

CONTENTS

CONTENTS	PAGE NO. 1
DEFINITIONS	2-7
1. CHAPTER-1	
GENERAL PROVISIONS	8-12
2. CHAPTER-2	
MEMBERSHIP	13-21
3. CHAPTER-3	
HONORARY PRESIDENT	21
& HONORARY MEMBER	
4. CHAPTER-4	
ORGANIZATION	22-23
CONGRESS	23-33
EXECUTIVE COMMITTEE	33-41
PRESIDENT	41-44
EMERGENCY COMMITTEE	44-45
STANDING COMMITTEES	45-65
PFF SECRETARIAT	65-68
JUDICIAL BODIES	68-71
ARBITRATION TRIBUNAL	71-73
5. CHAPTER-5	
FINANCE	73-76
6. CHAPTER-6	
COMPETITIONS &	77-81
RIGHTS	
7. CHAPTER-7	
INTERNATIONAL MATCHES	81-83
& COMPETITIONS	
8. CHAPTER-8	
FINAL PROVISIONS	83-89

PAKISTAN FOOTBALL FEDERATION CONSTITUTION

PREAMBLE:

WHEREAS it is expedient to establish a National Organization having exclusive rights:

- i)** To administer, govern, organize, control and promote the game of Football

- ii)** To provide a general code for the Conduct of Provincial Football Associations, Units, Leagues, Institutions, Government Departments, Banks, Armed Services, Clubs etc associated with the game of Football in Pakistan.

Now, therefore, the Congress of Pakistan Football Federation hereby enacts and adopts the following amended Constitution.

INTERPRETATION OF TERMS/DEFINITIONS

PFF Pakistan Football Federation/Federation.

**Regional/
Provincial
Association** An organization subordinate to PFF

POA Pakistan Olympic Association.

AFC Asian Football Confederation.

FIFA Federation International de Football Association.

PSB Pakistan Sports Board.

CONSTITUTION Constitution of the Federation/Association.

BY-LAWS By-Laws of the Association shall include the following:

- 1.** General Rules.
- 2.** Standing Orders.
- 3.** Tournament Regulations.

CONGRESS Legislative body of the Association, elected in accordance with the Constitution of the Pakistan Football Federation.

EXECUTIVE COMMITTEE Executive Body of the Association,
elected in accordance with the

Constitution of the Association.

PRESIDENT

The President of the Association.

GENERAL SECRETARY

The General Secretary of the Association.

OFFICE BEARER

An Office bearer of the Federation /
Association.

MEMBER

A Member that has been admitted and
approved into Membership by the Congress
of Association.

ASSOCIATE MEMBER

Any area, services organization/ department
granted playing rights in the Association, duly
approved by the Executive Committee.
Associate Member shall not be eligible for
Membership of the Congress and shall have
no right to vote unless duly admitted as full
Member.

FOOTBALL

The game controlled by FIFA and
organized in accordance with the Law
of Game.

UNIT

District/Provincial Football Associations and

Referees Committee, affiliated with "X"
Association/Federation.

LEAGUE

A body that is subordinate to the unit.
Like club, Youth Training Centers etc.

COMMITTEE

The Standing Committee provided in the
Constitution, or any other committee
constituted by Association.

DUES

Affiliation fee, annual subscription, guarantee
money of matches or any other payment,
decided by the congress Executive Committee
of the Association from time to time.

PLAYER

A Football player, associated with the
Association/ Federation, through any affiliated
unit.

CLUB

Member of a District Football Association (That
is itself a Member of Regional / Provincial
Association).

IFAB

The International Football Association Board.

ORDINARY COURTS

State Courts which hear public and private
legal disputes.

ARBITRATION TRIBUNAL	Private Court of Justice acting instead of an ordinary court.
CAS	Court of Arbitration for sport in Lausanne (Switzerland).
ASSOCIATION	A Football Association recognized by and a Member of FIFA.
OFFICIALS	All Congress/Executive Committee Members, committee Members, coaches, referees and well as other people responsible for technical, medical and attendants as administrative matters of FIFA, AFC,PFF, Provincial /Regional Football Associations, Unit, League or Club.
CONFEDERATION	A group of Associations recognized by FIFA and belonging to the same continent.
PFA	Punjab Football Association.

KPK FA Khyber Pakhtoon Khwa Football Association.

SFA Sindh Football Association.

BFA Balouchistan Football Association.

IFA Islamabad Football Association.

FFA FATA Football Association.

AJK FA AJK Football Association.

GBFA Gilgit Baltistan Football Association.

