

PAKISTAN GYMNASTICS FEDERATION

CONSTITUTION



**AMENDED IN ACCORDANCE WITH THE IOC – AGENDA 2020 &
GUIDELINES OF FIG & NOC PAKISTAN FOR GOOD
GOVERNANCE, GENDER EQUALITY & TRANSPARENCY**

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**APPROVED IN THE GENERAL COUNCIL MEETING OF
PAKISTAN GYMNASTICS FEDERATION HELD ON 09-09-2022**

Article I

PREAMBLE

WHEREAS it is expedient to establish a National Federation in Pakistan as defined in the Olympic Charter and Constitution of Pakistan Olympic Association and FIG (Federation Internationale De Gymnastique) having exclusive rights to;

Administer, govern, organize, control and promote the game of Gymnastics in accordance with this Constitution and guidelines of the Pakistan Olympic Association and FIG (Federation Internationale De Gymnastique); and

Establish, amend from time to time and enforce the rules for the sports of Gymnastics and code of conduct of and for Pakistan Gymnastics Federation and its affiliated and recognized Provincial Gymnastics Associations, Services organizations / Institutions / Departments or Private Entities etc. associated with the game of Gymnastics in Pakistan and as such shall be governed in accordance with the applicable statutes of Pakistan Gymnastics Federation.

Article II

TITLE

The organization shall be called the Pakistan Gymnastics Federation.

Article III

JURISDICTION

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

Article IV

SECRETARIAT

Pakistan Gymnastics Federation shall have its Secretariat located in the city where the Secretary General resides.

Article V

AUTONOMY

The Pakistan Gymnastics Federation shall be an autonomous body and shall resist all pressures of any kind; and shall declare its opposition to any form of discrimination on the ground of sex, politics, race, religion or creed etc. and shall prevent commercial, legal and any other form of exploitation of the sports of Gymnastics and / or national Gymnasts by members or individuals associated with PGF or any third party. In accordance with the Constitution of POA, any governmental and external authorities must not interfere with the internal affairs, operations, governance, management, composition and elections of the Federations and / or control of Gymnastics in Pakistan.

Article VI

AFFILIATION

Pakistan Gymnastics Federation is affiliated with FIG (Federation Internationale De Gymnastique), Asian Gymnastics Union (AGU), Pakistan Olympic Association and Pakistan Sports Board and shall ensure retention of membership(s) as part of the Olympic Movement of Pakistan. PGF recognizes all the FIG statutes and regulations and hereby commits to abide by them and undertakes to defend the IOC charter within the disciplines recognized by FIG:

- Gymnastics for all
- Artistic Gymnastics (Men & Women)
- Rhythmic Gymnastics
- Trampoline Gymnastics
- Aerobic Gymnastics
- Acrobatic Gymnastics
- Parkour

Article VII

DEFINITIONS AND INTERPRETATION OF TERMS

The terms and abbreviations used in this Constitution shall mean:

1. IOC – International Olympic Committee
2. FIG – Federation Internationale De Gymnastique
3. POA – Pakistan Olympic Association (National Olympic Committee of Pakistan)
4. OCA – Olympic Council of Asia
5. AGU – Asian Gymnastics Union
6. PSB – Pakistan Sports Board
7. WADA – World Anti-Doping Agency
8. Federation – Pakistan Gymnastics Federation recognized and affiliated with FIG
9. PGF – Pakistan Gymnastics Federation
10. ASO- Army Sports Board
11. PRSB- Pakistan Railway Sports Board
12. WSB- WAPDA Sports Board
13. PPSB- Pakistan Police Sports Board
14. HEC- Higher Education Commission
15. CGA-Capital Gymnastics Association
16. National – On country wide basis
17. Regional – Provincial or Zonal Gymnastics Association
18. Eligible – Citizens of Pakistan
19. Associate Member – Member with playing rights only
20. Member Unit - Provincial Associations / Departments & Services Organizations / Other Regional Associations / Individual Members / Lady Members / National Gymnastics Judges Commission/ Athletes Commission of PGF / National Women Gymnastics Commission / National Gymnastics Coaches Commission / Provisional Members etc. recognized by Pakistan Gymnastics Federation with voting rights.
21. Association - Provincial Gymnastics Association recognized by Pakistan Gymnastics Federation.
22. Other Association – Capital Gymnastics Association Islamabad, Azad Jammu & Kashmir Gymnastics Association, Gilgit Baltistan Gymnastics Association recognized by Pakistan Gymnastics Federation.
23. Service Organization - Departments and Services Organizations affiliated with Pakistan Gymnastics Federation.
24. Constitution - Constitution of Pakistan Gymnastics Federation

