

## DRAFT Review of IFSW Constitution

current constitution	Proposed language or change	Rationale for amendments
<p><u>Constitution and by laws</u> <u>PREAMBLE</u> The International Federation of Social Workers recognises that social work originates variously from humanitarian, religious and democratic ideals and philosophies; and that it has universal application to meet human needs arising from personal-societal interactions, and to develop human potential. Professional social workers are dedicated to service for the welfare and self-fulfilment of human beings; to the development and disciplined use of scientific knowledge regarding human behaviour and society; to the development of resources to meet individual, group, national and international needs and aspirations; to the enhancement and improvement of the quality of life of people; and to the achievement of social justice.</p>	<p><b>PREAMBLE</b> <b>The International Federation of Social Workers ( IFSW) is a global organization comprising National Social Work Organizations worldwide . The Mission of IFSW is to enhance and improve the quality of life of people by advocating for social justice, human rights and social development through plans, actions, programs and the promotion of best practice models in social work within a framework of international cooperation.</b> <b>The current IFSW was constitutionally incorporated in 1956 in Munich Germany, succeeding the <i>International Permanent Secretariat of Social Workers</i> dating back to 1932. The IFSW Constitution and By-Laws are subject to review by the General Assembly as they deem appropriate in order to ensure the effective operation of the Federation and continued relevance as the composition and roles of our Federation evolves over time.</b></p>	<p>Preamble should be a simple statement on the historical background of the IFSW constitution and the reason for its development. We cannot capture the role of social workers in the socio-economic development of each country in a preamble to a constitution as this is better suited in a definition of social work that can be reviewed periodically without having to change the constitution.</p>
<p>Art. 1 NAME AND COMPOSITION a) The name of the Federation is  International Federation of Social Workers <b>Fédération internationale des travailleurs sociaux</b> <b>Federación Internacional de Trabajadores Sociales</b></p> <p>b) The Federation shall be composed of national professional social work organisations or national Co-ordinating Bodies.</p> <p>c) The Federation shall be a non-profit making organisation</p>	<p>Art. 1 NAME AND COMPOSITION a) The name of the Federation is;  International Federation of Social Workers</p> <p>b) The Federation shall be composed of national professional social work organisations or national Co-ordinating Bodies.</p> <p>c) The Federation shall be a non-profit making organisation</p>	<p><b>Delete</b> reference to translations in Spanish and french</p> <p>Article 1 (a) as currently written limits the Federation to 3 names. In actuality, the name of the Federation can be translated into French, Spanish, or any other language. There is no rationale to specifically state only the Spanish or French name in an English version of the Constitution nor would it be feasible to include an extensive list of names representing every language of the members of the Federation within this clause.</p>
<p>Art. 2 INCORPORATION The Federation shall be incorporated under the relevant Articles of the Civil Code in the country where it is seated. The Federation may, by decision of the General Meeting, incorporate under relevant laws in an alternative country</p>	<p>Art. 2 INCORPORATION The Federation shall be incorporated under the relevant Articles of the Civil Code in the country where it is seated. The Federation may, by decision of the General Meeting, incorporate under relevant laws in an alternative country</p>	

<p>Art. 3 SEAT AND DURATION</p> <p>The Federation's seat shall be at <b>Bern</b>, Switzerland, or at any such other place as may be determined by the General Meeting in accordance with the Federation's Articles.</p>	<p>Art. 3 SEAT</p> <p>The Federation's seat shall be in Switzerland, or at any such other place as may be determined by the General Meeting in accordance with the Federation's Articles.</p>	<p><b>Deleted</b> reference to <b>Bern</b> as it may not necessarily be in that City as well as Duration in the title.</p>
<p><b>Art. 4 AIMS</b></p> <p>a. The aims of the Federation are:  I) to promote social work as a profession through internationalco-operation, especially regarding professional values,standards, ethics, human rights, recognition, training andworking conditions;  II) to promote the establishment of national organisations of social workers or professional unions for social workers and when needed national Co-ordinating Bodies (collectively "Social Work Organisations") where they do not exist;  III) to support Social Work Organisations in promoting the participation of social workers in social planning and the formulation of social policies, nationally and internationally, the recognition of social work, the enhancement of social work training and the values and professional standards of social work.  b. In order to achieve these Aims the Federation shall:  I) encourage co-operation between social workers of all countries;  II) provide means for discussion and the exchange of ideas andexperience through meetings, study visits, research projects,exchanges, publications and other methods of communication;  III) establish and maintain relationships with, and present andpromote the views of Social Work Organisations and their members to international organisations relevant to social development and welfare.</p>	<p><b>Art. 4 AIMS OF THE FEDERATION</b></p> <p>"Social workers make a unique and critical contribution to society. They facilitate sustainablesocial outcomes that enable people and their communities to reach their potential for this and future generations. IFSW supports social workers to achieve this through the following aims:</p> <ul style="list-style-type: none"> <li>· <b>Partnerships</b> Building external partnerships with people who use social work services and their wider communities; to ensure that social services recognise people's inherent strengths and build on them to meet community aspirations.</li> <li>· <b>Action</b> Facilitating international and regional cooperation for shared learning and joint action.</li> <li>· <b>Policy</b> Developing ethical statements and policies thatenhance best social work practice.</li> <li>· <b>Advocacy</b> Advocating at global, regional and national levels for social justice, and individual, group, civic and cultural human rights."</li> <li>·</li> </ul>	<p><b>Deleted</b> current clause and replaced with new <b>updated clause</b></p> <p>It has been a number of years since IFSW undertook a review of our aims which are meant to provide direction to the Executive Committee and the membership in general. The aims that the constitutional committee propose are in line with the new definition of social work as well as our profile as an International Association that promotes self-determination of individuals and communities. Our aims also focus on enhancing both regional and global action to advocate for social justice and human rights.</p>
<p><b>MEMBERSHIP</b></p> <p>Art. 5 MEMBERSHIP CRITERIA  <b>National Social Work Organisations</b></p> <p>a) Membership is open to national Social Work Organisations ofany country, whose core members must have completed postsecondary education in social work and must practice (or intend to practice or have practiced) social work. (For the purpose of such membership criteria the Executive Committee shall in its discretion determine the applicable definition of "social work", in accordance with any applicable resolution on the subject passed at any General Meeting of the Federation).</p>	<p><b>MEMBERSHIP</b></p> <p>Art. 5 MEMBERSHIP CRITERIA</p> <p>a)Membership is open to national Social Work Organizations of any country, whose core members must have completed post-secondary education in social work and must practice or intend to practice or have practiced social work.</p>	<p><b>Deleted</b> last paragraph in a) which prescribes procedure for executive committee to evaluate if applicant is practicing social work in line with definition. Now that we have accepted definition this paragraph is no longer relevant.</p>

