the Rules are changed, and how they can participate in changing them*
 - c. *who enforces the Rules and how they are fairly enforced*
 - d. *what to do if they have a complaint or a disagreement with someone else in the Yoma Community*
2. **Protect Privacy:** *By 1st January 2022, everyone in the Yoma Community has signed a legally enforceable agreement so that their rights to privacy are protected by the courts as well as the Yoma digital platform.*
3. **Make it easy to join Yoma:** *By 30th June 2022 anyone who agrees to the Rules can easily join Yoma.*
 - a. *2 million more youth have joined*
 - b. *1000 more opportunities are listed*

c. 250 more organizations have joined

10 PRINCIPLES

The Yoma Rules are based on open standards called the [Principles of Self-Sovereign Identity](#). Identity means digital data about a person, organisation or thing like a machine. Self-Sovereign means that everyone in the Yoma Community controls their own digital data, that it belongs to them, and that they can choose how it is used, and who it is shared with. The five Yoma values are: Privacy, Personal Self-Development, Fairness & Inclusion, Community, and Trust.

1. PRIVACY

- 1.1. **Privacy and Minimal Disclosure** The Yoma Community SHALL empower Yoma Members to protect the privacy of their Digital Data and to share the minimum digital data required for any particular interaction.
- 1.2. **Participation** The Yoma Community SHALL not require a Yoma Member to participate.

2. PERSONAL SELF-DEVELOPMENT

- 2.1. **Youth Agency & Empowerment First** The Yoma Community SHALL prioritise the empowerment, capacity building and agency of Youth Members within the ecosystem. All key decisions are made in consultation with young people keeping their best interests in mind.
- 2.2. **Representation and Uniqueness** The Yoma Community SHALL provide the means for any entity—human, legal, natural, physical or digital—to be represented by any number of digital identities. The Yoma Community SHALL strive to recognize the uniqueness of every Yoma Member and to provide customizable and localized journeys to match the uniqueness of its users.
- 2.3. **Control & Agency** The Yoma Community SHALL empower entities who have natural, human, or legal rights in relation to their identity (“Yoma Members”) to control usage of their digital identity data and exert this control by employing and/or delegating to agents and guardians of their choice, including individuals, organizations, devices, and software.
- 2.4. **Portability** The Yoma Community SHALL not restrict the ability of Yoma Members to move or transfer a copy of their digital identity data to the agents or systems of their choice.

3. FAIRNESS AND INCLUSION

- 3.1. **Ethics, Fairness and Inclusion** The Yoma Community SHALL not exclude or discriminate against Yoma Members whether Individual or Organisation within its governance scope. All stakeholders within the Yoma Community SHALL operate with mutual respect, integrity, and equity to all. The Yoma Community is open to all who share Yoma’s values.

3.2. Usability, Accessibility, and Consistency The Yoma Community SHALL maximize usability and accessibility of agents and other SSI components for Yoma Members, including consistency of user experience.

3.3. Decentralization

3.3.1. **General** The Yoma Community SHALL be [decentralized](#) to the greatest extent possible consistent with the other principles herein and SHALL not require reliance on a centralized system to represent, control, or verify an entity's digital identity data.

3.3.2. **Diffuse Trust** The Yoma Community SHALL not concentrate power in any single Individual, Organization, Jurisdiction, Industry Sector, or other special interest to the detriment of the Yoma Community as a whole. Diffuse Trust SHALL take into account all forms of diversity among Yoma Members.

3.3.3. **Web of Trust** The Yoma Community and Platform SHALL be designed to not favor any single root of trust, but empower any Entity to serve as a root of trust and enable all Entities to participate in any number of interwoven Trust Communities.

3.3.4. **Censorship Resistance** The Yoma Community and Platform SHALL be designed to resist censorship of any Entity while remaining compliant with all applicable laws.

3.3.5. **High Availability** Yoma Platform SHALL be designed and implemented to maximize availability.

3.3.6. **No Single Point of Failure** Yoma Platform SHALL be designed and implemented to not have any [single point of failure](#).

3.3.7. **Regenerative** Yoma Platform SHALL be designed so that failed components can be quickly and easily replaced by other components.

3.3.8. **Distributive** Yoma Platform SHALL be designed and implemented such that authority is vested, functions performed, and resources used by the smallest or most local part of the Yoma Community that includes all relevant and affected parties. Deliberations should be conducted and decisions made by bodies and methods that reasonably represent all relevant and affected parties and are dominated by none.

