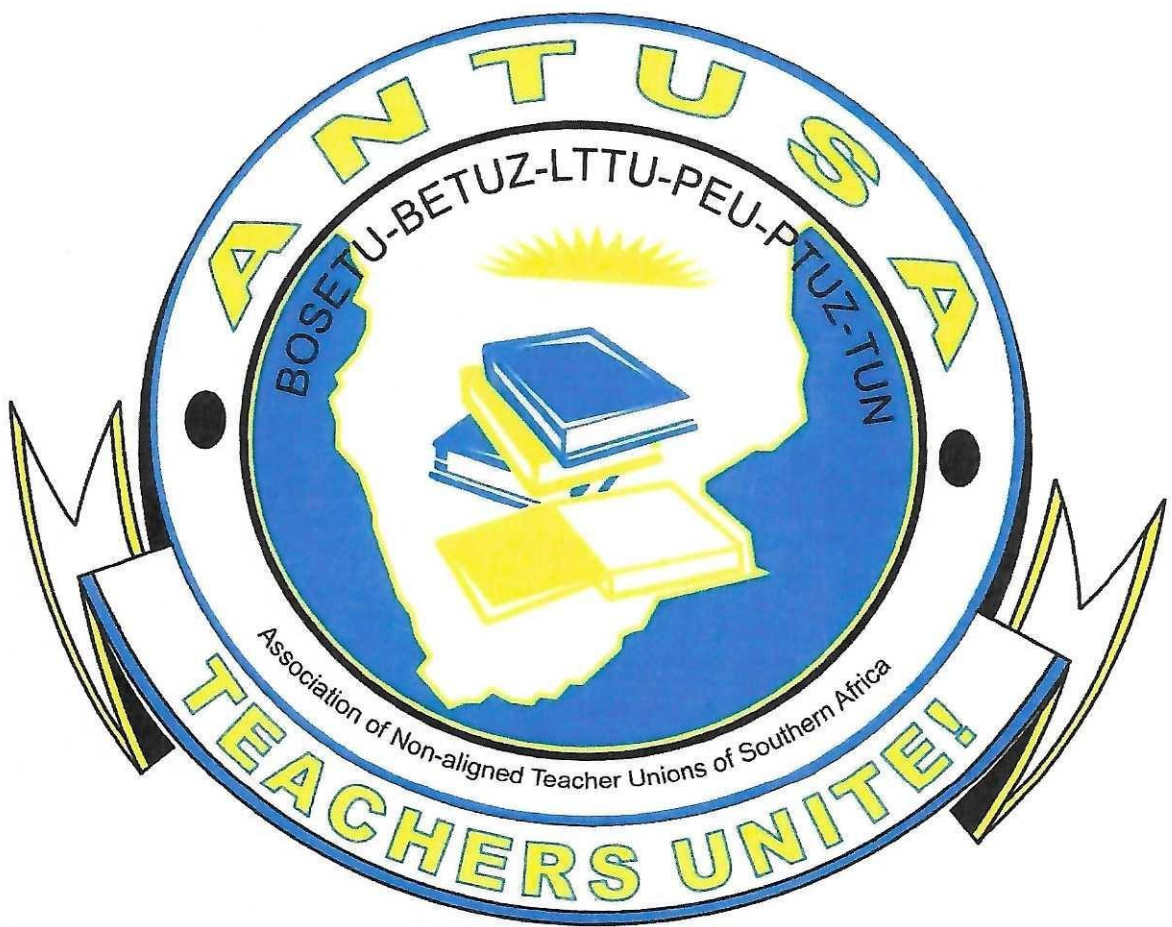


**ASSOCIATION OF NON ALIGNED
TEACHERS UNIONS OF SOUTHERN AFRICA
(ANTUSA)**



CONSTITUTION

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1. FOUNDING PRINCIPLES

- (a) ANTUSA shall be guided by the ideals of democracy, human rights and social justice.
- (b) ANTUSA shall be independent of every government. It shall be self-governing and not subject to control by any political party or ideological or religious grouping.
- (c) ANTUSA shall be associated and work closely with other Regional and Global Union Federations. This association will not affect its status as an independent and autonomous body. Furthermore, any change in this relationship shall be subject to ratification by ANTUSA General Council. Affiliation of affiliates with national trade union centre is a matter to be determined solely by those member organizations.
- (d) Promotion of integration and quality education in the region.
- (e) ANTUSA shall not interfere in internal affairs of affiliates. It shall respect internal freedom and diversity of expression in accordance with the principles of the constitution.

