

Original updated Constitution with amendments demonstrated in document:

WORLD ORTHOPAEDIC CONCERN CONSTITUTION (2013)

TABLE OF CONTENTS CONSIDERATIONS:

Article 1: Name, registered office and languages

Article 2: Objects of W.O.C.

Article 3: Membership

A. Regular Membership

B. Honorary Membership

**Article 4: Organisation and administration
Institutions**

The Conference and Assembly of WOC

Executive Committee

Establishment

Meetings of Executive Committee

Office Bearers' Responsibilities

Subsidiary Bodies and Special Officials

Regional Branches and Representatives

Advisory Board

Patrons

Trustees

Finance and Subscriptions

Bylaws

Article 5: Amendments to The Constitution

Article 6: Dissolution

WORLD ORTHOPAEDIC CONCERN CONSTITUTION

WHEREAS the Second International Symposium on Orthopaedic Training in Developing Countries was held in

Singapore from the 8th– 11th October 1975 and,

WHEREAS the delegates from twenty-six countries attending the said Symposium

Unanimously adopted a Resolution for the formation of an international society for the advancement of orthopaedic

education and care in Developing Countries,

WHEREAS such an international society, as defined above, is a

charitable non-profit organisation of a public character and,

WHEREAS such an international society known as

WORLD ORTHOPAEDIC CONCERN was

established and

registered at the Register of Societies in Singapore

and,

WHEREAS WORLD ORTHOPAEDIC CONCERN

ceased to be established in Singapore 2007 and is

now to be reestablished,

in accordance with the provisions of this constitution.

Article 1: Name, registered office and languages

1.1. The society is an international non-profit organization with the name WORLD ORTHOPAEDIC CONCERN

(hereinafter referred to as W.O.C.).

New Constitution:

WORLD ORTHOPAEDIC CONCERN CONSTITUTION (2013)

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Article 3: Membership

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B. Honorary Membership

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Institutions**

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Executive Committee

Establishment

Meetings of Executive Committee

Office Bearers' Responsibilities

Subsidiary Bodies and Special Officials

Regional Branches and Representatives

Advisory Board

Patrons

Trustees

Finance and Subscriptions

Bylaws

Article 5: Amendments to The Constitution

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WORLD ORTHOPAEDIC CONCERN

CONSIDERATIONS CONSTITUTION

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ceased to be established in Singapore 2007 and is

now to be reestablished in accordance with the

provisions of this constitution.

Article 1: Name, registered office and languages

1.1. The society is an international non-profit organization with the name WORLD ORTHOPAEDIC CONCERN

(hereinafter referred to as W.O.C.).

1.2. The society is governed by the provisions of Title III of the Non-Profit Organizations, International Non-Profit Organizations and Foundations Act of 27 June 1921.

1.3. The registered office of the society shall be in Brussels (BELGIUM) or in any other country or city as the Assembly

of W.O.C. may in future decide.

1.4. The legal language of W.O.C. shall be French; the working language shall be English.

1.5. W.O.C. shall be registered in accordance with the laws of Belgium and also in accordance with the laws of the country in which its Headquarters may be registered in the future.

1.6. Its place of business shall be: 10 SICOT, Rue de la Loi 26-b.13, B-1040 BRUSSELS or such other address as may

subsequently be decided upon by the Executive Committee and approved by the Assembly.

Article 2: Objects of W.O.C.

2.1. The objects of W.O.C. shall be:

(a) the promotion of orthopaedic education and research in Low and Middle Income Countries (LMIC's);

(b) the promotion of development of orthopaedic services;

(c) the promotion and provision of communication and collaboration with countries and organisations.

(d) the promotion of rehabilitation and paraorthopaedic services; and

(e) any other activity consistent with these aims.

2.2. The objects of W.O.C. shall be pursued with the aim of global advancement of orthopaedic education and care in LMIC's, provided that special emphasis may be paid to those areas where needs are greatest and the most urgent.