3.3.9.

4. COMMUNITY

4.1. **Community and Sustainability** Financial, environmental and social sustainability is core to the Yoma Community both in terms of its operations and the impact it seeks to have on the communities in which it operates.

4.2. **Interoperability** The Yoma Community SHALL enable digital identity data for an entity to be represented, exchanged, secured, protected, and verified interoperably using open, public, and royalty-free standards.

- 4.3. **Innovation at the Edge** The continued development of the Yoma Community and Platform SHALL encourage innovation to take place at the edges of the network and in Local Yoma Communities among the Parties most directly involved or impacted.

5. TRUST

- 5.1. **Security** The Yoma Community SHALL empower Yoma Members to secure their digital identity data at rest and in motion, to control their own identifiers and encryption keys, and to employ end-to-end encryption for all interactions.
- 5.2. **Verifiability and Authenticity** The Yoma Community SHALL empower Yoma Members to provide verifiable proof of the authenticity of their digital identity data
- 5.3. **Transparent** The Yoma Community SHALL empower Yoma Members and all other stakeholders to easily access and verify information necessary to understand the incentives, rules, policies, and algorithms under which agents and other components of the ecosystem operate.

11 GENERAL REQUIREMENTS

Note for Editors as per ToIP GSWG

ToIP Governance Requirements Glossary

- **Requirements** include any combination of Machine-Testable Requirements and Human-Auditable Requirements. Unless otherwise stated, all Requirements MUST be expressed as defined in [RFC 2119](#).
 - **Mandates** are Requirements that use a MUST, MUST NOT, SHALL, SHALL NOT or REQUIRED keyword.
 - **Recommendations** are Requirements that use a SHOULD, SHOULD NOT, or RECOMMENDED keyword.
 - **Options** are Requirements that use a MAY or OPTIONAL keyword.
- **Machine-Testable Requirements** are those with which compliance can be verified using an automated test suite and appropriate scripting or testing software.
 - **Rules** are Machine-Testable Requirements that are written in a Machine-Readable language and can be processed by a Rules Engine. They are expressed in a structured rules language as specified by the GF.
- **Human-Auditable Requirements** are those with which compliance can only be verified by a human audit of Policies, Processes, and Practices.
 - **Policies** are Human-Auditable Requirements written using standard conformance terminology. For Policies used in ToIP Governance Frameworks, the standard terminology is RFC 2119 keywords. Note that all RFC 2119 keywords have weight from an auditing perspective. An implementer MUST explain why a SHOULD or RECOMMENDED requirement was not implemented and SHOULD explain why a MAY requirement was implemented.
 - **Processes** are Human-Auditable Requirements that specify actions and methods to achieve Policy objectives.
 - **Practices** are activities within Processes to achieve Process requirements.

- **Specifications** are documents containing any combination of Machine-Testable Requirements and Human-Auditable Requirements needed to produce technical interoperability.

This section explains

1. *what the Rules are, and how the Rules apply to them*
2. *how the Rules are changed, and how they can participate in changing them*
3. *who enforces the Rules and how they are fairly enforced*
4. *what to do if they have a complaint or a disagreement with someone else in the Yoma Community*

Rule 1: *Everyone in the Yoma Community will agree to keep the Yoma Digital Promise*

*"I will respect others' **privacy** and I will only ask others for the data I need*

*I will use the Yoma digital Platform responsibly, and I will take control of my own **personal self-development** and data.*

*I will not discriminate against others for any reason. I will treat others with **fairness** and respect for their differences.*

*I will not use Yoma digital Platform for anything that is against the law or which harms other people, the environment or the wider **community**..*

*I will follow the Yoma Rules so that others can **trust me**."*

11.1 GOVERNANCE REQUIREMENTS

1. All Governance activities within the Yoma Community SHALL be open, transparent and democratic.
 - 1.1. Voting rights associated with Governance activities MUST be assigned fairly, the assignment of Voting rights MUST NOT be based on financial contribution and should be based on the principles of one [Party](#) one Vote.
 - 1.2. All Governance Framework documents within the Yoma Community MUST be published on a publicly available URL, all new or changed Governance Framework documents within 30 days of their approval.
2. Any Governance Authorities within the Yoma Community SHOULD have youth (individuals or their representatives aged 16-25 years) representation within their voting structure
3. The Yoma Governance Framework SHOULD be machine readable
4. The Administering Authority and the Yoma Platform Operator MAY be separate organizations.