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2. PREAMBLE

We the Botswana Sectors of Educators Trade Union (BOSETU), Basic Education Teachers Union of Zambia (BETUZ), Lesotho Teachers Trade Union (LTTU), Professional Educators' Union (PEU) of South Africa, Progressive Teachers Union of Zimbabwe (PTUZ), Teachers Union of Namibia (TUN),

Having regard to the objectives set forth in "Kabwe Conference" - A Declaration by the leadership of the aforementioned Unions, made at the BETUZ Annual Conference held at Kabwe, Zambia on the 29th December 2007,

In pursuance of the principles of "Towards Regional Integration" - affirm our commitment to establish a Regional Association of Trade Unions.

Determined to ensure, through common action, the progress and well-being of the teachers of Southern Africa,

Conscious of our duty to promote the interdependence and integration of our teacher unions for the harmonious, balanced and equitable development of Teachers of the Region;

Convinced of the need to mobilize our own and international resources to promote the implementation of national, interstate and regional policies, programmes and projects within the framework for teaching and learning integration;

Dedicated to secure, by concerted action, international understanding, support and co-operation;

Mindful of the need to involve the Teachers of the Region centrally in the process of development and integration, particularly through the guarantee of democratic rights, observance of human rights and the rule of law.

Recognising that, in an increasingly interdependent world, mutual understanding, good neighbourliness, and meaningful co-operation among the Teachers of the Region are indispensable to the realization of these ideals.

Determined to promote sustainable development through deeper regional integration and quality education

Further determined to meet the challenges of globalization.

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Taking into account the Kabwe Declaration of 2007 and, the agreement establishing the Association of Non Aligned Teachers Union of Southern Africa.

Bearing in mind the principles of international law governing relations between Unions.

Have decided to establish an international teacher organisation to be known as the Association of Non Aligned Teachers Union of Southern Africa, ANTUSA for short, and hereby agree as follows.

3. DEFINITION OF TERMS

Unless the context indicates otherwise, the words and expression shall mean;

“ANTUSA” shall mean Association of Non- Aligned Teachers Union of Southern Africa

“Country” shall be defined according to membership of the United Nations.

“Education Employees” shall mean any person drawing salary from Ministry of Education or institution under its auspices.

“General Council” shall mean a group comprising Presidents, General Secretaries and General Treasurers of all affiliates.

“Honorary Member” shall mean a person accorded the honor of being a member of the Union because of outstanding contribution he/she made to the Union or to the development of education.

“Affiliate” shall mean a paid-up Union which is a member of ANTUSA.

“Teacher” shall mean any person imparting knowledge at a School, Education and or Vocational Centre, Tertiary institution.

“Union” shall mean Association of Non-Aligned Teachers Union of Southern Africa.

Words signifying one gender shall also include the other and words signifying singular shall include plural.

4. LEGALITY

4.1. ANTUSA shall be an international organization and shall have legal personality with capacity and power to enter into contract, acquire, own or dispose of movable or immovable property and to sue and be sued.

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4.2. In the territory of each affiliate, ANTUSA shall, pursuant to paragraph 1 of this Article, have such legal capacity as is necessary for the proper exercise of its functions.

4.2.1. The Union shall have the rights and duties of a legal person and shall in its own name be capable of suing or being sued.

4.2.2. The union may secure the services of a lawyer.

5. Article 1-Name

The organization shall be called Association of Non Aligned Teachers Unions of Southern Africa (hereinafter ANTUSA).

