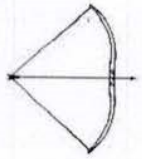


# PAKISTAN ARCHERY FEDERATION

## CONSTITUTION

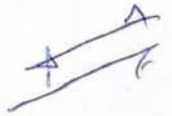
2020



PAKISTAN  
ARCHERY  
FEDERATION

*Amman  
03 Nov 20*

AMENDED IN ACCORDANCE WITH THE IOC – AGENDA 2020 &  
GUIDELINES OF WORLD ARCHERY & NOC PAKISTAN FOR  
GENDER EQUALITY, CLEAN ATHLETES & GOOD  
GOVERNANCE ON 03<sup>RD</sup> DAY OF NOVEMBER, 2020



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*Muhammad*

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## DEFINITIONS AND INTERPRETATION OF TERMS

The terms and abbreviations used in this Constitution shall mean:

1. IOC – International Olympic Committee
2. WA – World Archery, International Governing Body for the sports of Archery
3. POA. – Pakistan Olympic Association (National Olympic Committee of Pakistan)
4. WAA – World Archery Asia
5. PSB – Pakistan Sports Board
6. WADA – World Anti-Doping Code
7. Federation – Pakistan Archery Federation
8. PAF - Pakistan Archery Federation
9. PAA – Provincial Archery Federation
10. Member Unit - Provincial Associations / Departments & Services / Other Regional Associations / Individual Members / Lady Members / National Archery Referees / Judges Commission / Athletes Commission of PAF / National Women Archery Commission/ National Archery Coaches Commission / Provisional Members / etc recognized by Pakistan Archery Federation
11. Association - Provincial Archery Association recognized by Pakistan Archery Federation.
12. Other Association – Islamabad Archery Association, Azad Jammu & Kashmir Archery Association, Gilgit Baltistan Archery Association recognized by Pakistan Archery Federation.
13. Service Organization - Departments and Services Organizations affiliated with Pakistan Archery Federation.
14. Constitution - Constitution of Pakistan Archery Federation.

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**Article I**

**PREAMBLE**

1.0 WHEREAS it is expedient to establish a National Federation of Archery in Pakistan as defined in the World Archery Constitution and the Constitution of Pakistan Olympic Association having exclusive rights to: -

1.1 Administer, govern, organize, control and promote the game of Archery in accordance with this Constitution and guidelines of World Archery; and the Pakistan Olympic Association.

1.2 Establish, amend from time to time and enforce the rules for the sports of Archery and Code of Conduct of and for Pakistan Archery Federation and its affiliated and recognized Provincial Archery Associations, Services Organization / Institution / Departments or Private Entities etc., associated with the game of Archery in Pakistan and as such shall be governed in accordance with the applicable statutes of Pakistan Archery Federation.

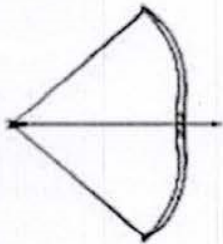
**Article II**

**TITLE/EMBLEM/FLAG**

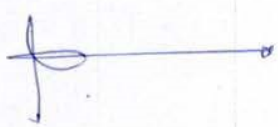
2.0 The name of the Federation shall be Pakistan Archery Federation and shall be abbreviated PAF.

2.1 The official emblem of Pakistan Archery has been adopted by the General Council. It belongs to Pakistan Archery and shall be protected by copyright.

2.2 The Pakistan Archery flag shall be white in colour with the Pakistan Archery emblem in colour centrally placed as indicated below:-



PAKISTAN  
ARCHERY  
FEDERATION



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**Article III**  
**JURISDICTION**

3.0 The Jurisdiction of the Pakistan Archery Federation shall extend throughout Pakistan, the acceding States and the Territories under the control of Pakistan.

**Article IV**  
**OBJECTIVES**

4.0 The objectives of Pakistan Archery shall be:

- To promote and encourage Archery throughout Pakistan in conformity with the Olympic principles;
- To define and promote World Archery and PAF goals;
- To interpret PAF Rules;
- To coordinate and control activities in respect of Archery in all ways including the holding of tournaments, organizing of National/International Championships, Senior and Junior under its own or under the auspices of any of its affiliated member unit and in any discipline as the General Council may establish;
- To confirm and maintain:
  - National Records;
  - National Special/Paralympic Games Records;
- To protect clean athletes and the integrity of sport, by educating against doping and use of substances and procedures prohibited by WORLD ARCHERY/ WADA.
- To take action against all forms of manipulation of competitions and related corruption.
- To promote and support the IOC's Charter of Athletes' rights and responsibilities and not allow any form of discrimination and harassment in its actions or decisions, be it of any kind such as race, colour, sex,, language, religion, political or other opinion, national or social origin, property, birth or other status. Anyone part of the Pakistan Archery Family will commit themselves by their actions to behave in a non-discriminatory and ethical manner;

