

CONSTITUTION OF THE
AMERICAN WOMEN'S ASSOCIATION

SUBMITTED AND APPROVED BY

THE MINISTER OF LABOUR AND SOCIAL AFFAIRS

JANUARY 17, 1991 - OFFICIAL GAZETTE

THIS CONSTITUTION TAKES THE PLACE OF ANY AND ALL POLICIES AND PROCEDURES USED BY THE ASSOCIATION IN THE PAST.

BY-LAWS MAY BE DRAWN UP BY THE COMMITTEE AND SUBMITTED TO THE OFFICE OF LABOUR AND SOCIAL AFFAIRS FOR APPROVAL AT ANY TIME. HOWEVER, ANY CORRECTIONS OR CHANGES TO THE CONSTITUTION MUST BE SUBMITTED TO THE MINISTRY, FOR APPROVAL AND PUBLISHED ONCE AGAIN IN ARABIC IN THE OFFICIAL GAZETTE.

SUBMITTED 29 MAY 1991- BY JO ANN FRY, PARLIAMENTARIAN

MINISTERIAL ORDER NO. 1 OF 1990
REGARDING THE MODEL FORM OF THE CONSTITUTION OF
SOCIAL AND CULTURAL SOCIETIES AND CLUBS
SUBJECT TO THE SUPERVISION OF
THE MINISTRY OF LABOUR AND SOCIAL AFFAIRS

The Minister for Labour and Social Affairs,

having examined Article 5 of the Law of Social and Cultural Societies and Clubs, Associations carrying on Youth and Sports Activities and Private Organizations promulgated by Legislative Decree No. 21 of 1989,

HEREBY ORDERS:

Article 1

The form attached to this Order shall be approved as a model form of the Constitution of Social and Cultural Societies and Clubs, Associations carrying on Youth and Sports Activities and Private Organizations subject to the supervision of the Ministry of Labour and Social Affairs in accordance with the provisions of the Law of Social and Cultural Societies and Clubs, Associations carrying on Youth and Sports Activities and Private Organizations promulgated by Legislative Decree No. 21 of 1989.

The Clubs and Societies referred to in the preceding paragraph shall be guided by this model form upon drafting their constitutions, taking into consideration the use of the word "club" instead of "society" wherever it appears in the model form where the matter relates to one of the clubs, after making all the necessary alterations.

Article 2

This Order shall be published in the Official Gazette and shall come into effect from the date of its publication.

Signed: Khalifa Bin Sulman Bin
 Mohamed Al Khalifa
 Minister for Labour and
 Social Affairs

Dated: 26 February 1990

CONSTITUTION

AMERICAN WOMEN'S ASSOCIATION (AWA)

CHAPTER ONE

General Provisions

Article 1

There has been established in the State of Bahrain in 1973 an association called the American Women's Association (AWA) and has been duly re-registered in accordance with the Law of Social and Cultural Societies and Clubs and Private Associations carrying on youth and sports activities and Private Organizations promulgated by Legislative Decree No. 21 of 1989 dated 2/1/1991 under Registration No. 19/C/RXW.

Article 2

The Association shall be registered with the Ministry of Labour and Social Affairs according to the provisions of Ministerial Order No. 2 of 1990 with respect to Organising a Register for the Registration of Social and Cultural Societies and Clubs subject to the supervision of the Ministry of Labour and Social Affairs. The Association's juristic entity shall be re-established from the date of publishing its registration in the Official Gazette.

Article 3

The Association's headquarters shall be situated in Manama.

Article 4

The Association shall be legally represented by its elected President or the person acting on her behalf appointed by a resolution of the Executive Committee.

Article 5

The Association shall not engage in politics, nor shall it involve itself in speculative activities involving funds. The Association shall observe public order and morals, and undertake in all its activities to safeguard the well-being of the State, form of government or its social system.

Article 6

The name of the Association, the address of its headquarters, registration number, scope of activities and logo, if any, shall appear in all its books, records, and publications.