6. Article 2- Aims and Objectives

The aims of ANTUSA shall be:

- a) To further the cause of organizations of teachers and education employees, to promote the status, interests and welfare of their members, and to defend their trade union and professional rights.
- b) To promote for all people and all nations peace, democracy, social justice and equality for the application of the Universal Declaration on Human Rights through the development of education and of the collective strength of teachers and education employees.
- c) To seek and maintain recognition of the trade union rights of workers in general and of teachers and education employees in particular; to promote the International Labour Standards, including freedom of association and the right to organize, to bargain collectively and to undertake industrial action, including strike action if necessary
- d) To enhance the conditions of work and terms of employment of teachers and education employees, and to promote their professional status in general, through support for member organizations and representation before ANTUSA , its specialized agencies and other appropriate and relevant intergovernmental organizations.
- e) To support and promote the professional freedoms of teachers and education employees and the right of their organizations to participate in the formulation and implementation of educational policies.
- f) To pursue the establishment and protection of open, publicly funded and controlled education systems, and academic and cultural institutions, aimed at the democratic, social,

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- cultural and economic development of society and the preparation of every citizen for active and responsible participation in society.
- g) To promote the political, social and economic conditions required for the realization of the right to education in all nations, for the achievement of equal educational opportunities for all, for the expansion of public educational services and for the improvement of their quality.
 - h) To foster a concept of education directed towards international understanding and goodwill, the safeguarding of peace, freedom and respect for human dignity.
 - i) To combat all forms of racism and bias or discrimination in education and society due to gender, marital status, sexual orientation, age, religion, political opinion, social or economic status or national or ethnic origin.
 - j) To build solidarity and mutual cooperation among affiliates.
 - k) To encourage closer relationships among teachers and education employees in all countries and at all levels of education.
 - l) To promote and assist in the development of independent and democratic teacher and education employees' organisation, particularly in those countries where political, social, economic or other conditions impede the respect of human and trade union rights and improvement of salaries and conditions of service.
 - m) To promote unity among all independent and democratic trade unions both within the educational sector and other sectors, and thereby contribute to the further development of the international trade union movement.
 - n) To do any other business incidental to and connected to the foregoing.

7. Article 3- Membership

- a) ANTUSA shall comprise organizations of teachers and education employees upholding the principles of independent trade unionism and aspiring to enhance democracy, human rights, and social justice in their respective nations. Such organisations must thrive to improve the living and working conditions of their members and to advance education through trade union action.
- b) Any national organization composed of teachers and education employees shall have the right to apply for membership and shall be admitted as a member of ANTUSA by the Executive Board, provided that the applicant:

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- i) Subscribes to the aims and principles as described in Article 2 – and is thereby actively engaged in promoting the overall professional and trade union interests of its members
 - ii) Pledges to fulfill the obligations of membership as described in Article 3
 - iii) Is, to the extent possible, national in character and scope and representative of teachers and/or other education employees in its country. The term country is defined according to membership of the United Nations.
 - iv) Practices internal democracy in the designation of its leadership, in the determination of its goals, policies and activities and in the management and administration of all of its affairs.
 - v) Is self-governing and not under the control of any political party, government and ideological or religious grouping.
 - vi) Is not affiliated to or formally associated with other regional teachers' trade union bodies. This restriction does not apply in the case of affiliation to international teachers trade unions.
 - vii) Is not part of an organization already in membership, such that acceptance of the application would create double affiliation.
- c) If an application is received from an organization operating in a country in which ANTUSA already has a member organization, the Executive Board will consult with the member organization(s) concerned before making its decision. In the event that the decision of the Executive Board on a membership application is contested, an appeal may be made to the General Council. The decision of the General Council shall be final.
- d) Only applications duly authorized by the applicant's governing body shall be taken into consideration by the Executive Board.

8. Article 4- Committee of Experts on Membership

- a) A Committee of Experts shall be established to report to the Executive Board on the application of membership criteria in cases where the Executive Board considers further inquiry to be necessary in order to reach a decision, or in cases where charges are brought against an affiliate.
- b) Procedures for the establishment and operation of the Committee of Experts shall be determined in the By-Laws.