<p>b) Membership is limited to one such national Social Work Organisation in any country.</p> <p><b>Co-ordinating Bodies</b></p> <p>c) If more than one Social Work Organisation in a country is interested in membership of the Federation only a national Coordinating Body representing every such organisation may be admitted as a Member of the Federation.</p> <p>d) If there is an existing Member from any country and another national Social Work Organisation from that country, otherwise fulfilling the eligibility criteria, confirms a wish to become involved with the Federation, the existing Member is obliged to endeavour to facilitate the development of a Coordinating Body to succeed it as the Member from that country, in accordance with the By Laws and any General Meeting resolution giving such direction.</p> <p>e) All the Social Work Organisations wishing to be involved in a Co-ordinating Body must individually meet the criteria for full membership. If one or more organisation does not meet membership criteria, the other interested organisation(s) may still pursue an application through a Co-ordinating Body.</p> <p><b>f) A Co-ordinating Body will be comprised of representatives from each of the national Social Work Organisations that meet the membership criteria and wish to become involved with the Federation.</b></p> <p>g) The Co-ordinating Body will establish procedures with respect to Federation elections; voting at meetings; organisation of international conferences; co-ordinating of mailing lists; and, identification of social workers to serve on Federation committees.</p> <p><b>h) In the event that one Member of the Co-ordinating Body ceases to operate or otherwise to be involved with the Coordinating Body this need not effect the status of the body.</b></p> <p><b>i) Co-ordinating Bodies shall have the same right and obligations as any other Member of equivalent status.</b></p> <p><b>j) Organisations or bodies, other than national Social Work Organisations wanting to be associated with the Federation may join the Federation's Friends' Program.</b></p>	<p>b) Membership of the Federation shall be limited to one National Social Work Association in any one country.</p> <ol style="list-style-type: none"> <li>1) If more than one Social Work Organisation in a country is interested in membership of the Federation only a national Coordinating Body representing every such organisation may be admitted as a Member of the Federation.</li> <li>2) If there is an existing Member from any country and another national Social Work Organisation from that country, otherwise fulfilling the eligibility criteria, confirms a wish to become involved with the Federation, the existing Member is obliged to endeavour to facilitate the development of a Coordinating Body to succeed it as the Member from that country, in accordance with the By Laws and any General Meeting resolution giving such direction. <b>The existing member maintains their full standing as members until there is in fact formation of a coordinating Body and said Body is admitted as a full member</b></li> <li>3) All the Social Work Organisations wishing to be involved in a Co-ordinating Body must individually meet the criteria for full membership. If one or more organisation does not meet the membership criteria, the other interested organisation(s) may still pursue an application through a Co-ordinating Body.</li> <li>4) The Coordinating Body shall establish procedures with respect to Federation elections; voting at meetings; organization of international conferences; coordination of mailing lists; and identification of social workers to serve on Federation committees</li> </ol>	<p>Proposed to maintain stipulation of only one national Social Work Association per country. If more than one Social Work Organisation in a country is interested in membership of the Federation it can only happen through a national Coordinating Body representing every such organisation. Our purpose in maintaining this clause is to foster and support cooperation on the national scene and every effort should be made in this regard.</p> <p>It is recognized that there have been exceptions whereby this clause was over-ruled by a 75% majority of voting members at a General Meeting. We are nevertheless not recommending a change to the clause, thus making it clear that only the General Meeting can over-rule the clause where the 75% majority deem there are exceptional circumstances to do so.</p> <p>former clause c), d' e) and g) is included in new clause b) which all relate to formation of a coordinating body.</p> <p>Clause f), is <b>deleted</b> as it is deemed too prescriptive for a constitution and would be more fitting in an administrative procedures manual.</p> <p>For former clause g) we propose to substitute word <b>will</b> with <b>shall</b> as they must sort out and come to an agreement as to how they will cast their one vote for elections and federation meetings.</p> <p>There also needs to be a method of a coordinating body informing us of changes in membership and covered in the by-laws and/or management policies.</p> <p>Clause, i) and j) are <b>deleted</b> as they are clauses that are deemed too prescriptive for a constitution and would be more fitting in an administrative procedures manual.</p>
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<p><b>Art. 6 CATEGORIES OF MEMBERSHIP</b></p> <p>a) There shall be the following categories of membership: Full Member Provisional Member</p> <p>b) A Full Member shall be an existing Member as at the 2002 General Meeting which fulfils the eligibility criteria adopted at that meeting and every Candidate or Provisional Member which is admitted to full membership by resolution of the General Meeting (provided they continue to fulfil applicable eligibility criteria).</p> <p>c) A Provisional Member shall be a Member which has previously fulfilled the criteria for full membership, but has ceased to do so as a result of the adoption of new criteria at the 2002 General Meeting or otherwise and which is engaged in the process of fulfilling such criteria and regaining its Full Member status. A Provisional Member which has not been admitted as a Full Member within six years of the date it ceased to be a Full Member shall cease to be a Member of the Federation.</p> <p>d) All applications for membership shall be subject to the applicable procedures set out in the By Laws.</p>		<p><b>Propose to delete</b> this article in it's entirety as it refers to specific criteria adopted at the 2002 General meeting. The distinction between a provisional member and a full member has not been conducive to achieving greater participation of member organizations over the years nor has it been feasible or practical to apply this particular clause for members who are delinquent in the payment of their dues.</p>
<p><b>Art. 7 RIGHTS AND OBLIGATIONS OF MEMBERSHIP</b></p> <p>a) All Members shall:</p> <p>submit such documents to the Secretary General, at such times and in such forms as is prescribed in the By Laws observe these Articles and the By Laws endorse and promote among its membership the document "The Ethics of Social Work, Principles and Standards" and the policies currently approved by the Federation pay membership dues as prescribed by resolution of the General Meeting, in accordance with applicable procedures set out in the By Laws promote the profession within their country and at the international level apply the ethical principles of the Federation contribute to and promote Federation activities in their respective countries. support international conferences promoted by the Federation through promotion to their members and endeavouring to send official representation support and endeavour to express international solidarity in relation to international standards of human rights shall participate in the work of Committees shall support the Federation's international conferences by ongoing promotion among its members and by making efforts to send official representation pay regional membership dues as prescribed by the region</p>	<p><b>Art. 6 RIGHTS AND OBLIGATIONS OF MEMBERSHIP</b></p> <p>a) All Members shall observe the Articles and the By Laws of the Federation, and the Statement of Ethical Standards</p> <p>b) Members in good standing ( have paid their respective membership fees as assessed and have not been expelled or suspended) shall be entitled to receive direct communication and all member publications and materials from the Federation</p> <p>c) Members in good standing shall be entitled to full participation in Federation elections in accordance with these Articles and the By Laws</p> <p>d) Members in good standing shall be eligible to participate in the work of Federation committees</p>	<p>Article 7 a) is re-written as proposed in order to have clear and simple language as to the obligations of all members.</p> <p>Article 7 a) b) and c) are re-written to include the clause <b>in good standing</b>. in order to make it clear that only those members that have paid their membership fees as assessed and have not been expelled or suspended retain the specific rights listed in b) c) and d) . We included the term as assessed recognizing that there are specific arrangements made for developing nations in regards to membership fees as well as a cap on membership fees remitted to IFSW by some members.</p>

<p>b) Full Members shall: be entitled to receive direct communication and all Member publications and materials from the Federation be entitled to full participation in Federation elections in accordance with these Articles and the By Laws be eligible to participate in the work of Federation committees c) Provisional Members shall be entitled to all rights of Full Members, except the right to present nominations for Federation offices and to vote</p>		
<p>Art. 8 CANDIDATES FOR MEMBERSHIP a) A prospective Full Member which has applied for membership and has been assessed as being eligible for full membership, but which has not yet been admitted to Full Membership at a General Meeting shall be known as a Candidate. b) Candidates shall: be entitled to observer status in General Meetings correspond with their Region, rather than directly with the Secretariat</p>		<p><b>Proposal to delete</b> this article in it's entirety. An Organization who is eligible for membership by having completed questionnaire and paid their dues should not have to be granted observer status if they are in attendance at a General meeting. There is in fact the means to grant them membership status before and in between General Meetings if they have paid their dues and been approved by the Executive Committee . See new article 19 b)</p>
