



THE CONSTITUTION

WOMEN OF SEYCHELLES INSPIRING TRANSFORMATIVE ACTIONS (WOSITA FOUNDATION)

ARTICLE 1: NAME AND ADDRESS OF THE ASSOCIATION

The Association shall be called ‘WOMEN OF SEYCHELLES INSPIRING TRANSFORMATIVE ACTIONS (WOSITA) Foundation,’ and its registered office will be situated in Victoria, Mahé, Seychelles or in any other place in the Seychelles where the Foundation may from time to time determine.

The WOSITA Foundation is registered under the Association Act 2022 (Act 8 of 2022) and is subject to all applicable Laws and Regulations of the Republic of Seychelles, including compliance with the Registrar of Associations.

ARTICLE 2: PURPOSE AND OBJECTS

It shall be a non-profit organization registered as a Non-Governmental Organization (NGO) under the Association Act 2022 (Act 8 of 2022), operating exclusively for charitable, benevolent, scientific, educational, social and cultural purposes. It shall be an independent, voluntary, non-partisan, and non-discriminatory body engaging with all women and girls of Seychelles.

a) Its Objects

WOSITA Foundation will aim to promote networking (social and professional) and engagement of women in Seychelles for:

- (i) Advancement of leadership and promotion of success stories (including awards and incentives).
- (ii) Encouraging women in entrepreneurship.
- (iii) Exchanging and sharing experiences and know-how with other women and the youth of Seychelles
- (iv) Support mentoring and career advisory schemes; support capacity-building initiatives or soft skills training to empower women.
- (v) Encouraging sustainable practices and supporting the development of such initiatives.
- (vi) Providing support to women needing assistance with innovative projects.
- (vii) Promoting health and wellness.
- (viii) Providing community support to each other (sharing burdens and triumphs).
- (ix) Advocacy for gender equality and other issues of concern for women and girls.

- (x) Promoting arts, cultural and sports exchanges with women from other nationalities and countries.

b) Its Pillars and Support Groups

It will operate under 6 main pillars for the implementation of its activities and furtherance of its objectives, with a Leader and Co-Leader for each Pillar, appointed by the members of the WOSITA Foundation at the Annual General Meeting, AGM:

- **Leadership and Mentorship** --> Leadership skills-building seminars; mentorship programs in collaboration with local organizations; and promoting success stories
- **Entrepreneurship** → Networking events for women entrepreneurs including exhibitions and trade fairs; promoting success stories
- **Environment and Sustainability** → projects on eco-friendly practices; training women in sustainable farming or other such initiatives and practices including energy saving; campaigns on environmental awareness and climate change; collaboration with WIOMSA for women in fisheries
- **Innovation and Technology** → support digital literacy programs, promote women in STEM fields, and offer workshop or capacity-building initiatives in tech-based entrepreneurship.
- **Health and Wellness** → Life mentoring programs; health talks and seminars including mental health and emotional resilience; initiatives on nutrition and healthy eating, and self-care practices, networking and socializing events, promoting and encouraging women in sports and fitness,
- **Arts and Culture** → promote cultural activities and exchanges; hold workshops/exhibitions/forums, etc fostering creativity and teamwork.

The Pillars attempt to capture the essential aspects of women's empowerment ensuring that every Pillar contributes to the overall well-being and strength of Seychelles' women.

Support groups to encourage counselling and events coordination/promotion shall be created to facilitate the implementation of the objectives of the WOSITA Foundation.

c) Resources and Mobilization

In the furtherance of the above objectives, the WOSITA Foundation may:

- (i) Raise funds through sponsorship or social activities (other than trading).
- (ii) Publish or disseminate information in articles, newsletters, social media pages/accounts, its website or otherwise.
- (iii) Collaborate with other stakeholders, agencies, associations, SCCI, and NGOs involved in similar activities.
- (iv) Engage with gender champions (male and other gender) with like-minded beliefs.
- (v) Support, administer or set up other charities.
- (vi) Promote or undertake research in areas of interest.
- (vii) Organize conferences, seminars, trade fairs, and symposiums.
- (viii) Acquire or hire property for its activities.
- (ix) Borrow, deposit, and/or invest funds as appropriate
- (x) Employ paid or unpaid personnel for service delivery.

