

**FOOTBALLERS UNION OF
ZIMBABWE
CONSTITUTION**

DEFINATIONS

IN THIS CONSTITUTION, THE FOLLOWING WORDS, PHRASES, ABBREVIATIONS AND CLAUSES SHALL MEAN AS DETAILED HEREUNDER:

- Area Zone : The local unit of the Union organization and it maintains close contacts with members.
- Union : The Footballers Union of Zimbabwe
- Executive : The Committee elected by the conference to organize and control the affairs of the union and answerable to the Conference and Board of Governors
- ZIFA : The Zimbabwe Football Association
- Club : A properly constituted football club affiliated to ZIFA.
- Standing Committee: A committee appointed by the Executive or elected by its Subcommittee own members as the case may be, for the purpose of Organizing and controlling subsidiary activities of the Union and helping to formulate policy of the Union.
- Conference : The supreme policy and decision-making body that represents the defined members of the Union and which elects the Executive among the duly qualified candidates.
- District : The administrative structure organization the Football Union Activities within a designated District.
- FIFA : The Federation International de Football Associations
- FIFPro : The International Federation of Professional Footballers
- Game : Association Football
- Ground : The playing field or stadium where association football is played.
- League : A semi-autonomous body affiliated to and subject to the National Association and responsible for organizing and running a competitive league playing association football at defined levels.
- Member : A player admitted to membership of the Union or individual who, by virtue of status in Conference or in the Executive is deemed as such.

Province	:	The administrative structure organizing the football Union activities within a province.
Department		The structure of the Union Secretariat responsible with execution of the day to day activities and programmes of the conference
Rules and Regulations	:	The set of rules, regulations and conditions which the Union uses to organize and control the members of the Union as well as any allied function.
Seasons	:	The period which the footballers play organized, coordinated and competitive football at their clubs.
Sports Authority	:	The body set up by Government and charged with the responsibility of overseeing all sports activities.
Board of Directors	:	The persons responsible for the supervision of the Executive Committee, safe keeping and continued sustenance of the assets of the Footballers Union of Zimbabwe.
Vacancy	:	The position that is filled because of a resignation, disqualification, appointment to a Sports Authority or death of a member.
FUZ (PVT) LTD	:	The registered company under which immovable property Of the Union shall be registered.
Branch	:	The local unit of the Union organization and it maintains close contact with members.
Working conditions	:	Terms a worker accepts when getting employed.
Union	:	A permanent, continuous, democratic and voluntary Organization
Self-reliance	:	The ability of the Union and its members to depend on its own resources in furthering and advancing its objectives and interests.

CONTENTS

ARTICLE	PAGE
1. The Name, Legal form, Head office and Affiliation	6
2. Aims and Objectives	6
3. Colours and Emblem	7
4. The Patron	7
5. Membership of the Union	7
6. Procedure for obtaining membership	8
7. Member's rights	8
8. Member's obligation	8
9. Suspension	9
10. Loss of Member Status	9
11. Resignation	9
12. Expulsion	9
13. Organs of FUZ	10
14. The General Conference	10
15. Conference Composition	11
16. Nomination of Delegates	11
17. Meeting of the Conference	11
18. Quorum at Conference Meetings	12
19	
. Decisions	13
20. Order of Business at the Annual General Meeting	13
21. Election Procedure	14
22 FUZ Executive Committee	15
23 Disqualification	16
24. FUZ Executive Committee Meetings	16
25. Duties of FUZ Executive members	18
26. Power of FUZ Executive Committee	20
27. FUZ Executive Committee	21
28. Organizational structure of FUZ	21
29. Provincial Administrators	22
30. Standing Committee	26

31. Accounts Finance	27
32. Revenue	28
33. Expenses	28
34. Assets	29
35. Board of Directors	29
36. Secretariat	30
37. Regional Offices	30
38. Indemnity and Liability	30
39. FIFPro Regulations	31
40. Disciplinary Issues	31
41. Appeals on Disciplinary Issues	31
42. Arbitration Clauses	32
43. Dismissal of member	32
44. Executive Committee Arrangements	33
45. Matter not provided for in statutes	33
46. Amendments of the Constitution	33

THE CONSTITUTION OF

THE FOOTBALLERS UNION OF ZIMBABWE

ARTICLE 1 THE NAME, LEGAL FORM, HEAD OFFICE AND AFFILIATION

- 1.1 The name of the Union shall be the Footballers Union of Zimbabwe, hereinafter referred to as FUZ.
- 1.2 FUZ is neutral in matters of politics and religion. It prohibits any form of political, religious, sexual, ethnic, tribal, or racial discrimination.
- 1.3 FUZ is a body corporate with perpetual succession capable of suing and being sued, acquiring and disposing of property, acquiring rights and incurring obligations and engaging in any lawful activities which are consistent with its aims and objectives.
- 1.4 The Head Office of FUZ shall be in Harare or such other place as the Union at an Annual General Meeting or Special Meeting may decide.
- 1.5 FUZ is an associate of the Zimbabwe football Association otherwise known as ZIFA and shall cause to be registered with: the International Federation of Footballers Union known as FIFPRO, and the Ministry of Labour (Zimbabwe) and any other bodies as the conference may decide.
- 1.6 FUZ shall be subject to national laws of Zimbabwe governing Unions.