<p>Art. 9 SUSPENSION, EXPULSION AND REINSTATEMENT  a) A Member that does not pay its dues, that violates the Articles of this Constitution and/or the By Laws of the Federation or in any other form counteracts the basic interests, aims and policies of the Federation or its Members may be suspended or expelled by the General Meeting upon recommendation by at least two Members or the Executive Committee. A two-thirds majority shall be required for suspension or expulsion.  b) A suspended Member may be reinstated to membership by the General Meeting. Evidence that the grounds for suspension no longer exist shall be provided to the Executive Committee by or on behalf of the suspended Member. Such evidence shall be considered by the Executive Committee, and circulated to Members not less than thirty days before the General Meeting at which the proposal is to be put. The evidence may be accompanied by an Executive Committee recommendation: a recommendation shall be made by the Executive Committee to the General Meeting. A two-thirds majority of Members voting shall be required for reinstatement.</p>	<p><b>Art. 7 CENSOR, SUSPENSION, EXPULSION AND REINSTATEMENT</b>  a) A Member that does not pay its membership fees may be suspended by a majority decision of the Executive Committee.  b) A Member that violates the Articles of this Constitution and/or the By Laws of the Federation or in any other form counteracts the basic interests, aims and policies of the Federation or its Members may be censored by a majority decision of the Executive Committee.  c) A Member that violates the Articles of this Constitution and/or the By Laws of the Federation or in any other form counteracts the basic interests, aims and policies of the Federation or its Members may be either censored, suspended or expelled by a 75% majority of members of the General Meeting present and voting  c) A Member that was suspended because of non-payment of their membership fees may be reinstated to membership by a majority decision of the Executive Committee upon making satisfactory arrangements for repayment of fees in arrears. d) A Member that has been suspended or expelled because of a violation of the Articles of this Constitution and/or the By Laws of the Federation or because they have in any other form or manner counteracted the basic interests, aims and policies of the Federation or its Members, may be reinstated upon recommendation of the</p>	<p>Add possibility of censorship in addition to suspension or expulsion which provides another option to suspension or expulsion in certain circumstances. Proposal is to <b>delete</b> requirement in a) for recommendation from the executive for censor, suspension, expulsion or reinstatement of a member thus providing the option for a resolution brought forward by any member at a general meeting of the Federation. proposal to have different process for reinstatement of members who have been suspended because of non-payment of membership fees which is different than censor, suspension or expulsion because of violation of Articles or By-Laws of the Constitution a) <b>Suspension for non-payment of</b> membership fees as well as reinstatement for these members will be decided by a <b>majority vote of the Executive</b>.  cand d) <b>Suspension or expulsion</b> for violation of Articles or By-Laws will be decided by a <b>majority vote of general assembly</b> . They can be reinstated by a simple majority vote of the members upon recommendation of the Executive Committee c-) propose an additional process when a member can be subject to censor rather than suspended or expelled for not acting consistently with the agreed international framework of rights. Censors basically</p>

<p>c) Further procedures set out in the By Laws relating to suspension, expulsion and reinstatement shall apply.</p>	<p><b>Executive Committee and by a majority vote of members of the General Meeting present and voting.</b></p> <p>e) Further procedures set out in the By Laws relating to censor, suspension, expulsion and reinstatement shall apply.</p>	<p>means a written communication with a member advising them of any violation of the IFSW constitution or actions contrary to the basic interests of the Federation and directing them to take appropriate corrective measures. This provides opportunity to continue dialog when it is deemed by Executive Committee or General Assembly that expulsion could result in that member's further entrenchment in a position contrary to IFSW values and principles and close down the opportunity for debate, discussion and reconciliation. It is also important for the Executive Committee in addition to the General Assembly to have the authority and discretion to censure in a timely manner since the general membership is only convened every two years.</p>
<p>Art. 10 PARTNER ORGANISATIONS</p> <p>The Federation may by decision of the General Meeting, extend to other organisations the status of a partner organisation.</p> <p>a) The General Meeting must be satisfied that the proposed organisation</p> <p>I. Either shares goals and ethical principles that are consistent with those of the Federation and/ or does not have goals that are expressly oppositional to the Federation's.</p> <p>II. There is no competition or conflict of interest with the Federation or its Members</p> <p>III. There is clear recognition of and respect for the role of Federation as the peak body representing social work at an international level.</p> <p>IV. There is agreement to enter into a formal compact/contractor memorandum of understanding; and</p> <p>V. There is a set period to review the relationship</p> <p>b) A partner organisation shall be entitled to attend the General Meeting of the Federation as an observer and to receive all relevant paperwork pertaining to that meeting.</p> <p>c) A partner organisation shall not have the right to vote and may participate in the General Meeting with the leave of the President/Chairperson</p>	<p>Art. 8 PARTNER ORGANISATIONS</p> <p>The Federation may by decision of the General Meeting, extend to other organisations the status of a partner organisation.</p> <p>a) The General Meeting must be satisfied that the proposed organisation</p> <p>I. Either shares goals and ethical principles that are consistent with those of the Federation and/ or does not have goals that are expressly oppositional to the Federation's.</p> <p>II. There is no competition or conflict of interest with the Federation or its Members</p> <p>III. There is clear recognition of and respect for the role of Federation as the peak body representing social work at an international level.</p> <p>IV. There is agreement to enter into a formal compact/contractor memorandum of understanding; and</p> <p>V. There is a set period to review the relationship</p> <p>b) A partner organisation shall be entitled to attend the General Meeting of the Federation as an observer and to receive all relevant paperwork pertaining to that meeting.</p> <p>c) A partner organisation shall not have the right to vote and may participate in the General Meeting with the leave of the President/Chairperson</p>	<p>Proposal to not delete this article as was previously proposed based on feedback received.</p> <p>The background history behind this particular article dates back to 2001. A formal motion was adopted by the general assembly in 2006 endorsing a proposal for an observatory class for partner organizations with certain conditions as outlined in Article 8. Since the adoption of this proposal, groups such as the Commonwealth Organization for Social Work COSW as well as the Organizing committee for Social Work in Health and Mental health Conferences have been invited to participate and granted observatory status. In addition IASSW and ICSW have been invited to participate as observers if they wish to do in consideration of the fact that we collaborate members of our tripartite conference organizing committees.</p> <p>.. A policy relative to specific procedures or process relative to the development of on-going and future partnerships will also be included in the IFSW administrative procedures manual.</p>

<p><b>Art. 11 EXECUTIVE FUNCTIONS</b></p> <p>a) The Federation shall have seven Executive Committee Officers – a President, five Vice Presidents and a Treasurer. The Secretary General is the Chief Executive Officer.</p> <p>b) For organisational purposes, the Federation is divided into five geographical Regions. Each Region shall have one Vice President who shall be known in the region as President of the Region.</p> <p>c) The governing body of the Federation is the General Meeting. There is also an Executive Committee.</p> <p>d) Honorary positions of Honorary President and Ambassador/s will be agreed by the General Meeting.</p>		<p><b>Delete entire article</b></p> <p>a)and b) isre-written in new article 13so no need for repetition</p> <p>c) as is also repetitious and stated in new article 9</p> <p>d) need not be a clause in the constitution and could be done through a resolution of the general meeting.</p>
<p><b>Art. 12 SECRETARIAT</b></p> <p>a) There shall be a secretariat, consisting of a Secretary General and such other staff as may be needed and approved by the Executive Committee on recommendation of the Secretary General.</p> <p>b) The Secretary General shall be appointed under contract by the Executive Committee.</p> <p>c) The Secretary General shall report to and carry out duties assigned by the General Meeting, the Executive Committee and the President. She or he shall attend each Executive Committee, and General Meeting.</p> <p>d) The Secretary General shall be entitled to attend, as a non voting participant, all Federation Committees and other bodies established under the terms of these Articles and the Federation's By Laws. She or he shall be entitled to copies of all papers produced for such bodies.</p>	<p><b>Art. 9 SECRETARY GENERAL</b></p> <p>a) The Secretary General shall be appointed by the Executive Committee.</p> <p>b) The Secretary General shall report to and carry out duties assigned by the General Meeting, the Executive Committee and the President. She or he shall attend all Executive Committee meetings as well the General Meeting as an ex-officio member of such committee s.</p>	<p>Renumber and <b>re-write</b> of this article for greater clarity in language. Also reference to staff and contract status of the Secretary General is removed.</p> <p>Duties of Secretary General and his or her role as the Chief Executive Officer relative to staffing, attendance of meetings, etc should be part of an administrative procedure manual rather than an article in the constitution.</p>

