

CONSTITUTION

WorldSkills International

I NAME AND SEAT

Article 1

1.1 NAME

The association will be known as WorldSkills International.

The association (hereinafter referred to as: the “Organization”) operates worldwide and is politically and denominationally neutral and shall not seek to make a profit.

1.2 SEAT

The Organization is registered in Amsterdam and is governed by the laws of the Netherlands.

II VISION, MISSION AND OBJECTIVES

Article 2

2.1 VISION

The vision of the organization is “improving our world with the power of skills”.

2.2 MISSION

The mission of the organization is to raise the profile and recognition of skilled people, and show how important skills are in achieving economic growth and personal success.

2.3 OBJECTIVES

1. Marketing the Organization by drawing on the global efforts of Member organizations.
2. Positioning the WorldSkills Competition as the premier world event for skills recognition and advancement.
3. Developing a new modern identity and a flexible structure to support the global activities of WorldSkills International.
4. Developing strategic partnerships with selected corporate, government, and non-government organizations to further the aims of the Organization.
5. Disseminate information and share knowledge about skill standards and the Organization’s performance bench-marks.
6. Facilitate networking among the Organization’s stakeholders to develop new opportunities for skills development and innovation.
7. Encourage the transfer of skills, knowledge, and cultural exchange between participants in the Organization and other young people across the world.

2.4 TO ACHIEVE THESE OBJECTIVES THE ORGANIZATION WILL:

- use Skills Competitions, Education and Training, Promoting Skills, Research, Career Building, and International Cooperation to bring together industry, government, and education organizations to drive an international skills agenda designed to create economic stability and growth for all people and freedom of choice for all youth,
- challenge young people, their teachers, trainers, and employers to achieve world class standards of competence in commerce, services, and industry, and to promote the status of vocational education and training,
- conduct WorldSkills Competitions in alternate years,
- promote the exchange of ideas and experience in vocational education and training through seminars, meetings, and competitions,
- disseminate information on world class standards of competence,
- seek to motivate young people to pursue further education and training relevant to their careers,
- facilitate communication and contacts between vocational education and training organizations around the world, and
- encourage the exchange of young professionals among the Members.

III GOVERNING BODIES, STANDING COMMITTEES AND OFFICERS

Article 3

3.1 GOVERNING BODIES

The Organization's governing bodies are:

- the General Assembly, and
- the Board of Directors.

3.2 STANDING COMMITTEES

The Organization's standing committees are:

- the Strategy Committee, and
- the Competitions Committee.

3.3 OFFICERS

3.3.1 The Organization's officers are:

- President,
- Vice President for Special Affairs,
- Vice President for Strategic Affairs,
- Vice President for Competitions,
- Vice Chairs of the standing committees,
- Treasurer, and
- Chief Executive Officer.

3.3.2 All the organization's officers, with the exception of the Chief Executive Officer, are elected to a four year term. Officers are elected by a secret ballot of the General Assembly, and are eligible for re-election to any position subject to the "limitation of terms of office" as set out in Standing Order 3.4. In the case of a Board vacancy, a new election will be held at the next General Assembly meeting.

3.3.3 The Chief Executive Officer is appointed by the Board of Directors. The terms and conditions of the appointment will be set out in a contract for services as agreed to by the Board of Directors and the Chief Executive Officer.

3.4 GENERAL ASSEMBLY

- 3.4.1 The General Assembly is the highest authority. The General Assembly consists of the Official Delegates (as defined in Article 3.6) and the Technical Delegates (as defined in Article 3.7), representing the Members of the Organization. Each Member has one vote to be cast by one of the Delegates.
- 3.4.2 The General Assembly shall meet on the invitation from the President once every year. It is chaired by the President. A special meeting of the General Assembly may be convened at any time by resolution of the Board of Directors or at the request of one third (1/3) of the Members.
- 3.4.3 All meetings will be convened by letter or email with an indication of the items to be dealt with at least four (4) weeks before the meeting.
- 3.4.4 The powers of the General Assembly include:
- a. election of the President, Vice Presidents, Vice Chairs of the Standing Committees and Treasurer,
 - b. selection of the hosts of Competitions and General Assembly meetings
 - c. approval of the annual accounts audited by an auditor as referred to in article 2:48 paragraph 2 of the Dutch Civil Code,
 - d. resolutions on reports and proposals from the Board of Directors,
 - e. decisions about future Competitions,
 - f. ratification of the admission of Members,
 - g. expulsion of Members,
 - h. resolutions concerning awards,
 - i. approval of Competition results,
 - j. approval of the budget and the Annual Fees,
 - k. ratification of changes to the Standing Orders, Competition Rules Code of Ethics and other official documents on the proposal of the Board of Directors,
 - l. ratification of changes to the Constitution on the proposal of the Board of Directors, and
 - m. dissolution of the Organization.