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*Yasir*

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- To promote, develop, regulate and control the sport of Archery in Pakistan by positive youth engagement ensuring gender equality and to participate in National and International arenas.
- To adopt and enforce the Rules for the promotion and development of and to regulate the sports of Archery at the National level and its athlete's participation at the International level. The Federation shall enforce the applicable rules and regulations and shall exercise and reserve all the vested rights by virtue of Federation's affiliation with POA and PSB to secure and protect the rights of Federation, its members and of national Archers and all individuals who respect and acknowledge this Constitution and want to be associated with Archery in Pakistan.
- To promote and control formation of and conduct of member units and any Archery activity of national or regional stature in Pakistan or at international level involving archers, individuals related to active national Archery in Pakistan.
- To select teams and officials to represent Pakistan in the sports programs i.e. trainings/competitions to be held within country and abroad.
- To create, standardize and regulate structure of Technical Officials / Referees / Judges / Coaches and Administrators under Executive Committee of the Federation.
- To resolve and conduct resolution of all disputes within the Federation and within its affiliated member units through arbitration.
- To establish Commissions for governance and improving performance of the Archers.
- To control and augment administrative and technical structures of the Pakistan Archery Federation and the Associations from National to the Provincial / Units levels.
- To do all other acts and things as deemed to be necessary or conducive to perform its functions in accordance with Rules, Aims & Objectives and Role of the Pakistan Archery Federation.
- To purchase, lease of or hire or acquire any moveable or immovable property or rights necessary for the purpose of promotion and development of Pakistan Archery Federation.
- To collect funds for the purpose of the Federation and utilize the same in such a manner as may be considered desirable for the attainment of the aims and objects of the Federation.

#### 4.1 Responsibility of the Federation and Affiliated Members Units of the Federation





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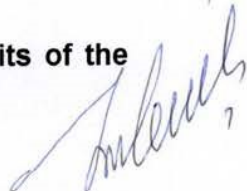














- The Federation shall be responsible and authorized to approve conduct of and participation in all kinds of provincial, departmental, national, regional and international Archery tournaments and other programs of WORLD ARCHERY, WORLD ARCHERY ASIA, POA, PSB or other international organizations.
- Collaboration and Cooperation with Other International Organizations: The Federation shall follow the procedures of WORLD ARCHERY and / or POA to relate / join with any other Archery Organization at international level where the PAF shall be the exclusive authority to enter into any understanding or agreement or contract governing or related to the sports of Archery in Pakistan. In instances where any entity(s) or member defined in the Constitution of PAF, affiliated or recognized by the Federation, has relationship, of any manner with International Organizations, shall ensure adherence with PAF statutes, rules and directions.
- Compliance with Constitution and Rules of WORLD ARCHERY and Pakistan Olympic Association: By virtue of Pakistan Archery Federation's affiliation with WORLD ARCHERY and POA, the Federation and each member of the Federation is subject to the statutes of WORLD ARCHERY and must always comply with the WORLD ARCHERY and POA statutes, the WORLD ARCHERY Bylaws, the Technical & Competition Rules issued by WORLD ARCHERY from time to time, the WORLD ARCHERY Code of Ethics and Conduct, the WORLD ARCHERY Disciplinary Code and other procedural rules and the WORLD ARCHERY Anti-Doping Code. Where there is any discrepancy between the constitutional provisions of the Federation and the WORLD ARCHERY documents described above, the WORLD ARCHERY documents will prevail. In particular, Pakistan Archery Federation shall not allow governments and other public authorities to appoint members of the governing bodies of such associations. This provision does not prevent affiliated member units duly affiliated by the General Council of Pakistan Archery Federation from exercising the rights of an affiliated member unit provided such affiliated member unit complies with the Constitution of Pakistan Archery Federation failing which their affiliation may be suspended.

## Article V

### SECRETARIAT

5.0 Pakistan Archery Federation shall have its Secretariat located in the city as decided by the President. Presently its address would be as under:-

Pakistan Archery Federation  
2, Hameed Nizami Road,

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Lahore  
Pakistan

## Article VI

### MEMBERSHIP

6.0 Members of Pakistan Archery shall be:

- Provincial Archery Associations; (PAA)
  - There will be only one PAA from each Province as recognised by PAF.
  - Will have affiliated District/Division Archery Associations, starting from the Club levels. The controlling body of the sport of Archery in a province shall be affiliated with the respective Provincial Olympic Association and Pakistan Archery Federation. The Provincial Archery Association affiliated and recognized by PAF shall be a member of PAF subject to compliance with the constitution of Pakistan Archery Federation.
  - They will be responsible for the promotion of Archery within their Provincial geographical boundaries.
  - Submit an annual report on its activities.
- Services Association and Departments;
  - Controlling body of the sport of Archery in Services Organization / Departments subject to compliance with the constitution of Pakistan Archery Federation.
  - They must ensure that they have a representative body in each Province.
  - Submit an Annual Activity regularly by 31 Jan for the previous year
- Other Archery Associations.
  - Controlling Body of the sport of Archery in the Islamabad / Azad Jammu & Kashmir/ Gilgit Baltistan provided the body complies with the eligibility conditions as prescribed in the constitution of Pakistan Archery Federation.
  - The membership will be restricted to genuine clubs practicing the sport of Archery.

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- Individual Members - The membership of the Pakistan Archery Federation shall be granted to individuals who can assist the Federation in achieving its objective and aims.
- Lady Members - In pursuance of the Olympic Agenda 2020, there shall be Lady Members on the General Council of PAF to secure at least 40% representation of women in General Council.
- Athletes Commission - Pakistan Archery Federation shall have, as a member, on its General Council an Athletes Commission of the Pakistan Archery Federation.
- National Archery Coaches Commission - Pakistan Archery Federation shall have, as a member, on its General Council a National Archery Coaches Commission.
- National Women Archery Commission - Pakistan Archery Federation shall have, as a member, on its General Council a National Women Archery Commission.
- National Referees and Judges Archery Commission - Pakistan Archery Federation shall have, as a member, on its General Council a National Referees and Judges Archery Commission.
- Special People Archery Association. To encourage children and adults with intellectual and physical disabilities to participate in the sport of Archery; will be represented through their management without voting rights.
- Traditional Archery Association. May be invited to attend the General Council Meeting but without voting rights and as observers only.
- Provisional Members who have been granted affiliation for the promotion and development of Archery in Pakistan shall be entitled to attend the meetings of the Executive Committee and the General Council as an observer only.