<p><b>THE GENERAL MEETING</b></p> <p>Art. 13 FUNCTIONS</p> <p>a) The General Meeting is the supreme and governing body of the Federation. It consists of delegates of Members and the Executive Committee Members.</p> <p>b) The General Meeting ratifies the general and financial policies of the Federation, the method of assessing the annual membership dues for Members and shall review its activities and accounts.</p> <p>c) The General Meeting elects the Executive Committee Members by direct election of President and Treasurer and it receives nominations of the Vice Presidents and Members-at-large made by the Regions.</p> <p>d) The General Meeting elects an Elections Officer, Parliamentarian and other necessary persons to carry out duties as it may decide, subject to the Constitution.</p>	<p><b>Art. 10 FUNCTIONS OF THE GENERAL MEETING</b></p> <p>a) The General Meeting is the supreme and governing body of the Federation. It consists of delegates of Members and the Executive Committee Members</p> <p>b) <b>The General Meeting shall receive the reports and audited accounts of the Federation for the past two financial years.</b></p> <p>c) <b>The General Meeting ratifies the general and financial policies of the Federation for the coming two financial years, including the method of assessing the annual membership fees for Members.</b></p> <p>d) The General Meeting shall elect the Executive Committee Members by direct election of <b>Global President and shall ratify nominations of the regional delegates meetings for the Regional President and Regional Deputy of each region .</b></p> <p>e) <b>The General Meeting shall elect a Nomination Committee consisting of an Elections Officer as chair of the committee and one representative from each of the regions of IFSW to organize and direct the electoral process</b></p>	<p>Rationale for change is that the General Meeting, as the supreme and governing body of the Federation, must ratify and review the financial policies and methods of assessing membership fees.</p> <p>It is simply necessary for each Member Organisation (as the prime financial contributors) to have a position where we can speak to, influence and ask for transparency concerning the financial future of the Federation. Each Member Organisation has to come back to their national members to tell them what the future membership fees will be and how their fees are planned to be activated. If we delegated this task to Members of the Executive Committee, the Member Organisations would lose crucial influence on the future development of the Federation.</p> <p>The Executive Committee shall still consider and approve an annual budget subject to review as and when needed, as underlined in the new ART. 15 b)</p> <p>This shall then happen within the frames of the General Meeting's ratification of the general and financial policies of the Federation, including the General Meeting's ratification of the method of assessing the annual membership fees for Members.</p> <p>d) <b>The term Regional Deputy is used in lieu of Regional Vice-President to reflect that there is only one Global Vice-President, parallel with the fact that there is only one Global President and five Regional Presidents. The Regional presidents are often referred to as the five vice-presidents, one of whom becomes the Global vice-president, thus the rationale to use Deputy for member-at-large.</b></p> <p>d) <b>change proposed so President is only officer elected by general assembly. ( see article 14f )</b></p> <p><b>The Global treasurer would be elected by the Executive committee.</b></p> <p>d) propose to rename election committee referred to in By-Laws to nomination committee and stipulate that the composition of committee is to be one representative from each region in addition to the elections officer. Role of committee outlined in By-Law 7. further details will be a policy and procedures manual.</p>
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<p>e) The General Meeting establishes committees as it deems necessary.</p> <p>f) The General Meeting decides on the admission, expulsion, suspension or reinstatement of Members.</p> <p>g) Additions or amendments to By Laws recommended between General Meetings must be approved at the next General Meeting.</p> <p>h) The General Meeting may delegate any of its powers to the Executive Committee except the power to alter, amend or add to the Articles of the Constitution.</p> <p>i) The President presides at the General Meeting. In the event of absence, the first Vice President shall preside</p>	<p>e) The General Meeting shall elect a parliamentarian and other necessary persons to carry out duties as it may decide.</p> <p>f) The General Meeting shall approve amendments or additions to the Constitution by a 75% majority of eligible voters.</p> <p>g) The General Meeting may also approve any proposed amendments to the By-Laws by a 75% majority of eligible voters.</p> <p>h) The General Meeting may delegate any of its powers to the Executive Committee except the power to alter, amend or add to the Articles of the Constitution.</p> <p>i) The President presides at the General Meeting. In the event of absence, the Vice President shall preside</p>	<p>e) separate clause to prescribe role and/or authority of General Meeting to elect a parliamentarian as well as any other person to carry out duties as it may decide.</p> <p>f) When a constitution requires something to be done, it is mandatory which leaves no room for discretion. When an act is mandatory, the word <b>shall</b> is used and where it is discretionary, <b>may</b> is used. Otherwise the constitution would be subject to all sorts of interpretations .</p> <p>g) The By-Laws can be amended by a 75% majority vote of the General Meeting but this course of action is not mandatory such as is the case for amendments to the constitution since By-Laws can be amended with a 75% majority vote of the Executive Committee as well as per By-Law 17 b) thus the word <b>may</b> instead of <b>shall</b>. The rationale for this is to allow the possibility for Executive Committee to make changes in a timely manner for operational purposes. This is not a change from current practice as this has been the case since adoption of Constitution.</p>
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<p>Art. 14 CONVENING OF AND ATTENDANCE AT GENERAL MEETINGS</p> <p>a)The General Meeting shall meet not less than once every two years. A preceding General Meeting shall normally decide the date and venue of the General Meeting or as shall otherwise be determined by the Executive Committee.</p> <p>b) Special General Meetings may be called by the President, at the direction of the Executive Committee, or upon the written request of not less than one fifth of the Members.</p> <p>c) Notice of the General Meeting, including its date and preliminary agenda, shall be dispatched to all Members and to the Executive Committee not less than 90 days before the date set for the meeting. Notice of a Special General Meeting shall also be 90 days but may be reduced to no less than 30 days by the decision of the President, and its business is limited to the matters notified in the preliminary agenda.</p> <p>d) A Quorum of the General Meeting shall consist of representatives, present in person at the opening of the General Meeting, of one third of the Members with voting rights</p>	<p>Art. 11 CONVENING OF AND ATTENDANCE AT GENERAL MEETINGS</p> <p>a)The General Meeting shall meet not less than once every two years. A preceding General Meeting shall normally decide the date and venue of the General Meeting or as shall otherwise be determined by the Executive Committee.</p> <p>b) Special General Meetings may be called by the President, at the direction of the Executive Committee, or upon the written request of not less than one fifth of the Members <b>in good standing. ( having paid their respective assessed membership fees and not currently expelled nor suspended)</b></p> <p>c) Notice of the General Meeting, including its date and preliminary agenda, shall be dispatched to all Members and to the Executive Committee not less than 90 days before the date set for the meeting. Notice of a Special General Meeting shall also be 90 days but may be reduced to no less than 30 days by the decision of the President, and it's business is limited to the matters notified in the preliminary agenda.</p> <p>d) A Quorum of the General Meeting shall consist of representatives, present in person at the opening of the General Meeting, of one third of the Members with voting Rights <b>and in good standing .</b></p>	<p>re-number article</p> <p>c)stipulate meaning of term <b>in good standing</b> which is defined as (<b> having paid their membership fees and not currently expelled nor suspended.</b>)</p> <p>d)Should not be necessary to define <b>in good standing</b> every time this term is used</p>
