

**CONSTITUTION OF THE  
PAKISTAN VOLLEYBALL FEDERATION**

**INTRODUCTION**



**PAKISTAN VOLLEYBALL FEDERATION**

**ARTICLE – I  
Name**

The organization shall be called the "Pakistan Volleyball Federation"

**ARTICLE – II  
Jurisdiction**

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

**ARTICLE – III  
Headquarter**

The Headquarter of the Pakistan **Volleyball** Federation shall be located in **Lahore** or as decided by the Chairman / General Council of the Federation.

**ARTICLE – IV  
Definition and Interpretation of Terms**

The terms and abbreviations used hereinafter shall mean:-

- |    |                    |   |
|----|--------------------|---|
| 1. | IOC                | International Olympic Committee   |
| 2. | POA / NOC Pakistan | Pakistan Olympic Association  |
| 3. | FIVB               | Federation International de Volleyball (International Volleyball Federation)  |
| 4. | AVC                | Asian Volleyball Confederation  |
| 5. | PSB                | Pakistan Sports Board   |
| 6. | WADA               | World Anti Doping Agency  |
| 7. | Federation         | Pakistan Volleyball Federation  |
| 8. | Member Unit        | Association / Organization affiliated with the Pakistan Volleyball Federation |
| 9. | Association        | The Provincial Volleyball Association   |

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10.	Service Organization	Departmental Sports Organization constituted at national level like that by:- Pakistan Army, Pakistan Air Force, Pakistan Navy, Pakistan Railways, Pakistan WAPDA, Pakistan Police, Higher Education Commission / Pakistan Universities Sports Board, etc.
11.	Constitution	Constitution of Pakistan Volleyball Federation
12.	Chairman	Chairman of Pakistan Volleyball Federation
13.	Deputy Chairman	Deputy Chairman of Pakistan Volleyball Federation
14.	Sr. Vice President	Sr. Vice President of Pakistan Volleyball Federation
15.	President	President of Pakistan Volleyball Federation
16.	Vice President	Vice President of Pakistan Volleyball Federation
17.	Secretary General	Secretary General of Pakistan Volleyball Federation
18.	Treasurer	Treasurer of Pakistan Volleyball Federation
19.	Associate Secretary/ Joint Secretary	Associate / Joint Secretary of Pakistan Volleyball Federation
20.	Executive Member	Member of the Executive Committee of Pakistan Volleyball Federation

**ARTICLE – V**  
**Aims, Objects and Role**

The aims, objects and role of Pakistan Volleyball Federation shall be:-

1. To promote, develop, regulate and control the sport of Volleyball in Pakistan.
2. To follow and enforce the Rules and Regulations of Asian Volleyball Confederation (AVC) / International Volleyball Federation (FIVB).
3. To promote formation of affiliated Associations / Organizations.
4. To coordinate and control activities in respect of Volleyball in all ways including the holding of tournaments, organizing of National Championships, Senior, Junior and Women under its own or under the auspices of any of its affiliated Member Units.
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 Programmes to be held within the country and abroad.
7. To create, standardize and regulate structures of Technical Officials / Referees / Coaches and Administrators under Executive Committee of the Federation.
8. To establish Training Camps and organize Promotional Programmes for expanding and raising standard of Volleyball in Pakistan.
9. To communicate with the Pakistan Olympic Association, Pakistan Sports Board, Asian Volleyball Confederation, International Volleyball Federation and other Government Bodies when required.
10. To take action against violence in sport and against any form of discrimination on grounds of race, religion, politics and sex etc.

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11. To ensure the observation of World Anti Doping Code of WADA approved by the IOC and POA and fight against doping and use of substances and procedures prohibited by the IOC or the International Volleyball Federation.
12. To encourage women participation in Volleyball Women Wings at National and Provincial levels, and induct Women in the General Council / Executive Committee of the Federation with the strength as per POA's directive at national and provincial levels.
13. To ensure resolution of all disputes in the Federation and its affiliated Member Units through arbitration.
14. To establish Medical and Scientific Commission for Anti Doping and for improving performance of the Players.
15. To launch Youth Development Programmes at grass-root levels.
16. To improve administration and technical structures of the Federation and the Associations from National to the Divisional / District levels.
17. To do all other acts and things as deemed to be necessary or conducive to carry out Aims, Objects and Role of the Federation.