ARTICLE 2 AIMS AND OBJECTIVES

- 2.1 To provide, promote, facilitate and safeguard proper welfare and conditions of former, current and future football players.
- 2.2 To develop an awareness of proper working conditions and present requirements of Footballers
- 2.3 To negotiate for improvement of working conditions of footballers and these conditions which include issues such as:
- (i) Wages and other allowances
 - (ii) Health and safety conditions which include sick benefits and approved working playing fields.
 - (iii) Maternity leave and child care
 - (iv) Hours of work and fringe benefits.

- (v) Pensions, bonuses and other terminal benefits
 - (vi) Housing, education, insurance, medical, funeral and other benefits.
- 2.4 To carry out educational training programmes for its members through facilitating seminars on HIV&AIDS, study schemes, and scholarships both local and abroad.
- 2.5 To carry out social research and economic analysis for the benefit of its members.
- 2.6 To provide legal advice to its members and provide representation of players at hearings.
- 2.7 To help resolve disputes arising between its members and the football clubs and any other relevant bodies.
- 2.8 To represent footballers at national, regional, continental and international level.

ARTICLE 3 COLOURS AND EMBLEM.

3.1 The flag of the union shall be the flag of the Republic of Zimbabwe or such other as the Conference may from time to time decide with the national laws on flags.

3.2 The emblem of the union shall be:-

Circle made of three rings, the outer ring in bottle green, the centre ring in yellow with words Footballer Union of Zimbabwe inscribed in black and the inner ring in red, and the circle on white background, a logo with two open black palms in semi circle style, a green artistic football player running with the ball superimposed in the palms and the logo superimposed in the background of the circle and a Superimposed ribbon bearing yellow background and the words CARE AND PROTECTION inscribed in black and the Zimbabwe bird on top of the ring.

3.3 The abbreviation of the union is FUZ.

ARTICLE 4 THE PATRON

4.1 The patron of the FUZ shall be honoured as a Special guardian, protector and supporter and shall be appointed at an Annual General Meeting or Special General Meeting by the FUZ Conference from a list recommended by the FUZ Executive Committee. The conference may appoint any other person of its choice but when it does so, shall give reasons for not following the Executive recommendations.

ARTICLE 5 MEMBERSHIP OF THE UNION

5.1 Membership of the union shall be open to any footballer in Zimbabwe above the age of

sixteen (16), subject to the approval of the conference.

5.2 The footballer must be registered with the football club, which the club is a member of PSL & ZIFA.

5.3 Retired players shall be eligible for membership.

5.4 Life membership of the union shall be conferred on all retiring members who satisfy the conditions set out by the Conference.

ARTICLE 6 PROCEDURES FOR OBTAINING MEMBERSHIP

6.1 Every application for membership to the Union must be submitted in writing to the Secretary General for the attention of the Executive Committee.

6.2 Every application for membership from a footballer shall be submitted to his/her football club for the Secretary General of the Union.

ARTICLE 7 MEMBERS RIGHTS

The memberships of the Union have:

7.1 The right to know in advances the agenda of any general Conference to be called to the meeting within the prescribed time, to take part in the meeting within the prescribed time, take part in the meeting to exercise their right to vote.

7.2 The right to be informed of the affairs of FUZ.

7.3 The right to take part in the activities and programmes of FUZ

7.4 All other rights arising out of this Constitution or those recognized by the regulations, directives and decisions of FUZ.

.

ARTICLE 8 MEMBERS OBLIGATION

Every member of FUZ has:-

8.1.1 An obligation to be bound by FUZ, meaning that the member must abstain from actions contrary to the interest of FUZ

8.1.2 An obligation to agree to be bound by the statutes, regulations, directives and decisions of FUZ.

8.1.3 An obligation to elect the member of its executive organ.

- 8.1.4 An obligation to observe the principles of loyalty, integrity and good sporting behaviour as an expression of fair play; an
- 8.1.5 All other obligations arising out of this constitution or out of the rules and regulations, directives and decisions of FUZ or the Club under which the member operates.

ARTICLE 9 SUSPENSION

9.1 Any member of FUZ may be suspended by the Union for breach of the constitution, rules and regulations directives and decisions of FUZ. In this case, there shall be a disciplinary hearing of the member affected within fourteen (14) days of suspension.

9.2 In urgent cases, the Executive may impose a provisional sanction of this kind although the suspension shall only come into effect until the next General conference which must decide on this sanction.

9.3 Any decision on suspension implies loss of the rights and obligations associated with the member status while the suspension remains in force.

ARTICLE 10 LOSS OF MEMBER STATUS

10.1 Member status is terminated by the resignation of the member, its expulsion or dissolution.

10.2 Loss of member status does not relieve the member from its financial obligations to FUZ. Suspension cancels all rights in relation to FUZ in particular those related to the registered Capital of FUZ.

ARTICLE 11 RESIGNATIONS

11.1 A member may resign by giving thirty (30) days notice to the Union of his intention to resign.

ARTICLE 12 EXPULSIONS

12.1 The Conference may expel a member for breach of the Constitution, regulations, directives

an decisions of FUZ after a determination from a disciplinary committee that there was such a breach.