2.3. For the purpose of carrying out the aforesaid objects W.O.C. will:-

(a) Work closely in association with the Société Internationale de Chirurgie Orthopédique et de Traumatologie (hereinafter referred to as S.I.C.O.T.);

(b) Determine the relationship between W.O.C. on the one hand and organisations, societies, universities, other academic institutions and professional bodies whether of an international, regional or national character, on the other;

(c) Establish, equip and maintain libraries, laboratories, museums, lecture halls, reading and writing rooms, halls of residence and all other buildings which may be required for the purpose of W.O.C.;

(d) Institute and award fellowships, exhibitions, bursaries, medals, prizes and other titles and distinctions, awards and other form of assistance and encouragement towards the advancement and dissemination of orthopaedic knowledge and research;

1.2. The society is governed by the provisions of Title III of the Non-Profit Organizations, International Non-Profit

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(c) Establish, equip and maintain libraries, laboratories, museums, lecture halls, reading and writing rooms, halls of residence and all other buildings which may be required for the purpose of W.O.C.;

(d) Institute and award fellowships, exhibitions, bursaries, medals, prizes and other titles and distinctions, awards and other form of assistance and encouragement towards the advancement and dissemination of orthopaedic knowledge and research;

(e) Make available and provide assistance in the form of financial grants or

- (e) Make available and provide assistance in the form of financial grants or loans, equipment or personnel with or without conditions;
- (f) Provide for the delivery and holding of lectures, and the holding of exhibitions, conferences, symposia, public meetings and classes calculated directly or indirectly, to serve the aims of W.O.C.;
- (g) Publish journals, newsletters, bulletins and other materials;
- (h) Establish and maintain a digital platform to advance and facilitate communication and access to information;
- (g) Enter into contracts, and appoint such staff as may be required for the purposes of W.O.C.;
- (i) Solicit and accept and receive subscriptions and donations. devises and bequests (whether of movable or immovable property and whether absolute or conditional) for the general purposes of W.O.C. or for any special purpose of W.O.C. or subject to any trust;
- (j) Demand and receive fees as may from time to time be prescribed; and
- (k) Do all such other things as are incidental or conducive to the attainment of its objectives.

Article 3: Membership

A. Regular Membership

3.1. The regular membership of W.O.C. shall be open to:-

(a) Fellows: Individual orthopaedic surgeons and trainees; **Changes Required - Not Fellows, They will be "Life members of WOC – Int. – Those who are the members of Regional Chapters will pay Eur. 100 onetime payment, and who become the life member directly will pay Eur. 120. They will have the voting rights.**

(b) Associate Members: Professionals in other disciplines relevant to the scope of W.O.C.; **Changes Required - Associate members – will pay one time subscription of Eur. 60**

(c) Institutional Members: Corporations, foundations, organisations, universities, professional institutions, colleges and other bodies;

(d) Sponsoring Members: Foundations, institutions, corporations or individuals, recognised by the Executive Committee as sponsors of W.O.C. at large or of

Specific parts of the WOC programme. The duration of such membership shall be determined by the Executive Committee. – **(C & D will be merged) will pay one time subscription of Eur. 300.**

3.2. Applications for membership in categories a, b, c shall be made in the form as prescribed by the Executive Committee.

3.3. Any member may by notice in writing addressed to the Secretary-General resign his or her membership.

3.4. The Executive Committee may recommend to the Assembly the termination of membership of any member who in

loans, equipment or personnel with or without conditions;

(f) Provide for the delivery and holding of lectures, and the holding of exhibitions, conferences, symposia, public meetings and classes calculated directly or indirectly, to serve the aims of W.O.C.;

(g) Publish journals, newsletters, bulletins and other materials;

(h) Establish and maintain a digital platform to advance and facilitate communication and access to information;

(g) Enter into contracts, and appoint such staff as may be required for the purposes of W.O.C.;

(i) Solicit and accept and receive subscriptions and donations. devises and bequests (whether of movable or

immovable property and whether absolute or conditional) for the general purposes of W.O.C. or for any special purpose of W.O.C. or subject to any trust;

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Article 3: Membership

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(b) Associate Members & Sponsoring Members: Professionals in other disciplines relevant to the scope of W.O.C.;

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3.3. Any member may by notice in writing addressed to the Secretary-General resign his or her membership.