ARTICLE 3: FUNDING and RECORD KEEPING

WOSITA Foundation shall be funded by:

- i) Donations and gifts
- ii) Sponsorship
- iii) Grants and subsidies
- iv) Fundraising activities and events
- v) Membership fees

Its finances (expenses and revenue) shall be subject to proper Accounting and Auditing Regulations, and all books and records shall be kept by the Treasurer as per the Laws and Regulations of the Republic of Seychelles.

An auditor shall be appointed each year who shall render a report on the accounts of the WOSITA Foundation to meet regulatory requirements.

ARTICLE 4: EXECUTIVE COMMITTEE and MEMBERSHIP

a) Executive Committee

The Governing body of the WOSITA Foundation shall be called the Executive Committee, appointed for a three-year term with the possibility of renewal as per the Association Act 2022. It shall comprise the following office bearers:

- i) The Chairperson –
- ii) Vice Chairperson –
- iii) Treasurer –
- iv) Secretary & Public Relations –
- v) One Ordinary Member -

For the purpose of the implementation of WOSITA Foundation's activities, the following shall also be co-opted on the Executive Committee as a wider forum to attend the quarterly meetings:

- vi) Governance/Legal Adviser –
- Vii) Ordinary member (14 Pillar representatives) –

As per Section 25 (12) of the Association Act 2022, the Chairperson, Vice-chairperson, Treasurer, Secretary and one Ordinary Member shall form part of the core Executive Committee and shall be appointed for a three-year term with eligibility for reappointment to serve a second term of three years only.

b) Executive Committee Approval

All Executive Committee members must apply for and receive approval from the Registrar of Associations before assuming office. The Registrar must be satisfied that proposed members understand their obligations and meet the qualifications under the Laws of the Republic of Seychelles. If an Executive Committee member resigns or is removed, the WOSITA Foundation shall notify the Registrar within fourteen (14) days and seek approval for a replacement.

A member on the Executive Committee or any co-opted member who wishes to resign should give fourteen (14) days notice to the Chairperson.

c) Ordinary Members

WOSITA Foundation shall have any number of ordinary members to encourage the participation of women in its activities and appoint any number of Ambassadors overseas, to promote its objectives subject to the members agreeing with, and abiding by its objectives and Code of Ethics.

Ordinary Members shall be represented on the Executive Committee (as co-opted members) by 14 people who will be appointed at the Annual General Meeting, AGM and representation will be for a term of 2 years, unless re-appointed by members to serve a 2nd term of two years. These representatives shall also be the Leaders and Co-Leaders of the 6 Pillars outlined under Article 2 (b) above.

The Secretary shall maintain a Register of Members that will be updated as and when new members are approved or are no longer members; and each member will be issued with a membership card that will have a QR code with direct access to the website. The membership card will also provide certain benefits to the registered members of the WOSITA Foundation.

The Executive Committee reserves the right to decline membership of anyone it feels is not of good standing in line with its Core Values and Code of Ethics. Any fees paid in advance will be refunded to the person.

d) Membership Fees

All members should pay a fee of SR100 per month (or SR1200 per annum), that would be used to cover expenses of the WOSITA Foundation, whilst also ensuring commitment of members. Subscription of membership is for one year. Refer to Article 10 d) for the financial year.

e) Admittance, Resignation and Dismissal

Interested parties can voluntarily register as a member from the website by completing the application form and paying the applicable membership fees. Membership fees could also be paid via bank transfer or cash payment with the Treasurer, following which a receipt shall be issued.