ARTICLE 13 ORGANS OF FUZ

The following have the status of the organs of FUZ:

- 13.1 The FUZ Conference
- 13.2 The FUZ Executive Committee
- 13.3 The FUZ Audit Committee and the External Auditors
- 13.4 The Standing Committee (Legal, Status and Arbitration, Disciplinary ,Research, Education and Training, Women’s participating issues, Organizing, Cooperation, Insurance, Health and Safety, Finance and Economic Planning).
- 13.5 Secretariat (Secretariat, Administration and Finance, Public Relations, Education and Training).
- 13.6 Regional offices (Harare, Bulawayo, KweKwe, Mutare,)

ARTICLE 14 THE GENERAL CONFERENCE

- 14.1 The Footballers Union of Zimbabwe Conference is the meeting to which all the members of FUZ, through representation, are regularly convened. The Conference represents the supreme authority of FUZ. Only a meeting that is properly convened has the authority to make decisions.
- 14.2 Life members of FUZ can attend the Conference Meetings, and may be consulted together with third parties specially designated by the Conference and Secretary General of FUZ. The Life Members only have a consultative role.
- 14.3 The FUZ Executive decides on the participation of third parties at the Conference Meetings. Third parties have no voting rights, and can only be consulted with the express permission of the FUZ Conference.
- 14.4 It is to this Conference that:
 - 14.4.1 the FUZ Executive is accountable
 - 14.4.2 all policy and rules for the government and control of the Union in the country are formulated and approved.
 - 14.4.3 the FUZ Executive is elected from among qualified candidates

- 14.4.4 the Annual Budget of the Union is approved
- 14.4.5 the membership, and levies applicable to and payable by all members, or officials shall be determined and approved.
- 14.4.6 the FUZ Audit Committee and External Auditors are appointed
- 14.4.7 the Life Members of the Union are approved
- 14.4.8 all amendments of the constitution are approved

ARTICLE 15 CONFERENCE COMPOSITION

- 15.1 The composition of the FUZ Conference shall be as follows:
 - 15.1.1 Team Captains from each Premier league Club
 - 15.1.2 Administrator of each region
 - 15.1.3 FUZ Executive members
 - 15.1.4 Board of Directors (Non Voting)
 - 15.1.5 Any member who is in arrear of membership, subscriptions and or fines shall not be entitled to vote at the Annual General Meeting, or a special or other Conference meeting.

ARTICLE 16 NOMINATION OF DELEGATES

- 16.1 The members nominate their duly authorized official delegate(s) to represent them
- 16.2 The primary official delegate shall be the team Captain. In the absence of the Captain, the vice Captain or
Any senior Player in the team shall be the alternate official delegate.

ARTICLE 17 MEETING OF THE CONFERENCE

- 17.1.1 The Conference shall hold its Annual General Meeting before the beginning of the season and in any case not later than the 31st of March.
- 17.1.2 Extra ordinary meeting may be convened by the FUZ Executive Committee when it deems fit or upon a requisition made and supported by not less than one third of the eligible voting members. The notice period shall be 30 days. The Secretary General shall

give the notice and agenda of the meeting within 7 (seven) days of the request.

- 17.1.3 For the Annual General Meeting, the FUZ Secretary General shall give all members 30 (thirty) days clear notice of the place, date and time of the meeting. The agenda for the business to be transacted shall be forwarded to members at least 14 (Fourteen) days before the meeting.
- 17.1.4 The President of the Executive may call for an Extraordinary meeting, and in that case the Secretary General shall inform members in writing at least 14 (fourteen) days before the date of the meeting, of the agenda, venue and time of the meeting. Should some member feel that there should be other matters to be discussed, those motions must be in writing and be received by the Secretary General at least seven (7) days before the meeting. The Conference shall decide by two thirds majority of the members present and entitled to vote on whether such other matter should be discussed at the Emergency meeting.
- 17.1.5 At any meeting, unless there is consensus, a vote shall be taken and declared for the record.
- 17.1.6 Minutes of all Conference meetings shall be kept by the Secretary General and copies of such minutes shall be made available to all members of the Assembly within 30 (thirty) days of the holding of such meetings.

ARTICLE 18 QUORUM AT CONFERENCE MEETINGS

- 18.1 Subject to Article 18.2 an absolute majority of the Conference shall constitute a quorum at any General Meeting.
- 18.2 If the quorum is not achieved, a second Conference Meeting shall take place within seven (7) days after the first, within the same agenda. There is no quorum required for this second meeting unless any item on the agenda envisages the amendment of the constitution, election of office bearers, the dismissal of one or more of members of an organ of FUZ, or the exclusion or dissolution of members of FUZ.
- 18.3 The General Conference shall be chaired by the President of the FUZ Executive, or if the President is absent or unable by the Vice President. If the latter is also absent or unable to attend, it is chaired by the member of the FUZ Executive Committee who has been in office for the longest period of time.

ARTICLE 19 DECISIONS

- 19.1.1 The members exercise their voting rights through their official delegates, each having a single vote.
- 19.1.2 Voting shall be by show of hands except for elections, where voting shall be by secret ballot. The member may, at any other time, resolve to determine any matter by secret ballot.
- 19.1.3 Subject to sub-section (4), decisions shall be taken by an absolute majority (50%+1) of the votes validly cast by the official delegates voting.
- 19.1.4 The following decisions shall be made by two thirds majority of the total membership of the Conference.
- 19.4.1 Change of Head Office
- 19.4.2 Amendment of Agenda
- 19.4.3 Dismissal of a member of an organ;
- 19.4.4 Bestowing of Life membership;
- 19.4.5 Exclusion of a member of FUZ, and
- 19.4.6 Dissolution of FUZ requires a two thirds majority of the votes validly cast by the official.
- 19.4.6 Elections shall be carried out on the basis of an absolute majority (50%+1) of the votes validly cast by official delegates voting in the first round, and then on the basis of a relative majority (the highest number of votes) in the second round. In the event that the votes cast in the second round are equal, a new count shall be taken to separate the candidates. If this vote is likewise equal, the candidates shall be separated by drawing lots.
- The decisions taken by the meeting shall come into force on the day
- 19.4.6.1.1 Determined by the Conference. Where there is no appointment date the decision shall come into force after seven (7) working days.