**NOTE 1:** Member Associations must manage their internal affairs with total independence and ensure that no third party interferes in their operations. They must remain autonomous and resist all political, religious and financial pressure, which may infringe their commitment to abide by the Constitution of PAF/World Archery. Any external form of interference or attempt to interfere must be reported to PAF. Member Associations must make provision for an election or interim appointment system that ensures a complete independence of the Membership Associations vis-à-vis third parties. In particular, Member Associations shall not allow governments and other public authorities to appoint members of the governing bodies of such associations. This provision does not prevent a Member Association from deciding, for instance, that

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within its management government representatives without voting rights may take a limited number of positions, while the members with voting rights must be appointed exclusively by the general assembly amongst candidates that are nominated exclusively by the members of the Member Association. Any Member Association whose decisions, elections and bodies that are not in compliance with this Article shall not be recognized by Pakistan Archery Federation and may be suspended.

**NOTE 2:** Member Associations shall recognise Pakistan Archery Federation as the National Federation for Archery representing the World and Pakistan Archery objectives. Members shall be bound by its Rules, shall submit to its jurisdiction in Pakistan Archery matters and shall undertake to promote its goals. Members, their officers and athletes, shall be bound by the Constitution and Rules including the Code of Ethics and Conduct.

## Article VII

### BEING AN ACTIVE MEMBER MEANS:

- 7.0 Organise a national/provincial/departmental championship at least once every year including both genders;
- 7.1 Have a minimum of 10 registered/member athletes.
- 7.2 Submit an Annual Report to Pakistan Archery Federation on the activities of their Member Association;
- 7.3 Strict observance of the Anti Doping Rules.
- 7.4 Be a member in good standing and implement good governance practices.
- 7.5 All member units shall recognise PAF as the National Federation representing Pakistan Archery matters nationally and internationally. They shall be bound by their agreement of co-operation with PAF and shall submit to PAF jurisdiction in Pakistan Archery matters and shall promote its goals.
- 7.6 In case a Member Association does not fulfill the requirements of being an active member, a warning will be sent. If no corrective action is initiated prior to the next General Council meeting, they will be recommended for expulsion.
- 7.7 Associate Members may be individuals, institutions or companies wishing to contribute substantially to Pakistan Archery's activity in promoting Archery. They may attend the general Council and speak, but have no vote.



## Article VIII

### ELIGIBILITY FOR AFFILIATION

8.0 Provincial Associations - the Provincial Archery Associations shall be eligible for seeking and retaining membership of the Federation if they fulfill the following conditions:

- Each Association has a valid Constitution in line with the Constitution of the Pakistan Archery Federation and duly approved by the Pakistan Archery Federation.
- The properly represented District / Divisional Associations as the case may be, genuinely existing and functioning, shall constitute these. The District Association shall be constituted by the Active Clubs (registered with PAF). The minimum number of Active Clubs in each shall be not less than two.
- All the clubs affiliated with Associations shall participate in the Annual District and Provincial championships, if so required by the Provincial Associations
- Active clubs shall have premises with playing facilities where sports activities of Archery shall take place at least 150 days in a year. Such clubs shall have a proper management and some sort of financial support system to ensure sustainable activities of the club during the year as well as its participation in the Tournaments, competitions and championships.
- The registered clubs shall be affiliated with the respective Association. The Associations may be registered with the Governmental Sports Bodies to receive the requisite financial and infrastructure / logistical support of the Government to run the Archery activities efficiently. However Governmental bodies must not interfere with the internal affairs, operations, governance, management, composition and elections of such Associations. In case District and / or association face any problem in this regard they shall bring the same to the notice of the Provincial Association & the Federation.
- These hold regular competitions as per SOP and decisions of the PAF.
- These are affiliated with the respective Provincial Olympic Association, which will certify bonafides of these associations. The Provincial Archery Association affiliated and recognized by PAF shall be a member of PAF subject to compliance with the constitution of Pakistan Archery Federation.
- These are enrolled with the respective provincial Sports Board under the recognition of provincial Olympic Association & Pakistan Archery Federation to receive financial, infrastructure and logistic support of the







- The registered clubs shall be affiliated with the respective and other Association or as the case may be. The Associations may be registered with the Governmental Sports Bodies to receive the requisite financial and infrastructure / logistic support of the Government to run the Archery activities efficiently. However Governmental bodies must not interfere with the internal affairs, operations, governance, management, composition and elections of the Federations. In case associations face any problems in this regard they shall bring the same to the notice of the Federation.
- These hold regular competitions as per SOP and decisions of the PAF.
- These are affiliated with the respective Olympic Association who will certify bonafides of these associations. The Other Archery Association affiliated and recognized by PAF shall be a member of PAF subject to compliance with the constitution of Pakistan Archery Federation.
- These are enrolled with and recognized by Pakistan Archery Federation and may be affiliated with respective sports board to receive financial, infrastructure and logistic support of the government from authorities or Governmental bodies must not interfere with the internal affairs, operations, governance, management, composition and elections of the Federations. In any case PAF shall recognize only one Association at each territory duly elected under the auspice of and as governed by PAF.
- These hold elections as embodied in their respective constitutions on which one representative each from Federation, Olympic Association and Sports Board shall be called to attend the elections meetings, so as to ensure transparency and compliance of the constitutions of the associations however Governmental bodies must not interfere with the internal affairs, operations, governance, management, composition and elections of the Associations.
- These participate without fail in the national championships senior, junior every year as well as participate in other tournaments / competitions when asked by the Pakistan Archery Federation.
- The Constitution and functioning of Other Archery Association shall not conflict with the constitution of Pakistan Archery Federation.
- These pay the annual subscription / affiliation fee.
- These assist the Pakistan Archery Federation in organizing its annual championships / tournaments / other Archery activities as and when so asked by the Pakistan Archery Federation.