PEC Provincial Election Commissioner.

DEC District Election Convener.

CHAPTER - 1

GENERAL PROVISIONS

Article 1: NAME, HEADQUARTERS, LEGAL FORM

This article shall govern the name, Headquarters and legal Form of the Federation. Likewise, the PFF shall define its affiliation and the corresponding obligations. Furthermore the Federation may define its flag, emblem, logo or abbreviation and protect them legally by registering them with the relevant national and international intellectual property protection bodies.

Article 2: NAME

The Organization shall be called:
“ Pakistan Football Federation”

Article 3: AFFILIATION

1. It shall be affiliated with

“ Federation International de Football Association”

“ Asian Football Confederation”

“ Pakistan Olympic Association”

“ Pakistan Sports Board”

2. PFF has to fully comply with the statutes, regulations, directives and decisions of FIFA at all times and has to ensure that these are also respected by its Members.

Article 4: JURISDICTION

The jurisdiction of Pakistan Football Federation shall extend throughout Pakistan including AJ & K, GBFA, FATA and Islamabad Capital Territory.

Article 5: HEADQUARTERS

The Headquarters of **PAKISTAN FOOTBALL FEDERATION** shall be located in Lahore or any other place decided by the Congress.

Article 6: OBJECTIVES

The Objectives of the Federation shall be:

1. To promote the game of football in Pakistan (and safeguard its interests every way it deems fit).
2. To foster friendly relations among its affiliated units, their officials and players by promoting the organization of football matches at all levels in Pakistan.
3. To control every type of Football activity by taking steps as shall be deemed necessary or advisable to prevent infringements of the constitution and allied by-laws.
4. To prevent the introduction of improper methods or practices in the game and protect it from abuses.
5. To seek affiliation to FIFA, AFC and POA, and to act as the channel of communication between them and the units of the Congress.
6. To provide, by means of allied By-Laws, principles for settling any differences that may arise between or among the units without any discriminations or prejudices.
7. To arrange the construction of adequate playing fields and allied facilities and to retain and acquire any copy right for them.

8. To preserve the independence of the Federation in all matters, without outside influence and interference.
9. To appoint Committees as may be deemed necessary.
10. To control and promote refereeing and other technical aspects of the Game.
11. To organize competitions in Association Football in all its forms at a national level, by defining precisely, as required, the areas of authority conceded to the various units/leagues of which it is composed.
12. To respect and prevent any infringement of the statutes, regulations, directives and decisions of FIFA, AFC and PFF as well as the laws of the Game and to ensure that these are also respected by its Members.

Article 7: NEUTRALITY AND NON-DISCRIMINATION

1. PFF is neutral in matters of politics and religion.
2. Discrimination of any kind against province, region, private person or group of people on account of ethnics, origin, gender, language, religion, politics or any other reason is strictly prohibited and punishable by suspension.

Article 8: PLAYERS

1. The status of players and the provisions of their transfer shall be regulated by the Executive Committee of PFF in accordance with the current FIFA Regulations for the status and transfer of players.
2. Players shall be registered in accordance with the regulations of PFF.

Article 9: LAWS OF THE GAME

PFF and each of its Members play association football in Compliance with the laws of the Game issued by IFAB. Only IFAB may lay down and alter the laws of the Game.

Article 10: CONDUCT OF BODIES AND OFFICIALS

The bodies and official of PFF must observe the constitution, regulations, directives, decisions and the Code of Ethics of FIFA, AFC and PFF in their activities.

CHAPTER - 2

MEMBERSHIP

This chapter shall govern the rights and obligations of the Members of PFF as well as rules regarding the admission, suspension, expulsion and resignation of Members of the Federation. Provinces, regional Associations, Districts, Units, Leagues, other groups linked to football and individuals may become a Member of the Association provided that their membership has been approved by the Congress. The Clubs may be indirect Members of the Federation/ Association through membership of Province, District or Regional Association, Unit or League that is a direct Member of the Federation. Only the Congress, as the supreme body of the Federation shall decide whether to admit, suspend or expel a Member.

Article 11: ADMISSION SUSPENSION AND EXPULSION

1. The Congress shall decide whether to admit, suspend or expel a member.
2. Admission may be granted if the applicant fulfills the requirements of PFF.

3. Membership is terminated by resignation or expulsion. Loss of membership does not relieve the Member from its financial obligations towards PFF or other Members of PFF, but leads to cancellation of all rights in relation to PFF.