11.2 BUSINESS REQUIREMENTS

1. The Yoma Community and Platform MUST be open and accessible to all youth (aged 18-25 years) who agree to sign, and abide by, the Yoma Individual Membership Agreement. (a Controlled Document)
2. The Yoma Community and Platform MUST enable all [Parties](#) to have agency, control of their [Digital Data](#), and protection of their Digital Data.
3. The Yoma Community SHOULD offer fair and equitable incentives for all stakeholders to participate
4. The Yoma Community and Platform MUST be open and accessible to all Opportunity Providers who agree to sign and abide by the Yoma Organizational Membership Agreement (a Controlled Document), and MAY require verification of organizational identity.
5. The Yoma Platform MUST enable every Individual and Organizational Member to registryhold and verify Verifiable Credentials. #Layer3
6. The Yoma Platform MAY enable every Individual and Organizational Member to issue Verifiable Credentials. #Layer3
7. All Issuers of Verifiable Credentials SHOULD be listed in the Yoma Trust Registry #Layer3
8. All Governance Frameworks within the Yoma Community SHOULD be published on an open URL and SHOULD be assigned a DID
9. The Yoma Platform MAY include at least one incentive mechanism such as tokens or vouchers.
10. The Yoma Platform SHOULD include mechanisms for the creation of individualized learning pathways which enable the link between learning, action and employment. These mechanisms MAY include machine-based recommendations.

11.3 TECHNOLOGY REQUIREMENTS

Technology Providers and the Yoma Platform Operator MUST comply with the following technical standards:

[W3C Accessibility Standards](#),

[Credential Revocation List](#)

[Verifiable Credentials JSON Schemas](#)

[W3C Verifiable Credentials. Data Model V1.0 published 19 November 2019 #Layer 2](#)

[DIDComm V1.0 #Layer2](#)

W3C [Decentralized Identifiers V1.0 #Layer1](#)

Technology Providers and the Yoma Platform Operator COULD comply with the following technical standards:

[Decentralized Identifier Resolution](#)

[Machine-Readable Trust Frameworks](#)

[Decentralized Specification Registries](#)

Specifically DID:SOV, [DID:Peer](#) and [DID:Key](#) methods

[Linked Data Proofs BBS+ Signatures](#)

[Linked Data Proofs](#)

[JSON Linked Data \(JSON-LD\)](#)

[Verifiable Presentation Exchange](#)

[Verifiable Presentation Request](#)

Yoma SHALL enforce compliance with the technical standards for the Yoma trust ecosystem through a self-developed Trust-over IP stack.

Yoma MIGHT in future enable external technology providers to link into Yoma if they comply with the technology requirements.

Yoma MAY leverage one or more layer 1 global public utilities to anchor DIDs. Must be compliant with the principles

11.4 PRIVACY

11.5 The Yoma Community SHALL comply with the General Data Protection Regulations (GDPR) of the European Union and with POPIA (South Africa Privacy & Data Protection legislation).

12 PERSONAL SELF-DEVELOPMENT

11.1. Social abilities

11.1.1. The YOMA platform will give users the tools and opportunities to continuously work on their soft skills in a meaningful way, which will enable them to interact and communicate with future employers in a competent and confident way.

11.1.2. The YOMA platform must ensure that YOMA users have a good balance of offline and online opportunities (to not have users that only do things online). We must also ensure that youth always have a good balance between social/group based tasks vs. individual tasks

11.1.3. The YOMA platform must give YOMA users specific tasks to develop social abilities and skills (including digital social abilities).

11.2. Opportunity

11.2.1. The Yoma platform must provide YOMA users with a way to customize their opportunity list in a self determined and structured way, ie: neatly and plausibly structure their opportunities to manageable sub packages

11.2.2. The Yoma platform must ensure that YOMA users do not get offered indefinite and not clearly indistinguishable opportunities

11.2.3. The Yoma platform must give the YOMA users a comprehensively curated path of learning (e.g. recommendations are being explained | “explainable AI”), while also giving them an easy to use way to change which kind of data will be assessed for recommendations

11.3. Self-knowledge

11.3.1. The Yoma platform must give the user a possibility to see their abilities and limitations by grading each of the opportunities and their overall profile.