8.2 Services Organization / Departments: Services Organization / Department shall be eligible to seek or retain membership of the Federation only, if they are constituted on national basis and fulfill the following conditions:

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- These have a constitution / Rules, Bye Laws in line with the Constitution of the Pakistan Archery Federation.
- They have at least three Provincial units duly registered with the Provincial Archery Associations.
- These organize their own Inter-Unit / Inter Province Championships every year at national level in which all their component units, with bonafieds employee / Archers from throughout the country take part.
- These assist the Pakistan Archery Federation in organizing its annual championships / tournaments / other Archery activities as and when so asked by the Pakistan Archery Federation.
- These have paid affiliation fees and are paying annual subscriptions within first three months of the financial year to the Federation.
- These participate without fail in the national championships as per the directions of the Pakistan Archery Federation.

8.3 National Archery Coaches Commission: The eligibility of the members of this Commission shall be determined by the PAF and it shall always be in line with the Constitution of PAF. The Commission shall exercise its right to vote at the General Council of PAF only by its Chairman who shall be elected from amongst the members of the Coaches Commission, by the General Council of PAF on the nomination of Executive Committee of Federation.

8.4 National Women Archery Commission: The eligibility of the members of this Commission shall be determined by the PAF and it shall always be in line with the Constitution of PAF. The Commission shall exercise its right to vote at the General Council of PAF only by its Chairperson, who shall be elected from amongst the members of the Women Commission by the General Council of PAF, on the nomination of Executive Committee of Federation.

8.5 National Referees and Judges Archery Commission: The eligibility of the members of this Commission shall be determined by the PAF and it shall always be in line with the Constitution of PAF. The Commission shall exercise its right to vote at the General Council of PAF only by its Chairman, who shall be elected, from members of the Referees & Judges Commission, by the General Council of PAF on the nomination of Executive Committee of Federation.

8.6 Athletes Commission of the Pakistan Archery Federation: Pakistan Archery Federation shall have, as a member, on its General Council an Athletes Commission of the Pakistan Archery Federation, formation and Constitution of which shall be from amongst the National Archers playing under the rules and auspice of PAF. The Athletes Commission, including seven athletes from amongst the athletes of PAF Units including at least three female Archers shall be constituted in line with guidelines of IOC, WORLD ARCHERY and POA. The Commission shall perform duties and responsibilities as per guidelines of PAF and its Charter. The

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Commission shall exercise its right to vote by its Chairman and by a female member nominated by Commission.

8.7 Individual Member: The General Council may induct such individuals upon the nomination of and as per the recommendation of the President PAF duly endorsed by the Executive Committee. There shall be maximum (04) individuals, as Individual Members, on the General Council of Pakistan Archery Federation.

8.8 Lady Members: There shall be representation at least 40% representation of Lady Members on the General Council of PAF and such ladies shall be nominated by the Executive Committee and inducted by the General Council. There shall be at least (04) individuals, as Lady Members, on the General Council of Pakistan Archery Federation.

8.9 Provisional Members: The General Council of PAF shall be empowered to recognize entities interested to work for the promotion and development of Archery in Pakistan however such entities shall undertake to adhere with the statutes of PAF. Such Provisional Member(s) shall however NOT be entitled the right to vote and other entitlements vested to the affiliated of PAF. The representatives and individuals associated with the Provisional Members shall not be entitled to represent any other affiliated unit(s) of PAF.

#### Article IX

#### METHODOLOGY-AFFILIATION

9.0 Applications for Member Association and Associate International Federation shall be accompanied by:

- A copy of the applicant's current Constitution;
- A statement accepting the Pakistan Archery Constitution, including the Code of Ethics and Conduct, for their association and its members;
- The membership fee for the current year.

9.1 The Executive Committee shall evaluate the application. Upon the Executive Committee's finding the membership application to be in order, they shall announce it to all Member Associations. If no objections are raised in writing within 60 days of this announcement, temporary membership shall be granted until the next General Council meeting, when final membership shall be submitted to a vote. If there are any serious objections, the Executive Committee shall determine whether or not to award temporary membership.

9.2 **Re-affiliation.** If the Executive Committee is satisfied that a request by an expelled Member Association for re-affiliation, following an expulsion for the nonpayment of the membership fees or a period of inactivity, is in order, the request shall be submitted to the Executive Board for decision. Approval of the re-affiliation



may be subject to certain conditions by the Executive Committee. The decision by the Executive Board shall need a confirmation by the next General Council meeting. The Executive Board's decision shall be communicated to all Member Associations. This procedure does not apply to expulsions following a decision under *Sanctions*.

9.3 The General Council may decline membership for a Membership, in which case any fee paid shall be returned. Upon the Executive Committee's finding the membership application to be in order, it shall grant final membership and announce it to all Members.

## Article X

### COMPOSITION OF THE GENERAL COUNCIL

10.0 Representation of the members and affiliated Units on the General Council of the Federation shall be as under:

- |  |                 |
|--|-----------------|
| i. President and Secretary General<br>(Elected at the Elective Meeting of the General Council) | One (01) each   |
| ii. Provincial Associations<br>(Including One Female)  | Three (03) each |
| iii. Other Associations<br>(Including One Female)  | Two (02) each   |
| iv. Services Organizations/Departments<br>(Including One Female)                               | Two (02) each   |
| v. Athletes Commission of PAF<br>(Including One Female)  | Two (02) each   |
| vi. Individual Members   | One (01) each   |
| vii. Lady Members  | One (01) each   |
| viii. National Archery Coaches Commission  | One (01)        |
| ix. National Women Archery Commission  | One (01)        |
| x. National Referees and Judges Archery Commission   | One (01)        |

## Article XI

### SUBSCRIPTION

11.0 Each Association / Service Organization shall pay affiliation fee amount of which shall be decided by the General Council at the time of its affiliation with the Federation. The payment of annual subscription shall be made before 30th June each year. Financial year of the Federation shall from 1st July and end on 30th June.