Article 12: ADMISSION

1. Any legal or natural person wishing to become a Member of PFF shall apply in writing to the PFF Secretariat.
2. The application must be accompanied by the following mandatory items.
 - a) A copy of its legally valid constitution and regulations.
 - b) A declaration that it will always comply with the Constitution, regulations and decisions of PFF, AFC and FIFA and ensure that these are also respected by its own Members, Clubs, Officials and Players.
 - c) Declaration that it will comply with the Laws of the Game in force.
 - d) A declaration that it recognizes the Arbitration Tribunal of PFF and the Court of Arbitration for Sport (CAS) in Lausanne(Switzerland).
 - e) A declaration that it is located and registered in Pakistan.

- f) A declaration that it will play all official home matches in Pakistan.
- g) A declaration to the effect that the legal composition of the applicant guarantees that it can make decisions independently of any external entity.
- h) A list of officials specifying those who are authorized signatories with the right to enter into legally binding agreements with third parties.
- i) A declaration that it undertakes to organize or participate in friendly matches only with the prior consent of PFF.
- j) A copy of the minutes of its last Congress or constitutional meeting.

3. This article shall not affect the status of existing Members.

Article 13: REQUEST AND PROCEDURE FOR APPLICATION

1. The Executive Committee shall request the Congress either to admit or not to admit an applicant. The applicant may state the reasons for its application to the Congress.
2. The new Member shall acquire membership rights and duties as soon as it has been admitted. Its delegates are eligible to vote and be elected with immediate effect.

Article 14: MEMBERS RIGHTS

1. The Members of PFF have the following rights:-

- a)** To take part in the Congress, to know its agenda in advance, to be called to the Congress with-in the prescribed time and to exercise their voting rights.
- b)** To draw up proposals for inclusion in the agenda of the Congress.
- c)** To nominate candidates for all bodies of PFF to be elected.
- d)** To be informed of the affairs of PFF through the official bodies of PFF.
- e)** To take part in competitions (if applicable) and or other sports activities organized by PFF.
- f)** To exercise all other rights arising from the constitution and regulations of PFF.
- g)** To benefit from the rights and privileges granted to them by rules and regulations.

3. The exercise of these rights is subject to other provisions in this constitution and the applicable regulations.

Article 15: MEMBERS OBLIGATIONS

1. The Members have the following obligations:-

- a)** Comply with the constitution, statutes, regulations, directives and decisions of FIFA, AFC and PFF at all times and to ensure that these are respected by its Members.
- b)** To ensure the election of its decision making bodies.
- c)** To take part in competitions (if applicable) and other sports activities organized by PFF.
- d)** To pay their membership subscriptions.
- e)** To respect the Laws of the Game as laid down by IFAB and to ensure that these are also respected by its members through a statutory provision.
- f)** To adopt a statutory clause specifying that any dispute requiring arbitration involving itself or one of its members and relating to the constitution, statutes regulations, directives and decision of FIFA, AFC, PFF or the Leagues shall come solely under the jurisdiction of the appropriate Arbitration Tribunal of FIFA, AFC or PFF and that any recourse to ordinary Courts is prohibited.

- g)** To communicate to PFF any amendments of its constitution and regulations as well as the list of its officials or persons who are authorized signatories with the right to enter into legally binding agreements with their parties.
 - h)** Not to maintain any relations of a sporting nature with entities that are not recognized or with Members that have been suspended or expelled.
 - i)** To observe the principles of loyalty, integrity and good sporting behavior as an expression of fair play through a statutory provision.
 - j)** To administer a register of members which shall regularly be updated.
 - k)** To comply fully with all other duties arising from the Constitution, and other regulations of FIFA, AFC and PFF.
 - l)** To respect and honour all expulsions and suspensions imposed by PFF, AFC, and FIFA.
 - m)** Not to form themselves into regional groupings.
 - n)** To notify PFF promptly of any change in its address and names of principal office bearers.
 - o)** To be held responsible for the good conduct and all financial commitments of their Associations/Units/Leagues towards PFF.
- 2.** Violation of the above- mentioned obligations by any Member may lead to sanctions provided for in this constitution.

Article 16: SUSPENSION

1. The Congress is responsible for suspending a Member. The Executive Committee may, however, suspend a Member that seriously and repeatedly violates its obligations as a Member with immediate effect. The suspension shall last until the next Congress unless the Executive Committee has lifted it in the meantime.
2. A suspension shall be confirmed at the next Congress by 2/3 majority of votes. If it is not confirmed, the suspension is automatically lifted.
3. A suspended member shall lose its membership rights. Other Members may not entertain sporting contact with a suspended Member. The disciplinary Committee may impose further sanctions.
4. Members that do not participate in the sports activities for three consecutive years shall be suspended from voting at the Congress and their representatives shall not be elected or appointed until they have fulfilled their obligations in this respect.

