



CONSTITUTION OF THE WORLD MOVEMENT OF CHRISTIAN WORKERS (WMCW)

Revised and adopted by the 10th General Assembly (Quebec, May 2004)

TITLE I

NAME – REGISTERED OFFICE – OBJECT – ACTIVITIES

Article 1

The international not-for-profit association is called MOUVEMENT MONDIAL DES TRAVAILLEURS CHRETIENS (MMTC).

The association is governed by the dispositions of title III of the 27th of June 1921 constitution on the associations without lucrative aim, the international associations without lucrative aim and the foundations.

Article 2

Its registered office has been established in Belgium, at 124 Boulevard du Jubilé, 1080 Brussels (Molenbeek-Saint-Jean) – Belgium.

The social registered office of the association might be transferred all over Belgium on a simple decision of the Executive Council to be published at the Annex of the Belgian Counsellor.

OBJECT AND ACTIVITIES

OBJECT

Article 3

3.1 The World Movement of Christian Workers (WMCW) is an international movement set up by Christian movements of working men and women around the world in order to raise awareness and provide ongoing education as well as to organise social and apostolic action with a view to improving the living conditions of working men and women on a social, economic and cultural level and making a contribution towards the achievement of a fair and sustainable world.

3.2 The WMCW is directed at all working men and women, with or without employment, regardless of race, culture, religious beliefs or convictions, with a main concern for the victims of social exclusion.

The WMCW encourages education through action and the see-judge-act method, practised on the basis of its own spirituality. It is in this way that the WMCW hopes to spread and put into practice the message of the Gospel.

As neither a union nor a political party, the WMCW, as part of its social and apostolic mission, encourages personal involvement in unions, political parties, ecclesiastical bodies and other associations fighting for the same objectives as well as the joint and collective action of its movements, if possible with other influential bodies in civil society.

3.3 The message of the Gospel is the source of the WMCW's inspiration and the foundation on which its choices are made, and the social teaching of the Church is an important criterion for judging situations and taking appropriate action.

The WMCW shares "the joys and hopes, the sadness and anguish" of the workers and seeks to promote "a Church at the world's service" in the working environment and among the socially excluded.

The WMCW groups together movements defined as socio-cultural movements inspired by the Christian faith as well as movements defined as Catholic and apostolic movements.

3.4 The WMCW works towards the achievement of Human Rights. It promotes in particular the achievement of economic, social and cultural rights, as defined by the Universal Declaration of Human Rights, and the promulgation and application of the rights of workers, as defined by the International Labour Organisation.

3.5 The WMCW organises dialogue, collaboration and partnership between all member movements with a view to highlighting the international aspects of our life, globalising solidarity, organising a collective international movement for a fair and sustainable world and encouraging collaboration with other international organisations.

ACTIVITIES

3.6 To achieve its aims, the WMCW seeks:

- a) To strengthen and unite the affiliated national movements while fully respecting their independence and their characteristics.
- b) To stimulate and sustain, by a show of solidarity between the movements, those activities and efforts which tend to create or develop a movement according to Articles 1 to 4 of these by-laws, in countries where such a movement is either non-existent or under development.
- c) In everything that concerns its aims, to represent workers before international institutions.
- d) To organise meetings, exchanges of information and documentation and international seminars; to promote ideas, the analysis and study of workers' problems throughout the world, realise joint and collective actions.

3.7 To render its action effective on the basis of geographical regions or cultural affinities, and at the same time to develop in its affiliated movements an awareness of the world problems of workers, WMCW promotes the regional grouping of these organisations.

When conditions permit, such groupings will become a Coordination, being given a structure, an appropriate Internal Regulation, with the approval of the Executive Council of the movement.

TITLE II

THE MEMBERS

Article 4

The association is composed of full members, hereinafter referred to as "members" and associate members (correspondent movements). Only the active members enjoy the full rights and obligations granted to members by law and in these by-laws.

The number of members is unlimited.

Article 5

Movements qualifying as "full members" of the WMCW are all movements of adult workers (mixed movements, movements for women or men) organised throughout an entire country or a large part of a country, which apply for membership and fulfil the following conditions:

- a) Possess a four-fold character as a movement of working men and women, educational and/or training movements, a Christian movement and a movement open to all working men and women;
- b) Carry on an organised campaign which targets all workers
- c) Are led at all levels by workers
- d) Have a democratic functioning
- e) Are recognised by the ecclesiastical community or maintain contact with it.
- f) Cooperate in the development and democratic processes of the WMCW by their experiences, activities and financial contributions.