11.3.2. The YOMA platform Support YOMA users creatively envisioning in an open and broad way their passion-driven personal pathways (e.g. do not only try to push into entrepreneurship but also into fields like medicine or art)

11.3.3. The YOMA platform must help YOMA users to find their non-digital (digitally enabled) passion pathways and projects in an unbiased way (e.g. craft or agricultural work). This must be done in a recurring way and adapted to local conditions

11.3.4. All users must respect the local and true conditions of the individual and align opportunities along YOMA users envisioned pathways.

11.3.5. The YOMA platform must always offer and/or regularly invite/promote a reasonable number of purely intrinsically (not only personal but also meant socially) inspiring projects (projects that may not be fully aligned with the job market, but just give pleasure and motivation to the users).

11.3.6. The YOMA platform must include inspiring success stories of YOMA users and projects.

11.4. Envy

11.4.1. The YOMA platform must foster an environment where users don't compare their success, for example, we must not provide YOMA users with countable liking options on the things they share, avoid any kind of public comparativeness towards other users (e.g. do not share or use any personal statistics)

11.5. Empowerment through learning

11.5.1. The YOMA platform must provide innovative learning opportunities where youth can be an active part of the learning process itself (e.g. chatbot solutions), as well as the possibility to map out their individualised learning to earning pathway

11.5.2. The YOMA platform must provide a CV function on YOMA where young people can see their achievements such as certificates, badges and tokens for their achievements in their learning journey. This can be done in a gamification sort of way.

11.5.3. The YOMA platform must teach youth how to turn what they have learned into an actual livelihood opportunity through entrepreneurship and digital skills acquisition.

11.6. Competence

11.6.1. The YOMA platform must provide users with opportunities to gain competence in specific areas and market-relevant competencies, and then give users the option to obtain and upload certificates that are recognised by employers and formal learning institutions.

11.7. Engagement of youth

11.7.1. The YOMA platform must organise challenges regularly where youth can engage in and be creative

11.7.2. The YOMA platform must provide micro/volunteering/impact tasks to youth to engage within their community

11.7.3. The YOMA platform must provide youth the ability to easily and seamlessly engage in activities and learning & earning opportunities

11.8. Confidence

11.8.1 The YOMA platform must provide users with a digital CV and a dashboard that displays all achievements in an attractive manner

11.8.2. The YOMA platform must provide users a clear pathway towards a job opportunity

11.8.3. The YOMA platform must offer users the possibility to improve the skills they feel they are lacking, and in doing so offer sufficient opportunities for youth to prepare themselves for actual livelihood opportunities.

11.8.4. The YOMA platform must provide opportunities that do not have a reward in the end and are just "fun", while providing non-financial rewards too.

11.9. Identifying potential

11.9.1. The YOMA platform must develop a matching algorithm that identifies potential based on several indicators such as psychometrics, talents, aspirations, online learning activities, impact tasks and formal education.

11.9.2. The YOMA platform must develop functionality within the matching algorithm that allows for random matching with opportunities

11.9.3. The YOMA platform must provide a low/no tech solution where also marginalised youth get the opportunity to partake

11.10. Personal autonomy

11.10.1. The YOMA platform must integrate SSI where users can decide for themselves whether they want to share their information with the platform/employers

11.10.2. The YOMA platform must give users the ability to decide whether they want to be matched to opportunities and if they decide to be matched which filters they would like to use.

13 FAIRNESS & INCLUSION - LOCAL

12.1. Reasonable decisions

12.1.1. The YOMA platform must ensure that the diverse, multifaceted and varying educational backgrounds needed for different jobs are included in the matching process

12.2. Accessibility of yoma

12.2.1. Provide group functionality for marginalised youth without mobile devices and internet connection

12.3. Personal privacy

12.3.1. The YOMA platform must have data breach emergency plan in place that protects users privacy in a worst case scenario

12.3.2. The YOMA platform must provide training on platform on how to use SSI in a smart way and be conscious about the protection of personal privacy

14 COMMUNITY

14.1 All participants in the Yoma Community MUST not use the Yoma Platform to abuse, exhort, discriminate or otherwise harm other ecosystem participants.