Article VIII

Roles, Aims & Objectives

1. To promote, develop, regulate and control the sport of Gymnastics in Pakistan by positive youth engagement and encouragement of women and to participate in international arenas of Olympics etc. within the disciplines recognized by FIG.
2. To adopt and enforce the Rules for the promotion and development of and to regulate the sports of Gymnastics at International and National 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 FIG, AGU, POA and PSB to

- secure and protect the rights of Federation, its members and of national Gymnasts and all individuals who respect and acknowledge this Constitution and Olympic Charter and want to be associated with Gymnastics in Pakistan.
3. To promote formation of and conduct of member units and any Gymnastics activity of national or regional stature in Pakistan or at International level involving Gymnasts, individuals related to active national Gymnastics in Pakistan.
 4. To coordinate and control activities in respect of Gymnastics in all ways including the holding of tournaments, organizing of National/International Championships, Senior and Junior every alternate year of the National Games under its own or under the auspices of any of its affiliated member unit.
 5. 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.
 6. To select teams and officials to represent Pakistan in the sports programs i.e. training competitions to be held within country and for participation in international events.
 7. To create, standardize and regulate structure of Technical Officials / Judges and Coaches under Executive Committee of the Federation.
 8. To establish Training Camps and organize Promotional Programs for expanding and raising standard of Gymnastics in Pakistan.
 9. To communicate with the Pakistan Olympic Association, Pakistan Sports Board, FIG, AGU and other international and / or national entities as and when required.
 10. To take action against violence in sport and against any form of discrimination on grounds of race, religion and politics etc.
 11. To enforce Anti-doping Code of FIG, WADA and NOC Pakistan and to educate against doping and use of substances and procedures prohibited by FIG / WADA.
 12. To resolve and conduct resolution of all disputes within the Federation and within its affiliated member units through arbitration.
 13. To establish Commissions for governance and improving performance of the Gymnasts.
 14. To promote mutual respect among affiliated Associations in their relations and the reciprocal recognition of penalties and suspensions.
 15. To promote youth development programs at grass root levels.
 16. To control and augment administration and technical structures of the Pakistan Gymnastics Federation and the Associations from National to the Provincial / Units levels.
 17. To do all other acts and things as deemed necessary or conducive to perform its functions in accordance with Roles, Aims & Objectives of the Pakistan Gymnastics Federation.
 18. To raise funds for the promotion and development of Gymnastics through Gymnastics Events and Marketing of the Sports of Gymnastics.
 19. 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 Gymnastics Federation.
 20. **Responsibility of the Federation**
 - A. The Federation shall be responsible and authorized to approve conduct of and participation in all kinds of provincial, departmental, national, regional and international competitions and other programs of FIG, AGU, POA, PSB or other international organizations for all recognized genres of Gymnastics.
 - B. **Collaboration and Cooperation with Other International Organization:**
The Federation shall follow the procedures of FIG and / or POA to relate / join with any other Gymnastics Organization at international level where the PGF shall be the exclusive authority to enter into any understanding or agreement or contract governing or related to the sports of Gymnastics in Pakistan. In instances where any entity(s) or member defined in the Constitution of PGF, affiliated or recognized by the Federation, has

relationship, of any manner with International Organizations, shall ensure adherence with PGF statutes, rules and directions.

C. **Elections – Eligibility of Officers of the National Federation:**

A person shall not be eligible to be elected as an officer of the Federation:

- i. If he/she has violated the Code of Conduct of the Pakistan Gymnastics Federation and is under permanent or temporary suspension or banned for illegal activities.
- ii. If he / she has violated the instructions and directions of the competent authorities of PGF.

D. **Compliance with Constitution and Rules of FIG and Pakistan Olympic Association:** By virtue of Pakistan Gymnastics Federation's affiliation with FIG, AGU and POA, the Federation and each member of the Federation is subject to the FIG statutes and must always comply with the FIG and POA statutes, the FIG Bylaws, the Technical & Competition Rules issued by FIG from time to time, the FIG Code of Ethics, the FIG Disciplinary Code and other procedural rules and the FIG Anti-Doping Code. Where there is any discrepancy between the constitutional provisions of the Federation and the FIG documents described above, the FIG documents will prevail.