Article 7

The Association shall not be affiliated to, participate in or join a society, association, club or union outside Bahrain without obtaining prior permission of the Ministry of Labour and Social Affairs to this effect.

CHAPTER TWO

Objectives, Ways of Implementation, and Scope of Activities

Article 8

The objectives of the American Women's Association of Bahrain shall be:

- A. To unite women in Bahrain for friendship and cooperation.
- B. To promote understanding amongst women of different nationalities.
- C. To enhance the cultural and social communication among members and their families.
- D. To serve the community.

Article 9

The Association aims to promote its objectives by the following methods:

- A. Hold regular meetings for members and guests.
- B. Organize charitable activities.
- C. Organize different fund-raising events to support community services.
- D. Organize volunteer services to aid and assist various welfare agencies and centers.

Article 10

The Association shall function according to the following aspects:

- A. Social
- B. Cultural
- C. Charity

CHAPTER THREE**Membership**Article 11

The applicant seeking membership in the Association shall fulfil the following conditions:

- A. She should not be less than eighteen years of age.
- B. She should be a resident of the State of Bahrain.
- C. She shall be reputed for her good conduct and behaviour and shall not have been convicted for any felony or crime affecting her honour or integrity unless she has been reinstated.

(See By-Law 2) Article 12

The Association shall have two membership categories as follows:

- I. Active Members include the following groups:
 - A. Any women who is a citizen or the wife of a citizen of the United States of America.
 - B. Any woman who is a citizen of Bahrain.
 - C. Any woman of different nationalities.
- II. Honorary Member: Subject to the approval of the Association's Board, Honorary Membership should be granted to the wife of the US Ambassador. She will neither have the right to vote nor be nominated and will not pay membership.

Membership in the two categories shall be restricted as follows:

- Members of category (A) (US citizens) should not be less than **51%** of the membership.
- Members of category (B & C) should not be more than **49%** of the membership.
- Categories B & C are outlined in the By-Laws.

(See By-Law 1) Article 13

Any person wishing to join the Association shall complete the application form for this purpose and submit it to the Membership Sub-Committee Chairperson. The Membership Sub-Committee Chairperson shall review the membership categories to determine conformity with the requirements of Article 11, and shall refer the membership application to the Executive Committee at its first meeting after the membership application has been submitted. The Executive Committee shall decide within one month whether to accept or reject the application.

Article 14

The US citizens are accepted upon receipt of their application and payment of annual dues. All other applicants shall be given a notice in writing of the Executive Committee's decision within two weeks from the date of adopting this decision. A favourable decision requires the applicant to submit payment of annual dues within two weeks of receipt of such notification. Applications which have not been accepted by the Executive Committee may be placed on the waiting list for future consideration, **but not before 3 months from the refusal decision.**

Article 15

Any member wishing to resign from the Association shall tender her resignation to the Secretary, indicating the reasons for her resignation. The Secretary shall refer the resignation application to the Executive Committee within a month after receiving it to discuss the reasons for the member's withdrawal and the idea of dissuading her before the resignation is decided on. If the resigning member rejects the Executive Committee's opinion dissuading her from resigning, the resignation shall be deemed to have been accepted. The resigning member shall undertake to pay all financial obligations due to the Association.

Article 16

The Executive Committee may pass a resolution dismissing any member from the Association after hearing her statement in the following cases:

- A. Violating the Association Constitution or internal regulations.
- B. Violating the resolutions and recommendations of the General Assembly or the Executive Committee.

- C. If she embezzles the Association's funds or forges its seals, documents, or correspondence.
- D. If she defames or causes libel to the name of the Association, any of its members or its Executive Committee.
- E. If she fails to pay her annual dues within a reasonable time period in spite of serving notice upon her to make payment.
- F. Passing a criminal judgement affecting her integrity, honour or morals, unless she has been reinstated, or until the prescribed sentence has elapsed.