- 14.2 The Yoma Community SHALL be accountable to the communities in which it operates
- 14.3 The Yoma Community SHALL prioritise opportunities and incentives with a positive social, environmental or local economy benefit, and SHALL NOT offer incentives that create a social, environmental or local economy harm
- 14.4 The YOMA community must offer users opportunities to enable them to make a lasting and notable impact in their communities
- 14.5 The YOMA community must allow local municipalities/NGOs/communities to post impact tasks
- 14.6 The Yoma ecosystem partners must work together with NGOs to analyze the abiding and substantial issues in communities
- 14.7 The YOMA community must ensure that the YOMA ecosystem runs in a environmentally sustainable and durable way
- 14.8 The YOMA platform must provide opportunity to users and companies to invest in environmental impact and allow humanitarian aid organisations to invest in and support marginalised users
- 14.9 The YOMA platform must foster connections between users of various African countries, and in doing so be able to organise international/pan-african challenges/yoma missions
- 14.10 The YOMA opportunity partners should try accompany impact tasks with learning nuggets/courses

15 REVISIONS

This section specifies the policies for how revisions to the GF are governed. It does not include Governance Policies for the Governance Authority or interdependent Governance Authorities (those are defined in Controlled Documents in the **Governance Rules** category). It:

- 16 MUST state the full legal identity and contact information for the primary Governance Authority or interdependent Governance Authorities.
- 17 MUST include policies specifying how any revisions to the GF are identified, developed, reviewed, and approved.
- 18 SHOULD include at least one public review period for any GF that will be available to the public.
 - Sunset clause - linked to a transactional volume?
 - Needs re-confirmation by Yoma Board
 - Building in the Youth method to take control of the GF and to challenge it?
 - *in future use tokens as voting mechanism*
 -

19 EXTENSIONS

This section applies to GFs that permit extensions via the incorporation of other GFs (a common feature especially of some ecosystem GFs). It:

1. MUST state whether the GF can be extended.
2. MUST specify the requirements an Extension Governance Framework must meet in order to be approved.
3. MUST specify the process for an Extension Governance Framework to be approved.
4. MUST define an authoritative mechanism for registration and activation of an approved Extension Governance Framework.
5. MUST define the requirements for notification of the Trust Community about an approved Extension Governance Framework.

20 SCHEDULE OF CONTROLLED DOCUMENTS

These sections Yoma Rules and are updated separately so that they can more easily be changed,

Name	Link
Glossary	
Risk Assessment & Trust Assurance	
Legal Agreements	

CONTROLLED DOCUMENTS

A. GLOSSARY

The Glossary will use the following mental models

Parties, Actors, Actions #eSSIF

Jurisdictions #eSSIF

Scope:

This Glossary is defined within the scope of the Yoma Community TaskForce at Trust over IP and will apply to all Governance Frameworks V1 at layers 2-4 of the Governance Stack.

It SHOULD where possible make use of terms already defined in the [Sovrin Glossary](#).

It SHOULD be written in Plain English. There are a series of guides on [writing in plain English here](#).

Language: en

The Concepts & Terminology WG specify how to create a new entry in the Glossary as follows:

(word or phrase you are adding)

>_In the header above ^^^, insert the word or phrase you want to add.

See <https://github.com/dhh1128/ctwg/blob/master/docs/term-conventions.md> for conventions about capitalization, punctuation, plurals, spelling, and so forth. If your term has a short form or acronym, put the long form first, and then the short form in parentheses._

Definition

>_What does this word or phrase mean, precisely? The first sentence of your definition acts as hovertext in hyperlinks, so make it as pithy as possible. After that, add as much detail as you need: what criteria allow you to know for certain whether X is or is not an example of the concept? What misunderstandings need to be eliminated? If your term is a true synonym for something already defined in the glossary, just hyperlink to that definition rather than rewriting or copying it._

Scope

>_Terms typically have a meaning only within a particular context or domain of knowledge. For example, a "run" means one thing to skiers, and quite a different thing to manufacturers of women's stockings. In a TOIP context, scopes are associated with groups -- a legal taskforce working on guardianship, or UX experts working on COVID credentials, for example. The group that "owns" a term will curate all github issues for it, set the term's status, and publish it in their glossary.