Article IX

Membership

1. The membership of the Pakistan Gymnastics Federation shall consist of:
 - i. Provincial Gymnastics Association having affiliated Divisional Gymnastics Associations, starting from the Club levels. The controlling body of the sport of Gymnastics in a province shall be affiliated with the respective Provincial Olympic Association and Pakistan Gymnastics Federation. The Provincial Gymnastics Association affiliated and recognized by PGF shall be a member of PGF subject to compliance with the constitution of Pakistan Gymnastics Federation.
 - ii. Controlling body of the sport of Gymnastics in Services Organization / Departments subject to compliance with the constitution of Pakistan Gymnastics Federation
 - iii. Controlling Body of the sport of Gymnastics in the Islamabad, Azad Jammu & Kashmir, Gilgit Baltistan provided the body is affiliated and complies with the eligibility conditions as prescribed in the constitution of Pakistan Gymnastics Federation.
 - iv. **Individual Members** - The membership of the Pakistan Gymnastics Federation shall be granted to individuals who can assist the Federation in achieving its objective and aims.
 - v. **Athletes Commission of Pakistan Gymnastics Federation** - Pakistan Gymnastics Federation shall have as a member on its General Council as Athletes Commission of the Pakistan Gymnastics Federation.
 - vi. **National Gymnastics Coaches Commission** - Pakistan Gymnastics Federation shall have, as a member on its General Council a National Gymnastics Coaches Commission.
 - vii. **National Gymnastics Women Commission** - Pakistan Gymnastics Federation shall have, as a member, on its General Council a National Gymnastics Women Commission.
 - viii. **National Gymnastics Judges Commission**- Pakistan Gymnastics Federation shall have, as a member on its General Council a National Gymnastics Judges Commission.

- ix. Provisional Members who have been granted affiliation for the promotion and development of Gymnastics in Pakistan shall be entitled to attend the meetings of the Executive Committee and the General Council as an observer only.
 - x. Membership of PGF shall not include any person or unit debarred by the PGF, NOC, OCA, IOC or the FIG.
2. Representation of the members and affiliated Units on the General Council of the Federation shall be as under:
- i. Chairman, President and Secretary General (Elected at the Elective Meeting of the General Council) One (01) each
 - ii. Provincial Associations (Including One Female) Three (03) each
 - iii. Other Associations (AJK, G.B, CDA) (Including One Female) Two (02) each
 - iv. Services Organizations / Departments One (01) each
 - v. Individual Members (including Two Female) Six (06)
 - vi. Athletes Commission of PGF (Including One Female) Two (02)
 - vii. National Gymnastics Women Commission One (01)
 - viii. National Gymnastics Coaches Commission One (01)
 - ix. National Gymnastics Judges Commission One (01)

(List of members as on 09-09-2022 is attached at Appendix-A)

Article X

ELIGIBILITY FOR MEMBERSHIP

1. **Provincial Gymnastics Associations** shall be eligible for seeking and retaining membership of the Federation if they fulfill the following conditions:
- i. Each Association has a valid Constitution in line with the Constitution of the Pakistan Gymnastics Federation.
 - ii. These shall be constituted by the properly represented Divisional Associations, genuinely existing and functioning. The District Association of each Divisional Association shall be constituted by the Active Clubs. The minimum number of Active Clubs in each District shall be not less than five.
 - iii. All the clubs affiliated with District Associations shall participate in the annual District, Divisional and Provincial championships if so required by the provincial associations.
 - iv. Active clubs shall have premises with playing facilities where sports activities of Gymnastics 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.
 - v. The clubs affiliated with the District Association may be registered with the Governmental sports bodies to receive the requisite financial and infrastructure / logistic support of the Government to run the Gymnastics activities efficiently. In case Divisional and / or District association face any problems in this regard these shall bring the same to the notice of the Provincial Association & the Federation, where Governmental bodies must not interfere with the internal affairs, operations, governance, management, composition and elections of such Associations.
 - vi. These hold regular competitions as per SOP and decisions of the PGF.
 - vii. These are affiliated with the respective provincial Olympic association who will certify bonafides of these associations. The Provincial Gymnastics Association affiliated and recognized by PGF shall be a member of PGF subject to compliance with the constitution of Pakistan Gymnastics Federation.