The dismissal decision shall only be enforced with the approval of a two-thirds majority of the Executive Committee members and the member shall be given notice of the Executive Committee's decision of dismissal within two weeks from the date of adopting it.

Article 17

A member against whom a dismissal decision has been adopted may appeal against such decision before the General Assembly at its next Ordinary or Extraordinary Meeting and the General Assembly's decision shall be final.

The Executive Committee Secretary shall notify the member in writing of the decision within two weeks from the date of adopting it.

Article 18

Membership shall be deemed forfeited in any of the following events:

- A. Death.
- B. Resignation from the Association.
- C. Forfeiture of any of the membership conditions set forth in Article 11 hereof.
- D. Dismissal.

(See By-Law 1) Article 19

The Association member has the right to the following:

- A. Attend the General Assembly's meetings, discuss and vote over the agenda's subjects.
- B. Receive the Association's membership card showing her name, profession, address, date of joining, membership number, central population register number and any other particulars.
- C. Obtain a copy of the Constitution.

- D. Benefit from facilities provided by the Association for its members on the professional or social levels.
- E. Obtain the Association's circulars or publications.
- F. Have access to the Association's records, documents, and correspondence at the times sanctioned by the Executive Committee. The examining shall be at the Association's headquarters in the presence of the person in charge.

Article 20

The Association Member must:

- A. Declare her acceptance of and her compliance with its constitution, internal regulations and resolutions of the General Assembly and Executive Committee.
- B. Pay the membership dues according to the Association's financial regulations.
- C. Implement the objectives through participation in the Association's programmes and activities.

CHAPTER FOUR

General Assembly

Article 21

The General Assembly shall be considered as a supreme authority of the Association, shall define the Association's policy and see to its implementation, and its resolutions shall apply to all bodies, committees and members.

Article 22

The General Assembly shall consist of all members who have paid their dues according to the Association's Constitution and have been members for six months.

Article 23

The General Assembly shall convene its Ordinary Meeting once every year within three months from the expiry of the financial year. The Executive Committee may hold the General Assembly in a different location from the regular meeting place.

The Executive Committee shall indicate in the notification for such a meeting the date and place of convening the General Assembly Ordinary Meeting, the proposed agenda, and shall notify the members at least two weeks before the date of the meeting. The General Assembly may discuss matters not on the agenda with the approval of the majority of the General Assembly members.

(See By-Law 9) Article 24

The Ordinary Meeting of the General Assembly shall only be considered valid if the absolute majority of the members are present. If the quorum is not obtained, the meeting shall be postponed to a second meeting to be held after not less than 8 and not more than 15 days from the first meeting, which meeting shall be considered valid if the number of those present is not less than one third (1/3) of the Association's General Assembly members.

If the quorum is not obtained, the meeting shall be postponed to another meeting to be held within minimum one hour and maximum 15 days and such meeting shall be considered valid if 10% of the members are present.

If the quorum is obtained at the beginning of the meeting, the resolutions shall not be affected by the withdrawal of less than one half of the active members present.

(See By-Law 9) Article 25

The General Assembly shall call an Extraordinary Meeting in the following cases:

- A. At the written request of the Executive Committee.
- B. At the written request of at least one third of the members of the General Assembly, who have the right to attend.
- C. At the request of the Ministry of Labour and Social Affairs.

The notification for the meeting shall indicate the purpose of the meeting and subjects listed on the General Assembly's agenda.

Such meeting shall be validly convened if the procedures set forth in the Constitution for the General Assembly Ordinary Meeting, as regards the time and place of convening it and the required quorum, are complied with.

Article 26

The Ministry of Labour and Social Affairs shall be notified of all the General Assembly meetings at least fifteen days prior to each meeting, copy of notification, agenda, and documents attached to it. The Ministry may commission whoever is appropriate to attend the meeting.