#### **ARTICLE – VI Membership**

1. The membership of the Pakistan Volleyball Federation shall be opened to the following:-
  - i. Provincial Volleyball Associations having affiliated Divisional / District Volleyball Associations starting from the Club levels. The Controlling Body of the sport of Volleyball in a Province shall be affiliated with the Pakistan Volleyball Federation who will certify the bonafides of the said Body.
  - ii. Controlling Body of the sport of Volleyball in Services Organizations subject to fulfilling the criteria as laid down in the Constitution.
  - iii. Controlling Body of the sport of Volleyball in the Federally Administered Territory of Islamabad, provided the body complies with the Eligibility Conditions as prescribed in the Constitution.
  - iv. Controlling Body of the sport of Volleyball in Azad Jammu Kashmir (AJK) / Northern Areas provided the Body fulfills minimum Eligibility Conditions as laid down in the Constitution of the Federation and is in accordance with the Constitution and Rules of Pakistan as well as the Policy of POA.
  - v. Controlling Body of the sport of Volleyball in Gilgit Baltistan (GB) / Northern Areas provided the Body fulfills minimum Eligibility Conditions as laid down in the Constitution of the Federation and is in accordance with the Constitution and Rules of Pakistan as well as the Policy of POA.
  - vi. All other will be given playing rights till they complete the formalities as per the Constitution of Pakistan Volleyball Federation.
  - vii. Any regional Volleyball Association existing in the jurisdiction not covered by the Provincial Volleyball Associations or any other Volleyball Organization of an independent character on National level having countrywide representation within the organization, subject to fulfillment of conditions as in case of other affiliated Provincial Associations and Services Organizations as laid down in the Constitution or as determined by the General Body / Council of the Federation.
2. Representation of the affiliated Member Units on the General Council of the Federation shall be as under:-
 

i.	Provincial Associations	4 (Four)
ii.	Services / Departmental Organizations	2 (Two)

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iii.	AJK	1 (One)
iv.	Islamabad	1 (One)
v.	POF	1 (One)
vi.	Gilgit Baltistan	1 (One)
vii.	Other Association / Organization	1 (One)
	Note: (as and when affiliated)	

3. The Pakistan Volleyball Federation has following Units affiliated with it:-
- All 4 Provinces (Balochistan, Khyber Pakhtunkhwa, Punjab and Sindh)
  - Army, Navy, Air Force, WAPDA, Police, Railways and HEC
  - AJK, Islamabad, POF, Gilgit Baltistan

## ARTICLE – VII Eligibility for Membership

### 1. Provincial Association

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

- They have a Constitution each in line with the Constitution of the Federation.
- They shall be constituted by the properly represented Divisional / District Associations, genuinely existing and functioning. The Divisional / District Associations shall be constituted by the Active Clubs. The minimum number of Active Clubs in each Division / District shall be Six (6).
- All the Clubs affiliated with Divisional / District Associations shall participate in the Annual Divisional / District Championships and Provincial Championships if so required by the Provincial Associations.
- Active Clubs shall have premises with playing facilities where sports activities of Volleyball shall take place atleast 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 Clubs affiliated with the Divisional / District Association as well as Players registered with District Associations can also join Tehsil Associations of their sports. Tehsil and District Associations shall be registered with the Governmental Sports Bodies at Tehsil and District levels to receive the requisite financial and infrastructure / logistics support of the Government to run the sports activities efficiently. In case Tehsil and District Associations face any problem in this regard they shall bring the same to the notice of the Provincial Association.
- They hold regular Annual Provincial Volleyball Championships – Senior, Junior and Women and organize atleast two tournaments at Provincial levels and one tournament on all Pakistan basis in a financial year in collaboration with PVF.
- They have Women representation of 20% on their General Councils and Executive Committees.
- The bonafides of Provincial Volleyball Associations shall be certified by the respective Provincial Olympic Associations and the Federation, in case of dispute, the decision of Chairman, Pakistan Volleyball Federation will be final.
- They are registered with the respective Provincial Sports Board to receive financial, infrastructure and logistics support of the Government for their activities. In case they face any problem, in this regard, they will bring the same to the notice of the Federation.