- viii. These are enrolled with the respective provincial sports board under the recognition of Provincial Olympic Association & Pakistan Gymnastics Federation to receive financial, Infrastructure and logistic support of the government from authorities or Governmental bodies which must not interfere with the internal affairs, operations, governance, management, composition and elections of the Federations. In any case PGF shall recognize only one Association at each province or region duly elected under the auspice of and as governed by PGF.
 - ix. These hold elections as embodied in their respective constitutions on which one representative each from Federation, Provincial Olympic Association and Provincial Sports Board shall be called to attend the election 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.
 - x. 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 Gymnastics Federation.
 - xi. The Constitution and functioning of Provincial Gymnastics Association shall not conflict with the constitution of Pakistan Gymnastics Federation.
 - xii. These pay the annual subscription / affiliation fee.
 - xiii. These assist the Pakistan Gymnastics Federation in organizing its annual championships / tournaments / other Gymnastics activities as and when so asked by the Pakistan Gymnastics Federation.
2. **Other Associations** - The Other Gymnastics Association shall be eligible for seeking and retaining membership of the Federation if they fulfill the following conditions:
- i. Each Association has a valid Constitution in line with the Constitution of the Pakistan Gymnastics Federation.
 - ii. These shall be constituted by the properly represented District Associations or direct by the clubs (registered with PGF) as the case may be, genuinely existing and functioning. The District Association shall be constituted by the Active Clubs. The minimum number of Active Clubs in each District shall be not less than five.
 - iii. All the clubs affiliated with District Associations shall participate in the annual district championships and other championships if so required by the Other associations.
 - iv. Active clubs shall have premises with playing facilities where sports activities of Gymnastics 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.
 - v. The clubs affiliated with the District Association may be registered with the Governmental sports Bodies to receive the requisite financial and infrastructure / logistic support of the Government to run the Gymnastics activities efficiently. In case District Association face any problems in this regard they shall bring the same to the notice of the Other association. Such authorities or Governmental bodies must not interfere with the internal affairs, operations, governance, management, composition and elections of the Associations.
 - vi. These hold regular competitions as per SOP and decisions of the PGF.
 - vii. These are affiliated with the respective Other Olympic association who will certify bonafides of these associations. The Other Gymnastics Association affiliated and recognized by PGF shall be a member of PGF subject to compliance with the constitution of Pakistan Gymnastics Federation.

- viii. These are enrolled with and recognized by Pakistan Gymnastics Federation and may be affiliated with respective sports board to receive financial, infrastructure and logistic support of the government from authorities. Governmental bodies must not interfere with the internal affairs, operations, governance, management, composition and elections of the Associations. In any case PGF shall recognize only one Association at each territory duly elected under the auspice of and as governed by PGF.
 - ix. These hold elections as embodied in their respective constitutions on which one representative each from Federation, Other Olympic association and other 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.
 - x. 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 Gymnastics Federation.
 - xi. The Constitution and functioning of Other Gymnastics Association shall not conflict with the constitution of Pakistan Gymnastics Federation.
 - xii. These pay the annual subscription / affiliation fee.
 - xiii. These assist the Pakistan Gymnastics Federation in organizing its annual championships / tournaments / other Gymnastics activities as and when so asked by the Pakistan Gymnastics Federation.
3. **Service 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:
- i. These have a constitution / Rules, Bye Laws in line with the Constitution of the Pakistan Gymnastics Federation.
 - ii. These organize Inter-Unit / Inter Divisional / Inter-Departmental Championships every year at national level in which all their component units, with bonafide employee / Gymnasts from throughout the country take part.
 - iii. These assist the Pakistan Gymnastics Federation in organizing its annual championships / tournaments / other Gymnastics activities as and when so asked by the Pakistan Gymnastics Federation.
 - iv. These have paid the annual subscription/ affiliation fees and are paying annual subscriptions within first three months of the financial year to the Federation.
 - v. These participate without fail in the national championships as per the directions of the Pakistan Gymnastics Federation.
4. **National Gymnastics Coaches Commission:** The eligibility of the members of this Commission shall be determined by the PGF and it shall always be in line with the Constitution of PGF. The Commission shall exercise its right to vote at the General Council of PGF only by its Chairman who shall be elected, from amongst the Coaches of PGF, units including at least three female coaches, by the Executive Committee of PGF on the nomination of Chairman or by President in consultation with the Chairman. The Commission shall perform duties and responsibilities as per guidelines of PGF and its Charter.
5. **National Gymnastics Women Commission:** The eligibility of the members of this Commission shall be determined by the PGF and it shall always be in line with the Constitution of PGF. The Commission shall exercise its right to vote at the General Council of PGF only by its Chairperson, who shall be elected from amongst the members of the Women Commission, by the Executive Committee of PGF on the nomination of Chairman or by the President in consultation with the Chairman.