<p>Art. 15 PROCEDURES IN GENERAL MEETINGS</p> <p>a) Each Member is entitled to three delegates, each of whom is entitled to speak. Observers to the General Meeting may be admitted with the permission of the President, but may not speak unless the President so decides.</p> <p>b) Each Member shall have one vote, which may be exercised, in person by delegates, or by proxy, or by post, or <b>by fax.</b></p> <p>c) A Member may act as proxy for other Member not in attendance. The instrument appointing a proxy must be in the form specified in By Law 10.</p> <p>d) Votes of the General Meeting shall be by simple majority, except where otherwise specified in the Constitution. In the event of a tied vote the President shall exercise a decisive vote.</p> <p>e) Election procedures, including voting, shall be as prescribed in the By Laws.</p>	<p>Art. 12 PROCEDURES IN GENERAL MEETINGS</p> <p>a) Each Member shall be entitled to three delegates each of whom is entitled to speak. Observers to the General Meeting may be admitted with the permission of the President, but may not speak unless the President so decides.</p> <p>b) Each Member shall have one vote, which may be exercised, in person by the delegate, or by proxy, or <b>through agreed electronic means.</b></p> <p>c) A Member may act as proxy for other Member not in attendance. The instrument appointing a proxy must be in the form specified in By Law 10.</p> <p>d) Votes of the General Meeting shall be by simple majority, except where otherwise specified in the Constitution. In the event of a tied vote the President shall exercise a decisive vote.</p> <p>e) Election procedures, including voting, shall be as prescribed in</p>	<p>change in article number</p> <p>b)many electronic means exist now other than fax</p>

<p>f) No Executive Committee Member shall have any vote in a General Meeting in such capacity (subject to any casting vote of the President provided by the Constitution)</p> <p>g) Minutes of General Meetings shall be reviewed and adopted by the Executive Committee. A full set of draft minutes will be circulated to Members prior to adoption.</p>	<p>the By Laws.</p> <p>f) No Executive Committee Member shall have any vote in a General Meeting in such capacity (subject to any casting vote of the President provided by the Constitution)</p>	<p>f) no executive committee members has ever had a vote in a general meeting in such capacity and when they have voted it has been as a delegate of their member association. To change this as has been suggested, would create an imbalance in power to the Executive Committee giving them a total of 12 votes over and above the current clause b) which calls for one vote per Member only.</p> <p>g) deleted as procedure for adoption of minutes could be written in a policy and procedures manual rather than a constitutional clause.</p>
<p>Art. 16 VOTES BY POSTAL BALLOT</p> <p>a) The vote on an issue may be taken by postal ballot. In order for the vote to be valid one third of the Members must return a ballot with the stipulated time period. Decision will be made by a simple majority.</p>	<p>Art. 13 VOTES BY BALLOT</p> <p>a) The vote of the general membership on an issue may be taken by postal ballot or electronic ballot. In order for the vote to be valid , one third of the Members must return a ballot with the stipulated time period. Decision will be made by a simple majority unless otherwise stipulated in the constitution or by-laws.</p> <p>b) The Executive Committee may take decisions by postal and/or electronic ballot. The vote is valid only if ballots are returned by 66% of those entitled to attend Executive Committee Meetings, within the stipulated time period. Decision is by simple majority unless otherwise stipulated in the constitution or by-laws.</p>	<p>a) There are some decisions that require a 75% majority of members rather than a simple majority vote such as in articles 5, 7 and 9 so important to add unless otherwise stipulated in constitution or by-laws.</p> <p>b) Revised article 12 to include current article 21 which is to be deleted to eliminate duplication. Again it is important to add unless otherwise stipulated in constitution or by-laws where more than a simple majority is required.</p>
<p><b>EXECUTIVE COMMITTEE</b></p> <p>Art. 17 EXECUTIVE COMMITTEE CONSTITUTION</p> <p>a) The Executive Committee shall consist of the 7 Executive Committee Officers and 1 additional Member nominated by each Region.</p> <p>b) The eligibility criteria for the office of President are membership of a Member in good standing and previous personal service in some capacity with the Federation of no less than two years.</p> <p>c) The eligibility criterion for the office of Treasurer is membership of a Member in good standing.</p> <p>d) The eligibility criterion for the office of Vice President and for nomination as an Additional regional Nominee is membership of a Member within the relevant Region in good standing.</p> <p>e) The Executive Committee shall elect one of the Vice Presidents to be the First Vice President.</p> <p>f) The term of office of each Executive Committee Member shall be</p>	<p>Art. 14 EXECUTIVE COMMITTEE</p> <p>a) For organizational purposes, the Federation is divided into five geographical Region: Africa, Asia &amp; Pacific, Europe, Latin America &amp; Caribbean and North America.</p> <p>b) Each Region shall have a President and a Regional Deputy serving on the Executive Committee.</p> <p>c) The Executive Committee Members will comprise of a Global President, and the two representatives from each geographical region.</p> <p>d) The nomination for all members of the Executive must come from members in good standing. Only social workers with a minimum experience of two years within the Federation are eligible for nomination or election to the Executive.</p>	<p>Re-written in Clear and simple language that describes the composition of the Executive committee and eliminates repetition from other articles in the constitution. Many of the sections of this article needed to be deleted as they were outdated and simply too prescriptive thus needing a complete re-write to ensure clarity. Title of Member-at-large is changed to Deputy.</p> <p>a) Executive Committee acknowledges that there has been requests to have additional regions such as a separate middle east region but committee recommends status quo in regards to current regions as it is deemed that changing this is potentially divisive and not in the best interests of the Federation at this time. This is not to say that this cannot be brought back to another General meeting or special meeting for further discussion.</p>

<p>four years (subject to the transitional provisions in s), t) and v) below).</p> <p>g) An Executive Committee Member may be re-elected or reappointed to the same executive position for a second continuous term, but may not be elected to the same executive position for a third continuous term (subject to the transitional provisions in x) below).</p> <p>h) The maximum continuous period during which an individual may be an Executive Committee Member in any capacity is three terms (subject to the transitional provision x) below).</p> <p>i) A vacancy in the following executive positions arising between General Meetings, which the Executive Committee considers should be filled before the next General Meeting shall be filled as follows:</p> <p>First Vice President – Executive Committee election of one of the remaining Vice-Presidents</p> <p>Treasurer – Executive Committee election of an existing Member of the Committee or by appropriate Executive Committee co-option</p> <p>Regional Nominee – by interim nomination by the relevant Region</p> <p>j) A vacancy in the office of President arising between General Meetings shall be filled by the First Vice President.</p> <p>k) A vacancy in the office of any Vice-President arising between General Meetings shall be filled by the regional Nominee from the same Region.</p> <p>l) An interim appointment under i) j) or k) shall stand for election at the first coming General Meeting (subject to b), c) and d)).</p> <p>m) Vacancies in any executive positions arising during a General Meeting shall be filled by election at the same General Meeting (subject to b), c) and d)).</p> <p>n) The terms of office for elections (subject to l) or m)) follows the ordinary election period (subject to q), r), s), t), u), v) or w) below).</p> <p>o) An interim appointment under i), j), or k) shall not be counted for the purpose of calculating any term in any particular executive position but is subject to the provisions under x) below.</p> <p>p) An interim appointment under i) j) or k) shall be counted for the purpose of calculating the maximum continuous period as an Executive Committee Member, except in the case of a coopted Treasurer, or an interim regional Nominee.</p> <p>q) Elections for the office of President shall take place at the 2002 General Meeting and subsequently at General Meetings at four yearly intervals.</p>	<p>e) The Executive Committee shall elect one of the regional presidents of the Regions to serve as vice-President.</p> <p>f) The Executive Committee shall elect one of the representatives of the regions ( President or Deputy ) to serve as Treasurer.</p> <p>g) There shall be established a steering committee which shall comprise the Global President, the Vice-President, the Treasurer and the Secretary General as an ex-officio member.</p> <p>h) The term of office of the Regional Presidents and Regional Deputies shall all be four years and they may be re-elected to the same or another executive position for a second term for a maximum of eight years.</p> <p>i) The term of office of the Global President shall all be four years and executive committee members having served a maximum of eight consecutive years shall be eligible to run for this position, thus giving them a maximum of twelve years if elected.</p> <p>j) The term of office of the Vice- President and Treasurer shall all be two years and they may be re-elected to the same or another position by the Executive Committee for a maximum of eight years as long as they remain a member of said Executive Committee .