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- x. They 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 elections meetings as observer, so as to ensure transparency and compliance of the Constitutions of the Associations/Federation.
- xi. They pay their affiliation fees and subsequent annual subscriptions to the Federation within the first three months of the Financial Year.
- xii. They participate without fail in the National Championships, Senior, Junior and Women every year as well as participate in other Tournaments / Competitions when asked by the Federation.
- xiii. The Constitution of Provincial Volleyball Associations shall not conflict with the Constitution of Federation.

**2. Services Organizations**

Services Organizations shall be eligible to seek or retain Membership of the Federation only, if they are constituted on national basis and fulfill the following conditions:-

- a. They have a Constitution / Rules, Bye-laws, in line with the Constitution of the Federation.
- b. They organize Inter-Unit / Inter-Divisional / Inter-Departmental Championships every year at national level in which all their component Units, with bonafides employee Players from throughout the country, take part.
- c. They assist the Federation in organizing its Annual Championships / Tournaments / Other Sports Programmes as and when so asked by the Federation. They organize one national tournament in a year.
- d. They have paid Affiliation Fees and are paying Annual Subscriptions within first three months of the Financial Year to the Federation.
- e. They participate without fail in the National Championships as per the directions of the Federation.

**3. Other Associations**

Other Associations of the Federally Administered Areas shall be eligible to seek or retain Membership of the Federation provided they fulfill the following conditions:-

- a. They have a Constitution each in line with the Constitution of the Federation and shall be constituted by atleast 10 Active Clubs existing as per definition given under Article VI-1-iii.
- b. These Associations in their jurisdictions may create lower level Associations in line with the Divisional / District Associations of the Province with whom Clubs may be registered.
- c. They shall participate without fail in the Annual Championships, Senior, Junior and Women.
- d. They hold regular Annual Championships and organize One Tournament to be participated by the Clubs of the area under their jurisdiction.
- e. They hold elections as embodies in their Constitutions on which One representative of the Federation shall be called to attend the elections meetings, so as to ensure transparency and compliance of the Constitution of the concerned Association / Federation.

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- f. They pay their Affiliation Fees at the time of their affiliation with the Federation and subsequent Annual Subscription within the specified period as indicated in the Constitution of the Federation.

#### **Notes**

1. The Member Units of the Federation shall submit to the Federation before the end of May each year, their Annual Programmes to be pursued by them during the next Financial Year. They will also submit their Annual Reports of Activities of the previous Financial Year before the end of next September with special reference to the above stated Eligibility Conditions.
2. An Association / Service Organization / Other Association applying for membership (affiliation) shall submit with its application, Affiliation Fee, a copy of its Constitution which shall be in line with the Constitution of the Federation, the list of Office Bearers and all such information, which establishes that all the relevant Eligibility Conditions as contained in the Constitution of the Federation are duly fulfilled.

#### **ARTICLE – VIII Subscription**

1. Each member shall pay Affiliation Fee as decided by the General Council at the time of its Affiliation with the Federation and subsequent Annual Subscription of Rs.2000/- to the Federation. The payment of Annual Subscription shall be made before 30<sup>th</sup> September each year. Financial Year of the Federation, which will also be the year of the Federation for all purposes, shall begin from 1<sup>st</sup> of July and end on 30<sup>th</sup> June.
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 dues to the Federation.
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 / Treasurer, shall be liable to be removed from the Membership of the Federation through a decision of the General Council of the Federation.
4. Once a Member Unit is removed from the Membership of the Federation for non-payment of dues, application for re-admission will not be considered by the Federation unless all arrears have been paid alongwith a penalty of Rs.1000/- to the Federation.