ARTICLE 20 ORDER OF BUSINESS AT THE ANNUAL GENERAL MEETING

- 20.1 The Annual General Meeting shall be held at a time and place as the President of Conference shall determine

for verification. Candidates or their agents may be present at the verification, however the absence of a candidate or an agent for the candidate, shall not stop the verification process.

21.1.4 A nomination must be done on the form provided by the Secretary General and must be Proposed by and seconded by another member of the Conference who is properly affiliated and not in arrears. A nominated candidate must also sign on the form that he/she accepts the nomination.

21.1.5 The verified candidate list must be sent to all Conference Members within five (5) days of the meeting of the Nomination Court. In addition the Secretary General must place at least two (2) advertisements of the list in a newspaper enjoying wide circulation in the country or province for which the vacancy is.

21.1.6 If the meeting is postponed for more than 30 days, further nominations for the elections should be allowed. The verified nominations shall remain valid. Any new nominations shall follow the procedure for nominations except for the Secretary General who shall not be required to call for nominations.

21.1.7 The Secretary General shall have available to members of the Conference the particular nomination forms applicable that time. Forms must be completed and returned at least ten (10) days before the meeting.

21.1.8 In emergency cases, nominations shall be called by the Secretary General who shall give at least fourteen (14) days notice of the meeting and make available the nomination forms to be completed and returned at least seven (7) days before the meeting and the Nomination Court to sit four (4) days before the meeting.

21.1.9 No objections shall be allowed after four (4) days from verifications of nominations.

21.2 Voting at elections shall be by secret ballot.

21.2.1 Any persons facing disciplinary or criminal charges or whose proceedings are pending may stand for election provided that such person is subsequently found guilty of the charge such shall, if elected, vacate the office or position if the penalty is such that he must vacate.

ARTICLE 22 FUZ EXECUTIVE COMMITTEE

22.1 The FUZ Executive Committee shall be composed of six (6) conference elected officials.

22.1.1 The President (Elected by the Conference and full

time Employee of the Union)

22.1.2 The Vice President (Elected by the Conference and maybe full time Employee of the Union)

22.1.3 The Secretary General (Elected by the Conference and full time Employee of the Union)

22.1.4 The National Treasurer (Elected by the Conference)

22.1.5 Two (2) Committee Members (Elected by the Conference)

22.2 The FUZ President and Secretary General shall be full time employees of the Union.

22.3 The tenure of office of the FUZ Executive Committee members shall be Five (5) years.

22.4 Should there be a vacancy within the FUZ Executive, the remaining FUZ Executive Committee, within a period of four weeks, shall co-opt a person to act until the next Annual General Meeting when the vacancy will be filled by election. Should more than one vacancy occur at the same time or within four weeks of each other and prior to co-option to fill the first, the Secretary General shall call an Emergency Conference meeting to fill up the vacancies by election.

22.5 Members of FUZ Executive may provisionally suspend a member of their Executive pending disciplinary hearing of the member so suspended, within fourteen (14) days of the suspension

ARTICLE 23 DISQUALIFICATION FROM EXECUTIVE POSITION

23.1 Any FUZ member, who, during his/her term of office is:

23.1.1 declared insolvent; or

23.1.2 makes an assigned to or arrangement or composition with his/her creditors; or

23.1.3 declared by a component court to be incapable of managing his/her own affairs; or

23.1.4 convicted of crime involving theft, fraud or dishonesty of which there is a fine whose custodial alternative is six(6) or more months, or is sentenced to such a custodial term. Shall forthwith vacate such office and be disqualified to hold office in the union

23.2 the above disqualification applies to all persons holding positions in all organs of the Union.

ARTICLE 24 FUZ EXECUTIVE COMMITTEE MEETINGS

24.1 The FUZ Executive Committee shall meet from time to time as the affairs of the Union

demand, but will meet once a month to deal with reports from the FUZ Secretary General and other Committees.

- 24.2 The Executive Committee shall be an absolute majority of 50% plus one
- 24.3 All resolutions passed shall be adopted on a simple majority and the decisions taken shall be binding and shall be effected as directed.
- 24.4 At the request of at least three members, the President must convene a meeting within two weeks following the request.
- 24.5 Members of the Executive must submit any points they wish to be on the agenda for the meeting to the Secretary General at least seven (7) days before the meeting.
- 24.6 The notice of the meeting and the agenda shall be sent out to the FUZ Executive members at least four (4) days prior to the meeting.
- 24.7 Any Executive member must withdraw from the debate if there is any risk or possibility of conflict of interest.
- 24.8 The Secretary General takes part in the meetings and is responsible for the minutes.
- 24.9 Any member of the FUZ Executive, who is absent from three consecutive meetings without prior apology or without subsequent reasonable explanation in person at the next Executive meeting, once ratified by Conference such a person shall forthwith cease to be a member of the FUZ Executive and Conference.
- 24.10 Further, such member shall not be eligible for re-election for any position for two succeeding Annual General Meetings within the Union as well as their respective committees or departments
- 24.11 Minutes of the meeting shall be taken and kept and verified, they must be signed by the person chairing the meeting that verifies them.