</p> <p>k) A vacancy in the following executive positions arising between General Meetings, which the Executive Committee considers should be filled before the next General Meeting shall be filled as follows: -</p> <ol style="list-style-type: none"> <li>1) <b>Global President</b>- Global Vice President assumes position</li> <li>2) <b>Global Vice President</b> – Executive Committee election of one of the remaining Regional Presidents</li> <li>3) <b>Treasurer</b> – Executive Committee election of one of the remaining Regional Presidents or Regional Deputies.</li> <li>4) <b>Regional President</b>–Regional deputy from same region</li> <li>5) <b>Regional Deputy</b>- appointment of new Regional Deputy duly</li> </ol>	<p>f) As is the current procedure for the election of the Vice-President, it is proposed that the Executive committee is in a good position to evaluate the credentials and qualifications of the candidates for the position of treasurer . This would also reduce the size of the Executive Committee by one member resulting in over-all savings for the operational budget of IFSW.</p> <p>f) It is Important to stipulate who is on the steering committee since we have given these officers specific roles such as the appointment of and performance reviews of the Secretary general. These roles will be prescribed in personnel policies that are approved by the executive Committee as per Governance Policy.</p> <p>h) Important to clarify that maximum terms for all executive positions would be eight (8) years.</p> <p>j) this article provides for an option to replace committee members who might not fulfill their mandates through unjustified and long term absence.</p> <p>k) It is important to count interim appointment time. . To do otherwise would potentially give someone eleven and a half years on the executive. The interim appointment time allows for all executive members to serve a maximum of eight years.</p> <p>In recent history we have referred to the Regional Presidents as Vice-Presidents and the Executive elects one of them to serve as the first vice-president. There was some suggestion that we rename the members-at-large to regional vice-presidents but this was felt to be confusing. Our intention is to make it clear there is not a first vice-president but rather only one vice-president as per clause d) so we recommend renaming the</p>
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<p>s) Elections for the office of Treasurer shall take place at the 2002, the 2004 General Meeting and subsequently at General Meetings at four yearly intervals.</p> <p>t) Vice-Presidents shall be nominated by the Africa, Asia &amp; Pacific, and Europe Regions at the 2002 General Meeting, the 2004 General Meeting and subsequently at General Meetings at four yearly intervals.</p> <p>u) Vice-Presidents shall be nominated by the Latin America &amp; Caribbean and North America Regions at the 2002 General Meeting and subsequently at General Meetings at four yearly intervals. If and when North America comprises more than two Members, the regime for appointments in that Region under this Article shall be reviewed</p> <p>v) Additional regional Nominees shall be nominated by the Latin America &amp; Caribbean at the 2002 General Meeting, the 2004 General Meeting and subsequently at General Meetings at four yearly intervals.</p> <p>w) Additional regional Nominees shall be nominated by the Africa, Asia &amp; Pacific, North America and Europe Regions at the 2002 General Meeting and subsequently at General Meetings at four yearly intervals. If and when North America comprises more than two Members, the regime for appointments in that Region under this Article shall be reviewed</p> <p>x) A transitional term of two years served by any individual under p), or r), or, by a new Treasurer, under o), shall not be counted in calculating any maximum term applicable to any such individual, under g) or h). Accordingly, any such individual shall, after the transitional two year term, be eligible for re-election to two further continuous full four year terms in the particular position and shall, after the transitional two year term, be eligible for a total of three continuous further terms in office as an Executive Committee Member.</p> <p>y) In calculating terms in executive positions and periods as Executive Committee Members under this Article “two years” shall be interpreted as the period between successive Biennial General Meetings and multiples of “two years” shall be interpreted accordingly.”</p>	<p>nominated by same region</p> <p>l) An interim appointment to fulfil the original existing term shall be counted for the purpose of calculating the maximum number of terms as well as years as a member of the executive committee which is two terms or eight years.</p> <p>m) Executive Committee Members who have not communicated nor justified their absence from the committee for a period of over 120 days shall be considered to have resigned the position to which they were elected.</p>	<p>position of member-at-large to regional deputy instead of regional vice-president.</p> <p>rotation of executive is important so we wish to count terms as well as years in order to ensure that there is an effective rotation of members and that we don't have too many members leaving at same time.</p> <p>An effort will always be made to maintain contact with all executive committee members and it only if and when there is no response or demonstrated interest by the member that a decision will be made by executive committee in conjunction with the region to declare position vacant. ( procedure will be part of IFSW policy manual)</p>
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<p>Art. 18 EXECUTIVE COMMITTEE FUNCTIONS</p> <p>a) The Executive Committee shall have delegated authority to conduct the affairs of the Federation between General Meetings, in accordance with the general policies laid down by the General Meeting.</p> <p>b) The Executive Committee shall consider and approve a budget, which may be revised annually by the Executive Committee and presented for ratification to the General Meeting.</p> <p>c) The Executive Committee shall determine the duties and powers of the Officers, subject to these Articles and the current By Laws of the Federation.</p> <p>d) The Executive Committee shall have delegated authority to decide on the signing authority on behalf of the Federation.</p> <p>e) The First Vice President shall substitute for the President in case of the President's absence.</p> <p>f) The Executive Committee shall appoint a personnel committee consisting of the President, Treasurer and first Vice President. The committee shall have responsibility for the appointment of, disciplining and dismissal of the Secretary General, subject to conducting regular performance reviews and reporting to the Executive Committee.</p> <p>g) The Executive Committee may establish such committees, and appoint such persons, as may be necessary to carry out the program and specific activities of the Federation.</p> <p>h) The Executive Committee shall be responsible for preparation of the By Laws and such additions and amendments as may be necessary for approval by the General Meeting. Such additions and amendments shall, if approved by a three quarter majority of the Executive Committee, be adopted and implemented prior to their being considered for approval by the next General Meeting.</p> <p>i) The President shall preside at the Executive Committee. In the President's absence, a first Vice President shall preside as stipulated in Article 16 d).</p> <p>j) The Executive Committee elects a Parliamentarian for each of its meetings.</p>	<p>Art. 15 EXECUTIVE COMMITTEE FUNCTIONS</p> <p>a) The Executive Committee shall have delegated authority to conduct the affairs of the Federation between General Meetings, in accordance with the general policies laid down by the General Meeting.</p> <p>b) The Executive Committee shall consider and approve an annual budget subject to review as and when needed.</p> <p>c) The Executive Committee shall determine the duties and powers of the Steering Committee (President, Vice-President, Treasurer and Secretary General as an ex officio member), subject to these Articles and the current By Laws of the Federation.</p> <p>d) The Executive Committee shall have delegated authority to decide on the signing authority on behalf of the Federation.</p> <p>e) The First Vice President shall substitute for the President in case of the President's absence.</p> <p>f) The Executive Committee may establish such committees, and appoint such persons, as may be necessary to carry out the program and specific activities of the Federation.</p> <p>g) The Executive Committee shall be responsible for preparation of the By Laws and such additions and amendments as may be necessary for approval by the General Meeting. Such additions and amendments shall, if approved by a three quarter majority of the Executive Committee, be adopted and implemented prior to their being considered for approval by the next General Meeting.</p>	<p>b) The ratification of an annual budget by the General meeting is not possible since it is held every two years. If we want to maintain ratification of the budget by the general Meeting, we would have to draw up a two year budget cycle which is simply not practical nor sensible.</p> <p>c) the duties and powers of the Steering committee other than those prescribed in the constitution or By-Laws will be written out in the IFSW policies and procedures manual as they are determined by the Executive Committee.</p> <p>f) propose deletion as this should be part of personnel policies in a procedures manual rather than an article in a constitution</p> <p>g) and h) are re-numbered f) and g) respectively.</p> <p>propose deletion of i) as already stipulated in article 9 h)</p> <p>propose deletion of article j) as this is procedural in nature and can be left to executive committee decision as per each particular circumstance.</p>