#### **ARTICLE – IX General Council**

1. Supreme authority of the Federation shall be vested in the General Council consisting of authorized Representatives of affiliated Member Units as per Article VI-2 of the Constitution and duly elected Office Bearers of the Federation i.e. Chairman, Dy. Chairman, President, Sr. Vice President, Vice Presidents, Honorary Secretary General, Honorary Joint Secretary, Honorary Treasurer, Honorary Associate Secretary, Lady Members and Athlete Commission.
2. The number of Lady Members shall be 20% of the total strength of the General Council, who are elected / nominated by Member Units and finally approved by Chairman/General Council of the Federation for each term.
3. General Council shall meet atleast once a year. Other meetings of General Council may also be held as and when summoned by the:-
  - i. Chairman
  - ii. Executive Committee
  - iii. At a request in writing from not less than 33% of the total strength of the persons eligible to attend the General Council meeting.

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4. 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 Members of the Executive Committee in an Elective General Council Meeting especially convened for this purpose when elections are due.
  - iii. To consider and approve Audited Statement of Accounts. Statement of Accounts shall be for each year and shall be audited by Chartered Accountants.
  - iv. To comprehensively consider and approve 4 Year Programme of future activities of the Federation with yearly targets and measureable indicators in the Elective General Council Meeting or a Special General Council Meeting to be convened for the purpose within One month of elections.
  - v. To critically consider and evaluate the Annual Report of Activities of the Federation and of the Member Units submitted by the Honorary Secretary General.
  - vi. To consider cases of misconduct by any Member Unit. If any Member Unit causes damage to Federation's interest, does not send its players for national camp or withdraws players from National Camp / National Team, he shall be served with Show Cause notice and he can be dismembered from the Federation.
  - vii. To consider and approve the amendments to the Constitution of the Federation.
  - viii. To consider and decide matters, not covered by the Rules or the Constitution of the Federation on the proposal of Chairman.
  - ix. To take such other steps as may be necessary and expedient to carry into effect the Aims and Objects of the Federation.
5. The Quorum for meetings of the General Council shall be One Third of the total strength of the persons eligible to attend the General Council meeting.
6. (i) In order to exercise their votes in the General Council meeting, names of the representatives from Member Units must be received in writing in the Federation's Secretariat atleast three (3) days before the date of meeting, failing which they shall not be entitled to attend the meeting.
- (ii) An elected Office Bearer representing a Member Unit shall remain one of the Representatives of the Unit on the General Council of the Federation for full term provided his / her representation is not specifically 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 Chairman of the Federation atleast one month before the General Council Meeting of the Federation.
7. All business discussed and decided at a meeting of General Council shall be recorded in a Minutes Book which shall be signed by the Chairman of the meeting. Copies of the proceedings will be supplied to all Member Units and their authorized Representatives who attended the meeting within 20 days of the meeting.
8. 21 days previous Notice shall be necessary for the meeting of the General Council.
9. All decisions shall be taken by simple majority of votes in the General Council meetings unless otherwise provided in the Constitution.

**ARTICLE – X**  
**Office Bearers**

1. Following shall be the Office Bearers of the Pakistan Volleyball Federation who shall be elected after every four years in the Elective General Council Meeting of the Federation:-

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|-------|------------------------------|-------------------------------|
| i.    | Chairman                     | One (1)                       |
| ii.   | Deputy Chairman              | One (1)                       |
| iii.  | President                    | One (1)                       |
| iv.   | Sr. Vice President           | One (1)                       |
| v.    | Vice Presidents              | Eight (8) + One (1) Woman = 9 |
| vi.   | Honorary Secretary General   | One (1)                       |
| vii.  | Honorary Treasurer           | One (1)                       |
| viii. | Honorary Joint Secretary     | One (1)                       |
| ix.   | Honorary Associate Secretary | Two (2) + One (1) Woman = 3   |
| x.    | Members Executive Committee  | Eight (8)                     |
2. All Office Bearers shall hold their Offices for Four Years or till the new election unless they resign, die or any of them is 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.
- 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 that is duly received by the Chairman of the Federation atleast 7 days before the meeting of the General Council / Executive Committee of the Federation, where this matter will be finally decided.
3. Chairman, Honorary Secretary General and Honorary Treasurer shall not hold any of these offices in any other National Federation.
4. Chairman may not necessarily be the representative of any Member Units but all other Office Bearers shall be elected from amongst the authorized representatives of Member Units or the persons eligible to attend the General Council meeting.
5. The President, Secretary General and Treasurer shall hold office for 2 tenures each consisting of 4 years. The office holder of any one of these offices can, however, contest for another higher office.