11.1 Private Entities applying to attain the Provisional Membership of PAF shall pay the fee of PKR 500,000/-.



11.2 No representative of a member unit shall be entitled to vote at any meeting of the Federation if the member unit is in arrears in respect of payment of its subscription to the Federation.

11.3. A member unit failing to pay subscription or any other dues to the Federation for two years, for which at least two notices have been duly issued and served by the Secretary General, shall be liable to be removed from the membership of the Federation through a decision of the General Council of the Federation

## Article XII

### DISBARMENT, SUSPENSION AND WITHDRAWAL OF MEMBERSHIP

12.0 The membership of any member can be suspended temporarily or permanently and any individual related to the sports of Archery can be disbarred from the sports of Archery in Pakistan on non-compliance of Constitution of PAF, directions of the Executive Committee or the President PAF and any other rules, code of conduct applicable upon the member units or the office bearers of the Federation. Federation, through its competent authority(s) may issue any such directions prescribed from time to time and is necessary to be compliant with.

#### 12.1 Power to Suspend or Withdraw Membership:

Nothing shall prevent the President of the Federation to suspend, withdraw or disbar any member(s) / Functionary(s) / Office Bearer(s) / Player (s) on charges of irregularities, malpractices, violation of constitution, disregard of Bye-laws / Directives or on any other charge of blemishing the name of the Federation / Sports of Archery / Pakistan. The President of Federation will constitute a Disciplinary Committee, if deemed appropriate, to inquire / investigate complaints of offences and recommend disciplinary actions, if so required. In any case, the individual / member unit shall be provided a chance to defend himself/ herself/itself.

#### 12.2 Removal of or Withdrawal or Disbarment / Suspension / Affiliation Withdrawal:

The decision of suspension or withdrawal or disbarment of membership or individual shall be treated temporary till approved/ratified by the General Council, in the very first meeting, of the Federation held in normal course. In the meanwhile President is authorized / empowered to remove such suspensions or decisions subject to ratification of the Executive Committee / General Council as the case may be. In case the decision of the suspension or withdrawal or disbarment is reversed or declared void, the Executive Committee / General Council shall ensure cognizance of all the facts and laws prior to such decision and the same shall be recorded in the minutes.

## Article XIII

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## POWERS & DUTIES OF THE GENERAL COUNCIL OF PAKISTAN ARCHERY FEDERATION

13.1 The Supreme authority of the Pakistan Archery Federation shall vest in the General Council consisting of authorized representatives of affiliated members and member units as per constitution, duly elected office bearers of the Pakistan Archery Federation i.e. President, Executive Vice President, Vice Presidents, Secretary General, Joint Secretary & Treasurer.

13.2 General Council shall meet at least once a year. Other meetings of General Council may also be held as and when summoned by the:

- President
- Executive Committee, if decided in its meeting
- At a request in writing from not less than forty (40%) of the total strength of the person eligible to attend the General Council meeting

13.3 General Council shall meet to normally transact the following business:

- To consider and approve admission and removal of member units.
- To elect Office Bearers and Members of the Executive Committee in a General Council Meeting expressly convened for this purpose when elections are due. WORLD ARCHERY's and Pakistan Archery Rules shall be complied in all aspects. Votes may be taken either by show of hands or by ballot as may be decided by the General Council of the Federation.
- To consider and approve audited statement of accounts. Statement of accounts shall be for each financial year and shall be audited by Chartered Accountants appointed by the General Council.
- To comprehensively consider and approve each year program of future activities of the Federation with yearly targets and measurable indicators in the General Council or a special General Council meeting to be convened for the purpose within one month of elections.
- To consider and evaluate the annual report of activities of the Federation and of the member units submitted by the Secretary General.
- To consider and approve the amendments to the constitutions of Pakistan Archery Federation.
- To take such other steps as may be necessary and expedient to carry into effect the Aims and Objectives of Federation

13.4 The Quorum for meetings of the General Council shall be One Third (1/3rd) of the total strength of the persons eligible to attend the General Council meeting.

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13.5 In order to exercise their votes in the General Council Meeting:

- i. Names of the representative from member units must be received in writing in the Federation's Secretariat at least (10) days before the date of meeting.
- ii. Member Units can send nominations only from amongst their Executive Committees whereas the Departments & Services may nominate their representatives only from amongst their bonafide employees.
- iii. If the representation of any nominee has been withdrawn by the concerned unit on cogent grounds, the intimation to this effect shall be provided jointly by the President and Secretary General of the concerned member unit to the President and Secretary General of the Pakistan Archery Federation at least (07) days before the General Council meeting of the Federation.

13.6 All business discussed and decided at the Meeting of General Council shall be recorded in a minute book which shall be signed by the Chairman of House / Meetings. Copies of the proceedings will be supplied to all members units and their authorized representatives who attended the meeting within 45 days of the meeting.

13.7 At least 21 days' notice shall be issued for all General Council Meetings until specified otherwise in any rules applicable.

13.8 In the event of a meeting of the General Council is not held on the appointed date for want of quorum, the same will be held on a subsequent date within a month with the same agenda items without quorum. For this purpose 07 days previous notice shall be necessary for convening the same adjourned meeting of the General Council.