<p>Art. 19 CONVENING AND ATTENDANCE AT EXECUTIVE COMMITTEE MEETINGS.</p> <p>a) The Executive Committee shall meet not less than once in each calendar year. It may meet more frequently. It shall be convened to any suitable place.</p>	<p>Art. 16 CONVENING AND ATTENDANCE AT EXECUTIVE COMMITTEE MEETINGS.</p> <p>a) The Executive Committee shall meet not less than once in each calendar year. It shall be convened to any suitable place or by electronic means as decided by the Executive Committee</p>	<p>change to number of Article</p> <p>a) meeting place should be decided by the Executive Committee and whether it is a face to face meeting or by electronic means such as skype if deemed feasible.</p>

<p>b) Notice of the Executive Committee Meeting, including its date and preliminary agenda, shall be sent not less than 30 days before the date fixed for the meeting.</p> <p>c) Additional regional Nominees not able to attend a particular meeting may appoint alternates to attend in their place and exercise their rights and duties. The nomination of such an alternate must be made with the written consent of the Region and conveyed in writing to the Secretary General before the start of business at the Executive Committee.</p> <p>d) A Quorum of Executive Committee shall consist of one half plus one of the Executive Committee Members. The Quorum shall be confirmed at the beginning of the meeting.</p> <p>e) Observers may be admitted with the permission of the President, but may not speak unless the President so decides.</p>	<p>b) Notice of the Executive Committee Meeting, including its date and preliminary agenda, shall be sent not less than 30 days before the date fixed for the meeting.</p> <p>c) A Quorum of Executive Committee shall consist of more than one half of the Executive Committee Members and shall be confirmed at the beginning of the meeting.</p> <p>d) Observers may be admitted with the permission of the President, but may not speak unless the President so decides.</p>	<p>c) <del>delete</del> this clause as use of alternates for executive committee meetings on an ad-hoc basis not deemed the best way to operate . This is not the same as filling a vacant position which is already addressed in article 13 i)</p> <p>renumbering of clause d) and e) to c) and d)</p> <p>e) minor edit for clarity what is considered majority (more than one half)</p>
<p>Art. 20 VOTING IN EXECUTIVE COMMITTEE MEETINGS</p> <p>a) The Executive Committee shall make its decisions by simple majority of the Executive Committee Members attending the meeting, except where otherwise required by this Constitution.</p> <p>b) The President, as Chair, shall exercise a casting as well as a deliberative vote.</p>	<p>Art. 17 VOTING IN EXECUTIVE COMMITTEE MEETINGS</p> <p>a) The Executive Committee shall make its decisions by simple majority of the Executive Committee Members attending the meeting, except where otherwise required by this Constitution.</p> <p>b) The President, as Chair, shall exercise a casting vote</p>	<p>Change to number of Article to 16</p> <p>b) Deleted word deliberative and substituted Casting for clarity</p>
<p>Art. 21 BALLOTS BY THE EXECUTIVE COMMITTEE</p> <p>a) The Executive Committee may take decisions by postal and/ or email ballot. The vote is valid only if ballots are returned by two thirds of those entitled to attend Executive Committee Meetings, within the stipulated time period. Decision is by simple majority.</p>		<p>article 21 deleted since it is included in new article 13 as amended.</p>
<p>Art. 22 REGIONS</p> <p>a) The membership shall be divided into 5 geographical Regions: Africa, Asia &amp; Pacific, Europe, Latin America &amp; Caribbean and North America.</p> <p>b) Each Member as at the 2002 General Meeting shall continue to be a Member of the Region it was associated with as at that date.</p> <p>c) Every applicant for membership after the 2002 General Meeting shall (following consultation with the applicant if necessary) be referred by the Secretary General to the Region (via its representative Vice President) with which it is most closely associated geographically, unless special circumstances apply and the Executive Committee, in its discretion, decides</p>	<p>Art. 18 REGIONS</p> <p>a) The five(5) geographical Regions Africa, Asia &amp; Pacific, Europe, Latin America &amp; Caribbean and North America shall each be individually responsible for assessing the eligibility for membership of any applicant referred to it. Provided the Region considers the applicant to meet the criteria for membership it shall recommend to the Executive Committee that the applicant should be admitted as a Member of the Federation and that it should be assigned to that Region.</p>	<p>a) Executive Committee acknowledges that there has been a request to have a separate middle east region but recommends status quo in regards to current regions as it is deemed that changing this is potentially divisive and not in the best interests of the Federation at this time.</p> <p>New members are currently approved by a simple majority vote of the Executive Committee by electronic means between general meetings.</p> <p>Decision does not in fact have to go to a vote of the General meeting provided they meet the criteria of one national association or one coordinating Body of national Associations per country .</p>

<p>that the referral should be to another Region. The application shall be assessed by the Region, under the guidance of its Vice President, (subject to the Constitution) in accordance with such procedures as the Regional Committee, or in the absence of a Regional Committee as the representative Vice President, in consultation with the Secretariat, shall determine.</p> <p>d) Any Member wishing to change its assignment from one Region to another shall submit a request in accordance with the prescribed procedures set out in the By Laws.</p> <p>e) The Members of each Region shall, as soon as circumstances allow, appoint a Regional Committee and a Regional Secretariat. For as long as a Region is without a Regional Committee and/or a Regional Secretariat, the Secretariat shall support the Region in fulfilling its functions (in accordance with any directions issued by the Executive Committee).</p> <p>f) The Members of each Region may determine the frequency, content and conduct of meetings within the Region, provided they are consistent with these Articles and the By Laws and on the establishment of a Regional Committee and/or a Regional Secretariat, such functions shall be exercised by those bodies.</p> <p>g) A Region shall be responsible for assessing the eligibility for membership of any applicant for membership referred to it. Provided the Region considers the applicant to meet the criteria for full membership it shall confirm to the applicant and the Executive Committee that the applicant has Candidate status and shall recommend to the next General Meeting that the applicant should be admitted as a Full Member of the Federation and that it should be assigned to that Region.</p> <p>h)</p> <p>I) A Region shall be responsible for monitoring its Members to ensure that they fulfill the criteria for full membership. If a full Member appears to be in breach of the provisions under Article 7 of the Articles the Region shall advise the full Member and seek an explanation of the full Member's position. If no satisfactory explanation is provided or the breach is not remedied in a timely fashion the Region shall recommend to the Executive Committee and the next General Meeting that the Full Member shall be transferred to the status of Provisional Member.</p> <p>II) A Region shall be responsible for supporting and monitoring the transitional process for the attainment of Full Member status by each Provisional Member which is a Member of that Region. The Region shall confirm to the Provisional Member and the Executive Committee when the Provisional Member has fulfilled the Full Member eligibility criteria. The Region shall recommend to the next General Meeting following confirmation that the Provisional Member meets Full Member eligibility criteria that the Provisional Member should</p>	<p>b) Members may make a request for membership of a region other than their own on grounds other than geography:</p> <ol style="list-style-type: none"> <li>1) The transfer request shall be considered through procedures prescribed in By-Laws and approved by the Executive Committee by a 75% majority of the Executive Committee.</li> <li>2) If a transfer request fails to gain the support of a 75% majority, the Executive Committee shall submit the request to the next General Meeting for discussion and voting.</li> <li>3) Such a request shall be considered by the General Meeting and approved by a 75% majority of the General Meeting.</li> </ol> <p>c) The Members of each Region shall, when circumstances allow, appoint a Regional Committee and determine the frequency, content and conduct of meetings within the Region.</p> <p>d) Each region shall make arrangements for nominations of their President and Deputy for the purpose of Article 14b) in accordance with procedures set down by the Nomination Committee</p>	<p>b) Clarify that the General Meeting makes the decision whether to approve or deny request to belong to different region with a 75% majority vote <b>only when</b> the Executive Committee has not approved the transfer by a 75% majority vote of their own.</p> <p>c) Proposed rewrite allows for circumstances and discretion of each region in regards to the operations and deliberations of their regional committee.</p> <p>d) proposed rewrite clarifies the responsibility of each region to nominate their representatives to the Executive Committee</p> <p><b>Propose Deletion</b> of a number of sub articles that refer to candidates, provisional status, or full membership which are outdated and no longer applicable.</p>