The meetings of the FUZ Executive Committee are confidential.

- 24.12 The decisions of the FUZ Executive Committee shall come into effect immediately ,unless the Executive Committee decides otherwise or the decision requires Conference ratification.

ARTICLE 25 DUTIES OF THE FUZ EXECUTIVE MEMBERS

25.1 The President :-

25.1.1 shall be a full time Employee of the union

25.1.2 shall preside over all Executive Committee Meetings and Conference meetings, which he is present and to conduct such meetings in accordance with the constitution.

25.1.3 shall enforce observance of the rules and orders of this constitution.

25.1.4 shall be a co-signatory to the national banking accounts of the union and sign minutes of the NC,AGM and NEC

25.1.5 shall have speaking rights and voting rights

25.1.6 shall be eligible for re-election

25.1.7 shall perform such duties as by usage and custom pertaining to the office of the President

25.1.8 shall be elected by delegates at the conference

25.1.9 shall hold office until next conference

25.2 The Vice President shall:-

25.2.1 fulfill the duties of the President when the president is absent;

25.2.2 perform other duties as delegated to him by the President and the FUZ Executive Committee;

25.2.3 generally assist the President to run the Union

25.1.4 be elected by delegates at the conference

25.1.5 hold office until next conference

25.3 The Secretary General:-

25.3.1 shall be a full time Employee of the Union.

25.3.2 shall conduct correspondence of the Union and shall table correspondence at the ensuing National Executive Meetings

25.3.3 shall supervise the work of all Secretariat Employees of the Union;

25.3.4 shall be eligible for re-election

25.3.5 shall administer, supervise, assist and monitor the progress and production of staff

25.3.5 shall sending out notices and minutes of AGM..

25.3.6 shall address grievances of staff .

25.3.7 shall preparation and circulation of an annual report of activities of the Union, which shall include statements of accounts, certified by Union Auditors together with Auditors report to the AGM and NC

25.3.8 shall organise and co-ordinate the affairs of the work of the Union

25.3.9 shall manage the general office work and administration of the affairs activities of the Union

25.3.10 shall be the chief negotiator, spokesperson and acting on behalf of the Union

25.3.11 shall undertake such duties as may be decided by the NC and AGM

25.3.14 shall have speaking rights but no voting rights at any constituted bodies of the Union if employed full time by the Union

25,3.15 shall be elected by delegates at the Conference and shall hold office until next election at the next Cnference

25.4 **The Treasurer shall:-**

25.4.1 be responsible for all financial matters of the Union;

25.4.2 ensure that there is stringent economy in all areas of the activities of the Union;

25.4.3 ensure that money received is allocated to meet considerable running costs and maintain a reasonable cash flow at all times

25.4.4 make members aware of the various sources, use and control of Union funds

25.4.5 collect, disburse, keep and control Union funds

25.4.6 establish a proper accounting system

25.4.7 be one of the signatories of the Union's banking accounts

25.4.8 prepare and submit periodic financial statement to the appropriate organs of the Union

25.4.9 make the books of accounts and records available for inspection by members and registrar of the Unions when and where necessary.

25.4.10 discharge his responsibilities together with other Union functionaries' e.g. full-time salaried staff in which the day to day financial administration is entrusted.

25.4.11 prepare the annual budget

25.4.11 be elected by delegates at the congress and shall hold office until the next election at the next conference

25.5 The Executive Committee Members shall:-

Perform duties allocated to them by the Executive Committee.

ARTICLE 26 POWER OF THE FUZ EXECUTIVE COMMITTEE

26.1 The FUZ Executive Committee shall have power to:

26.1.1 Recommend to the Conference that Rules and Regulations be passed, amended or repeated.

26.1.2 Enforce compliance with, the Laws of the Game, the Constitution, the Rules and Regulations of the Union by all members;

26.1.3 Enforce the Judicial organs decisions to suspend, disqualify, expel, impose fines, ban, otherwise punish or deal with any member, for any contravention of the Rules and Regulations of the Union or for bringing the profession of football into disrepute. Specifically, the Executive Committee does not pass disciplinary decisions. It implements decisions of the respective judicial organs.

26.1.4 Assess the suitability of all playing fields, grounds or stadia through the relevant committees.

26.1.5 Organizes, regularize and finance visits by footballers from or to other countries.

26.1.6 Nominate one or more persons, lawyer or firm of lawyers to represent the union or the members of the FUZ Executive Committee or its members in any legal or arbitration proceedings by or against the Union or the Officers concerning the affairs of the Union.

26.1.7 Nominate one or more qualified persons to represent the Union at National, Meetings or Workshops organized by FIFPro, ZIFA, Government and FIFA or relevant organizations or sister Unions.

26.1.8 Appoint Standing Committees or sub-committees to give effect to the aims and objectives of the Union and carry out any of the powers of the FUZ Executive Committee are subject to ratification by the Conference.

26.1.9 Prescribe Membership, fees and other fees including subscription fees and fines as may be decided from time to time, subject to ratification by the Conference.