3.5 BOARD OF DIRECTORS

- 3.5.1 The elected Board of Directors consists of the President, the Vice Presidents, the Vice Chairs of the Standing Committees and the Treasurer. The Board of Directors shall also include two ex officio members who shall represent the Host Members of the next two WorldSkills Competitions. The ex officio members are appointed by the Host Member for a period of four (4) years. The Board of Directors (elected or ex officio) are of equal status in conducting the affairs of the Organization. The Board of Directors is responsible to the General Assembly.
- 3.5.2 The Board of Directors shall meet on the invitation from the President at least twice a year. This meeting is chaired by the President. The Chief Executive Officer participates in the meetings for advice. A special meeting of the Board of Directors may be convened at any time by resolution of the Board of Directors at the request of the majority of the Directors. The agenda for all meetings will be circulated at least three (3) weeks before a meeting.
- 3.5.3 The powers of the Board of Directors include:
- overall responsibility for the organization,
 - preparation of updates to the Standing Orders and Code of Ethics,
 - preparation of updates to the Constitution,
 - preparation of a strategic plan with an associated operating plan (Action Plan),
 - monitoring the quality of the Competitions,
 - coordination of the Organization's meetings,
 - coordination of the results from the Organization's meetings and subsequent reports and proposals to the General Assembly,

- appointment of the Chief Executive Officer,
- decisions on special tasks to be undertaken by the members of the Board of Directors,
- approval of the Organization's annual report,
- appointment of an auditor as mentioned in article 2:48 paragraph 2 Dutch Civil Code,
- decision on the annual accounts,
- contacts with other organizations,
- admission of new Members (with ratification by the General Assembly – refer Article 4.2),
- appointment of a Quality Auditor as referred to in Standing Orders 9.8,
- awarding of Honorary Members and Honorary Presidents (refer Article 6),
- coordination and evaluation of Competition hosts and General Assembly meeting hosts and subsequent proposals to the General Assembly, and
- establishment of working groups.

3.6 STRATEGY COMMITTEE

The Strategy Committee consists of the Official Delegates. It is chaired by the Vice President for Strategic Affairs and meets on their invitation. It will have a reflective role and work on possible strategies and ways to implement the aims and objectives of the Organization in accordance with the orientation agreed upon.

3.7 COMPETITIONS COMMITTEE

The Competitions Committee consists of the Technical Delegates. It is chaired by the Vice President for Competitions and meets on their invitation and deals with all matters relating to the competitions.

IV MEMBERSHIP

Article 4

4.1 DEFINITION

The term Member means a body representing a vocational education and training system in a country/region's commerce, services, and industry and recognised as such by the Organization.

4.2 ADMISSION

The admission of Members falls within the competence of the Board of Directors and must be ratified by the General Assembly (the admission procedure is governed by the Organization's Standing Orders).

4.3 DELEGATES

A Member is represented by an Official and a Technical Delegate. These Delegates are appointed at the Member's discretion but must be selected to actively contribute in their respective roles and responsibilities for WorldSkills International.

4.4 RESIGNATION

- 4.4.1 A Member may resign at the end of a calendar year provided that it notifies the Chief Executive Officer in writing of its intention to do so at least six (6) months beforehand.
- 4.4.2 At the end of its membership the Member must have discharged its obligations to the Organization.

4.5 INFORMATION

Every Member has the obligation to notify the Board of Directors without delay of any material changes within its body that could affect its Membership.

4.6 EXPULSION

- 4.6.1 A Member may be expelled by the General Assembly for serious, repeated breaches of the Constitution, the aims of the Organization or the neglect of financial commitments, provided that three-quarters (3/4) of the Members are represented at the meeting and entitled to vote, agree.
- 4.6.2 The General Assembly shall vote on a proposal from the Board of Directors after satisfying the requirements of due process.