3.4. The Executive Committee may recommend to the Assembly the termination of membership of any member who in its opinion, has acted in a manner detrimental to the interests and good name of W.O.C.

B. Honorary Membership

The Executive Committee and the Assembly may elect as Honorary Members of W.O.C. persons who have rendered distinguished service to W.O.C. or who have assisted in the promotion of its objects.)

its opinion, has acted in a manner detrimental to the interests and good name of W.O.C.

B. Honorary Membership

The Executive Committee and the Assembly may elect as Honorary Members of W.O.C. persons who have rendered distinguished service to W.O.C. or who have assisted in the promotion of its objects.

Article 4: Organisation and administration INSTITUTIONS

The Conference and Assembly of W.O.C.

4.1. There shall be a scientific Conference and Assembly of W.O.C. every year, coinciding with the date and venue of

during the main annual S.I.C.O.T. Conference.

4.2. The Assembly may be attended by fellows, associate members and by representatives of institutional and

sponsoring members and by honorary members. – **To change the word “fellow” with “Life member”**

4.3. The Assembly shall be the supreme policy making body of WOC, in which only fellows (category Article IV-1a.)

shall have the right of voting whereas the other categories shall have consultative status.

4.4. The Assembly shall:

(a) receive, discuss and approve reports and financial statements submitted by the Executive Committee,

(b) discuss and formulate policies, projects and activities of W.O.C.,

(c) adopt resolutions and decisions consistent with the provisions of this Constitution,

(d) elect the President, the President-Elect, the Vice-President, the Secretary-General, the Secretary-General Elect and the Treasurer-General.

(e) elect other members of the Executive Committee, (f) Determine on membership and perform any other functions entrusted to it by this Constitution.

4.5. The preparations for the Scientific Conference and Assembly and their convening will be the responsibility of the Executive Committee which will ensure:

(a) that all members are notified of the venue and dates of the Scientific Conference and Assembly,

(b) that all members are supplied with all relevant information by such means as the Newsletter,

(c) that all members are invited to make suggestions of topics for inclusion in the agenda.

4.6. In any matter requiring a vote, the result shall be determined by ordinary majority of the fellows personally present.

In the event of a tied vote, the President shall have a casting vote.

Executive Committee

--- Establishment

4.7. The management of W.O.C. shall be vested in the Executive Committee which shall consist of the following

elected officers:

(a) the President

(b) the President Elect

(d) the Secretary-General

(e) the Secretary-General Elect

Article 4: Organisation and administration

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(d) the Secretary-General

(e) the Secretary-General Elect

(f) the Treasurer-General

(g) other Committee members.

4.8. The members of the Executive Committee shall normally hold office for a period of two years.

4.9. Any member of the Executive Committee may resign his office by notice in writing addressed to the President, or in

(f) the Treasurer-General
(g) other Committee members.

4.8. The members of the Executive Committee shall normally hold office for a period of three years. **The term of office to be changed from three years to two years.**

4.9. Any member of the Executive Committee may resign his office by notice in writing addressed to the President, or in the case of the resignation of the President by notice in writing to the President Elect.

4.10. (a) Where a vacancy is caused by the vacating of the Office of the President, the President Elect, Secretary-General, Treasurer-General and all other members of the Executive Committee shall elect from amongst themselves a person to succeed such office bearer.
In the event of the Executive Committee failing to agree on a successor, such a successor shall be elected by all members of W.O.C. by postal or electronic ballot.

4.10 (b) Where the vacancy is caused by the vacating of office by any other Committee member, the Executive Committee may in its discretion, fill such a vacancy by co-opting any member of W.O.C. to serve as a Committee member.

4.11. Where, for any reason whatsoever, the entire Executive Committee resigns or ceases to function, it shall be permissible for any Past-President to conduct, by postal ballot, the election of the new Executive Committee.

