



## **TERMS & CONDITIONS OF IOE MEMBERSHIP**

### **MEMBERSHIP**

1. Any central business or employers' organisation whose objectives are compatible with those of the IOE is eligible for membership of the Organisation, subject to its fulfilling the following conditions:
  - a) it stands for and defends the principles of free enterprise and the market economy; and
  - b) it is a free and independent voluntary organisation composed exclusively of employers or business or employers' organisations and is not subject to control or interference of any kind from any governmental authority or any outside body.
2. If in any country no such central organisation exists, and one or several organisations of business or employers from that country are desirous of joining the IOE, the Management Board shall consider the conditions to be attached to the proposed admission of such organisations. Where there is a sitting member in a given country, any decision regarding admission of a new member shall only be taken after prior consultation and with the close involvement of the sitting member. The General Council shall then consider the proposals made to it by the Management Board and decide the question of admission.
3. The Management Board may admit as Associate Members for a short period of time fixed by the Management Board and under such conditions as it may deem appropriate other national business or employers' organisations. Such Associate Members shall have the same rights and obligations as any other Member, with the exception of the right to vote. At the conclusion of the fixed period of time, admission to formal membership shall be examined by the Management Board, which shall submit its proposals to the General Council for final decision.
4. All applications for admission, with supporting documents, shall be made through a written request to the Secretary-General, who shall report to the next meeting of the Management Board. The Management Board may grant provisional admission pending the decision of the General Council. Federations with provisional admission shall have the same rights and obligations as any other Member, with the exception of the right to vote.
5. The decision of the General Council regarding admission of Members shall be final, and the General Council shall not be required to state its reasons for any decision, including refusals, it takes.
6. Each Member and Associate Member shall retain its autonomy and independence.
7. No Member, or Associate Member, or Partner Company shall be entitled to claim the assets of the IOE.

## **FINANCES**

1. The annual subscription shall be paid not later than 1 August in each year.
2. Any member who has not settled its subscription in full within the first quarter following the end of the calendar year in which it falls due, and who is not the beneficiary of a special arrangement such as paying in monthly instalments, or has not firmly committed to settle the amount due by a date agreed with the Secretariat, shall be deprived of IOE Services until such time as the full amount of the arrears is settled and shall furthermore be deprived of its voting right if the arrears have not been settled by the date of the General Council.

## **RESIGNATION OR EXCLUSION OF MEMBERS**

1. Any Member may at any time in the course of a financial year give notice of resignation to the Management Board.
2. A Member which has failed to pay its subscription for two consecutive financial years may be deprived of membership by the Management Board on the recommendation of the Secretary-General. Any subsequent request for re-admission shall be examined by the Management Board which shall propose to the General Council the appropriate steps to be taken.
3. The General Council may at any ordinary or special meeting by a vote of two-thirds of the Members present expel from its membership any Member which in its opinion no longer possesses the qualifications for membership as enumerated in clauses (a) and (b) of Article 3.1, or whose activities it considers contrary to the best interest of the Organisation, provided it is requested in writing so to do by the Management Board and provided further that the Management Board shall have given notice to such Member of its intent to make such request. Such notice shall contain the time and place of the meeting of the General Council to which such request shall be made and shall be dispatched to Members at least five weeks prior to such meeting of the General Council.
4. Any proposal to exclude a Member shall be placed on the agenda of the meeting of the Management Board or of the General Council at which this proposal is to be considered.
5. The excluded Member shall not be entitled to a refund of any amounts paid during the period of membership, but shall remain liable for membership dues up to the date of exclusion.

\* \* \*