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9. Article 5- Rights and Obligations of Affiliates

- a) Every affiliate shall have the same constitutional rights and be bound by the same constitutional responsibilities, including the payment of membership fees as provided in Article 18.
- b) From the date of admission to ANTUSA every affiliate shall accept the following obligations:
 - i) To promote members' awareness of the aims and work of ANTUSA.
 - ii) To promote the interests of ANTUSA.
 - iii) To inform ANTUSA about major actions taken in pursuance of its aims.
 - iv) To keep ANTUSA informed about national activities.
 - v) To support and defend other ANTUSA affiliates in the furtherance of its aims.
 - vi) To pledge solidarity to other ANTUSA affiliates.
 - vii) To do any other business pursuant of ANTUSA interests.

10. Article 6- Suspension or Termination of Membership

- a) In the event that an affiliate violates or ceases to fulfill the requirements of the constitution, on the basis of a complaint lodged by the governing body of another affiliate, the Executive Board shall refer the matter to the Disciplinary Committee. The following requirements shall be met:
 - i) Disciplinary Committee shall enquire into the charges and conduct a due hearing before presenting its findings to the Executive Board.
 - ii) The affiliate, whose membership status is under review by the Disciplinary Committee, shall be given due notice, a copy of the charges, the right to respond to the charges, and a copy of the finding of the Disciplinary Committee.
 - iii) The findings of the Disciplinary Committee shall be communicated to the Executive Board for action as specified in the By- Laws.
 - iv) A two thirds majority of those who are both present and voting at a quorate session shall be required for the Executive Board to exclude an affiliate from membership.

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- v) The affiliate concerned shall be informed of the decision of the Executive Board and of the reasons justifying that decision.
- b) Any affiliate which is more than twelve (12) months in arrears of the payment of its membership dues, without the approval of the Executive Board, shall be excluded from membership.
- c) Any affiliate that has been suspended or excluded by the Executive Board other than for being in arrears of the payment of membership dues, shall have the right of appeal to the General Council under conditions specified in the by-Laws.
- d) An affiliate which seeks to withdraw from membership of ANTUSA shall provide notification of such intent six months in advance. Financial obligations to ANTUSA shall not expire until the end of six-month period.
- e) Only notifications of withdrawal duly authorized by the member's governing body shall be taken into consideration by the Executive Board.

11. Article 7- Organization structure

11.1. The structure of ANTUSA shall comprise;

- a) The General Council
- b) The Executive Board
- c) Affiliates

12. Article 8-General Council

- a) The General Council will be made up of Presidents, Secretary Generals and General Treasurers of affiliates.
- b) Meet at least once a year to discuss policies and activities to be undertaken by ANTUSA and affiliates.
- c) It shall serve as an advisory body to the Executive Board.
- d) Its decisions shall be binding on affiliates.
- e) It shall be the responsibility of the General Council to:

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- i) oversee the functioning and development of ANTUSA.
- ii) oversee the implementation of the policies of ANTUSA and the proper execution of its programmes.
- iii) approve policies, strategies and work programmes of ANTUSA.
- iv) direct, coordinate and supervise the operations of the institutions of ANTUSA subordinate to it.
- v) recommend for approval to the Council the establishment of committees, other institutions and organs.
- vi) create its own committees as necessary.
- vii) Approve the Terms and Conditions of Service of the staff of the institutions of ANTUSA.
- viii) Approve the ANTUSA Common Agenda and strategic priorities.
- ix) Convene meetings as appropriate, for purposes of promoting the objectives and programmes of ANTUSA.
- x) Ratify financial statements and annual budget approved by the Executive Board.
- xi) Determine and approve application for membership as recommended by the Executive board.
- xii) Perform any other duties as may be deemed necessary by this constitution.

13. Article 9- Executive Board

13.1. The Executive Board will be made up of Presidents and General Secretaries of Affiliates.

13.2. Presidents will, amongst themselves, elect the following office bearers:

- a) President
- b) Vice- President

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- c) Secretary General
- d) Vice Secretary General
- e) Treasurer
- f) Publicity Secretary
- g) Committee members


13.3. The Executive Board shall direct the affairs and activities of ANTUSA between General Councils in conformity with resolutions and decisions of the latter.