**ARTICLE – XI**  
**Power and Duties of the Office Bearers**

Following shall be the powers and duties of the Office Bearers:-

1. **Chairman**

The Chairman shall be the head of the Federation. He shall preside over all meetings of the General Council / Executive Committee and of any Committee of which he is a member. He shall interpret the provisions of the Constitution and Rules of the Federation. He shall be authorized to constitute Committee / 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. He shall appoint members of the Federation to represent the Federation in any meeting within and outside Pakistan. He shall decide to maintain financial help of the Federation and shall order opening maintenance, or transfer of Federation's Account in any bank, saving scheme, etc. In case of equality of votes, he shall have the casting vote. In case of emergency, the Chairman shall have the powers to take any administrative / financial decision for smooth functioning of the Federation. However, such decision shall be placed before the next Executive Committee / General Council for ratification.

2. **Deputy Chairman**

Deputy Chairman holds second senior most position after the Chairman for running the affairs of the Federation.

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3. **President**

- i. In the absence of the Chairman and Dy. Chairman, the President shall preside over the meetings.
- ii. The President shall head all Technical Committees and shall be responsible for putting Pakistan Volleyball on sound footing.
- iii. The President shall be incharge of sponsorship activities to generate funds for the Federation.
- iv. The President shall promote Volleyball in educational institutions in collaboration with Provincial Education Departments and Provincial Associations.

4. **Sr. Vice President**

He will represent the President in his absence and perform duties as required.

5. **Vice Presidents**

The Vice Presidents shall carry out other assignments / duties given to them by the Chairman / Executive Committee. They shall preferably head / work in Committees constituted by the Chairman.

6. **Honorary Secretary General**

- i. Since the Secretary General holds a key responsibility to regulate and run the affairs of the Federation, so he must have atleast the following qualifications:-
  - a. Must be academically qualified and should posses proficiency and experience of running an office of equivalent level.
  - b. Must possess communication skills particularly in English language to interact with National and International level organizations.
- ii. The Honorary Secretary General, in particular, shall perform the following duties:-
  - i. To act as Secretary of the Federation, the Executive Committee and any other Committee / Sub Committee, as decided by Chairman.
  - ii. To perform all his duties under the control of the Chairman and the Executive Committee.
  - iii. To superintendent and control the work of office.
  - iv. To sign on behalf of the Federation and to conduct its correspondence.
  - v. To issue Notices and Agendas for all meetings.
  - vi. 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 meetings and delivered to the Secretary General atleast 15 days and 7 days before the dates of the meetings of the General Council and Executive Committee respectively.
  - vii. To record proceedings of all meetings and to obtain signatures of the Chairman thereon and supply copies to all concerned persons / Member Units.
  - viii. To prepare jointly with the Treasurer the Annual Budget of the Federation.

7. **Honorary Treasurer**

- i. To maintain accurate and upto-date Accounts of the Federation.
- ii. To receive and deposit immediately in the Bank all money received on behalf of the Federation and make payments according to Federation's decision communicated to him under the directions of Chairman.

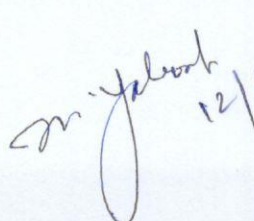

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- iii. To prepare Statements of Accounts every year and get them audited by the approved Chartered Accountants and lay the Audited Statement of Accounts in the Annual General Council Meeting or the Elective General Council Meeting of the Federation, if the presentation of the said Statement is due.
  - iv. To maintain a Stock Register.
  - v. To prepare Annual Budget in consultation with the Chairman & Secretary General for the General Council in its meeting, if the presentation of the Budget is due.
  - vi. To jointly operate bank account with another office holder, as decided by the Chairman.
8. **Honorary Joint Secretary**  
He shall perform all such duties as may be assigned to him by the Executive Committee, Chairman or the Honorary Secretary General. He shall perform duties of Honorary Secretary General during his absence, while doing so he will keep the Chairman apprised of his working.
9. **Honorary Associate Secretary**  
He shall perform all such duties as may be assigned to him by the Executive Committee, Chairman or the Honorary Secretary General. However, he can be deputed by the Chairman to perform all duties of Honorary Secretary General or Honorary Joint Secretary in their absence.