--- Meetings of Executive Committee

4.12. The Executive Committee shall meet at the discretion of the President, or at the request of two Executive Committee members, at a venue to be determined by the Executive Committee.

4.13. There will be an Annual Executive Committee meeting immediately before and after the Assembly. These will take place during the relevant S.I.C.O.T.-conference.

4.14. Consideration will be given to the attendance of regional representatives at meetings of the Executive Committee.

4.15. The quorum for any meetings of the Executive Committee shall consist of three members.

4.16. Except as provided for in clause 4.17. of this article, at any time, when the Executive Committee is not meeting and decisions have to be taken; such decisions shall be made by circulation and postal or electronic vote.

4.17. Notwithstanding the provisions of clause 4.16. or this article, in case of urgency,
(a) a decision can be taken by the President, Secretary-General and one other Executive Committee member acting in consultation with each other. Such consultations may be by such methods as is most suitable to the occasion and may include telephonic, telegraphic or electronic communication whether simultaneous or otherwise.

the case of the resignation of the President by notice in writing to the President Elect.

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(a) a decision can be taken by the President, Secretary-General and one other Executive Committee member acting in consultation with each other. Such consultations may be by such methods as is most suitable to the occasion and may include telephonic, telegraphic or electronic communication whether simultaneous or otherwise.
(b) Such a decision together with the reasons thereof shall be communicated to all other Executive Committee members as soon as possible thereafter and,
(c) Unless reversed within a period of two months, shall be deemed to be agreed to by other Executive Committee members.

--- Office Bearers' Responsibilities

4.18. The **President** shall:

(b) Such a decision together with the reasons thereof shall be communicated to all other Executive Committee

members as soon as possible thereafter and,

(c) Unless reversed within a period of two months, shall be deemed to be agreed to by other Executive Committee members.

--- Office Bearers' Responsibilities

4.18. The **President** shall:

(a) be an Orthopaedic surgeon and shall act as the Chairman at all meetings of the Assembly and of the Executive

Committee and,

(b) be the chief representative of W.O.C. in all matters and dealings with other bodies. The President may, in his

discretion, request either the President Elect or any other officer to chair the meetings of the Assembly or Executive

Committee or to represent WOC.

4.19. The **President Elect** shall:

(a) assist the President in the discharge of his functions and fulfill any function which the President or the Executive

Committee may assign to him/her and,

(b) where the President is unable to exercise his duties, powers, and responsibilities the President Elect shall act as

President.

4.20. The **Secretary-General** shall:

(a) administer the affairs of W.O.C. in accordance with such policies, resolutions and guidelines as may be decided and promulgated from time to time by the Assembly of W.O.C.;

(b) conduct the correspondence of W.O.C.;

(c) maintain the register of its members;

(d) shall be responsible for arranging Meetings of the Executive Committee and shall prepare and circulate the minutes

of this meetings under the direction of the Executive Committee,

(e) shall be responsible for arranging the Assembly and preparing the agenda and conveyance of the Scientific

Conference and Assembly,

(f) prepare and the keep the report and minutes of the Assembly of W.O.C., including the text of the resolutions and

decisions adopted by such Assembly and shall circulate such records to its members;

(g) implement and execute any specific projects and activities decided by the Assembly or by the Executive Committee

itself;

4.21. The **Secretary-General Elect** shall:

(a) assist the Secretary-General in the discharge of his functions and fulfill

any function which the President or the Executive Committee may assign to him/her.

(b) where the Secretary-General is unable to exercise his duties, powers and responsibilities the Secretary-General

Elect shall act as Secretary-General.

4.22. The **Treasurer-General** shall:

(a) be an Orthopaedic surgeon and shall act as the Chairman at all meetings of the Assembly and of the Executive

Committee and,

(b) be the chief representative of W.O.C. in all matters and dealings with other bodies. The President may, in his

discretion, request either the President Elect or any other officer to chair the meetings of the Assembly or Executive

Committee or to represent WOC.