13.9 All decision shall be taken by simple majority of votes in the General Council meeting.

#### Article XIV

#### EXECUTIVE COMMITTEE - OFFICE BEARERS

14.0 Following shall be the office bearers and members of the Executive Committee on the Executive Committee of Pakistan Archery Federation who shall be elected after every four years in the Elective General Council Meeting of the Federation except for the Executive Director and Legal Advisor (President shall be authorized to notify the responsibilities of these Ex-Officio Members) who shall be appointed by the President as Ex-Officio Member without the right to vote on the General Council:-

- President One (01)
- Chairman One (01)

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The bottom of the page contains several handwritten signatures and initials in blue ink. On the left, there is a signature that appears to be 'Anwar'. In the center, there is a large signature that looks like 'Saeed'. To the right, there are several other signatures, including one that looks like 'Imran' and another that looks like 'Saeed'. There are also some initials and marks scattered around.



- Senior Vice President One (01)
- Vice President Five (04)  
(With at least Two Lady Vice President)
- Secretary General One (01)
- Treasurer One (01)
- Joint Secretary Two (02)  
(With at least One Lady Joint Secretary)

14.1 All elected office bearers shall hold their offices for four years unless any of them resigns/ dies or stands removed by the General Council on cogent grounds which inter-alia shall include unsatisfactory performance to be evaluated by the General Council in its Annual General Council Meeting each year and for any other reason for which notice to the concerned person has been duly served and opportunity of explaining his / her case has been provided.

14.2 The Eligibility of Office Bearers & Member Executive Committee of the Pakistan Archery Federation: A person shall not be eligible to be elected on the Executive Committee of the Federation:

- If he / she has violated the Code of Conduct of the Pakistan Archery Federation and is under permanent or temporary suspension.
- If he / she has violated the instructions and directions of the competent authorities of PAF

14.3 An office bearer shall cease to hold office of the Federation if his / her representation is withdrawn by the concerned affiliated member unit through a decision taken by the General Council/ Executive Committee/ President of the said member unit and intimation of which is duly received by the President of the Pakistan Archery Federation at least 07 days before the meeting of the General Council / Executive Committee of the Federation, where this matter will be finally decided.

14.4 Any office bearer shall cease to hold office if he / she is absent from the two consecutive meetings without cogent reasons that will be reviewed and approved by the Executive Committee.

14.5 President, General Secretary and Treasurer of the Federation and its affiliated units shall not hold same office for more than two terms of four years (Eight years in total) as already adopted by the Federation in 2016.

14.6 All office bearers shall be elected from amongst the authorized representatives of member units or the persons eligible to attend the General Council Meetings.

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*Case No*

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14.7 He / she is an elected member of the Executive Committee of the Federation or it is affiliated and recognized Provincial / Other Associations in their latest Elective General Council Meeting held; whereas the bonafide employees of affiliated Department, Service Organization, Individual and Lady Member(s) and Member(s) of various commissions as per Article IX can participate in the Elective Process.

## Article XV

### POWER AND DUTIES OF THE OFFICE BEARERS

#### 15.0 President:

- The President shall be the head of the Federation. He / She shall preside over all meetings of the General Council/Executive Committee and of any committee of which he is a member.
- He / She shall interpret the provisions of the constitution and rules of the Federation and shall be authorized to appoint committees / sub-committees, define their terms of reference and take decisions on their reports on behalf of the General Council / Executive Committee and issue directions for smooth working of the Federation on day to day basis.
- In case of equality of votes, he shall have right to casting vote/and in any emergency.
- The President shall have the powers to take any action in the interest of Archery and the Federation but such action taken by the President shall be reported subsequently to the General Council or the Executive Committee.
- To nominate representative of the Pakistan Archery Federation to attend meetings of POA & PSB or any other such meetings where representation of the Pakistan Archery Federation is necessary.
- The President shall designate the chairpersons and deputy chairpersons of the Permanent Committees from among their members for a period of 2 years.
- The President is an ex officio member of all committees.
- To exercise powers explicitly mentioned in this Constitution.
- Is authorized to refer back the decisions/recommendations of the General Council, for re-consideration, for the attainment of the objects of the Federation.

*Waseem*

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*Waseem*

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*Waseem*



- The President will draw no salary from the Federation. However he will be authorized allowances and other actual expenses for duties performed on official Federation business.
- Have unlimited Financial Powers.

15.1 Executive Vice President - In the absence of the President, the Vice President will exercise all powers of the President. The Vice President shall also carry out duties as assigned by the President or the Executive Committee.

15.2 Vice President(s) - In the absence of the President and Executive Vice President nominated Vice President shall exercise the powers of the President for a meeting. The Vice Presidents shall carry out other assignments / duties given to them by the President / Executive Committee.

### 15.3 Secretary General

- The Secretary General is the officer responsible for the correct and efficient functioning of Pakistan Archery's administration.
- To act as Secretary of Federation and the Executive Committee and any other Committee / Sub Committee if so detailed by the President
- To perform all his/her duties under the control of and with the approval of the President and shall discharge all other duties and tasks assigned by the Executive Committee.
- The Secretary General shall also be responsible for the maintenance of other records or registers as well as the custody to all papers except those being handled by the Technical Executive Director of the Pakistan Archery Federation.
- To sign on behalf of the Pakistan Archery Federation and conduct its correspondence with/after the approval of the President.
- To issue Notices and Agendas for all meetings.
- To include, in the Agenda / Supplementary Agenda for the meetings of the General Council and Executive Committee, any matter duly proposed and seconded by a Member Unit or by any other person eligible to attend the said meeting and delivered to the Secretary General at least 15 days and seven days before the dates of the meetings of the General Council and Executive Committee respectively.
- To submit the Federation's correspondence to the Office of the President and obtain prior approval before corresponding on behalf of the Federation. The President at his/her discretion may delegate authority to Secretary to take certain actions related to routine communication for smooth operation of the Federation's Secretariat.