13.4. The Executive Board shall:

- a) Draft the agenda of the General Council
- b) Review implementation of the resolutions and decisions of the General Council
- c) Initiate policies and actions in accordance with the resolutions and decisions of the General Council and with the aims and principles of ANTUSA.
- d) Review and approve financial statements, establish annual budgets, and submit a general budget to the General Council for ratification.
- e) Consider and recommend applications for membership to the General Council, in accordance with Article 3 and 4.
- f) Consider suspensions or exclusions of affiliates, in accordance with Article 6
- g) Determine standards, in accordance with recognized trade union practices, and procedures regarding the appointment, suspension, salary and conditions of employment of staff.
- h) Submit to the General Council a report on its decisions and activities.
- i) Consider recommendations by the Solidarity Fund Committee.

13.5. The Executive Board may remove a member from office under the following conditions:

- a) An objection raised by an affiliate in writing to the continuance in office of a member of the Executive Board who at the time of his or her election was a member or officer of that member organization.
- b) Grave misconduct or dereliction of duty.

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- 13.6. An Executive Board member whose removal from office is under consideration shall have the right to be informed in writing of the objections raised and to respond before a meeting of the Executive Board. In the event of removal, the concerned member shall have the right of appeal to the General Council.
- 13.7. The Executive Board shall meet in ordinary session at least twice a year.
- 13.8. An extraordinary session of the Executive Board may be convened at the formal and properly substantiated request of two thirds majority of members of the Board.
- 13.9. In the event of a vacancy the Executive Board may appoint a replacement. If it so decides and the vacancy occurs:
- a) In the position of President, the Vice President shall be appointed as President until the next General Council.
 - b) In the position of Vice President, a member of the Executive Board shall be appointed until the next General Council.
 - c) In the position of Secretary General, a replacement shall be appointed until the next Council.
- 13.10. The Executive Board shall determine the standards and procedures regarding the appointment, suspension, salaries and conditions of employment of staff members.
- 13.11. The Executive Board shall be responsible for ANTUSA finances.

14. Article 10

14.1. Functions

a. Duties of President

As the Principal Officer of ANTUSA, the President; he/she shall:

- i) Chair the meetings of the Executive Board and Council
- ii) Represent ANTUSA, in consultation with the Executive Board
- iii) Have supervisory powers and direction over the affairs of the ANTUSA.
- iv) Take disciplinary action against any member(s) of the board and General Council in consultation with the Executive Board.

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- v) Have the right to casting vote in the event of a tie.
- vi) Be responsible for the proper conduct of all meetings.
- vii) Have final rule on matters of procedure.
- viii) Sign minutes after confirmation thereof.
- ix) To convene meetings in consultation with Secretary General.

b) Duties of Vice President

The Vice President shall:

- i) Perform such functions of the president as the president may either temporarily or permanently be unable to perform and any other duties imposed by decisions of the union.
- ii) Chairs the Disciplinary Committee.

c) Duties of Secretary General

As the Principal Executive Officer of the organization, the Secretary General shall:

- i) Keep a record of the proceedings of the General Council and the Executive Board
- ii) Implement the decisions of the General Council and Executive Board.
- iii) Submit activity reports to the General Council and the Executive Board each time they meet.
- iv) Conduct the affairs of ANTUSA on behalf of the Executive Board, in accordance with the decisions taken by the Executive Board and the Council.
- v) Organise meetings of the General Council and the Executive Board in accordance with decisions of the Executive Board
- vi) Maintain liaison with affiliates, Committees, the Global Union Federations and non-governmental organizations and inter-governmental bodies.
- vii) Be responsible to the Executive Board and the General Council for the work of the Secretariat and for all staffing matters.

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viii) In consultation with the Executive Board and the General Council, be responsible for Publicity and identification of capable expertise.

ix) In accordance with standards and procedures set out by the Executive Board, be responsible for the appointment, suspension and conditions of employment of staff members.

d) Duties of Vice Secretary General

i) Performs duties of the Secretary General in his/her absence or when he/she is unable to perform them himself/herself.

ii) Performs duties delegated by the Executive Board.

e) Duties of the Treasurer

i) Prepares and keeps financial records of ANTUSA.

ii) Submits audited financial statements to the Executive Board and the General Council.

iii) Submits a copy of a fully audited financial statement to the Executive Board at the end of his/her term of office.

iv) Co-signs either with the President or Secretary General in all financial transactions of the Union.