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(g) implement and execute any specific projects and activities decided by the Assembly or by the Executive Committee

itself;

4.21. The **Secretary-General Elect** shall:

(a) assist the Secretary-General in the discharge of his functions and fulfill

any function which the President or the Executive Committee may assign to him/her.

(b) where the Secretary-General is unable to exercise his duties, powers and responsibilities the Secretary-General

Elect shall act as Secretary-General.

4.22. The **Treasurer-General** shall:

(a) keep an account of all monetary transactions,

(b) be responsible for the accurate accounting procedure followed by W.O.C.,

(c) balance sheets and other financial statements to the Assembly,

(d) fulfill any other function which the President or the Executive Committee may assign to him/her.

4.23. **Other Committee Members:**

The other Committee members shall exercise such functions, duties and responsibilities as the Executive Committee

may from time to time decide.

(a) keep an account of all monetary transactions,
(b) responsible for the accurate accounting procedure followed by W.O.C.,
balance sheets and other financial statements to the Assembly,
(d) fulfill any other function which the President or the Executive Committee may assign to him/her.

4.23. Other Committee Members:

The other Committee members shall exercise such functions, duties and responsibilities as the Executive Committee may from time to time decide.

4.24. Representatives to S.I.C.O.T.

Two members of the Executive Committee shall be members of S.I.C.O.T. and act as W.O.C. representatives to S.I.C.O.T.:

(a) The President of W.O.C. (or his delegate) will be an-officio member of the S.I.C.O.T. Commission on Education and Developing Countries
(b) The Chairman of the S.I.C.O.T. Commission on Education and Developing Countries (or his delegate) will be an ex-officio member of the W.O.C. Executive Committee.

c. Subsidiary Bodies and Special Officials

4.25. The Assembly and the Executive Committee shall have the power to appoint and establish such subsidiary bodies as well as such special officials and representatives (who shall be members of W.O.C.) as are deemed necessary and expedient and may delegate to them such functions, powers and responsibilities as may be necessary.

4.26. The Executive Committee shall at all times exercise supervision and direction over such subsidiary bodies and officials as may be appointed under the provisions of this article.

Regional Branches and Representatives

4.27. To be recognised by W.O.C. as Regional Branch or Regional Representatives the organisation or the individual shall send their credentials in writing to the Executive Committee.

These credentials should include at least:
an actual list of office-bearers with their professional function and contact-data (incl. e-mail address);
if present: address website and contact-data webmaster & presence on social media;
a summary of activities and plans;
a copy of constitution and bylaws (for organisations).
Any changes in these data shall be communicated within one month to the Secretary General of WOC.

4.28. Within one month after reception of request and credentials the Executive Committee will confirm the recognition.

In case recognition is denied the reason for the denial should be explained.

4.29. At least one month before the annual Assembly the Regional Branches and Representatives shall send in an Annual Report, to be included in the information meant in Art. 4.5. b. of this Constitution.

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(a) The President of W.O.C. (or his delegate) will be an-officio member of the S.I.C.O.T. Commission on Education and

Developing Countries

(b) The Chairman of the S.I.C.O.T. Commission on Education and Developing Countries (or his delegate) will be an ex-officio member of the W.O.C. Executive Committee.

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d. Regional Branches and Representatives

4.27. To be recognised by W.O.C. as Regional Branch or Regional Representatives, the organisation or the individual shall send their credentials in writing to the Executive Committee.

These credentials should include at least:

- i. an actual list of office-bearers with their professional function and contact-data (incl. e-mail address);
- ii. if present: address website and contact-data webmaster & presence on social media;
- iii. a summary of activities and plans;
- iv. a copy of constitution and bylaws (for organisations).

Any changes in these data shall be communicated within one month to the Secretary General of WOC.

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In case recognition is denied the reason for the denial should be explained.

4.29. At least one month before the annual Assembly, the Regional Branches and Representatives shall send in an Annual Report, to be included in the information meant in Art. 4.5. b. of this Constitution.