26.1.10 Cause enquiry into and the determination of any disputes that may involve its members

- 26.1.11 Prepare Annual Budgets for approval by Conference at the Annual General Meeting.
- 26.1.12 Find, employ, engage, contract, structure and reward administrative staff on competitive terms and conditions within the Laws of Zimbabwe through the Secretary General.
- 26.1.13 Executive decisions passed by the Conference.
- 26.1.14 Ensure that organs of the Union produce their Audited Statements of Accounts and Balance sheets annually to the Union. The Union shall have the power to examine the Books of Accounts of all organs including conducting spot checks and inspections.
- 26.1.15 Assign to the Secretary General such duties and functions as deemed apt.
- 26.1.16 The FUZ Executive Committee shall represent FUZ in respect of third parties.

ARTICLE 27 FUZ EXECUTIVE COMMITTEE

The FUZ Executive Committee shall not engage in valid debate unless in the presence of a number equal or more to the majority of its members.

- 27.1 It shall make decisions by a simple majority of the members present. In the event of a tied vote, the President has the casting vote. Absent members shall not vote.
- 27.2 Any members of the FUZ Executive must withdraw from the debate if there is any risk or possibility of a conflict of interest with other members of the Executive or Conference.
- 27.3 Except in the event of withdrawal, each member must express his opinion.
- 27.4 The decisions taken are recorded in the minutes.
- 27.5 The decisions taken shall come into effect immediately, unless the Executive Committee decides otherwise.

ARTICLE 28 ORGANISATIONAL STRUCTURE OF FUZ

- 28.1 There shall be only one National Union in Zimbabwe with one National Conference which shall be the Supreme Policy Making Body on football players in the country and to which shall players under the provisions of the Rules and Regulations or Constitutions approved by Conference on the recommendations of the respective organs become members.
- 28.2 All members shall be subject to control of the National Union and bound without exception, to abide by all Conference decisions, Rules and regulations and the provisions of the Ministry of Labour, ZIFA, FIFA and FiFPro statutes present and future.

- 28.3 All Rules and Regulations for members shall be subject to the Union's Constitution as well as its Rules and regulations as approved by the Conference and any part, clause or section running contrary to the Union's constitution through appropriate Committees.
- 28.4 There shall be one clear set of disciplinary rules or dispute resolution system and a single disciplinary system administered at the top by the Union through appropriate Committees.
- 28.5 There shall be a duty on all members to abide by the Union's set of Rules and system for both disciplinary procedures and dispute settlement.
- 28.6 There shall be clear set of Rules and Regulations for the registration, control and/or transfer of players between clubs and under the jurisdiction of the Union, the country and other bodies or clubs outside the country.
- 28.7 All Committees are subordinate to FUZ.

ARTICLE 29 PROVINCIAL ADMINISTRATORS

There will be provincial administrators, who shall be responsible to FUZ through the 8 Regions

29.1 The Executive Committee shall be elected at an Annual General Meeting . They shall be allowed to serve a maximum of two terms of five years each, after which each member shall not be allowed to seek re-election to the same position until after the expiry of two seasons.

29.2 The FUZ Secretary General or his representative shall supervise the elections.

29.3 Only paid up members shall be allowed to vote.

29.4 In the event of a vacancy occurring on the Provincial level, the FUZ Executive Committee shall fill the post with a co-opted person. The FUZ Executive Committee shall be advised accordingly.

29.5 The co-opted person shall be eligible for re-election to the office at the end of the particular cycle.

29.8 RESPONSIBILITIES

29.8.1 The Provincial Administrator shall be responsible for the proper administration of Union business pertaining to the Province.

29.8.2 The Provincial Administrator shall facilitate the holding of Programmes in the Province

as is deemed fit with the approval of the FUZ Executive Committee.

29.8.3 The Administrator shall ensure smooth system of contract, communication and co-operation from Zones, onto District levels of the Union.

ARTICLE 30 STANDING COMMITTEES

30.1 The Union shall have the following Standing Committees to assist in the running of the Union:

30.1.1 Legal, Status and Arbitration

30.1.2 Disciplinary

30.1.3 Audit

30.1.4 Finance, Economy and Projects

30.1.5 Insurance, Health and Risk Management

30.1.6 Marketing Fund Raising and Public Relations

30.1.7 Women Participation and Issues

30.1.8 Education and Training

30.1.9 External Affairs

30.1.10 HIV AIDS and Football

30.2 Duties of all Standing Committees will be to assist in the formulating policy and programmes recommend these to the FUZ Executive Committee, and at the request of the FUZ Executive, help to affect these recommendations.

30.3 QUALIFICATIONS, COMPOSITION AND APPOINTMENTS TO

STANDING COMMITTEES

30.3.1 Candidates who want to hold positions on the Committees of the Union shall satisfy the following qualifications:

30.3.2 Minimum of 5 years football playing experience at Division One or premier level

30.3.3 Four years secondary education or higher level

30.3.4 Those with professional qualifications relevant to the Committee shall be exempted from

qualification in sub clause (1) and (2)

30.4 Members of the Standing Committees, and any others as determined by the FUZ Executive Committee from time to time, shall be appointed and may be disbanded at the discretion of the FUZ Executive Committee or the Conference.

30.5 At the Annual General Meeting of the Conference Members shall propose names or Candidates to various Standing Committees. From the proposed names, the FUZ Executive Committee shall appoint members of the Standing Committees.

30.6 The President and Vice President of the Standing Committees shall be designated by the Members in accordance with this Constitution and with the assistance of the Secretary General.