v) Ensures that funds are administered and managed in accordance with the financial policy of ANTUSA.

vi) In the event that the Treasurer vacates the position for whatever reasons, he/she shall prepare a true and just record of the income and expenditure of ANTUSA during his/her period of office.

vii) Produces financial reports quarterly.

f. Duties of the Publicity Secretary

The publicity Secretary shall:

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- i) Collect and disseminate accurate information of ANTUSA to affiliates and interested parties.
- ii) Prepare and produce Newsletters for ANTUSA after approval by Executive Board.
- iii) Select a committee to assist him/her in understanding his/her duties.
- iv) In consultation with Presidents or Secretary General, organize and chair media briefs and conferences addressed by the President and Secretary General or other executive Board members.

14.2. Establishment of institutions

14.2.1. The following institutions are hereby established:

- a) The General Council
- b) The Standing Committees
- c) The Secretariat
- d) Committee of Experts on Membership
- e) Governing Bodies
 - i) General Council
 - ii) Executive Board

15. Article 11- ANTUSA committees

15.1. The following shall be ANTUSA committees to enhance its operational activities:

- a) Disciplinary committee
- b) Gender committee
- c) Research, Education, Publication
- d) Finance Committee
- e) Information and Publicity Committee
- f) Sports and Culture Committee
- g) Educational Policy Committee.

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- h) By-Laws Committee
- i) Solidarity Fund Committee.

15.2. General guidelines for committees

- a) Each ANTUSA committee will be chaired by a member of the Executive Board.
- b) Each affiliate shall be a member of ANTUSA Committee(s) and each committee will meet at least twice annually.
- c) Each ANTUSA Committee may co-opt any stakeholder who possesses expertise.
- d) Each ANTUSA Committee shall, in its composition and operations, reflect the core areas of integration and coordination.
- e) It shall be the responsibility of each ANTUSA Committee to:
 - i) provide input at the affiliate level in the formulation of ANTUSA policies, strategies and programmes of action.
 - ii) coordinate and oversee, at the affiliate level, implementation of ANTUSA programmes of action.
 - iii) initiate projects and issue papers as an input to the preparation of the Regional Indicative Strategic Development Plan, in accordance with the priority areas set out in the ANTUSA Common Agenda; and
 - iv) Create a national steering committee, sub-committees, and technical committees.
- g) ANTUSA Committees shall endeavor to involve key stakeholders in their operations
- h) ANTUSA committee shall be responsible for ensuring rapid implementation of programmes.
- j) ANTUSA Committees may co-opt personnel with appropriate expertise.
- k) ANTUSA Committees shall perform any other duty as delegated by the Executive board

15.3. Composition and functions of committees

15.3.1. Disciplinary committee

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a) The Disciplinary Committee will be constituted by vice presidents of affiliates and be chaired by the Vice President of ANTUSA.

b) Functions of the disciplinary committee.

i) To deal with all disciplinary matters and recommend to the Executive Board.

15.3.2. Gender committee

a) The committee shall be composed of chairpersons of Gender Committees of affiliates.

b) The function of the gender committee shall be :

i) to recommend policies and activities to be undertaken by ANTUSA to promote gender equity.

ii) To co-ordinate and implement gender equity enhancing programmes.

15.3.3. Constitution and By- Laws

a) The committee shall be composed of the Secretary Generals of affiliates.

b) The following shall be functions of the committee:

i) formulation of by- laws.

ii) review all proposals to amend the Constitution and by-laws and advise the Executive Board accordingly.

iii) provide advice on constitutional matters referred to members identified by the Executive Board.

iv) determine the salary and conditions of employment of the Secretary General.

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15.3.4. Finance Committee

- a) The committee shall be composed of treasurers of all affiliates.
- b) The function of the committee shall be to:
 - i) mobilise resources and draw budget.
 - ii) present financial reports to the Executive Board.
 - iii) prepare and submit to the General Council for consideration and discussion of financial regulations, standing orders and rules, through the General Treasurer.
 - iv) prepare, also through the General Treasurer, a financial audited annual statements of accounts for the Secretariat and submit them to the General Council for consideration and discussion for the management of the affairs of ANTUSA.