Article 17: EXPULSION

1. The congress may expel a member if:-
 - a) It fails to fulfill its financial obligations towards PFF.

- b)** It seriously violates the constitution, regulations, directives or decisions of FIFA, AFC and PFF.
- 2.** The presence of an absolute majority (50 % +1) of Members entitled to vote at the Congress is necessary for an expulsion to be valid and the motion for expulsion must be adopted by a three quarter majority of the valid votes cast.

Article 18: RESIGNATION

- 1.** A Member may resign from PFF with effect from the end of the Calendar year. Notice for resignation must reach the secretariat no later than six months before the end of the calendar year.
- 2.** The resignation is not valid until the Member wishing to resign has fulfilled its financial obligations towards PFF and the other Members of the PFF.

Article 19: STATUS OF CLUBS, LEAGUES, REGIONAL ASSOCIATIONS AND OTHER GROUPS OF CLUBS

- 1.** Clubs, leagues and Regional Associations or any other groups of Clubs affiliated to PFF shall be subordinated to and recognized by PFF.

2. The affiliated Clubs and groups of PFF shall take all decisions on any matter regarding their membership independently of any external body. The obligation applies regardless of their corporate structure
3. In any case, no natural or legal person including holding companies and business shall exercise control over more than one club or group whenever the integrity of any match or competition could be jeopardized

CHAPTER - 3

The Federation may bestow the title of honorary president or honorary member.

Article 20: HONORARY PRESIDENT AND HONORARY MEMBER

1. The Congress may bestow the title of honorary president or honorary member upon any person for meritorious service to football.
2. The Executive Committee shall make these nominations.
3. The honorary president or honorary member may take part in the Congress. They may join the debates but are not entitled to vote.

CHAPTER - 4

ORGANIZATION

The bodies are the most important parts of Federation. It cannot exist or act without them. Only the bodies or persons, who are authorized by them, can act with legally binding force for the Federation.

Article 21: BODIES OF THE FEDERATION

1. The Federation shall consist of Provincial Football Association, services organization, Pakistan Football Referees Association AJK, ICT Islamabad, FATA and GBFA and any other Football body approved by the Congress from time to time.
2. Affiliation of these organizations shall be governed by the "Affiliation Rules" promulgated by the Congress of the Federation.
3. **LEGISLATIVE, EXECUTIVE, ADMINISTRATIVE & JUDICIAL BODIES**
 - a. The Congress shall be the Legislative Body of the Federation and, as such, shall be the Supreme Authority.

- b. The Executive Committee shall be the executive body of the Federation.
 - c. The PFF Secretariat shall be the Administrative Body of the Federation.
 - d. The Standing Committees shall serve to assist in the proper administration of the Federation.
 - e. The judicial bodies shall comprise the Disciplinary Committee and the Appeal Committee.
4. The bodies are the most important parts of PFF. It cannot exist or act without them. Only the bodies or persons who are authorized by them can act with legally binding force for the Federation.

CONGRESS

Article 22 : SALIENT FEATURES OF THE CONGRESS

- 1. The Congress is the meeting at which all of the Members of PFF regularly convene. It represents the supreme and legislative authority of PFF. Only a Congress that is regularly convened has the authority to make decisions.
- 2. A Congress may be an Ordinary or Extra Ordinary Congress.
- 3. The President shall conduct the Congress in compliance with the standing orders of the Congress.

4. The Congress may appoint observers who take part in the Congress with out the right to debate or to vote.
5. The honorary presidents or honorary members are to take part in the Congress. They may join the debates but are not entitled to vote.

Article 23: DELEGATES AND VOTING

- a. Each member shall have voting rights in Following manners:-
 - i. Punjab Football Association 3
 - ii. Sindh Football Association 3
 - iii. Khayber Pakhtoon Khawa Football Association 3
 - iv. Balochistan Football Association 3
 - v. Islamabad Football Association 1
 - vi. Pakistan WAPDA Sports Control Board 1
 - vii. Pakistan Railway Sports control Board 1
 - viii. PIA Sports Directorate 1
 - ix. Pakistan Police Sports Control Board 1
 - x. Higher Education Commission Sports Board 1
 - xi. Pakistan Army Sports Control Directorate 1
 - xii. Pakistan Air Force Sports Control Committee 1
 - xiii. Pakistan Navy Sports Control Committee 1
 - xiv. Pakistan Football Referees Association 1
 - xv. Women Representatives:-
 - Champion Women Football Club 1
 - Women 3