4.30. The webmaster of W.O.C. will place the data under 4.27 a, b and c and the Annual Reports of the Regional Branches and Representatives on the official W.O.C. website.

4.31. All references to W.O.C. on the websites of Regional Branches and Representatives shall be audited and approved by the webmaster of WOC.

e. Advisory Board

4.30. The webmaster of W.O.C. will place the data under 4.27 a, b and c and the Annual Reports of the Regional Branches and Representatives on the official W.O.C. website.

4.31. All references to W.O.C. on the websites of Regional Branches and Representatives shall be audited and approved by the webmaster of WOC.

Advisory Board

4.32. The Assembly and the Executive Committee shall have the power to appoint and establish an advisory board.

4.33. Members of this board will bear the title Honorary Vice-President. **Advisor will be called as “Regional Advisor”**

and not “Vice President”. The regions will be 1.North America, 2. South America, 3. Europe, 4. Asia, 5. Africa and 6.South East Asia. They will act as advisors only and will not have voting rights EC.

4.34. The advisory board meets at their discretion and advises and communicates its expert opinion, invited and

uninvited, to the Executive Committee and Assembly.
Patrons

The Executive Committee may invite distinguished persons to be patrons of W.O.C.

f. Trustees

If WOC at any time acquires any immovable property such property shall be vested in Trustees subject to a declaration

of trust. The Trustees shall rotate every 4 years and shall not be members of the Executive Committee.

B. FINANCE AND SUBSCRIPTIONS

4.35. The funds of W.O.C. shall be by subscriptions, contributions, grants, endowments and such other monies as it may receive.

4.36. The subscriptions of members shall be such a sum as recommended by the Executive Committee and approved by the Assembly; whereas it shall be permissible for the Executive Committee to prescribe larger subscription fees for institutional members.

4.37. The Financial Year of W.O.C. shall end on 31st December of each year.

4.38. The funds of W.O.C. shall be deposited by the Treasurer-General in such bank or banks as agreed by the Executive Committee.

4.39. All financial transactions in excess of a sum determined and annually reviewed by the Executive Committee need prior approval of the Executive Committee.

C. BYLAWS – the Election Procedure is not clear hence, the following procedure is recommended.

1. Election Procedure

The president of the WOC will be the election officer. The election will be held every two years for the post of president elect, secretary general elect and treasurer, one year prior to expiry of the term of the office of the officer. The members of Executive

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Committee, advisors, and editor will be nominated by elected Executive Committee

members. The election notice will be sent at least three months in advance of the

Executive Committee / General Assembly meeting. Names can be nominated by the

WOC members or an individual can also do self-nomination. The Executive

Committee members will have the right to decide by vote on the candidate, even if it

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Committee, advisers and editor will be nominated by elected Executive Committee members. The election notice will be sent at least three months in advance of the Executive Committee / General Assembly meeting. Names can be nominated by the WOC members or an individual can also do self-nomination. The Executive Committee members will have the right to decide by vote on the candidate, even if it is a single nomination. If an election becomes inevitable because of more than one candidate for one post, then it will be put to vote where the three members – i.e. President, Secretary General and the treasurer of the Regional chapters who are also the life members of the WOC- int. will have the right to vote. Where there is no Regional Chapter, than the three senior most members who are also the life members of WOC – int. will exercise their vote in the election.

The voting will be online. The Executive Committee members will have the right to choose or reject the nomination and will give approval to elected candidates. The result will be declared in the Executive Committee meeting. Alternatively Executive Committee members can appoint a nomination committee consisting of SICOT President, WOC President and Immediate past president of WOC.

This committee will suggest the best names out of all WOC – Int. life members. Once all Executive Committee members have given their approval then the names will be put for approval of the life members of WOC – int. who have the right to vote, as mentioned above. Once the notification for nomination has been done and the election process has started it cannot be stopped or cancelled till the results are declared. If anyone has an objection he/she can lodge a complaint which will be put before the Executive Committee members to decide the case on merit and facts.