See <https://github.com/dhh1128/ctwg/blob/master/docs/curation.md>. Different groups can define the same word or phrase in different ways (and that's fine; the system will handle it); that's why this tag is required. Associate this term with its group or scope so the right people get involved. For example: `#tswg` would associate the term with the Tech Stack Working Group. See the various group tags in the predefined hash tags list at <https://github.com/dhh1128/ctwg/blob/master/docs/hash-tags.md>._

Usage Examples

>_Optional but encouraged. Provide one or more short excerpts (or links) that show how the term has been used within the specific community of interest. These could come from a spec, github issues, whitepapers, etc._

Tags

>_Add any additional hash tags that you feel would allow grouping in useful ways.

See <https://github.com/dhh1128/ctwg/blob/master/docs/hash-tags.md> for details._(use to select terms from a wiki for a glossary)

Term	Definition	Scope	Usage Examples	Tags
------	------------	-------	----------------	------

<u>Action</u>	something that is actually done/executed - by a single <u>actor</u> (on behalf of a given <u>party</u>), as a single operation in a specific context.			#essif
<u>Actor</u>	Entity that can act (do things), e.g. people, machines, but not <u>organizations</u> .			#essif
<u>Community</u>	an <u>organization</u> that seeks to facilitate the cooperation between at least two <u>parties</u> (its 'members') based on interests that these <u>parties</u> share as each of them seeks to realize its own, individual <u>objectives</u>			#essif
Digital CV	<i>The digital data that can be used to prove a person's skills, qualifications, education, ambitions and work experience</i> A set of self-asserted Claims and/or verified <u>Credentials</u> that together describe a Youth Participant's work, skills, training and educational history together with a set of <u>Partial Identities</u> that can be wholly or partially presented to a 3rd Party inside or outside the Yoma Community	Governance Framework V0.1		
Donor	An Organization or Individual providing resources (e.g. money) to the Yoma Community			
Delegate	See Sovrin Definition			
<u>Entity</u>	someone or something that is known to exist			<u>#essif</u>
Incentive Provider	An Organisation or Individual providing economic value in the form of money, services or digital assets which can be			

	exchanged with other Entities in the Yoma Community			
Local Yoma Community	An Organisation that makes use of the Yoma Platform and which has localised features to its Governance Framework			
Marketplace Participant	An Organisation or Individual providing goods or services which can be exchanged for Incentives within the Yoma Community.			
<u>Organization</u>	a <u>party</u> that is associated with a group of <u>actors</u> that work to realize its <u>objectives</u> .			#essif
<u>Party</u>	an <u>entity</u> that sets its <u>objectives</u> , maintains its <u>knowledge</u> , and uses that <u>knowledge</u> to pursue its <u>objectives</u> in an autonomous (sovereign) manner. Humans and <u>organizations</u> are the typical examples.			#essif
Employment Opportunity	A job with a contract and at least minimum wage payment that is listed on the Yoma Platform and which adds work experience to a Digital CV			
Education Opportunity	A course, experience or class that is listed on the Yoma Platform and which adds skills, knowledge or experience to a Digital CV			
Impact Opportunity	A challenge, task or activity that is listed on the Yoma Platform and which has positive environmental or social benefits to the communities in which Yoma operates			
Opportunity Provider	An Organisation or Individual providing Education, Employment or Impact Opportunities which are listed on the Yoma Platform			

Technology Provider	An Organisation or Individual providing hardware or software technology services that form part of the Yoma Platform			
Yoma Community	The set of autonomous Entities that cooperate to create and use the Yoma Platform			
Yoma Governance Authority	The Organisation that maintains, administers and enforces the Yoma Governance Framework.			
Yoma Platform Operator	The Organisation that builds, administers and operates the Yoma Platform			
Yoma Platform	The set of Things including hardware and software components that are used by other Entities in the ecosystem to interact, the Yoma Community, the Yoma Trust Registry, the Yoma Administering Authority and the Yoma Governance Framework.			
Yoma Trust Registry	The publicly available and verifiable list of Issuers and Verifiers in the Yoma Community.			
Youth Participant	A human being subscribing to the Yoma Platform			
Yoma Rules	The Yoma Governance Framework			
Yoma Member	A Party that has signed a Yoma Member Agreement and agreed to abide by the Yoma Member			

RISK ASSESSMENT AND TRUST ASSURANCE

This category includes policies for managing risk, including how parties can be certified against the GF. Controlled Documents in this category:

1. SHOULD identify key risks that MAY negatively affect the achievement of the GF's purpose within its scope.

2. SHOULD include a Risk Assessment process output that provides an assessment of each key risk that the GF is designed to address and mitigate.
3. SHOULD assess which Roles and Processes are vulnerable to each risk and how they are affected.
4. SHOULD include a Risk Treatment Plan (RTP) for how identified risks are treated (e.g. mitigated, avoided, accepted or transferred).
5. SHOULD include a Trust Assurance Framework that defines how Roles assert compliance with the Policies of the GF and the mechanisms of assurance over those assertions.
6. SHOULD (if applicable) define the roles of Auditors and Auditor Accreditors and the policies governing their actions.
7. SHOULD (if applicable) define the roles of Certification Authorities and the Policies governing their actions and relationships with the Governance Authority, Auditors, and Auditor Accreditors.
8. SHOULD (if applicable) include policies around the developing, licensing, and usage of one or more Trust Marks.

REQUIREMENTS FOR FUTURE DEVELOPMENTS

This section of the Yoma Rules is a controlled document of the Yoma Platform Operator

1. Governance
 - Lean & Functional Governance
 - Youth-led Governance
 - Machine Readable Governance
 - Decentralization and Local Yoma Ecosystems
2. Fairness & Inclusion
 - Guardianship & Custodianship
 - Low-tech & No-tech connectors
 - Human Experience
 - Age Verification
3. Community & Sustainability
 - Incentives, Tokens & Value Exchange #Layer3
4. Privacy & Personal Self-Development
 - Use of AI and ML
 - Portability

LEGAL AGREEMENTS -

1.1.1 Individual Agreement Yoma Terms of Use

- Applies to all Individual participants in the Yoma Community.
- Between Youth Participants or Individuals acting as Opportunity Providers and Yoma Administering Authority
- Contains rights and responsibilities associated with Yoma Member role for Individuals
- Contains Privacy Policy

1.1.2 Organisational Agreement Yoma Terms of Use

- Applies to all Organisational participants in the Yoma Community
- Between Organisations acting as Opportunity, Incentive or Technology Providers in the Yoma Community and Yoma Administering Authority
- Contains rights and responsibilities associated with Yoma Member role for Individuals
- Contains Privacy Policy

1.1.3 Provider Agreement

#Layer2

- Applies to all Organisations acting as Opportunity, Incentive or Technology Providers and Yoma Platform Operator
- Separate agreement clauses containing rights and responsibilities associated with different roles in the ecosystem
- Opportunity Providers will have rights and responsibilities as Credential Issuers and Credential Verifiers. **#Layer3**

YOMA HUMAN EXPERIENCE FOR GOVERNANCE

This section contains recommendations for designing the user experience on apps and services that use the Yoma digital Platform.

PERSONA

Persona to use for design: All Yoma apps and services should work for them

Ntembe - Youth Participant - M - 22 - Unemployed - Little to no form of tertiary education - struggles to find a job due to lack of qualifications and work experience.

Lesedi - Opportunity Provider - F - 35 - Community Manager - Charged with crafting and curating opportunities to meet her company's KPIs for youth training.

Yoma apps and services SHOULD NOT work for Dino (M) - Bad Actor

EXCLUSION CALCULATION

Spreadsheet to calculate real market size against exclusion factors

Physical & Cognitive capabilities (sight, hearing, manual dexterity)

Language Literacy (reading, writing)

Digital inclusion (access to networks & devices, electricity, know how)

Gender (social norms)

UX DESIGN COMPONENTS

Using common design components help users build confidence and trust. They can make Yoma apps and services more familiar and easier to use. These can be in any form of media (words, pictures, sounds, videos).

Name	Description	Image/icon	
Data, ID &/or Digital CV			
Yoma Member			
Yoma Platform			
Digital Wallet			
Intent			
Consent			
Help			
Stop			