Total Votes: 26

- b. Members who do not participate in at least two (2) years shall not be eligible to vote at the congress.
- c. The Executive Committee may at its discretion invite any person or persons to the congress who may attend and participate in the Congress without voting rights.
- d. The General Secretary shall give at least 21 days notice in advance of the meeting to all units and shall circulate with the notice a copy of the agenda reports, audited statements of accounts and other documents.
- e. The election meeting of the Congress shall be attended, by the representatives/members of the Federation.
- f. Attendance by proxy will not be permitted.
- g. The services organizations can nominate their bonafide employees only, to represent them to the congress.

Article 24: COMPOSITION OF CONGRESS

- 1. The Federation shall consist of the following Members/Associate Members:-

	<u>Members</u>	<u>Delegates</u>
a.	Punjab football Association	3
b.	Sindh Football Association	3
c.	Khayber Pakhtoon Khwa Football Association	3
d.	Balochistan Football Association	3
e.	Islamabad Football Association	1
f.	Pakistan WAPDA Sports Control Board	1
g.	Pakistan Railway Sports Control Board	1
h.	PIA Sports Directorate	1

i.	Pakistan Police Sports Control Board	1
j.	Higher Education Commission Sports Board	1
k.	Pakistan Army Sports Control Directorate	1
l.	Pakistan Air Force Sports Control Committee	1
m.	Pakistan Navy Sports Control Committee	1
n.	Pakistan Football Referees Association	1
o.	<u>Women Representatives:-</u>	
	1. Champion Women Football Club	1
	2. Women	3

	<u>Associate Members</u>	<u>Delegates</u>
a.	Azad Jamu & Kashmir(AJK) FA	1
b.	FATA Football Association.	1
c.	Gilgit Baldistan Football Association.	1
	Grand Total:	29

2. AJK FA, FFA and GBFA will be Associate members. They will enjoy playing rights and can be invited to attend meetings as observers as and when required. Their voting rights or full membership shall, however, depend on their participation in three consecutive Championships/Premier leagues after approval from the Congress.
3. Any Unit/League/Member that fails to participate in three consecutive championship/premier leagues/major sports activities shall be suspended from voting at the Congress and its Members shall not be elected or appointed until it has completed entire formalities and obligations in this regard.

Article 25: AREA OF AUTHORITY/POWERS

The Congress has the following authority: -

- a. To admit new Members.
- b. To elect the members of the executive committee for a mandate of four years.
- c. To make alternations / amendments / interpretations in the Constitution.
- d. To consider and approve Annual Budget, Audited Statement of Accounts, Annual Report and appointment of Auditors.
- e. To remove any office bearer or member by a 2/3rd majority.
- f. To take such steps as may be necessary and expedient to fulfill the objectives of the Federation.
- g. To appoint two members to check the minutes and to approve the minutes of the last meeting.
- h. To appoint scrutinizers.
- i. To approve President's activity report.
- j. To appoint independent auditors upon the proposal of the Executive Committee.
- k. To fix the membership subscriptions.
- l. To decide upon the nomination of the Executive Committee

whether to bestow the title of honorary president or honorary member.

m. To admit, suspend or expel a member.

n. To revoke the mandate of one or a number of Members of PFF.

Article 26: QUORUM

1. Decisions passed by the Congress shall only be valid if the absolute majority (50%+1) of the Members who are entitled to vote are represented.
2. If a quorum is not achieved, a second Congress shall take place within a week after the first with the same agenda.
3. A quorum is not required for the second meeting unless any item on the agenda proposes the amendment of the constitution of PFF, the election of the President and election of the vice-presidents and members of the Executive Committee, the dismissal of one or a number of Members, the expulsion of a Member of PFF and dissolution of the PFF.

Article 27: DECISIONS OF THE CONGRESS

1. A simple majority of the Members entitled to vote is sufficient for a vote to be valid. The number of valid votes counted shall decide the majority. Spoiled or blank voting slips or any other form of abstentions are disregarded in calculating the majority.
2. A decision that requires a vote shall be reached by show of hands or by means of an electronic Count. If a Show hand does not result in a clear majority in favour of a motion, vote shall be taken by calling the roll in alphabetical order.
3. The decision passed by the congress shall come into effect immediately after the close of the congress.
4. Elections shall be conducted by secret ballot. If only one candidate stands for elections, the Congress may decide to proceed other wise.
5. For a person to be elected, an absolute majority (50%+1) of the votes recorded and valid is necessary in the first ballot. In the second and any other requisite ballot, a simple majority of the votes recorded is sufficient.
6. If there are more than two candidates for one available position, the candidate that obtains the lowest number of votes is eliminated as from the second ballot until only two candidates are left.