Any movement which applies to become an associate member, must complete the official forms and submit them together with its by-laws and/or documents justifying its existence and activities. Applications shall be submitted to the General Secretariat.

Applications for associate membership are approved by the Executive Council.

Once its application has been approved by the Executive Council the applicant shall be granted the status of associate member. In consultation with the member, the Executive Council shall propose to it objectives with a view to enabling it to become a full member.

To become a full member, every associate member must submit a written application, accompanied by a progress report.

Full membership status is granted by the Executive Council.

Article 6

If a candidate movement is not satisfied with the decision taken by the Executive Council, it may request that its application be reconsidered. The final decision shall be taken at the following meeting of the Executive Council and shall be submitted to the General Assembly.

Article 7

All members shall be entitled automatically to participate in the General Assembly and in the life of MMTC at all levels.

They shall be entitled to put forward proposals on the content of work, decide on amendments to the by-laws, elect candidates and have full voting rights.

A member that does not participate in the development and activities of the MMTC and/or that does not pay its membership fee shall lose its status of full or associate member.

Article 8

A full or associate member that resigns must notify the Secretariat in writing.

Article 9

Any full or associate member that does not comply with the membership conditions and/or no longer fulfils its duties shall lose its rights.

The Executive Council is empowered to suspend the said member following a proposal from the Bureau and shall submit the decision to expel the said member to the General Assembly.

Any member excluded, has the right to call against the decision in the General Assembly so far as he has introduced a written appeal.

A member that ceases to be a member of the association shall have no rights over the association's assets.

TITLE III**GENERAL ASSEMBLY****Article 10**

The General Assembly (General Management Body) is the supreme governing body of the MMTC. It is composed of the full members represented by two delegates.

The Ordinary General Assembly shall be convened by the Presidents at least every four years and shall be held in the place indicated in the notice convening the meeting. The said notice shall be sent by mail, fax, electronic mail, or any other means of communication one year before the date fixed for the General Assembly and shall contain the agenda for the meeting.

Full members must send their proposals for the agenda to the to the General Secretariat eight months before the General Assembly.

For the General Assembly to be able to deliberate validly a quorum of half the full members must be present or represented. Decisions shall be taken on the basis of an absolute majority of votes cast (abstentions are not considered as a vote cast), each country having right to twelve votes. Full members absent may delegate their powers to another full member. This delegation of powers must be signed by three members of a responsible management body of the said member.

A member can only have one delegation of power.

In the event that there is not a quorum as defined above, an Extraordinary General Assembly may be convened by the President, fifteen minutes later, and deliberate on the agenda, irrespective of the number of members present.

An Extraordinary General Assembly may, in addition, be convened at the request of 2/3 of the full members spread over three continents or by the Executive Council with the agreement of a majority of 2/3 of its members.

To deliberate validly, the Extraordinary General Assembly must be convened three months before the scheduled date. The notice convening the meeting shall be sent by mail, fax, electronic mail or any other means of communication and contain the agenda.

The members (correspondents) are invited to attend the General Assembly on a consultative basis.

Article 11

The General Assembly:

- Receives and adopts the progress report;
- Determines the general trends of the WMCW.
- Adopts and may amend the Constitution by a two-thirds majority of full members.
- Determines the place of the movement's registered office (and that of the general secretariat)
- Sets the subscription criteria
- Ratifies affiliation and exclusion of members.
- Elects separately two Presidents, a woman and a man.
- Elects the other members of the Executive Council.
- Elects separately two general secretaries, one of these posts to be occupied by a man, the other by a woman. One of the two general secretaries to come into office at the close of the General Assembly, the other two years later half-way between the two General Assemblies.
- Ratifies the General Chaplain
- Approves the budgets and accounts

All other matters shall be determined by the Executive Council

Article 12

Resolutions adopted shall enter into force as soon as they have been notified to all the active and associate members by mail, electronic mail or fax or any other means of communication.

TITLE IV**ADMINISTRATION****Article 13**

The association is administered by an Executive Council composed of at least 9 Members.

The Executive Council consists of:

- Two Presidents man/woman
- The other members of the EC
- Two General Secretaries man/woman
- The General Chaplain

Article 14

All candidates for the Executive Council and function of general secretary must be presented by the movement (full members of the WMCW) of which they are leaders.

No country may have more than one representative on the Council, exception being made for the general secretary (m/f), the assistant general secretary (m/f) and the General Chaplain.

The composition of the Council must aim at giving proper representation to the various continents. Each continent having more than one mandate must be represented by at least one person of each sex.