ARTICLE 31 ACCOUNTS AND FINANCE

31.1 FUZ executive Committee shall cause to be kept, proper books of accounts and all financial transactions of the Footballers Union of Zimbabwe in accordance with the requirements of the internal audit committee in line with the international standard of accounting.

31.2 The FUZ Executive Committee shall cause to be prepared at the beginning of each calendar year an Annual Budget setting out all the expenses and income expected in the ensuing year and this budget shall submitted for approval by the Conference at its Annual General Meeting.

31.3 All monies of the Footballers Union of Zimbabwe shall be deposited in one or more approved Banking Accounts as shall be necessary in the name of the Union and all Cheques drawn thereon and instructions given in regard thereto, shall be signed by any two people from the panels set out below.

31.3.1 President

31.3.2 Treasurer

31.3.3 Secretary General

31.4 Authority for all capital expenditure shall be subject to the approval of the FUZ Executive provides such expenditure was provided for in the budget. Any expenditure other than capital expenditure shall be subject to the approval of the finance department.

31.5 The Finance department shall submit financial management reports of the Union at every

meeting of the FUZ Executive Meeting.

- 31.6 No funds of the Union, or income derived from, or from the property of the union, shall be divided among any members or distributed to any member.
- 31.7 The financial year of the Footballers Union of Zimbabwe shall end on the 31st day of December each year.
- 31.8 The Footballers Union of Zimbabwe's accounts shall be audited by the appointed External Auditors, as the case may be, once in each year.
- 31.9 Each Committee shall also submit to the Secretary General, by no later than 28th February in each year, an audited statement of its accounts for the preceding year accompanied by the President's report and the minutes of the Committee's Annual General Meeting.
- 31.3 Each Committee shall submit to the Finance department, by no later than 31st December each year, its management accounts. Each Committee shall submit is audited statement of accounts for the preceding year within two months from the close of the financial year.
- 31.4 The National Union shall itself deal directly with ZIFA, the Government or other bodies on the question of any grants or levies. Any negotiations for grants shall be done through and by the Union, which alone has the right to accept, or collect any levies.

ARTICLE 32 REVENUE

- 32.1 The Revenue of FUZ arises specifically from:
- 32.1.1 Membership fees
- 32.1.2 Monthly subscriptions
- 32.1.3 Fundraising
- 32.1.4 Training fees
- 32.1.5 Grants and donations.
- 32.1.6 Other subscriptions in keeping with objectives pursued by FUZ.

ARTICLE 33 EXPENSES

33 FUZ bears:

- 33.1.1 The expenses stipulated in the budget.
- 33.1.2 Those other expenses approved by the General Conference and those that the FUZ Executive Committee is entitled to incur within the scope of its authority.

33.1.3 All those expenses in keeping with the objectives pursued by FUZ.

ARTICLE 34 ASSETS

- 34.1 All immovable properties shall be registered under FUZ (Pvt) Ltd and shall be controlled by the FUZ Board of Directors.
- 34.2 All assets, leases, shares and other securities and funds shall be vested in the Board of Directors in accordance with the Constitution.
- 34.3 All documents relating to immovable property of the Footballers Union of Zimbabwe and to letting or hiring of immovable property, requiring execution in the name of the Union, shall be signed by the President of the FUZ Board of Directors or in the absence of the President, by the Vice President
- 34.4 No immovable property shall be disposed off , mortgaged or encumbered by the Union without the approval of the Board of Directors

ARTICLE 35 BOARD OF DIRECTORS

- 35.1 The composition of the Board of Directors shall be as follows :
- 35.1.1 At the first Congress, the Six founding members of the Union shall not contest elections but will automatically form the Board of Directors and continue in the positions they had in the Executive Committee
- 35.1.2 Any five of the six shall be responsible for making decisions regarding the assets of the Union.
- 35.1.2 The Board of Directors will co-opt a former or current long serving Executive Committee member to replace one of the Directors in the event of death or otherwise
- 35.1.3 The Board of Directors will supervise and give guidance to the Executive Committee and continue to see to it that the agenda of the Union is not compromised.
- 35.1.4 The Board of Directors shall be in-charge of the Regional and International desk.

The Board of Directors shall establish a company known as FUZ (Pvt) Ltd ,which company shall look after the commercial aspects of the Union.

ARTICLE 36 SECRETARIAT

- 36.1 The General Secretariat is the permanent administrative organ of FUZ and under the Secretary General.
- 36.2 Its particular functions are:
- 36.2.1 To implement the decisions of the Executive Committee, Conference, organs and standing committees.
- 36.2.2 To make preparations for the General Conference, as well as for the meeting of the organs and committees.
- 36.2.3 To draft the minutes of the General Conference and of the meeting of the FUZ Executive Committee.
- 36.2.4 To assist the Secretary General in dealing with the business of the Union as directed by him/her.

ARTICLE 37 REGIONAL OFFICES

- 37.1 There shall be FUZ Regional offices based in Harare, Bulawayo, Kwe Kwe and Mutare.
- 37.2 The regional offices shall be managed by full time staff employed by the FUZ Executive on the recommendations of the Secretary General.
- 37.3 The main functions of these offices shall be to coordinate all administrative and Secretariat functions of the FUZ in the regions.