The Ministry shall be furnished with a copy of the minutes of the General Assembly Ordinary Meeting within fifteen days from the date of such meeting. The said minutes shall contain the resolutions adopted at the meetings.

(See By-Law 3) Article 27

The resolutions of the General Assembly Ordinary Meeting shall be passed by the majority of votes of members present. However, for resolutions to be valid they shall be passed by a two-third majority of the votes of the General Assembly members with

respect to dismissing a member, an amendment of the Association's Constitution, deciding to dissolve the Association or removing the Executive Committee members from office, and with regard to the merger of the Association with another, its division or setting up branches thereof.

Article 28

Member of the General Assembly may give a written proxy to another member to attend the Ordinary Meeting on her behalf.

A member may appoint no more than one member to act as her proxy. The proxy shall not include voting or dismissal of one or all the members of the Executive Committee.

Article 29

The Association member may not take part in discussions of the General Assembly Ordinary Meeting, nor shall she cast her vote in respect of a matter referred thereto, if she has a personal interest in the matter subject to the discussion or the resolution.

(See By-Law 9) Article 30

The Ordinary Meeting of the General Assembly shall have the power to review the following:

- A. Discussion and approval of the reports and proposals of the Executive Committee and committees.
- B. Reviewing and approval of the annual balance sheet.
- C. Reviewing and approval of the final accounts.
- D. Reviewing the reports of the Executive Committee for the activities of the year just ended.
- E. Appointment of an auditor and fixing his remuneration at the recommendation of the Executive Committee according to the provisions of Article 49 of this Constitution.
- F. Election of the Officers and the members of the Executive Committee.
- G. Any other business which the Executive Committee deems fit to be included in the agenda.

(See By-Law 3) Article 31

The Extraordinary General Assembly Meeting shall have the power to review and approve the following:

- A. Amendment of the Association's Constitution.

- B. Merge the Association with another Association carrying on the same objectives, division thereof, or setting up branches thereof.
- C. Dismissal or resignation of some or all of the Executive Committee members.
- D. Voluntary dissolution of the Association.
- E. Any other matters which are specified by the party calling for the convention of the Extraordinary General Assembly Meeting.

CHAPTER FIVE

Executive Committee

Article 32

The Executive Committee is the highest executive authority in the Association. It shall execute the policy drawn up by the General Assembly and the resolutions and recommendations adopted by it for the realization of the legitimate objectives of the Association.

The Executive Committee shall run the affairs of the Association. For this purpose, it shall be empowered to do any act, other than those provided for in the Association's Constitution, after securing the consent of the General Meeting.

The Executive Committee shall carry out the following:

- A. Draw up the framework for the Association's overall policy of administering its affairs in accordance with the Laws of Societies and the Association's constitutions and to facilitate what is necessary for its members allowing them to practice their various activities.
- B. Decide the plans and programs for accomplishing the Association's aims.
- C. Review the incoming committee reports and the Association's members' suggestions, and take proper action concerning them.
- D. Prepare the Association's annual balance sheet and the final account.
- E. Lay down the Association's regulations in accordance with its Constitution.
- F. Prepare the Association's annual activity report.
- G. Prepare and distribute circulars, booklets and the necessary studies for realising the Association's aims.
- H. Form the necessary Sub-committees to implement the Association's aims and to encourage members to join the different Sub-committees.

(See By-Laws
5 & 7)

Article 33

The Executive Committee shall consist of eight members to be elected by the General Assembly from its members for a term of one year renewable, by secret ballot, on condition that the following 5 positions should be U.S. Citizens in good standing:

President, Vice President, Secretary, Treasurer, and Parliamentarian

Article 34

An Executive Committee member shall meet the following general requirements:

- A. She shall enjoy her civil rights.
- B. She should not be an Executive Committee member of a Association proven to be responsible for committing violations which led to its dissolution before the lapse of five years of the date of resolution for the dissolution thereof.