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 - A signature on the right side.  
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 - A signature on the right side, above the previous one.



- To record proceedings of all meetings and to obtain signatures of the President thereon and supply copies to all concerned persons / Member Units.
- To prepare jointly with the Treasurer the Annual Budget of the Pakistan Archery Federation.
- To jointly operate Bank Accounts of the Pakistan Archery Federation along with Treasurer or as determined by the President.

#### 15.4 Treasurer

- To maintain with the assistance of the Secretary General accurate and up- to-date accounts of the Federation including Cash Book.
- To receive and deposit immediately in the Bank all money received on behalf of the Pakistan Archery Federation and payments according to Federation's decision communicated to him/her through Secretary General.
- To prepare statements of Accounts every year and get them audited by the approved Chartered Account as per decision of the Federation and the lay audited statement of accounts in the annual General Council Meeting or the Executive Committee Meeting of the Federation, if the presentation of the said statement is due.
- To maintain a Stock Register.
- To prepare Annual Budget in consultation with the Secretary General and present the same to the General Council in its meeting, if the presentation of the Budget is due.
- To jointly operate the Bank Account along with Secretary General or as determined by the President.

15.5 Joint Secretary - He / She shall perform all such duties as may be assigned to him/her by the Executive Committee, President or Secretary General. He shall perform duties of Secretary General during his / her absence, while doing so he will keep the President apprised of his / her working

15.6 Executive Members - These shall perform all the duties as assigned by the President or the Executive Committee

15.7 Executive Technical Director:-

- There shall be an Executive Technical Director of the Pakistan Archery Federation appointed by the Executive Committee on the recommendation and nomination of the President PAF.
- He will be responsible for dealing with all technical aspects of Archery.

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- He will work directly under the President and will be the link with World Archery on all technical Matters like Archery Development and Promotion, Coaches and Technical Officials Development and Training, Courses, National and International Competitions.
- The Executive Technical Director shall be entitled to prepare plans and suggest the strategic roadmap for the development of athletes, coaches, judges of the sports of Archery and to prepare Activity Plans of the Federation.
- The Executive Director, if so authorized by the President / Executive Committee / General Council shall represent the Federation on the official forums and sign on behalf of the Federation on matters of official nature.

15.8 Legal Advisor - There shall be a Legal Advisor of Pakistan Archery Federation appointed by the General Council on the recommendation of and nomination of the President PAF. The Legal Advisor shall assist the Federation's authorities in matters related to the governance and of legal nature. The Legal Advisor, if so authorized by the President / Executive Committee / General Council shall represent the Federation on the legal and other forums and sign on behalf of the Federation on matters of statutory nature.

15.9 In case if an Office Bearer, for reasons beyond the control of the Federation, refuses or fails to discharge his / her obligations in conformity with these Statutes, the President in consultation with Sr. Vice President shall be empowered to temporarily delegate statutory responsibilities, roles and authority of that office bearer to another elected or appointed member of the Executive Committee for continuous functioning of the Federation.

## Article XVI

### EXECUTIVE COMMITTEE

16.0 The Executive Board is the governing body of Pakistan Archery between General Council Meetings. The Executive Board shall meet at least once a year.

16.2 The Executive Committee shall consist of:

- All Office Bearers, viz President, Executive Vice President, Vice Presidents Secretary General, Joint Secretary & Treasurer
- Two (02) Members duly elected from amongst the representative of affiliated Member Units including at least four females.

16.1 Meeting of the Executive Committee shall be held at least twice every year or as frequent as necessary, and at other times when summoned by the President or at the written request of at least 10 Members of the Executive Committee.

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16.4 The Executive Board may meet physically or through the use of any other simultaneous, recorded communication tool.

16.5 Quorum of the meeting shall be one third of the total strength of the Executive Committee. No Proxies shall be allowed at the Executive Committee meetings. Ten (10) days previous notice shall be necessary for a meeting of the Executive Committee.

16.6 An extraordinary meeting of the Executive Board shall be convened at the request of either the President, or a majority of the total number of Executive Board members.

16.7 The Executive Board may make its decisions by postal, electronic or faxed vote. Votes reaching the Secretary General after the date specified shall not be considered.

16.8 The Executive Board decisions shall be made by a simple majority of votes expressed.

16.9 In case of a tie, the chairperson of the Executive Board shall cast the deciding vote.

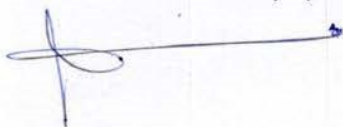
16.10 The Executive Committee shall fill in all vacancies in the Executive Committee.

16.11 The Executive Committee may delegate any of its power to:

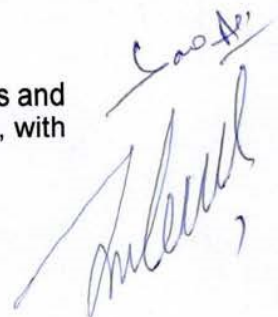
- President
- Executive Vice President
- A Sub – Committee appointed by the President

16.12 The Executive Committee shall exercise all powers of the Federation except those vested in the General Council and in particular shall have the powers and duties:

- To observe in all transactions the provisions of the Constitution of the Pakistan Archery Federation.
- Consider for approval the annual financial report;
- To transact the expenditures of the Pakistan Archery Federation
- To raise funds for Pakistan Archery Federation
- To prepare Coaching Camps, organize Courses for Referees, judges and Coaches and encourage holding of Tournaments and Competitions, with a view popularizing and improving standard the game of Archery.