- 2. The term of office of president will be for two years and it cannot be extended.**
- 3. The term of office of Secretary General, Treasurer, the Executive Members and editor will be for two years and can be extended for one more term only.**
- 4. The Immediate past president will be the Ex officio member of the Executive Committee for two years.**
- 5. The account will be opened in a bank where the society is registered.**
- 6. The account will be operated by the President, Secretary General and Treasurer.**

For convenience the treasurer will have the cheque book / swapping machine and he alone can make the payment after obtaining permission from the President / Secretary General on email.

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For convenience the treasurer will have the cheque book / swapping machine and he alone can make the payment after obtaining permission from the President / Secretary General on email. He will be required to keep the hard copies of the permissions for audit purposes.

4.40. There shall be Bylaws of W.O.C. which shall provide for:

- (a) the procedures governing the conduct of all meetings of the Conference and Assembly and of the Executive Committee and such other subsidiary committees that may be established;
- (b) the procedures governing the conduct of electronic and postal votes;
- (c) any other matters related to efficient administration and continuity of W.O.C. as decided by the Assembly.

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4.41. Such Bylaws shall be adopted and affirmed by each Assembly as the first item on its agenda.

4.42. The Bylaws may be amended by the Assembly, provided that the amendment receives a support of at least two-thirds of the members present.

4.43. No provision of the Bylaws shall conflict with the provisions of the Constitution, and in any case where an inconsistency arises between the provisions of the Bylaws and the Constitution the provisions of the Constitution shall prevail.

4.39. Members of the Assembly shall receive a (digital) copy of the Bylaws.

Article 5: Amendments to The Constitution

All proposals to amend the Constitution shall be:

submitted in writing to the Secretary General at least four weeks before the date of the Assembly, put to the vote at the Assembly and shall be adopted only if it has received the approval of at least two-thirds of fellows present.

5.2. Where the laws in force of the country in which the Headquarters of W.O.C. is located require amendments to the Constitution to be approved by the authorities of that country, no amendments made under this Article shall come into operation until it has been approved by such authority.

Article 6: Dissolution

6.1. W.O.C. shall not be dissolved except by the consent of not less than three-fifths of the members expressed at an Assembly.

6.2. In the event of W.O.C. being dissolved as provided above, all debts and liabilities legally incurred on behalf of W.O.C. shall be fully discharged, and the remaining funds shall be donated to approved charitable institutions with similar objects as WOC

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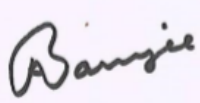
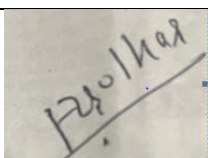
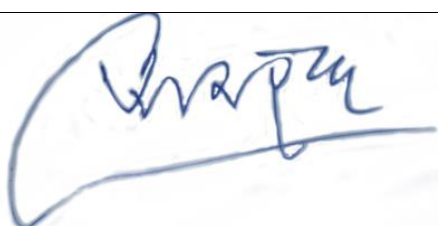

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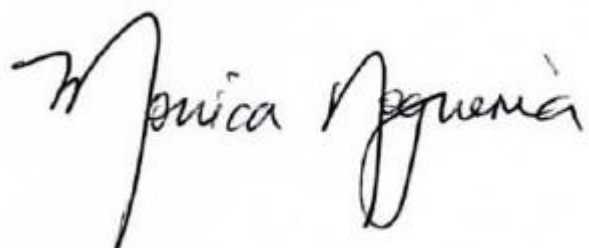

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Endorsed by :

Name	Position	Signature
Dr Deven Taneja	Immediate Past President	
Dr Alaaeldin Azmi Ahmad	President	
Dr Arindam Banerjee	Secretary General	
Dr Anil Golhar	Treasurer	
Dr Amjad hossain	Advisor	
Dr Kiran Agarwal-Harding	Advisor	

Dr Monica Noreiga	Advisor	
Dr Ram Kewal Shah	Advisor	
Dr Mohamed Fadel	Advisor	Mohamed Fadel