Article 28: MEETINGS: ORDINARY CONGRESS

1. The ordinary Congress shall meet once every year before December

- a) The Executive Committee shall fix the place and date. The Members shall be notified in writing at least two months in advance.
- b) The formal convocation shall be made in writing at least 21 days before the date of the Congress. This convocation shall contain the agenda, the President's activity report, the financial statements and the auditors report and any other relevant documents.

Article 29: ORDINARY CONGRESS AGENDA

- 1. The General Secretary shall draw up the agenda based on proposals from the Executive Committee and the Members. Any proposal that a Member wishes to submit to the Congress shall be sent to the PFF secretariat in writing with a brief explanation one month before the date of the Congress.
- 2. The Congress agenda shall include the following mandatory items:-
 - a) A declaration that the Congress has been convened and composed in accordance with the Constitution.
 - b) Approval of the agenda.
 - c) An address of the President.

- d) Appointment of the Members to check the minutes.
- e) Appointment of scrutinizers.
- f) Approval of the minutes of the preceding Congress.
- g) Suspension or expulsion of Members (if applicable).
- h) President's activity reports since the last Congress.
- j) Approval of the financial statements.
- k) Approval of the budget.
- L) Admission for membership (if applicable).
- m) Discussion of proposals submitted by the Members and the Executive Committee.
- n) Appointment of independent auditors (if applicable) upon the proposal of the Executive Committee.
- o) Dismissal of a person or a body (if applicable).
- p) Election of the President vice presidents, and the members of the Executive Committee (if applicable).
- q) Any other item proposed by the Members or the Executive Committee of PFF.

3. The agenda of an Ordinary Congress may be altered, provided 2/3rd of the Members present at the Congress and eligible to vote agree to such a motion.
4. The Congress shall not make a decision on any part not included in the agenda.

Article 30: EXTRA ORDINARY CONGRESS

- a) The Executive Committee may convene an Extra Ordinary Congress at any time.
- b) The Executive Committee shall convene an Extra Ordinary Congress if 1/3rd of the members make such a request in writing. The request shall specify the items for the agenda. An Extra-Ordinary Congress shall be held within one month of receipt of the request. If an Extraordinary Congress is not convened, the Members who requested it may convene the Congress themselves. As a last resort the Members may request assistance from FIFA and AFC.
- c) The Members shall be notified of the place, date and agenda 15 Days before that date of an Extra-Ordinary Congress.
- d) When an Extra-Ordinary Congress is convened on the initiative of the Executive Committee, it must draw up the agenda. When an Extra-

Ordinary Congress is convened on the request of Members, the agenda must contain the points raised by these Members.

- e) The agenda of an Extra-Ordinary Congress may not be altered.

Article 31: MINUTES

The General Secretary shall be responsible for recording the minutes at the Congress. The minutes shall be checked by those members designated and finally approved at the next Congress.

EXECUTIVE COMMITTEE

These articles shall govern the composition and powers of the Executive Committee.

Article 32: COMPOSITION

1. The Executive Committee shall consist of the following members:-
 - a. President
 - b. 3 Vice Presidents (one of whom shall be senior vice President).
 - c. 8 members from Provinces, two from each province

- d. 3 members from the services organization.

- 2. The President, the Vice-President and the other members of the Executive Committee shall be elected by the Congress. Every candidate in the election of the Executive Committee members must be proposed by at least one member.

- 3. The mandate of the President, vice President and members of the Executive Committee is for four years. They be re-elected.

- 4. The members of the Executive Committee must not have been previously found guilty of a criminal offence.

- 5. Candidatures must be sent to the General Secretary of PFF as per the election schedule and conduct given at article 90. The official list of candidates must be passed to the Members of PFF along with the agenda for the Congress at which the Executive Committee will be elected.

- 6. A member of the Executive Committee may not at the same time be a member of a judicial body of PFF.

- 7. If a position should become vacant the Executive Committee shall fill that position until the next Ordinary congress, when a replacement will be elected for the remaining term of mandate.