15.3.5. Research, Education and Publication Committee

- a) The committee shall be composed of Research Committees of affiliates.
- b) The function of the committee shall be to conduct research and publish findings.

15.3.6. Information and Publicity Committee

- a) The committee shall be composed of chairpersons of Publicity committees of affiliates.
- b) The function of the committee shall be to:
 - i) source and disseminate information.
 - ii) market ANTUSA programmes.

15.3.7. Sports and Cultural Committee

- a) The committee shall be composed of Secretaries of Sports Committees of affiliates
- b) The following shall be functions of the committee:
 - i) to organize sporting competitions.
 - ii) to make recommendations to the Executive board.

15.3.8. Education Policy Committee

- a) The committee shall be composed of chairpersons in charge of Education
- b) The following shall be functions of the committee:
 - i) to organise exchange programmes
 - ii) to conduct analysis of education policies.
 - iii) to develop workers education programmes.

15.3.8. Solidarity Fund Committee

- a) The Committee shall be composed of Gender Chairpersons of affiliates.
- b) The following shall be the functions of the committee:
 - i) To receive and assess request for solidarity.
 - ii) To make recommendations for type of assistance to be provided.

16. Article 12- The Secretariat

16.1. The Secretariat shall be headed by the Secretary General of ANTUSA.

16.2. The following shall be functions of the secretariat:

16.2.1. be the principal executive of ANTUSA and be responsible for the following:

- a) Strategic planning and management of the programmes of ANTUSA.
- b) Implementation of decisions of the General Council and Executive Board.
- c) Organisation and management of ANTUSA meetings.
- d) General administration.
- e) Representation and promotion of ANTUSA.
- f) Coordination and harmonization of the policies and strategies of affiliates.
- g) Gender mainstreaming in all ANTUSA programmes and activities.

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- h) Submission of harmonized policies and programmes to the Executive Board for consideration and approval.
 - i) Monitoring and evaluating the implementation of ANTUSA policies and programmes.
 - j) Collation and dissemination of information on the ANTUSA and maintenance of a reliable database.
 - k) Development of capacity, infrastructure, and maintenance of ANTUSA information communication technology.
 - l) Mobilization of resources, co-ordination and harmonization of programmes and projects with cooperating partners.
 - m) Devising appropriate strategies for self-financing and income generating activities and investment.
 - n) Management of special programmes and projects.
 - o) Undertaking research on Community building and the integration process.
 - p) Preparation and submission to the General Council, for approval, administrative regulations, standing orders and rules for management of the affairs of ANTUSA.
- 16.2.2. have such other staff as may be determined by the Secretary General in consultation with the General Council and The Executive Board Council.

17. Article 13-Finances

- a) The Treasurer shall be entrusted with the management of income and expenditures. Expenditures shall be governed by Financial Regulations within the framework of the annual budget, drafted by the Finance Committee upon the basis of proposals submitted by various committees. This budget shall be submitted to the Executive Board for its endorsement and General Council for approval or disapproval.
- b) The financial year of ANTUSA starts April 1 to March 31, and shall be audited by a Auditors registered according to International Standards. The financial and auditors' reports shall be presented to the annual meeting of the Executive Board, and auditors' reports shall be presented to the Council.
- c) Only ANTUSA tangible properties shall be considered as security for financial liabilities. Elected members of ANTUSA shall not be held legally responsible for such liabilities.

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18. Article 14- Membership Dues

- a) Dues to be paid by affiliates shall be determined by the ANTUSA General Council on a per capita basis according to a scale which allows for different economic circumstances of countries. Specifications shall be given in the by-laws.
- b) Membership fees shall be paid before September each year and shall be computed on the membership reported as of March 31 of the preceding year.
- c) If an affiliate is unable to fulfill its financial obligations, owing to extraordinary circumstances, the General Council shall have the authority to grant a delay, a temporary reduction or, in extreme cases, a temporary exemption from payment of such fees. Such special arrangements must be established in writing and shall be limited to a maximum of one year, extension being subject to review by the General Council.