**ARTICLE – XII**  
**Executive Committee**

1. The Executive Committee shall consist of:-
  - i. All Office Bearers vis Chairman, Deputy Chairman, President, Sr. Vice President, Vice Presidents, Honorary Secretary General, Honorary Joint Secretary, Honorary Treasurer and Honorary Associate Secretary.
  - ii. Total Executive Committee Members other than above Office Bearers shall be Eight (8), as representatives of affiliated Member Units.
  - iii. Lady Members whose strength shall be 20% of the total strength of the Executive Committee and they would be elected by the General Council out of the elected Lady Members on the General Council of the Federation.
  - iv. Executive Committee shall have one member of Athletes Commission of the Federation elected by the General Council out of the Two elected Members on the General Council.
2. Meetings of the Executive Committee shall be held atleast twice every year or as frequently as necessary, and at other times when summoned by, the Chairman or at the written request of atleast 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 powers to:-
  - i. Chairman
  - ii. A Sub-Committee appointed from amongst its Members.
6. 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:-
  - i. To observe in all transactions the provision of the Constitution of the Federation.

- ii. To sanction the expenditures of the Federation.
- iii. To raise funds for Federation.
- iv. To prepare Coaching Schemes, organize Courses for Referees and Coaches and encourage holding of Tournaments and Competitions, with a view to popularizing and improving the standard of the sport.
- v. To take decision about holding of National Championships, Senior, Junior, Youth and Women.
- vi. To summon General Council Meetings, when deemed necessary.
- vii. To engage experts for conducting Coaches Courses and to engage Coaches, for training of teams / players, from within or out of country and establish Coaches and Training Camps.
- viii. To appoint Selection Committee consisting of not more than five members including Chairman and the Coach appointed by the Executive Committee. The members of the Selection Committee shall be technically qualified experts or Retired International Players of established repute and integrity.
- ix. To appoint officials of the teams such as Manager, Assistant Managers, Coaches or other persons officials necessary to be included for the good performance of Players / Athletes.
- x. To frame Rules and Bye-Laws for conducting business of the Federation.
- xi. To take suitable action against Sportspersons, Officials, Organizers or any other person connected with the activities of the Federation for misconduct.
- xii. To appoint Referees Board and Board of Coaches, the functions of which shall be defined and controlled by the Executive Committee.
- xiii. To do all such other things as may be incidental or conducive for the attainment of Aims and Objects of the Federation.

### **ARTICLE – XIII** **Meetings**

1. The Elective General Council Meeting of the Federation shall be convened once after every four years, in which besides other matters, the elections shall be held, on which a Representative of Pakistan Olympic Association and a Representative of Pakistan Sports Board shall be invited as Observer by the Federation to ensure transparency of the elections. The Annual General Council Meeting of the Federation shall be held atleast once in a year. The date and place of the meeting shall be determined by the Chairman or as previously decided by the General Council or Executive Committee.

A special General Council meeting may also be held to transact specific business as and when summoned by the:-

- i. Chairman
  - ii. Executive Committee
  - iii. At the written request of not less than 33% of the total strength of the persons eligible to attend the General Council Meeting. The said request for the meeting must be accompanied with the statement of business proposed to be conducted in the requisitioned meeting.
2. 21 days notice shall be given to all Member Units and the concerned persons eligible to attend the Elective General Council meeting and Annual General Council Meeting. 10 days notice shall be given in case of Special General Council Meeting. A copy of Agenda, Annual Audited Statement of Accounts and Budget Estimates, if due, shall be circulated with the meeting notice.

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3. Decisions in the Meetings of General Council and those of the Executive Committee shall be taken by the majority of votes except in case of Amendments to the Constitution.