ARTICLE 38 INDEMNITY AND LIABILITY

38.1 Every member of the FUZ Executive Committee shall be indemnified out of the funds of the Union in respect of all approved costs, losses and expenses, which they may incur in the execution of their duties, except through dishonesty, bad faith negligence, provided the member submits a full statement of such costs, loses or expenses, together with receipts ,vouchers and/or other authoritative documents relative to such statement, within six weeks from the date of such expenditure

38.2 No member of the FUZ Executive Committee shall be liable for the acts, neglect or default of any other member or officer or servant of the Union or through the insufficiency of any title to property acquired by the FUZ Executive Committee for the Union or for the insufficiency of any Executive Committee for the Union or through the insufficiency of any security upon which the monies of the Union have been invested or for the loss or damage arising from the insolvency or totours act of any person with whom money, securities, or effects have been deposited or for any loss damage deposited or for any loss or damage by an error of judgement on his or her part.

ARTICLE 39 FIFPro REGULATIONS

39.1 Articles, any rules and regulations of the Union pertaining to football must comply with the Rules and Regulations of FIFPro. Where any of the Union's Rules and Regulations are at variance with those of FIFPro, the Rules and Regulations of FIFPro, present and future, shall prevail.

39.2 No member of the Union shall be permitted to bring before the courts of law definitive decisions returned by the organs of FUZ with the Union or other Unions. Any such decisions must be submitted to the authority of arbitration tribunal, which will settle the dispute.

ARTICLE 40 DISCIPLINARY ISSUES

40.1 All disciplinary issues shall come under the jurisdiction of the Union's Disciplinary Committees.

40.2 The Disciplinary Committee shall consist of a Chairperson, Vice Chairperson and a minimum of three (3) members. The Chairperson and Vice shall be required to have some legal background.

40.2 Judicial organs may impose any sanctions as stipulated in the Rules and Regulations and can suspend, disqualify, expel, impose fines, ban, otherwise punish or deal with any member, for any contravention of the Rules and Regulations of the Union or for bringing the profession of football into disrepute.

ARTICLE 41 APPEALS ON DISCIPLINARY ISSUES

41.1 Any person or body dissatisfied with the decision of the Disciplinary Committee, may within seven (7) days of being notified of the Disciplinary Committee's decision, shall appear to the Appeals Committee through the Secretary General.

- 41.2 The Appeals Committee shall be Legal, Status and Arbitration Committee and shall be chaired by a registered and practicing legal practitioner.
- 41.3 The Appeals Committee may deal with the matter in such a manner as it considers appropriate save that it shall have regard to the Union's Constitutions, Rules and Regulations, the FIFPro Statutes and Regulations, Labour laws of Zimbabwe and shall ensure that the Rules of natural justice are observed.
- 41.4 The Appeals Committee may confirm, vary, set aside the decision being appealed against.
- 41.5 Any person or body dissatisfied with the decision of the Appeals Committee shall have a further right to appeal to the Arbitration Tribunal within seven days from the date notification of appeals committee's decision through the Secretary General and accordance with Article on Appeals.

ARTICLE 42 ARBITRATION CLAUSES

Every member, or falling under the jurisdiction of the Union shall incorporate the following clauses on arbitration.

- 42.1.1 Any dispute between the parties regarding any matter or claim arising out of this constitution or its interpretation or the respective rights and obligations of the parties under this constitution shall be submitted to and resolved by arbitration in Harare in accordance with the procedural rules of the Dispute Resolution Chamber or Sport Arbitration Tribunal and or the Labour Tribunal in the case of Labour dispute. The decision of the Arbitration Tribunal shall be final and binding on the parties to the disputes and be made an order of Court, for enforcement purposes only, at the instance of any parties of the dispute.
- 42.2 Any appeal from the decision of the appeals committee established in terms of this constitution shall be submitted to, and resolved by arbitration in Harare in accordance with the procedural rules of Dispute Resolution Chamber or Sport Arbitration Tribunal and or Labour Tribunals. The decision of the Arbitration tribunal shall be binding and final on the parties to the dispute and may be made an order of Court, for enforcement purposes only, at the instance of any of the parties to the dispute.

ARTICLE 43 DISMISSAL OF A MEMBER

The FUZ Executive Committee may place the dismissal of a member on the agenda of the Conference. Any member may submit a proposal to the Executive Committee to place such a motion for dismissal on the agenda.

The motion for dismissal must be justified. It must be sent out to members of the Conference with the agenda for the meeting.

The member in question has the right to speak in his or its own defence at the Conference meeting.

If the motion for dismissal is upheld, the Conference shall make the appropriate decision by means of a secret ballot. For it to be adopted, the motion must be supported by a majority of two thirds of the votes validity cast by the official delegates voting.

The member dismissed must be relieved of his or her function forthwith.

ARTICLE 44 EXECUTIVE COMMITTEE ARRANGEMENTS

The FUZ Executive Committee ensures that the statutes are applied and all the necessary arrangements required for their applications made.

ARTICLE 45 MATTERS NOT PROVIDED FOR IN THE STATUTES

Any matters not provided for under these statutes or cases of force majeure must be settled by the Board of Directors. No appeal may be lodged against its decisions.

ARTICLE 46 AMENDMENT OF THE CONSTITUTION

These articles and or any other articles or provisions the Footballers Union of Zimbabwe may bring into force, may be added to, varied, amended or modified by a resolution of a three quarters majority of the votes of the full Conference at a Annual General Meeting, or such Extra-Ordinary Meeting called for the purpose of which due notice shall have been given in terms of the provisions of this Constitution provided that such amendments are registered with the Zimbabwe Football Association, or the Ministry of Labour or the International Federation of Footballers Union (FiFPro).