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<p>beadmitted as a Full Member.</p> <p>i) Each Region shall make arrangements for the nominations of Vice Presidents and Additional Regional Nominees to the Executive Committee for the purposes of Article 16, through such procedures involving nomination and elections of Members within such Region, in accordance with the procedure set down by the Elections Committee.</p>		
<p><b>Art. 23 CONDUCT OF REGIONAL MEETINGS</b></p> <p>a) Vice Presidents are empowered and encouraged to organise and promote meetings of Members in their Regions.</p> <p>b) Meetings of Members in each Region may determine the frequency, content and conduct of meetings, provided that these Articles and the By Laws of the Federation, are not contravened.</p> <p>c) Meetings may be organised in co-operation with other bodies</p>		<p><b>propose to Delete</b> entire article as it is too prescriptive and regions should be able to determine their functions without it being prescribed in constitution</p>
<p><b>Art. 24 INCOME</b></p> <p>a) The Federation's income comes from:  dues paid by Members; donations and legacies;  subsidies granted by governments for specific projects  subsidies granted by public or private entities or persons;  funds resulting from conferences, publications, technical help  or other services rendered within the scope of these Articles  and the By Laws of the Federation; by such other non-dues  revenue activities as may be  determined.</p>		<p><b>Propose to Delete</b> entire article as it is too prescriptive and serves no purpose in terms of policy governance where the Executive Committee and Secretary General must have ability to make timely and appropriate decisions in regards to all financial matters including the Federation's income as the situation warrants.</p>
<p><b>Art. 25 LIABILITY</b></p> <p>a) Only the Federation's own property is liable for its financial obligations. There is no personal liability on the part of its Members, Executive Committee Members or Secretary General</p>		<p><b>propose to Delete</b> entire article as it serves no purpose since liability is not determined by a constitutional article. A policy in regards to liability insurance to cover Executive Committee and staff should be in Policy and Procedures Manual.</p>

<p>Art. 26 BUDGET ARRANGEMENTS</p> <p>a) The financial year of the Federation shall be 1 January to 31 December.</p> <p>b) The Secretary General shall carry responsibility as delegated by the Treasurer for,:</p> <p>I) Collecting annual dues from Members;</p> <p>II) Preparation of accounts for the Auditors;</p> <p>III) Preparation of the budget for submission to the Executive Committee;</p> <p>IV) Receipt, deposit and withdrawal of all funds of the Federation under the direction of the General Meeting or the Executive Committee;</p> <p>V) Preparing and making available a statement of receipts and expenditure to each Executive Committee Meeting and each General Meeting;</p> <p>VI) Maintaining true and regular current accounts of the Federation's monies;</p> <p>VII) Making a written report on all assets and liabilities of the Federation and on any other such financial matter as may be determined by the Executive Committee or General Meeting.</p>	<p>Art. 19 BUDGET ING AND FINANCIAL REPORTS</p> <p>a) The financial year of the Federation shall be 1 January to 31 December.</p> <p>b) The Secretary General shall carry the following responsibilities:</p> <p>I) Collection of annual membership fees from Members;</p> <p>II) Preparation of accounts for the Auditors;</p> <p>III) Preparation of the budget for submission to the Executive Committee;</p> <p>IV) Receipt, deposit and withdrawal of all funds of the Federation under the direction of the General Meeting or the Executive Committee;</p> <p>V) Preparing and making available a statement of receipts and expenditure to each Executive Committee Meeting and each General Meeting;</p> <p>VI) Maintaining true and regular current accounts of the Federation's monies;</p> <p>VII) Making a written report on all assets and liabilities of the Federation and on any other such financial matter as may be determined by the Executive Committee or General Meeting.</p>	<p>Recommending deleting phrase as delegated by treasurer since the duties of the Secretary General are not prescribed solely by the Treasurer. The responsibilities and role of the Secretary General are in fact determined by the Executive Committee. The job description is included in the IFSW policy and procedures manual and the limitations of authority are clearly defined as per governance policy.</p> <p>This article as written appears to be highly prescriptive for a constitution but the committee is recommending keeping the current listing of responsibilities which is not a complete and all-inclusive list, but nevertheless defines part of the Secretary General's role regarding financial accountability and membership specifically.</p>
<p>Art. 27 AUDITING ARRANGEMENTS</p> <p>a) The General Meeting shall appoint Independent auditors.</p> <p>b) The auditors shall submit a certified report to each General Meeting.</p> <p>c) The auditors may conduct an informal audit of the Federation's financial records at any time. They shall report irregularities to the Executive Committee.</p>	<p>Art 20 AUDITING ARRANGEMENTS</p> <p>a) The General Meeting shall appoint Independent auditors.</p> <p>b) The auditors shall submit a certified report to each General Meeting.</p> <p>c) The auditors may conduct an informal audit of the Federation's financial records at any time. They shall report irregularities to the Executive Committee</p>	
<p>Art. 28 AMENDMENT OF ARTICLES</p> <p>a) Articles may be amended only by decision of the General Meeting. A proposal to amend the Articles will be accepted only if supported by two thirds of the Members present or represented by proxy at the General Meeting.</p> <p>b) Any proposed amendment to the Articles shall be circulated in writing to the Members not less than 90 days before the date fixed for the General Meeting.</p>	<p>Art. 21 AMENDMENT Of Articles in CONSTITUTION</p> <p>a) Articles may be amended only by decision of the General Meeting. A proposal to amend the Articles will be accepted only if supported by 75 % of the voting Members including votes by proxy at the General Meeting.</p> <p>b) Any proposed amendment to the Articles shall be circulated in writing to the Members not less than 90 days before the date fixed for the General Meeting.</p>	<p>a) propose a higher threshold from 66% to 75% .</p> <p>Also Important to refer to voting Members rather than Members present since only members in good standing have a vote.</p>
<p>Art. 29 DISSOLUTION</p> <p>a) A decision to dissolve the Federation may be made by the General Meeting.</p> <p>b) Acceptance of a proposal to dissolve the Federation shall require a majority of three-quarters of Members present, or</p>	<p>Art. 22 DISSOLUTION</p> <p>a) A decision to dissolve the Federation may be made by the General Meeting.</p> <p>b) Acceptance of a proposal to dissolve the Federation shall require a majority of three-quarters of Members present, or</p>	

<p>represented by proxy, at the General Meeting.  c) Any proposal to dissolve the Federation shall be circulated in writing to the Members not less than 90 days before the date fixed for the General Meeting.  d) If the General Meeting decides on dissolution of the Federation it shall also decide on the disposal of the Federation's funds and assets.</p>	<p>represented by proxy, at the General Meeting.  c) Any proposal to dissolve the Federation shall be circulated in writing to the Members not less than 90 days before the date fixed for the General Meeting.  d) If the General Meeting decides on dissolution of the Federation it shall also decide on the disposal of the Federation's funds and assets.</p>	
<p>Art. 30 FINAL DISPOSITIONS</p> <p>a) These Articles shall replace those <b>determined</b> at earlier General Meetings, and shall be in force from <b>29 July 2006</b>.  b) These Articles, together with any By Laws currently in force as a result of approval by a General Meeting, shall be known as the Constitution of the International Federation of Social Workers.  c) In any question of ruling on the Constitution, the President shall be advised by the Parliamentarian. The President's ruling shall prevail, except if it is contested by all other Executive Committee Members of the Federation, or by a three-quarter majority of all organisations eligible to vote.  d) For purposes of interpretation of this Constitution the English language version shall be regarded as authoritative.</p>	<p>Art. <b>23</b> FINAL DISPOSITIONS</p> <p>a) These Articles shall replace those <b>adopted</b> at earlier General Meetings and shall be in force from <b>2 July, 2016</b>.  b) These Articles, together with any By Laws currently in force as a result of approval by a General Meeting, shall be known as the Constitution of the International Federation of Social Workers.  c) In any question of ruling on the Constitution, the President shall be advised by the Parliamentarian. The President's ruling shall prevail, except if it is contested by all other Executive Committee Members of the Federation, or by a <b>75%</b> majority of all organisations eligible to vote.  d) For purposes of interpretation of this Constitution the English language version shall be regarded as authoritative</p>	<p>change to Article number</p> <p>better to refer to <b>adopted</b> rather than determined at <b>earlier</b> general meeting.</p> <p>Also new date of amended constitution will be <b>July 2, 2016</b> if adopted at general Meeting in Seoul.</p>