**ARTICLE – XIV**  
**Performance Evaluation & Accountability**

1. The Federation, in its Elective 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 4 Year Programme of its future activities, within the available budget as well as with the resources to be generated by the Federation, by fixing yearly targets for improving standards of its sport in measureable terms. The Yearly Reports of activities with details of funds spent, shall be evaluated with particular reference to the Yearly Targets in the subsequent Annual General Council Meetings.
2. The General Council shall take notice of un-satisfactory performance of any Member Unit or Committee selected by it for specific targets.
3. Efforts shall be made to improve standard of the national team alongwith improving the quality of Technical Committees and their performance. In case of un-satisfactory performance, disciplinary action can be suggested by General Council / Executive Committee / Chairman.

**ARTICLE – XV**  
**Amendments**

1. 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 Honorary Secretary General atleast 10 days before the meeting. The amendments shall be adopted only if two third of the Members present vote in favour and such votes are more than 50% of the total strength of the General Council.

**ARTICLE – XVI**  
**Registration of Players / Athletes**

1. Every player shall be registered with one of the Member Units of the Federation within whose jurisdiction he resides for work, in accordance with the Rules for Registration approved by the Member concerned. However these Rules shall be in line with the Rules of the Federation. No player shall be registered with or be eligible to play simultaneously for two Member Units.  
All Member Units of the Federation shall provide the lists of their registered players to the Federation in the month of September every year on the pattern as prescribed by the Federation.
2. A player, registered with one Association / Other Association can get his registration transferred 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 player of the Association / Other Association shall be considered resident of the place where he resides or works.
4. A player whose place of work or residence is changed to the jurisdiction of another Association / Other Association, he / she shall after expiry of two months automatically cease to be registered with the Member Unit whose jurisdiction he has left.
5. A normal transfer period shall be effected in the month of July and August every year. The Executive Committee of the Federation shall be the final authority to decide any disputed case of registration.
6. A player registered with Provincial Association or any Other Association is eligible to join any of the Services Organizations by seeking employment on the basis of which he / she shall

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become a registered player of that Organization after completion of three months of service therein. The players of Services Organizations shall be bonafide employees of those Organizations.

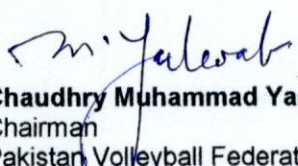
7. The Services Organizations shall provide the lists of their registered players to the Federation every year in the month of September.
8. A player of a Service Organization after having been relieved from service shall be eligible to join any other Service Organization by seeking employment provided he / she has left the service under the Service Rules of the previous Service Organization. Players of Service Organization shall be bonafide employees of those Organizations.

#### **ARTICLE – XVII 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 Committee appointed by the Chairman. No affiliated Member Unit of the Federation nor any person associated in any manner with the Federation shall take the dispute to any Court of Law, but to the arbitration as provided in the Constitution of the 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 Chairman/President of the next higher level Organization who shall resolve the dispute through arbitration. Thus disputes at Tehsil level shall be referred to the President of the respective District Association and similarly disputes at District level to the President of Provincial Association and so on and so forth to the Federation level. The disputes in the Federation shall be referred to the President POA for their resolution in the manner described above. The Executive Committee of POA shall be a Court of Appeal for resolution of disputes in the Federation affiliated with POA and its decision will be binding on all concerned.
3. Any decision made by the Executive committee of POA may be submitted exclusively by way of Appeal to the IOC Court of Arbitration for Sports in Lausanne, Switzerland who will resolve dispute in accordance with the Code of Sports – Related Arbitration. The time limit for Appeal is 21 days after receipt of the decision of the Executive Committee of POA on which Appeal is to be made.

#### **ARTICLE – XVIII Miscellaneous**

1. All funds of the Federation shall be deposited in a bank. The Chairman shall be authorized to order opening / transfer of such accounts.
2. To ensure good financial condition of the Federation, raising of funds, sponsorships etc. and the maintenance of Accounts in Saving Schemes, decisions shall be made by the Executive Committee. However, the Chairman shall be empowered to take decisions and they shall be placed before Executive Committee for ratification.
3. The Accounts of Federation shall be jointly operated under the order of the Chairman.
4. The Constitution of the Federation shall, at all times, be in line with the Constitution of POA.

  
**Chaudhry Muhammad Yaqoob**  
Chairman  
Pakistan Volleyball Federation



  
**Shah Naeem Zafar**  
Secretary General  
Pakistan Volleyball Federation