

## **Solidarity with Middle East and North Africa Workers Network (MENA Solidarity Network)**

Constitution – Amendments proposed at the Annual General Meeting, 30 September 2024, ratified by electronic vote.

### **1] Name:**

- 1.1 The name of the organization referred to in this constitution shall be the Solidarity with Middle East and North Africa Workers Network, hereinafter referred to as the Network.

### **2] Objectives:**

- 2.1 The objective of the Network shall be to support workers in the Middle East and North Africa in their struggles for social justice and democracy, to build independent organisations free from state control, and in defence of the right to strike and organise.

We encourage our members and affiliates to work closely with colleagues in the Palestine Solidarity Campaign and support the PSC's position on solidarity with Palestinian trade unions and workers' organisations.

- 2.2 In order to meet these objectives the Network will
  - a) Provide regular information about workers' struggles in the MENA region through its website and/or other publications
  - b) Provide speakers on workers' struggles in the MENA region for trade unions or other interested bodies;
  - c) Promote discussion in the media and respond to media coverage about workers' struggles in the MENA region;
  - d) Encourage the building of links and contacts between trade unions here and independent workers' organisations in the MENA region;
  - e) Organise campaigns in solidarity with workers facing victimisation, prosecution or threats because of their trade union activism.
- 2.3 The Network shall raise funds to support its activities, provided that these funds meet the following criteria:
  - a) We will not accept funding from any government or governmental organisation whether based in the UK or elsewhere.
  - b) Funds raised will only be used to support the Network's own activities and will not be transferred to workers' organisations in the MENA region.
  - c) Purposes to which funds raised may be put include, but are not limited to:
    - Administration costs
    - Publication costs (website, newsletters, reports)
    - Costs of meetings and conferences (room hire, speakers' expenses)
    - Translation costs

### **3] Membership:**

- 3.1 Membership of the Network shall be open to all who agree with our objectives. Membership may be individual or affiliate.
- 3.2 An individual member shall be anyone who agrees with our objectives and has paid the necessary fee.
- 3.3 An affiliate member shall be anyone from an organisation affiliated to the Network. Affiliated organisations shall appoint one individual to represent and

vote on its behalf at the Steering Group meetings and Annual General Meeting (AGM) of the Network.

3.4 Admission to and, where necessary termination of membership will be the responsibility of the Steering Group (SG). The SG may, by a two thirds majority, terminate the membership of an individual member or affiliated organisation found to have breached the constitution, subject to appeal at the next AGM, or at an EGM convened for that purpose.

3.5 The rates for affiliation are:

- National unions:
  - Unions below 100,000 members: £200
  - Unions below 500,000 members: £400
  - Unions over 500,000 members: £600
- Union branches / Trades Councils: £50
- Individual solidarity subscription £24 (waged) / £12 (unwaged)

#### **4] Steering Group:**

4.1 Administration shall be vested in a Steering Group, which shall comprise the following officers and members: Convenor, Secretary, Treasurer and Website/Publicity Officer, one nominated representative from each affiliate. Other members at large may be co-opted onto the Steering Group by majority vote at Steering Group meetings or by electronic vote.

4.2 The Steering Group shall meet at least 3 times a year (including a meeting as part of the Annual General Meeting). The quorum for Steering Group meetings shall be 50% of its membership. If quorum is not achieved, the Officers are empowered to organise an electronic vote of all SG members to ratify decisions taken at the SG meeting.

4.3 The Steering Group shall be replaced by a new Steering Group at each Annual General Meeting. Nominations for the new Steering Group must be received by the Secretary at the AGM, and elections shall either be by secret ballot at the AGM or by electronic vote of all voting members within one month of the AGM.

4.4 Between Steering Group meetings, administration is delegated to the Officers' Group, which will hold meetings and electronic consultations with Steering Group members as necessary to ensure the functioning of the Network. The Officers' Group shall keep minutes of its decisions and make these available to SG members on request. Members of the SG may call a Special Steering Group meeting with the support of two-thirds of the SG, which may decide to overturn decisions of the Officers' Group by a two-thirds majority vote.

#### **5] Procedure at the AGM**

5.1 The annual general meeting shall be held once a year. Four weeks notice of the time and place shall be given to all members by email at the last known email address.

5.2 The Chair shall be taken by the Convenor or another member appointed by the Chair

5.3 A quorum at the AGM shall consist of 15 or 50% of the membership having a right to attend and vote at that meeting (whichever is smaller).

- 5.4 All members and officers shall have one vote each. In the event of a motion having a tied vote, the Chair of the meeting shall have an additional casting vote.
- 5.5 The AGM shall determine the subscription that members shall be required to pay.
- 5.6 The minutes of AGMs shall be kept by the Secretary who will make them available to any branch Member upon request.

## **6] Finance:**

- 6.1 The Network is responsible for ensuring that funds provided to it are used only in accordance with its practices and precepts and with legal requirements.
- 6.2 The SG is required to:
- a) ensure that accounts and accounting records are kept.
  - b) ensure the preparation of annual accounts
  - c) ensure that a normal system of internal financial management and control is maintained.
  - d) plan and conduct its financial affairs so as to ensure that its total income is at least sufficient, taking one year with another, to meet its total expenditure and that its financial solvency is maintained.
  - e) Independent examiners or auditors may be appointed by the AGM.
- 6.3 The Treasurer shall keep the Bank Account of the Network. The Network shall designate four members, one of whom shall be the Treasurer, to act as signatories on the account and all cheques shall require two signatures. The Treasurer shall keep written records of the financial transactions of the Network and these shall be available to members of the Network.
- 6.4 The Treasurer shall present the accounts to the AGM.

## **7] Amendments:**

- 7.1 Following an online vote at the AGM on 30 September 2024, the rates for affiliation outlined in Section 3.5 have been updated. These amendments were formally incorporated into this constitution on 1 October 2024.
- Previous rates:
- National unions: £200
  - Union branches / Trades Councils: £25
  - Individual: £15 (waged) / £5 (unwaged)
- New rates (effective from 30 September 2024):
- National unions:
    - Unions below 100,000 members: £200
    - Unions below 500,000 members: £400
    - Unions over 500,000 members: £600
  - Union branches / Trades Councils: £50
  - Individual solidarity subscription £24 (waged) / £12 (unwaged).
- This amendment supersedes all previous affiliation rate structures.
- 7.2 The date of the AGM, as referenced in the first paragraph of this constitution, has been updated. This amendment was formally incorporated into this constitution on 1 October 2024.
- Previous date: 3 March 2012  
New date: 30 September 2024