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- To take decision about holding of National Championships, Senior and Junior.
- To engage experts for conducting Coaches and engage Coaches, for training of teams / Archers. From within or out of country and establish Coaching and Training Camps.
- To appoint official of the teams such as Managers, Assistant Managers, Coaches or the other officials necessary to be included for the good performance of Archers.
- Decide on doping matters
- Ensure that Member Associations comply with the Anti-Doping Rules and the World Anti-Doping Code;
- To frame Rules and Bye-Laws for conducting business of the Federation
- To take suitable action against Sportspersons/Archers, Officials, Organizers or any others persons connected with the activities of the Pakistan Archery Federation.
- To appoint Commission of Referees / Judges, Medical, Public Relation, Rules, Technical & Training, Legal, Arbitration, Youth & Ethic etc. the functions of which shall be defined and controlled by the Executive Committee.
- To do all such other things as may be incidental or conducive for the attainment of Aims and objects of the Federation.
- The Minutes of Executive Board meetings (including the budget) shall be published and circulated to all Members and officers.

## Article XVII

### FILLING OF VACANCY

17.0 A Vacancy caused in the Executive Committee, due to the death / resignation / removal or invalidity of any office bearer / representative, shall be filled in by the Executive Committee. However the President of the Federation may nominate any member to fill the vacancy till such time to get approval from the Executive Committee.

## Article XVIII

### MEETINGS

18.0 The Elective General Council Meeting of the Federation shall be convened once after every four years, in which besides other matters, the election shall be

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*Caos*

*Milani*

*[Signature]*

*[Signature]*

*[Signature]*



held, on which a Representative of Pakistan Olympic Association and a Representative of Pakistan Sports Board shall be invited by the Federation to ensure transparency of the elections. The Annual General Council Meeting of the Federation shall be held at least once in a year. The President or the Executive Committee shall determine the date and place of all General Council Meetings.

18.1 Special General Council Meeting:

- A Special General Council meeting may also be held to transact specific business as and when summoned by the:
  - President
  - Executive Committee
  - At the written request of not less than 40% of the total strength of the persons eligible to attend the General Council Meeting. The said request for the meeting must be accomplished with the statement of business proposed to be conducted in the requisitioned meeting.

18.2 The Secretary General with the written approval of the President shall give 21 days' notice to all Member Units and the concerned persons eligible to attend the General Council meeting and Annual General Council meeting. The Secretary General in case of Special General Council meeting, shall give 10 days' Notice. He / She shall circulate with the Notice a copy of agenda, Annual Audited Statement of Account and Budget Estimates if due.

18.3 In an emergent situation, the President and one Vice President can issue statutory notifications, organize and conduct the routine correspondence and sign various official and legal instruments of the Federation except for the financial instruments.

**Article XIX**

**PERFORMANCE EVALUATION & ACCOUNTABILITY**

19.0 The Federation, in its General Council Meeting or a Special General Council Meeting, to be convened for the purpose after the Elective General Council Meeting, shall comprehensively, discuss and approve a one year program of its future activities within the available budgets as well as with a plan for resources to be generated. In case of the unsatisfactory performance of the officials / Associations, the case shall be referred by the President to a Committee constituted by the President of the Federation. The Committee shall forward its recommendation to the General Council of the Federation.

*Mirza*

*Imran*

*✓*

*Coor*

*Shir*

*Shir*

*Shir*

*Shir*

*Shir*











- Ethics Commission
- Disciplinary Committee
- Finance Commission
- Constitution and Affiliation Commission
- Marketing Commission
- Development Commission

*Amran*  
*03 Nov 20*  
*3-11-20*  
*President (Higher Education)*  
*(Archery Archery)*

23.1 The terms of reference of the Commissions and Committees shall be approved by the President / Executive Committee.

*Peer Sadaf Akram (Army)*  
*3 Nov 2020*

**Article XXIV**

**MISCELLANEOUS**

24.0 All funds of the Federation shall be deposited in the Bank selected by the Executive Committee in the name of the Pakistan Archery Federation. The President, Executive Vice President, Secretary General and Treasurer shall be entitled to operate Bank Accounts of the Federation provided any two of them shall jointly operate on behalf of the Federation as authorized by the President.

*03/11/2020*  
*Hamdan Nazir*  
*Vice President*  
*Pakistan Railway*  
*Sports Board*

24.1 In case of urgent matters when holding of the General Council or Executive Committee Meeting is not possible, Secretary General in consultation with the President may obtain a decision from the concerned Members or Persons by Post, Fax or Email and act according to the majority votes provided. The votes so obtained are preserved in the record of the Federation and the matter must be presented in the next meeting of General Council or Executive Committee, as the case may be, for approval.

*Yooje*  
*03/11/20*  
*Gang (Sindh)*

24.2 The Constitution of the Federation shall, at all times be in line with the Constitution of WORLD ARCHERY & POA.

24.3 The electoral proceedings at the Elective General Council shall be in accordance with the applicable rules and Constitutional requirements.

*Fejib*  
*3/11/20*  
*Lewis Skardet*

**NOTES FOR AMENDMENTS & APPROVAL**

Amended in accordance with the IOC – Agenda 2020 & Guidelines of WORLD ARCHERY & NOC Pakistan for gender equality, clean athletes & good governance and approved in the General Council Meetings of Pakistan Archery Federation held on 03<sup>rd</sup> November, 2020.

*Jamil - DR - Pakistan Archery Federation*  
*3/11/2020*  
*Adnan Tariq Haseem*  
*Police S.D*

*3/11*  
*3/11/2020*  
*29*  
*ALIF QADIR Sahwani*

*3/11/20*  
*3/11*