Article 35

It shall not be permitted to combine between membership of this Association's Executive Committee and another Association carrying on similar activities except by a special permission from the Ministry of Labour and Social Affairs.

It shall not be permitted to combine membership of the Executive Committee and working as a salaried employee in the Association.

(See By-Laws
5,6, & 7)

Article 36

(Please note that in the Arabic version of the Constitution from the Official Gazette, there are no letters assigned to the positions. They are provided here to delineate the positions. Also note, in the Arabic versions, the Corresponding Secretary comes before the Parliamentarian, but in this translation, the Parliamentarian is listed before in keeping with those positions identifies in Article 33.)

Members of the Executive Committee, identified in Article 33, are assigned by a secret ballot during the first board meeting and shall carry out the following functions:

- A. **PRESIDENT**: She is the legal representative of the Association. She presides and directs all the meetings of the Board and the General Assembly. She co-signs the Minutes of the Meeting with the Secretary and co-signs all checks, payment vouchers and financial documents with the Treasurer. She also supervises all the activities of the Association and takes necessary action on urgent matters which cannot be delayed on condition that such matters are presented to the Board during its first meeting. She also is responsible for finding Sub-committee Chairpersons and presenting their names to the Board for approval.

- B. VICE-PRESIDENT: In absence of the President, she shall perform the duties of that office. The Executive Committee has the right to assign to her certain financial, administrative or technical duties.
- C. SECRETARY: She prepares agenda of Board Meeting and General Assembly and takes Minutes of both meetings and co-signs the Minutes with the President. She supervises all written communications, correspondence, documents, books and contracts.
- D. TREASURER: She is responsible for the financial management of the Association and is in charge of its accounts, debit/credit, in one of the licensed Banks. She executes approved expenditure per payment vouchers signed jointly with the President. She also has to monitor collections and membership fees to be shown on the books. Keep financial documents which constitute financial obligation on/or right to the Association taking into consideration balancing income and expenses of the financial statement. She is also required to submit a monthly report to the Board on the income and expense status. She has the right to maintain a petty cash fund as approved by the financial statement of the Association.
- E. PARLIAMENTARIAN: She is the parliamentary authority for the Association and is required to be thorough and familiar with the Constitution of the Association and all matters that require legal opinion and advice to the Association. She is responsible for finding a Chairperson of the Nominations Committee and presenting her name to the Executive Committee and the General Membership for approval.
- F. Person Responsible for Correspondence: She is responsible for all official correspondence of the Association and will substitute for the Secretary in her absence.
- G. To be defined in the By-Laws.
- H. To be defined in the By-Laws.

(See By-Law 4) Article 37

The Executive Committee shall form Sub-committees from amongst its members or others, and shall specify the number of members for each sub-committee, its functions and specializations so as to refer the results of their studies and research work to the Executive Committee to decide.

Article 38

The Executive Committee shall hold its meetings once every month on a regular basis, and its meetings shall be considered valid if the majority of its members are present. The Secretary shall prepare its agendas for all Executive Committee meetings and

present them to the President to decide what she deems fit. The Secretary shall service the notification upon the members at least one week before the meeting.

The resolutions of the Executive Committee shall be valid if they are passed by the majority of the members present. In case of a tie, the President shall cast the deciding vote.

Article 39

The Executive Committee shall convene an Extraordinary Meeting at the summons of the President or upon request of at least one third of the Committee Members for deliberation over specific issues, and such meeting may not discuss any other matter not included in the agenda. The Ministry of Labour and Social Affairs may request a meeting of the Executive Committee, if this is deemed necessary.

Article 40

If a member of the Executive Committee is absent from the Committee's meetings three times successively, or six intermittent meetings without acceptable excuse, such member shall be considered resigned from the Executive Committee.

If an office on the Executive Committee becomes vacant due to the death, resignation, or removal of any member, the alternate candidate for that office who wins the next largest number of votes shall fill the vacant office for the remaining term.