6. **National Gymnastics Judges Commission:** The eligibility of the members of this Commission shall be determined by the PGF and it shall always be in line with the Constitution of PGF. The Commission shall exercise its right to vote at the General Council of PGF only by its Chairman who shall be elected, from amongst the Judges of PGF, units including at least three female Judges, by the Executive Committee of PGF on the nomination of Chairman or by the President in consultation with the Chairman. The Commission shall perform duties and responsibilities as per guidelines of PGF and its Charter.
7. **Athletes Commission of the Pakistan Gymnastics Federation:** Pakistan Gymnastics Federation shall have, as a member, on its General Council an Athletes Commission of the PGF, formation and Constitution of which shall be from amongst the National pugilists playing under the rules and auspice of PGF. The Athletes Commission, including seven athletes from amongst the athletes of PGF, Units including at least three female pugilists shall be constituted in line with guidelines of IOC, FIG and POA. The Commission shall perform duties and responsibilities as per guidelines of PGF and its Charter. The Commission shall exercise its right to vote by its Chairman and by a female member nominated by Commission.
8. **Individual Members:** The General Council may induct such individuals upon the nomination of and as per the recommendation of the President PGF duly endorsed by the Executive Committee. There shall be maximum six (06) individuals, as Individual Members, on the General Council of Pakistan Gymnastics Federation.
9. **Provisional Members:** The General Council of PGF shall be empowered to recognize entities interested to work for the promotion and development of Gymnastics in Pakistan however such entities shall undertake to adhere with the statutes of PGF. Such Provisional Members shall however not be entitled with rights to vote and other entitlements vested to the affiliated with PGF including but not limited to rights of vote and playing rights. The representatives and individuals associated with the Provisional Members shall not be entitled to represent any other affiliated unit(s) of PGF.

Article XI

SUBSCRIPTION

1. 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 (PKR 5000/-) shall be made before 30th September each year. Financial year of the Federation, which will also be the year of the Federation for all purposes, shall start from 1st July and end on 30th June.
2. The entities applying to attain the Provisional Membership of PGF shall pay the fee to the tune of PKR 50,000/-.
3. 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.
4. 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

1. The membership of any member can be suspended temporarily or permanently and any individual related to the sports of Gymnastics can be disbarred from the sports of Gymnastics in Pakistan on non-compliance of Constitution of PGF, directions of the

Executive Committee or the President and any other rules, code of conduct applicable upon the member units or the office bearers of the Federation or any other individual associated with the Federation or the sports of Gymnastics in Pakistan. Federation, through its competent authority(s) may issue any such directions prescribed from time to time and is necessary to be compliant with.

2. Power to Suspend or Withdraw Membership:
Nothing shall prevent the President of the Federation to suspend, ban for a specific period, withdraw or disbar any member(s)/ Functionary (s) / Office Bearer (s) / Players (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 Gymnastics / Pakistan. The Chairman or President of Federation in consultation with Chairman 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.
3. 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 by the General Council, in the very first meeting held in normal course, of the Federation. 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 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

Powers & Duties of the General Council of Pakistan Gymnastics Federation

1. The Supreme authority of the Pakistan Gymnastics 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 Gymnastics Federation i.e. Chairman, President, Senior Vice President, Vice presidents, Secretary General, Associate Secretaries & Treasurer.
2. Annual General Council meeting shall be held at least once a year preferably in December. Other meetings of general Council may also be held as and when summoned by the:
 - i. Chairman
 - ii. President
 - iii. Secretary General
 - iv. Executive Committee, if decided in its meeting.
 - v. 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.
3. General Council shall meet to normally transact the following business:
 - i. To consider and approve admission and removal of member units.
 - ii. To elect Office Bearers and Member of the Executive Committee, in a General Council Meeting expressly convened for this purpose when elections are due. FIG BY-LAWS shall be complied in all aspects to ensure the elections are in accordance with FIG statutes. Votes may be taken either by show of hands or by ballot as may be decided by the General Council of the Federation.
 - iii. To consider and approve audited statement of account. Statement of accounts shall be for each year and shall be audited by Chartered Accountants appointed by the General Council.
 - iv. 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.
- v. To consider and evaluate the annual report of activities of the Federation and of the member units submitted by the secretary general.
 - vi. To consider and approve the amendments to the constitution of Pakistan Gymnastics Federation.
 - vii. To take such other steps as may be necessary and expedient to carry into effect the Aims and Object of Federation.
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 and the quorum at the elective meeting shall be two third of the total membership.
 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 (07) 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 Gymnastics Federation at least (10) days before the General Council meeting of the Federation.
 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.
 7. At least 21 days notice shall be issued for all General Council Meetings until specified otherwise in any rules applicable. No notice period is required for an emergent meeting.
 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 adjourned meeting of the General Council.
 9. All decision shall be taken by simple majority of votes in the General Council meeting.