19. Article 15

15.1. Assets

- a) Property, both movable and immovable, acquired by or on behalf of ANTUSA shall constitute the assets of ANTUSA, irrespective of their location.
- b) Property acquired by affiliates, under the auspices of ANTUSA, shall belong to ANTUSA.
- c) Assets acquired by ANTUSA under the auspices of affiliates shall be accessible to all affiliates on an equitable basis.

15.2. The budget

- a) The budget of ANTUSA shall be funded by financial contributions made by affiliates, and such other sources as may be determined by the General Council.
- b) The Treasurer shall prepare, estimates of revenue and expenditure for the Secretariat, and submit them to the General Council, not less than three months before the beginning of the financial year.
- c) The General Council shall consider and discuss revenue estimates and expenditure before the beginning of the financial year.

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15.3. External audit

- a) The General Council shall appoint external auditors.

15.4. Financial regulations

- a) The finance committee shall develop financial regulations to be considered, discussed, and reviewed by the Executive Board from time to time.

19. Article 15-Advisory Body

- a) An Advisory body may be established for the purpose of advising ANTUSA on specific policies and activities concerning but not limited to sectoral and cross- sectoral educational and professional areas of interest.
- b) The Executive Board may seek recommendations from affiliates regarding the composition of such advisory body, where appropriate, and shall determine their purposes and procedures, in line with the programme and budget priorities established by the General Council.

20. Article 16- Solidarity Fund

- a) ANTUSA shall establish a Solidarity Fund.
- b) Solidarity funds may be used to assist affiliates when need arises.
- c) The following shall be By-Laws governing the Solidarity Fund:
 - i) That the affected affiliate should officially communicate the need for assistance to ANTUSA.
 - ii) That the Solidarity Fund Committee should respond within four-teen (14) calendar days, upon receipt of request for assistance.
 - iii) That all recommendations for assistance must be directed to the Executive Board.
 - iv) That recipients of Solidarity Fund must account for the funds.

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21. Article 17- Official Languages

- a) The official languages of ANTUSA shall be the official languages of affiliates.

22. Article 18- Headquarters

- a) The location of the headquarters office of ANTUSA shall be a Capital city of an affiliate appointed by the General Council.
- b) ANTUSA shall be incorporated under the laws of the country in which the Headquarters office is located.

23. Article 19- Interpretation

- a) In the event of question or doubt as to the interpretation of the provisions of the Constitution or By-laws, the English text shall be considered as original and authentic. The interpretation of the Constitution and By-laws is within the purview of the General Council.

24. Article 20- Amendments to the Constitution


- a) Notices of motion to amend the Constitution must be submitted in writing to the Secretary General not less than six (6) months before the opening date of the General Council. They shall be circulated to all affiliates at least three (3) months prior to the General Council together with any comments which the Executive Board may wish to communicate to affiliates.
- b) A proposed amendment to the constitution shall be declared adopted if supported by two thirds majority in attendance of the General Council.

25. Article 21- Dissolution

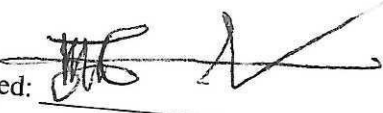
- a) The General Council shall be the only body authorized to decide upon the dissolution of ANTUSA, provided that a proposal to that effect has been placed on the General Council agenda, and provided that at least six months' notice has been given to a specific motion to this effect. The Executive Board may after careful consideration move a motion to the General Council for dissolution
- b) A resolution calling for dissolution shall be implemented, provided that it has secured at least a two third majority of the votes cast.

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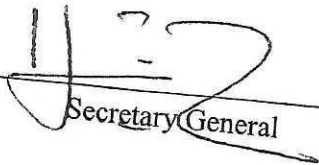
c) It shall be binding upon the General Council to make specific provision for the discharge of any financial obligations of ANTUSA, including obligations to its staff and for the disposal of assets.

Signed: 

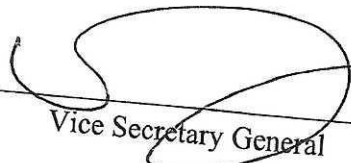
President

Signed: 


Vice President

Signed: 

Secretary General

Signed: 

Vice Secretary General

Signed: 

Treasurer

Signed: 

Publicity Secretary

Date: 24 / 06 / 2023