V FINANCES

Article 5

5.1 FINANCIAL YEAR

The Organization's financial year is from the first day of January up to and including the thirty-first day of December.

5.2 INCOME

The income of the Organization includes:

- Membership Admission Fees,
- Annual Membership Fees,
- Hosting Fees
- fees for professional services,
- the sale or licencing of Technical Descriptions, literature, analyses, and other intellectual property,
- income from conferences,
- voluntary donations, and
- Sponsorship Fees.

5.3 ANNUAL FEES

On the recommendation of the Board of Directors, the General Assembly sets the Annual Fees in accordance with the budget.

5.4 REMUNERATION

Members of the Organization and their Delegates are not remunerated for their services.

5.5 LIABILITY

5.5.1 Any commitments will be covered by the Organization's assets.

5.5.2 Members who resign or who are expelled from the Organization by resolution of the General Assembly have no claim to the Organization's assets.

5.6 AUDITING

The accounts and a statement of the Organization's assets and liabilities shall be audited by an auditor as referred to in article 2:48 paragraph 2 of the Dutch Civil Code before submitting to the General Assembly.

VI GENERAL PROVISIONS

Article 6

6.1 HONORARY PRESIDENT, HONORARY MEMBERS

On the approval of the Board of Directors, past Delegates or past Presidents of the Organization may be nominated Honorary Members or Honorary Presidents respectively.

Article 7

7.1 STANDING ORDERS

The Board of Directors shall prepare Standing Orders in English as necessary to regulate the conduct of the Organization's affairs and to define the roles and responsibilities of the Organization's officers and committees.

All such Standing Orders shall be submitted to the General Assembly for ratification.

Article 8

8.1 INTERPRETATION

In the event of any conflict within different translations of the Constitution, the English version shall govern, except for legal matters where the Dutch version governs by law.

Article 9

9.1 GENDER

In all WorldSkills International documentation, any words implying male gender shall automatically imply female gender.

VII FINAL PROVISIONS

Article 10

10.1 AMENDMENTS

The Constitution may be amended by the General Assembly provided that two-thirds (2/3) of the Members represented at the meeting and entitled to vote, agree.

10.2 DISSOLUTION

The Organization may be dissolved by the General Assembly provided that three-quarters (3/4) of the Members represented at the meeting and entitled to vote, agree.

In the event of a dissolution, the assets of the Organization shall be returned to financial Members in proportion to their latest Annual Membership Fee.

10.3 REPRESENTATION

The Board of Directors, or the President and another elected officer, or the President together with the Chief Executive Officer are entitled to represent the Organization.

REVISIONS

The following table shows the date that the Constitution updates were ratified by the General Assembly. The updated articles legally come into effect on the date of the execution of the Dutch notarial deed (lodged by the Secretariat after the General Assembly).

v1.0	Lisbon, 15.06.00	Tjerk Dusseldorp, Daniel Sommer
v1.1	Auckland, 14.03.02	Revised and adapted: Tjerk Dusseldorp, Daniel Sommer
v2.0	Hong Kong, 10.05.04	Revised and adapted: Tjerk Dusseldorp, Sheila Ruigrok (Acting)
v2.1	Helsinki, 25.05.05	Revised and adapted: Tjerk Dusseldorp, David Hoey
v2.2	Melbourne 10.05.06	Revised and adapted: Tjerk Dusseldorp – President David Hoey – Secretary General
v3.0	Calgary, 06.09.09	Revised and adapted: Tjerk Dusseldorp – President David Hoey – Chief Executive Officer
v3.1	London, 02.10.11	Revised and adapted: Tjerk Dusseldorp – President David Hoey – Chief Executive Officer
v3.2	Jeju, 19.05.12	Revised and adapted: Simon Bartley – President David Hoey – Chief Executive Officer
v3.3	Lucerne, 15.09.14	Revised and adapted: Simon Bartley – President David Hoey – Chief Executive Officer
v3.4	São Paulo, 10.08.15	Revised and adapted: Simon Bartley – President David Hoey – Chief Executive Officer