Article XIV

OFFICE BEARERS

1. Following shall be the office bearers on the Executive Committee of Pakistan Gymnastics 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 in consultation with Chairman shall be authorized to notify the responsibilities of these Ex-Officio Member) who shall be appointed by the Chairman as Ex Officio Member without the right to vote on the General Council:

i.	Chairman	One (01)
ii.	President	One (01)
iii.	Senior Vice President	One (01)
iv.	Vice President (With at least one Lady Vice President)	Four (04)
v.	Secretary General	One (01)
vi.	Treasurer	One (01)
vii.	Associate Secretary General (With at least One Lady Associate Secretary General)	Four (04)

2. All elected office bearers shall hold their offices for four years term till 30th June of the election year or holding of new elections whichever is later. 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 case has been provided. In case of vacancy a mid- term election shall be held for the vacant position for the remaining term.
3. An office bearer shall cease to hold office of the Federation if his 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 Secretary general and President of the Pakistan Gymnastics Federation at least 07 days before the meeting of the General Council / Executive Committee of the Federation, where this matter will be finally decided.
4. Any office bearer shall cease to hold office if he / she is absent from the two consecutive meetings without cogent reason that will be reviewed and approved by the Executive Committee.
5. Chairman, President, Secretary General and Treasurer shall not hold
 - a. Any of these offices in any other national sports Federation
 - b. Consecutively same office for more than two terms of four years each
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.

Article XV

POWER AND DUTIES OF THE OFFICE BEARERS

1. Chairman: The Chairman will be the head of the Pakistan Gymnastics Federation and will chair the meetings of the General Council and Executive Committee of PGF and shall be responsible for assignments of the PGF at the National and International Forums.
 - a- To nominate representative of the Pakistan Gymnastics Federation to attend meetings of POA & PSB or any other such meetings where representative of the Pakistan Gymnastics Federation is necessary
 - b- In case of equality of votes, he shall have right to casting vote/and in any emergency.
2. President:
 - a. The President shall be the Chief Executive Officer of Federation. In the absence of Chairman, He / She shall preside over all meetings of the General Council/Executive Committee and of any committee of which he is a member.
 - b. He / She shall in consultation with Chairman, interpret the provisions of the constitution and rules of the Federation, and 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.
 - c. The President in consultation with Chairman may take any action on the suggestions or consultation with Secretary General but such action taken by the President shall be reported to the General Council or the Executive Committee.
 - d. To exercise powers explicitly mentioned in this Constitution.
 - e. Be authorized to over-rule the decisions/recommendation of the Council in consultation with Chairman, or any committee or refer such

- decision/recommendation again to the Council for consideration, for the attainment of the objectives of the Federation.
- f. In absence of the Chairman, the President shall convene and chair the meetings of the Federations.
 - g. Have unlimited Financial Powers.
3. Senior Vice President:
- a. In the absence of the President, he will exercise all powers of the President.
 - b. He /She shall also carry out duties as assigned to him/her by the President or the Executive Committee.
4. Vice President:
- a. In the absence of the President and Senior Vice President nominated Vice President shall exercise the powers of the President for a meeting. The Vice President shall carry out other assignments / duties given to them by the President / Executive Committee.
5. Secretary General
- a. To act as Secretary of Federation, the Executive Committee and any other Committee / Sub Committee.
 - b. To perform all his duties under the control of the Chairman, President and the Executive Committee.
 - c. To superintend and control the work of office. He shall also be responsible for the maintenance of other records or registers as well as the custody to all papers of the Pakistan Gymnastics Federation.
 - d. To sign on behalf of the Pakistan Gymnastics Federation and conduct its correspondence.
 - e. To issue Notices and Agendas for all meetings.
 - f. 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.
 - g. To record proceedings of all meetings and to obtain signatures of the President thereon and supply copies to all concerned persons/ Member Units.
 - h. To prepare jointly with the Treasurer the Annual Budget of the Pakistan Gymnastics Federation.
 - i. To jointly operate Bank Accounts of the Pakistan Gymnastics Federation along with Treasurer or as determined by the President.
6. Treasurer:
- a. To maintain with the assistance of the Secretary General accurate and up to date accounts of the Federation including Cash Book.
 - b. To receive and deposit immediately in the Bank all money received on behalf of the Pakistan Gymnastics Federation and payments according to Federation's decision communicated to him/her through Secretary General.
 - c. To prepare statements of Accounts every year and get them audited by the approved Chartered Accountant as per decision of the Federation and lay audited statement of accounts in the annual General Council Meeting or the Executive Committee's General Meeting of the Federation, if the presentation of the said statement is due.
 - d. To maintain a Stock Register
 - e. 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.
 - f. To jointly operate the Bank Account along with Secretary General or as determined by the President.
7. Associate Secretary General:

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

Article XVI

EXECUTIVE COMMITTEE

1. The Executive Committee shall consist of:
 - i. All Office Bearers, viz. Chairman, President, Senior Vice President, Vice Presidents, Secretary General, Associate Secretary General & Treasurer
 - ii. Six (6) Members duly elected from amongst the representative of affiliated Member Units
2. 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 Chairman, President or at the written request of at least 10 Members of the Executive Committee.
3. 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.
4. All vacancies in the Executive Committee shall be filled in by the Executive Committee.
5. The Executive Committee may delegate any of its power to:
 - i. President
 - ii. Senior Vice President
 - iii. Secretary General
 - iv. A Sub Committee appointed by the President
6. The Executive Committee shall exercise all powers of the Federation except those vested in the General Council and in particulars shall have the powers and duties:
 - i. To observe in all transactions the provision of the Constitution of the Pakistan Gymnastics Federation.
 - ii. To transact the expenditures of the Pakistan Gymnastics Federation.
 - iii. To raise funds for Pakistan Gymnastics Federation.
 - iv. To prepare Coaching Camps, organize Courses for judges and Coaches and encourage holding of Tournaments and Competitions, with a view to popularizing and improving standard of the game of Gymnastics.
 - v. To take decision about holding of National Championships, Senior and Junior.
 - vi. To engage experts/ Coaches, for training of teams / Gymnasts from within or out of country and establish Coaching and Training Camps.
 - vii. To appoint officials of the teams such as Managers, Assistant Managers, Coaches or the persons officials necessary to be included for the good performance of Gymnasts.
 - viii. To frame Rules and Bye-Laws for conducting business of the Federation and to ensure the rules/ bye- laws of provinces are also in line with the same.
 - ix. To take suitable action against Sportspersons/ Gymnasts, Officials, Organizers or any other persons connected with the activities of the Pakistan Gymnastics Federation.
 - x. To appoint Commission of Judges, Finance Committee, Technical Committee, Medical, Public Relation, Rules, Technical & Training, Legal, Arbitration, Youth & Ethics etc. the functions of which shall be defined and controlled by the Executive Committee.

- xi. To do all such other things as may be incidental or conducive for the attainment of Aims and objects of the Federation.
- xii. All the decision of the Executive Committee shall be ratified by the General Council in its meeting or by circulation. In particular situation the Executive Committee may enforce the FIG code of ethics.

Article XVII

FILLING OF VACANCY

A vacancy caused in the Council due to the death / resignation / 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

1. The Elective General Council Meeting of the Federation shall be convened once after every four years before the expiry of a tenure ending 30th June of the election year or holding of new elections whichever is later, in which besides other matters, the election shall be held, a Representative of Pakistan Olympic Association and a Representative of Pakistan Sports Board may 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 date and place of all General Council Meetings shall be determined by the President or the Executive Committee.
2. Special General Council Meeting:
 - a. A Special General Council meeting may also be held to transact specific business as and when summoned by the:
 - i. Chairman
 - ii. President
 - iii. Executive Committee
 - iv. 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.
3. The Secretary General 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. 10 days notice shall be given by Secretary General in case Special General Council meeting. He / She shall circulate with the Notice a copy of agenda, Annual Audited Statement of Account and Budget Estimates if due.

Article XIX

PERFORMANCE EVALUATION & ACCOUNTABILITY

1. The Federation, in its General Council Meeting or a Special General Council Meeting to be convened for the purpose within one month after the elections, shall comprehensively, discuss and approve a one year program of its future activities within the available budgets as well as with the resources to be generated by the terms. The Yearly Report of activities with details of funds spent, Annual General Council Meetings, which besides the representative of the Federation, shall also be attended by Rep. of POA who must be invited by the Federation well ahead of the meeting. Pakistan sports board representative may attend as an observer only and will not interfere with the internal affairs, operations, governance, management, composition and elections of the Federations. In case of the unsatisfactory performance of the office bearers the case shall be referred by the General Council to a Committee comprising of two members from POA and Three members from the Federation. The Committee

shall forward its recommendation to the General Council of the Federation. In case of any ambiguity, it shall be returned to performance evaluation & accountability committee of POA to evaluate and putting up recommendation to POA President / General Council for final decision.