No-one elected as an active member (excepting the general secretaries) may serve for more than two successive terms. The general secretaries may serve for two successive four-year terms even if they have already served for a term as member of the Executive Council. They can serve only one term as general secretary if they have already served two terms as an Executive Council member. However, if they are elected general secretary without previously being an Executive Council member, then they cannot be elected to the Executive Council after having served two consecutive terms as general secretary.

Article 15

The Executive Council (Administration Body) is convened by the Presidents at least once a year and at least 3 months before the date fixed for the meeting by mail, fax, electronic mail or any other means of communication. The notice convening the meeting shall contain the agenda.

The Executive Council:

- Studies requests for affiliation as well as all the relevant documents
- Decides on the basis of a majority of the votes cast on the admission of new members, either correspondent or full, after consultation with the affiliated members in the same country.
- Decides equally the suspension of members who have ceased to fulfil the conditions laid down in the Constitution. This disaffiliation must be confirmed by the General Assembly.
- Convoques the General Assemblies.
- Ensures the fulfilment of the aims of the WMCW in accordance with the decisions of the General Assembly.
- Sets up, when needed, commissions and auxiliary bodies.
- Between two General Assemblies, fills any vacancy or vacancies left open by the resignation or departure of one or more of the full-time secretaries. According to needs and the availability of financial resources, the Executive Council may take on a replacement with a limited contract until the next General Assembly.
- Encourages the movements in their development and their action and attends to the implementation of the WMCW four-year Plan.
- Drafts "reference documents".
- Palliates eventual vacancies in the Executive Council between two General Assemblies, by confirming one or more new members of the Executive Council.
- Chooses a general Chaplain, submits his candidature to the approval of Church authorities and the confirmation of the General Assembly. He serves a four-year term, which can be renewed once.
- Draws up the budget and annual accounts

All the Executive Council's decisions taken on the basis of an absolute majority of the votes cast (abstentions are not considered as a vote cast) shall apply as soon as they have been taken.

The Executive Council can enact validly only if half of its members are present.

A member of the Executive Council wishing to resign must notify his or her resignation to the Secretariat

Members of the Executive Council may be suspended by the Executive Council on the basis of a majority of 2/3 of the votes of the members present; any such suspension shall be submitted to the General Assembly for ratification.

The members of the Executive Council may represent the WMCW in the groupings which concern their own region.

Article 16

The Bureau consists of:

- The presidents,
- the Vice-President,
- the General Secretaries,
- the Treasurer,
- the General Chaplain

The Bureau meets at least once a year, or by the request of the presidents, or on the request of two thirds of the members of the Board, or the request of the majority of the members of the Executive Council.

It proposes to the Executive Council, all measures capable to promote the achievement of the WMCW targets.

Article 17

The General Secretaries are responsible for the General Secretariat, which ensures the carrying out of the decisions made by the General Assembly and by the Executive Council. They reports regularly to the Bureau which superintends and controls their activities.

Article 18

The Executive Council may delegate the day-to-day management to one or more directors or to an employee. It may, in addition, grant under its responsibility special, defined powers to one or more persons.

All documents binding the association shall, except for special powers of attorney, be signed by two directors who shall not be obliged to justify to third parties the powers conferred for that purpose.

Legal actions, either as plaintiff or defendant, shall be pursued by the Executive Council represented by its President or a director designated for that purpose by it.

TITLE V**BUDGET AND ACCOUNTS*****Article 19***

Every year, the Executive Council (Administration Body) shall draw up the annual accounts for the past financial year, as well as the budget for the following financial year. The General Assembly (Management Body) approves the annual accounts and budgets at its next meeting.

TITLE VI**WINDING-UP - LIQUIDATION*****Article 20***

Unless it is wound-up by a Court order, the MMTC may only be wound-up by a decision of the General Assembly, convened for that purpose. Any such decision must be adopted by a 2/3 majority of the active members present or validly represented.

In the event of a voluntary winding-up, the General Assembly, or failing that the court, shall appoint one or more liquidators. It shall also determine their responsibilities as well as the conditions of the liquidation.

In the event that the association is wound-up, the assets, after payment of all debts, shall be transferred to an international organisation whose not-for-profit object is as close as possible to that of the MMTC. The General Assembly shall designate the association which will receive the balance of the liquidation.

TITRE VII**GENERAL PROVISIONS*****Article 21***

The present statutes and also all ulterior modifications are and shall be submitted to the Ministry of Justice and published at the annex of the Belgian Counsellor.

The applicable laws, as well as the general provisions and Internal Rules shall apply for everything which is not expressly governed by the by-laws.

Brussels, june 2004