A member may be removed from the Executive Committee (subject to the approval of the majority) under the following circumstances: -

- Resignation
- Ceasing to believe and practice the objectives of the WOSITA Foundation
- Sowing discord and division among the members of WOSITA Foundation
- Dishonesty, fraud, and lack of trust.

f) Ambassadors

-They should be persons of good standing appointed to actively promote the WOSITA Foundation and its activities in their respective country of residence; and assist in seeking collaborations with other Foundations, Associations, or International Institutions with like-minded objectives to raise funds or support WOSITA Foundation's objectives and activities.

ARTICLE 7: RESPONSIBILITIES OF THE EXECUTIVE COMMITTEE

The Executive Committee (acting as the Board of Governance) shall be responsible for the overall execution and supervision of the WOSITA Foundation's operations and activities. In exercising its functions, it shall be expected to make decisions based on representations from members of each Pillar and consensus of most members.

There shall be such number of staff and functionaries as may be determined by the Executive Committee, who shall be charged with carrying out the programs and activities of the WOSITA Foundation.

The staff shall be paid such remunerations and allowances as may be determined by the Executive Committee, and under the guidance of the Chairperson, shall be responsible for the discipline and management of all employees. See Annex 2 for the duties of all Office Bearers, Ambassadors and Members.

ARTICLE 8: CORE VALUES

Winning trust and respect: We will ensure that the the WOSITA Foundation plays an important role in the economic and social empowerment of women in Seychelles to drive membership engagement and loyalty.

Objective driven: We will bring awareness of the objectives and values of the association to all members and interested partners to better cultivate the environment of trust and motivation.

Solidarity in action: We commit to being an active and responsible NGO and engage in initiatives that will uplift and support all women and girls in Seychelles

Inspiring change: We will embrace innovation and adapt to changes to stay ahead of international trends in providing the best sustainable solutions for our members.

Transparency: We will aim to encourage and promote the spirit of transparency and responsibility and accountability in all our affairs and among our members and partners for trans-formative actions.

Actions for achieving success: We will endeavor to build partnerships and maintain strong relationships with other NGOs and like-minded stakeholders and partners to ensure sustainability of our activities and projects.

ARTICLE 9: RESPONSIBILITIES, DUTIES, RULES and ETHICS

The WOSITA Foundation is governed by the Associations Act 2022 under the Laws of the Republic of Seychelles and all its members should follow its Code of Ethics diligently.

Refer to Annex 1 for the Code of Ethics.

All Office Bearers and Members of WOSITA Foundation shall follow the general guidelines in regard to their responsibilities and duties attached as Annex 2.

ARTICLE 10: QUARTERLY MEETINGS and Annual General Meetings,

a) AGM

An official general meeting shall be held once a year (AGM) to be attended in person and/or virtually (especially for overseas members and ambassadors):

- Report on the activities and events
- Financial reports, including Auditor's Report
- Appointing new Committee Members and Pillar leaders, as required
- Agree on and approve the annual calendar of activities
- Any other business (AOB)

b) Quarterly Meetings

Members will otherwise meet every quarter, to:

- Report on quarterly activities and financial statements
- Discuss any issues arising over the previous quarter
- Plan for the forthcoming quarter activities
- Approve and welcome new members
- Any other business (AOB)

Special meetings may be called at the discretion of the Chairperson.

c) Voting

Voting shall be by secret ballot on important matters such as the appointment of Executive Committee Members, Pillar Leaders, or disciplinary decisions and any controversial or delicate matters – otherwise voting could simply be a show of hands. Executive Committee members have the right to appoint a proxy should they be absent from the proceedings or the AGM.

Only members in good standing with up-to-date membership cards shall be allowed to participate in the official meetings and will have the right to vote.

d) Financial Year

The Financial Year shall be 1 January to 31 December.

ARTICLE 11: AMENDMENTS TO THE CONSTITUTION

A General Meeting may, subject to the Laws of the Republic of Seychelles, amend this Constitution.

ARTICLE 12: DISSOLUTION

A General Meeting may, subject to the Laws of the Republic of Seychelles, dissolve the WOSITA Foundation.