Article XX

AMENDMENTS

Amendments to the constitution of the Federation shall be made at the General Council meeting of the Federation. The proposed amendments must be circulated by the Secretary General at least 10 days before the meeting. The amendment shall be adopted only if two third of the Member present vote in favor and such votes are more than 50% of the total strength of the General Council.

Article XXI

REGISTRATION OF GYMNASTS AND OFFICIALS

1. Every Gymnast and official shall be registered with one of the affiliated Member Units/Association of the Federation within whose jurisdiction he resides or work. No Gymnast shall be registered with or be eligible to play simultaneously for two Member Units / Organization.
2. A Gymnast or official registered with one Association and get his registration to another Association, if his place of work / residence is shifted from the jurisdiction of one Association to the jurisdiction of another Association or his transfer application is approved by the Member Unit concerned.
3. A Gymnast or official registered with Provincial Association is eligible to join any of the Service Organization by seeking employment on the basis of which he shall become a registered player of that Organization after completion of three months of service therein. The Gymnast of Service Organization shall be a bonafide employee of that Organization. In this respect Service Organization must intimate to the Provincial Association/ Member Unit and PGF within a month.
4. The Service Organization shall provide the lists of their registered Gymnasts and officials to the Federation every year in the month of September.

Article XXII

ARBITRATION

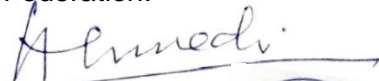
1. All disputes arising out of the working, functioning and performance of Federation and or any of its affiliated member units within itself or amongst each other shall be resolved through Arbitration. No affiliated member unit of the Federation nor any persons associated in any manner with the Federation shall take the dispute of any nature relatable in any manner with the Member Unit or the Federation to any Court of Law, the arbitration procedure will be adopted as provided in the constitution of the Federation or Arbitrary Commission Constituted by the President of Federation.
2. The disputes in subordinate units of the Federation from the lowest level to the level of the Federation shall be referred to the President of the next higher level organization who shall resolve the disputes through arbitration commission and decision of arbitration commission will be final and binding.
3. The disputes arising from the operations and functions of the PGF shall be resolved through mediation and / or arbitration and all the members of PGF affiliated and / or recognized with PGF as a Member or Provisional Member shall not approach any other forum under any manner. In case if any Member and / or Provisional Member is found in violation of this clause, the affiliation and recognition shall stand suspended and the member shall not be entitled to attend, vote or participate in the activities of the PGF.

Article XXIII

MISCELLANEOUS

1. All funds of the Federation shall be deposited in the Bank selected by the Executive Committee in the name of the Pakistan Gymnastics Federation. The President, Senior Vice President/ V.P, Secretary General, Associate 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.
2. In case of urgent matters when holding of the General Council or Executive Committee Meeting is not possible, Secretary General in Consultation with the Chairman/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 is laid in the next meeting of General Council or Executive Committee, as the case may be, for approval.
3. The Constitution of the Federation shall, at all times be in line with the Constitution of FIG & POA.
4. The electoral proceedings at the Elective General Council shall be in accordance with the applicable rules and Constitutional requirements. The Federation shall be responsible to adopt and comply with the statutory requirement of FIG.
5. Dissolution of the Federation may be decided in the presence of 2/3 of the total membership with a 2/3 majority of votes. Once all the commitments are settled, the remaining assets of the Federation shall be remitted to an institution or affiliated units of PGF.
6. Final Provisions. The present Constitution has been approved in the General Council meeting on 09-09-2022. Any modification/amendment in this Constitution shall enter into force on 1st July 2023.

Witnessed by / on behalf of the General Council meeting of the Pakistan Gymnastics Federation.



The President PGF





The Secretary General PGF



Appendix-A (As on 09-09-2022)

Member Units

1. Baluchistan Province Gymnastics Association
2. Khyber Pakhtunkhwa Province Gymnastics Association
3. Punjab Province Gymnastics Association
4. Sindh Province Gymnastics Association
5. Pakistan Army
6. Pakistan Police
7. Pakistan Railways
8. Pakistan WAPDA

Associate Members (with playing rights only)

1. Higher Education Commission
2. Capital Gymnastics Association Islamabad