TRUST RITUALS & RITES OF PASSAGE

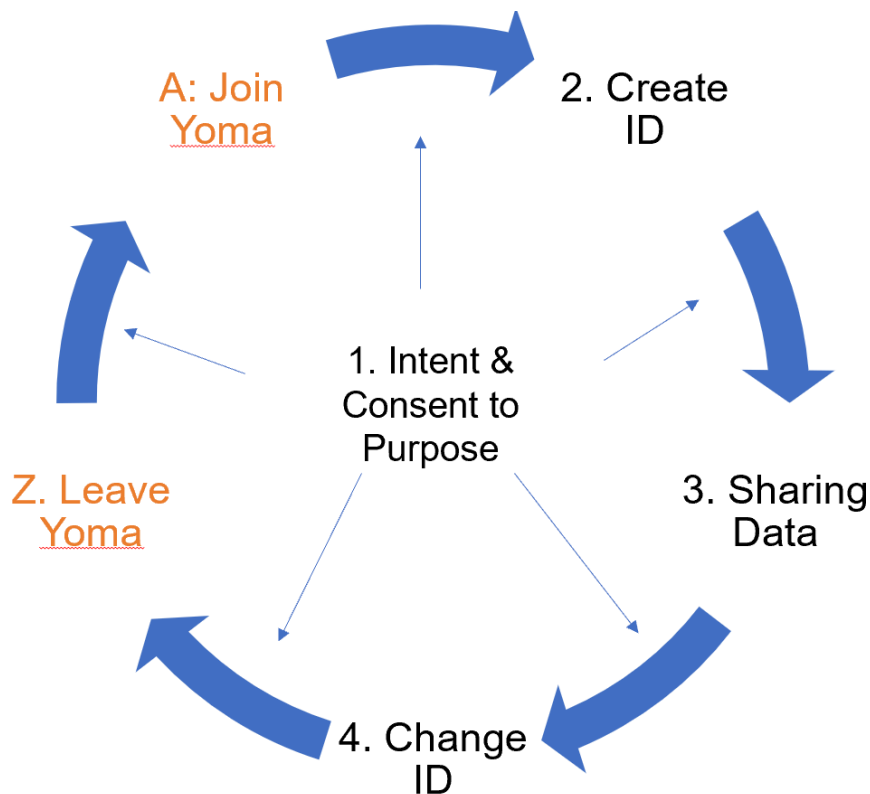
A rite of passage is a ceremony or event marking an important stage in someone's life. Rituals are habitual or solemn ceremonies where a set of actions happen in a specific order.

We use these social constructs to embed the Yoma Values and Rules in the human experience of being part of the Yoma Community and using the Yoma digital Platform. In Yoma there are two rites of passage:

- A. Join Yoma*
- B. Leave Yoma*

There are four trust rituals

- 1. Intent & Consent to Purpose*
- 2. Create ID*
- 3. Sharing Data*
- 4. Change ID*



1. Intent & Consent to Purpose

- Do you want to <<insert Action>>?
- We want you to share <<this data>> with <<this Party>> because <<this purpose>>
- If you don't want to share << this data>> press <<insert stop>>

A: Join Yoma

- Separation - State the Scope: Yoma is a digital platform that enables <this Party>> to do <<these Actions>>. The Yoma Community includes <<these Parties>>..
- Intent & Consent to Purpose**
- Initiation
 - Explain the Rules: As a <<Insert Party>> you can be an <<insert Actors>> and perform <<these actions>>. You must agree to stick to <<these rules>>. These rules mean you must <<insert Duties>>, you can insert Rights>> and you cannot <<insert Anti-Rights>>.
 - Check understanding of the Rules: e.g. Quick test, do you understand the Rules and agree to stick to them? <<Insert relevant Actor agreement>>
 - Sign agreement
 - Receive Badge or marker as <<Yoma Member>>

Example Yoma Digital Promise

*"I will respect others' **privacy** and I will only ask others for the data I need*

*I will use the Yoma digital Platform responsibly, and I will take control of my own **personal self-development** and data.*

*I will not discriminate against others for any reason. I will treat others with **fairness** and respect for their differences.*

*I will not use Yoma digital Platform for anything that is against the law or which harms other people, the environment or the wider **community**..*

*I will follow the Yoma Rules so that others can **trust** me.”*

Duties	Rights	Anti-Rights / Harms
Respect others' privacy	To protect your own privacy	Ask for data you don't need
Use Yoma to benefit your community as well as yourself	To leave Yoma and take your data with you	Use someone else's data without their intent and consent.
Include others & treat them with fairness	To access Yoma apps and services	Discriminate against others because they are different
Use the Yoma Platform responsibly and as intended	Protection from digital harms	Use Yoma to break the law
Help each other understand and stick to the rules	To call others in the Yoma Community to account if they break the rules	Using different rules in a Yoma app or service

d. Intent & Consent to Purpose

2. Create ID
3. Sharing Data
4. Change ID

B: Leave Yoma

OFFLINE GUIDANCE