The term of office of the new member shall compete that of her predecessor to the end of the term.

If the member whose office is to be filled has won the office unopposed, the Committee may continue in being to the end of its term without appointing a successor for her, provided that the number of members who vacate their offices for the aforesaid reasons should not exceed one third of the committee members, or the matter should be referred to the General Assembly to elect a successor for the member or members whose offices have been vacated.

Article 41

The Executive Committee shall be dissolved if three of its members resign en masse, or if the remaining members are less than half of the members.

In these two cases the General Assembly shall be summoned for an extraordinary meeting to elect a new Executive Committee to complete the term of its predecessors.

The Ministry of Labour and Social Affairs shall take the necessary measures to convene the General Assembly within a month from the date of dissolution.

Article 42

The Executive Committee members shall keep at their residence the following records and books which pertain to their specific assignment as noted:

- A. Member Register in which the name of each member, surname, nationality, occupation, date of birth, date of joining, and her CPR number is recorded.
- B. Minutes of meetings of the Executive Committee which have to be signed by the President and Secretary and circulated to all members of the Executive Committee.
- C. A minutes books of the General Assembly and regular meetings.
- D. A record book for revenue and expenditure.
- E. A bank account book.
- F. A standing advance account book.
- G. A membership fee register.
- H. A record for all properties, movable assets or any other items held in custody of the Association, a summarized description of each, price paid for and the day bought, location, person in charge, her title and her address. Also to be recorded every change or alteration which may occur thereto.

The Executive Committee, if necessary, shall add additional information to the current information in the aforesaid manner. The Executive Committee may maintain other records and books which are required for proper pursuit of its business. Each page in the records or books should be numbered and stamped by the Association seal before use. All the records, books, and files should be updated.

Article 43

The Executive Committee may appoint a director from amongst its members, and shall delegate thereto the power to handle any of the Executive Committee's affairs. The appointment of a director may take place against the payment of remuneration to be decided by the Executive Committee. In this case, the director shall be deemed to have resigned from the Executive Committee should she be a member thereof.

CHAPTER SIX

Association's Finance

Article 44

The Association's revenues shall consist of:

- A. Joining fees paid by the member after registration or re-registration.
- B. Annual membership dues.

- C. Donations and contributions approved by the Ministry of Labour and Social Affairs.
- D. Revenues from fairs and charity bazaars held by the Association or in which it takes part. Prior approval from the authorities concerned is a must.
- E. Earnings and interest arising from the investment of its funds according to the laws and regulations in force.

Article 45

The Association shall not receive money from a non-resident person, nor from a foreign organisation, and should not remit any of the above mentioned funds to persons or organisations abroad without permission from the Ministry of Labour and Social Affairs, except for the sums which are remitted for the price of books, circulars, technical and scientific literature.

Article 46

The Association's financial year shall commence 1st January and shall end on 31st December in every year.

Article 47

The President and members of the Executive Committee shall be held responsible, each in her respective capacity, for the Association's funds and for any act which may contravene the provisions of the Association's Constitution and internal regulations.

Article 48

The Executive Committee shall draw up financial regulations governing the ways and means whereby funds are spent or deposited. It also shall determine the annual membership dues and the amount which the Treasurer shall maintain as a permanent advance for spending in emergencies and other such matters.

Article 49

The Executive Committee shall refer the annual accounts to the General Assembly after they are approved by all members after review and endorsement.

If the expenditure or revenues exceed BD 10,000 the Executive Committee shall present the final account to a licensed firm of Chartered Accountants, along with supporting documents, to check and provide their report to be presented at least one month before the annual meeting of the General Assembly. The Executive Committee shall present the next year's budget proposal to the General Assembly for approval.

Copies of the final account, the balance sheet, Auditors and the Executive Committee's reports should be included in the notification to members who have the

right to attend the General Assembly meeting. The aforesaid documents should be displayed in a prominent place in the Association's premises fifteen days before the

General Assembly meeting and should stay there until they are approved. Such audit also shall be performed in the event of replacement of the Treasurer during the calendar year.