Article 33: MEETINGS OF THE EXECUTIVE COMMITTEE

1. The Executive Committee shall meet at least twice a year.
2. The President shall convene the Executive Committee meetings.
3. The President shall compile the agenda. Each member of the Executive Committee is entitled to propose items for inclusion in the agenda. The members of the Executive Committee must submit the points they wish to be included in the agenda for the meeting to the general secretariat at least 21 days before the meeting. The agenda must be sent out to the members of the Executive Committee at least 15 days before the meeting.
4. The General Secretary shall take part in the meetings of the Executive Committee in a consultative role.
5. The meetings of the Executive Committee shall not be held in public. The Executive Committee may, however, invite third parties to attend. Those third parties shall not have voting rights and may only express an opinion with the permission of the Executive Committee.

Article 34: POWERS OF THE EXECUTIVE COMMITTEE

- a) Shall pass decisions on all cases that do not come with-in the sphere of responsibility of the Congress or not reserved for other bodies by law or under this Constitution.

- b)** Shall prepare and convene Ordinary and Extra-Ordinary Congress of PFF.
- c)** Shall appoint the chairman, deputy chairman and members of the Standing Committees.
- d)** Shall appoint the chairman, deputy chairman and members of the judicial bodies.
- e)** May decide to set up adhoc committees if necessary at any time.
- f)** Shall compile the regulations for the organizations of standing committees and adhoc committees.
- g)** Shall appoint or dismiss the General Secretary and Associate Secretaries on the proposal of the President. The General Secretary shall attend the meetings of all the committees as ex-office.
- h)** Shall propose the independent auditors to the Congress.
- i)** Shall decide the place and dates of and the number of teams participating in the competitions of PFF.
- j)** Shall appoint the coaches for the representative teams and other technical staff.
- k)** Shall approve regulations stipulating how PFF shall be organized internally.

- l) Shall ensure that the Constitution is applied and adopt the executive arrangements required for the application.
- m) May dismiss a person or a body or suspend a Member provisionally until the next Congress.
- n) To hold, control and administer the properties and funds of the Federation.
- o) To recommend new applications, for affiliation to the Congress.
- p) To approve and submit to the Congress the following:-
 - i. The reports of the General Secretary and the various Committees.
 - ii. The statements of Accounts and Auditor's Report.
 - iii. The budget for the next year.
 - iv. All proposals for amendments and alterations to the Constitution.

Article 35: DECISIONS OF THE EXECUTIVE COMMITTEE

1. The Executive Committee shall reach decisions by a simple majority of the members present.
2. Voting by proxy or by letter is not permitted.
3. The Quorum for all meeting of the Executive Committee shall be 50%. In the event of a tied vote, the President shall have the casting vote.

4. Any member of the Executive Committee must withdraw from the debate and from taking a decision if there is any risk or possibility of a conflict of interests.
5. The decisions shall be recorded in the minutes.
6. The decisions taken by the Executive Committee shall come into effect immediately, unless the Executive Committee decides otherwise.

Article 36: DISMISSAL OF A PERSON OR BODY

1. The Congress may dismiss a person or body. The Executive Committee may place the dismissal of a person or body on the agenda for the Congress. The Executive Committee may also dismiss a person or body provisionally. Any Executive Committee member may submit a proposal to place such a motion for dismissal on the agenda of the Executive Committee or Congress.
2. The motion for dismissal must be justified. It will be sent to the Members of the PFF along with the agenda.
3. The person or body in question has the right to speak in his/her or its own defense.
4. A Vote of NO Confidence Motion against any member, office bearer(s) can be called by a minimum of 2/3rd Congress Members (e.g. 18 out of 26 Members) and in writing addressed to the General Secretary.
5. The motion when presented to the General Secretary shall

- clearly specify the reason etc for the NO Confidence against the said office bearer(s). It shall also mention the name of the candidate proposed for replacing the said member, office bearer(s) against whom the motion has to be moved.
6. The name proposed for the replacement of the member, office bearer(s) shall be in accordance with rules, regulations and eligibility criteria of PFF.
 7. The General Secretary, upon receipt of the said motion as per para 4 above, shall call a special meeting of the Congress not earlier than 15 days and not later than 30 days to discuss the aforementioned motion
 8. The General Secretary will communicate details of the said special meeting of the congress to all Members specifying the time, date and venue of the special meeting.
 9. **Quorum and Eligibility.** The quorum for the Special Meeting called under para 7 above shall be minimum of 3/4th of the total Members of the Congress (20 out of 26 Members).
 10. The Members qualified and eligible to vote in above mentioned Special meeting of the Congress shall be those who have held the office of the Member of the Congress for minimum period of one year preceding the special meeting.
 11. The special meeting of Congress shall be presided over by the President and in case of his absence, by his appointed nominee as per rules of PFF.
 12. The President, on commencement of said meeting and calling the

House in order as para 9 above, shall ask the General Secretary to conduct the meeting in relation to the motion moved as per para 13 – 17, below.