Article 50

The Association's cash funds shall be deposited in the official name of the Association with a licensed bank. The Ministry of Labour and Social Affairs shall be notified of such and shall be notified if the bank is changed within one week from the date of such a change.

No withdrawal of any amount should take place unless the check is signed by the President and the Treasurer or their replacements by the Executive Committee Resolutions.

Article 51

The Association's funds shall not be spent unless authorised by a quorum of the Executive Committee, and for the Association's purposes according to the provisions of the financial regulations and the Constitution.

Article 52

The Association's funds, whether in cash or in kind, including membership fees and subscriptions, donations, and contributions and others, are considered the sole property of the Association. An Association member, or any other person whose membership is forfeited for any reason or her heirs has no claim thereto.

Article 53

The General Assembly shall elect the auditors from those nominated by the Executive Committee, taking into consideration the provisions of Article 49 of this Constitution and the General Assembly shall determine their fees.

CHAPTER SEVEN

Association's Merger, Division, Setting up Branches Thereof or Dissolution

Article 54

The General Assembly may decide to merge with a Association or other Associations seeking to accomplish similar objects and it may divide the Association and set up branches in accordance with the provisions of Article 30 of this Constitution.

The General Assembly's decision to merge the Association, or divide it or set up branches, shall not be enforced unless recorded in the Register maintained for this purpose with the Ministry of Labour and Social Affairs and published in the Official Gazette.

Article 55

An Association may be dissolved voluntarily in accordance with the provisions of Articles **22 or 25** and **31** of this Constitution, if it appears to be incapable of accomplishing the objects for which it has been established, or if the number of the Association members fall to a percentage which makes it impossible to continue its activities or for any other reasons. **The dissolving decision will not be effective unless it is recorded in the Ministry of Labour and Social Affairs and published in the official newspaper.**

Article 56

Members of an Association which has been dissolved, as well as the persons in charge of administering it, and its employees, shall be prohibited from continuing its activities or disposing of its properties upon learning of the dissolution thereof.

In addition, no person shall participate in the activities of the Association after the publication of the dissolution decision in the Official Gazette.

Article 57

If an association has been dissolved the concerned Administrative Authority shall appoint a liquidator therefore and shall determine the period and remunerations for carrying out his duties.

The officers in charge of the Association's administration shall take steps for handing over to the liquidator all the documents and records of the Association at request. They, the bank, in which the Association's funds are deposited, and the debtors shall be barred from handling any of the Association's affairs or its rights except by a written order from the liquidator.

Article 58

Upon the completion of the liquidation, the liquidator shall distribute the properties remaining to one or more associations or charities as deemed by the General Assembly which carry on the same activities as those of the Association.

If the method of distribution is not practicable, the Ministry of Labour and Social Affairs shall decide to allocate the properties of the dissolved Association for the social organisations of its choice.

CHAPTER 8

Final Provisions

Article 59

The resolution of the General Assembly amending the Association's Constitution shall not be considered valid unless recorded in the Register kept for the purpose at the Ministry of Labour and Social Affairs and be published in the Official Gazette.

Article 60

The Association shall appoint employees or workers on a permanent or temporary basis, pay their salaries or remunerations according to the decisions of the Executive Committee and subject to the guidelines laid down by the final regulations and according to Labour Law for the Private Sector promulgated by Legislative Decree No. 23 of 1976, as amended.

Article 61

The Association is required to amend the Constitution in accordance with future regulations or regulation amendments in force, with respect to Social and Cultural Societies and Clubs subject to the supervision of the Ministry of Labour and Social Affairs.

Article 62

In case of any confusion or obscurity in the interpretation of any provisions of this Constitution, the Executive Committee shall refer to matter to the Ministry of Labour and Social Affairs for interpretation and clarification.