13. The office bearer(s), against whom the charge sheet is delivered shall be given appropriate opportunity to speak in his/their defense if they so desire.
14. The General Secretary will put the motion to Vote through **SHOW OF HANDS** which if passed by a minimum of 3/4th Members of the house (20 out of 26 Members), the office bearer(s) against whom the motion is deemed to have been passed shall cease to hold office(s) with immediate effect. All the correspondence / documents / materials available will such office bearer(s), shall be returned immediately as well.
15. The office bearers (s) vacated as a result of the motion as per para 14 above shall have been immediately replaced by the person(s) nominated in the motion and consequently stood elected as per para 5 and 6 above.
16. In case of the failure of No Confidence Motion under para 14 above, no such motion shall be moved by any member before expiry of one year and the principal mover of the motion (a member whose name will figure on top of the list of the movers for

Vote of NO Confidence Motion) shall stand automatically deprived from his voting right for one year.

17. The result of NO Confidence motion of the Districts and Provincial Football Association will be immediately forwarded to PFF but not later than 07 Days.
18. The bodies of Districts, Provinces, Regions and Federation, once duly elected, cannot be changed till the conduct of new elections after the expiry of constitutional tenure of 4 years except where a Member has been removed through a Vote of NO Confidence motion as per para 14 and 15 above who will be replaced by the Congress concerned from suitable and eligible candidate as per PFF Constitution.
19. The General Secretary under his / her signatures shall Notify the results / outcome of the motion decided vide para 14 and 15 above.

PRESIDENT

This article governs the duties, powers and election of the President of PFF as a legal representative. It also covers the role of Vice-Presidents.

Article 37: PRESIDENT

1. The President represents PFF legally.

- 2.** He is primarily responsible for:-
 - a)** Implementing the decisions passed by the Congress and the Executive Committee through the General Secretariat.
 - b)** Ensuring effective functioning of the bodies of PFF in order that they achieve the objectives described in this Constitution.
 - c)** Supervising the work of the PFF secretariat.
 - d)** Relations between PFF and its Members, FIFA , AFC, political bodies and other organizations.
- 3.** Only President may propose the appointment or dismissal of the General Secretary.
- 4.** The President shall preside over the Congress, the Executive Committee and the Emergency Committee meetings and those committees of which he has been appointed chairman.
- 5.** The President shall have an ordinary vote on the Executive Committee and whenever votes are equal, shall have a casting vote.
- 6.** If the President is absent or unavailable, the senior Vice-President shall preside.
- 7.** Any additional powers including financing and administrative powers shall be contained in the internal regulations of PFF.
- 8.** Sanction and approve the vacancies for regular or part time staff in PFF Secretariat.

Article 38: CANDIDATES FOR THE OFFICE OF THE PRESIDENT

- 1.** The President shall be elected by the Congress for a period of four years. A President may be re-elected.
- 2.** For election of the President, two-thirds of the votes recorded and valid are necessary in the first ballot. In the second and any other requisite ballot, an absolute majority 51 % of total voting Members of Electoral College is sufficient. If there are more than two candidates, the candidate that obtains the lowest number of votes is eliminated as from the second ballot until only two candidates are left.
- 3.** Only the PFF Congress members may propose candidate for the office of President PFF. A candidate for the office of President PFF shall only be valid if it is proposed and seconded by two PFF Congress members as proposer and as secondar at least two months before the date of the Congress to the General Secretary, PFF as per laid down election regulations.
- 4.** A candidate for the office of the President PFF shall have played an active role as member PFF Congress, Member PFF Executive Committee, PFF Elected Official, AFC, FIFA for at least 2 of the Preceding 5 years before being proposed as a candidate (i.e. The candidate for President PFF shall have been the member PFF Congress, PFF Executive and PFF Elected Official, AFC, FIFA Official / Member Committee for at least 2 of the preceding last 5 years.)

5. The PFF Secretariat shall notify the name of the proposed candidates to PFF Congress members one month before the date of Election Congress.

Article 39: REPRESENTATION AND SIGNATURE

The President represents PFF legally and is entitled to sign for PFF. The Executive Committee may set up internal organization regulations regarding the joint signature of officers, in particular, in case of the president's absence and concerning all important business of PFF.

Article 40: VICE PRESIDENTS

1. The Congress will nominate senior Vice-President out of the vice Presidents.
2. One of the Vice-Presidents having longer service will preside over the meeting of the Executive Committee/ Congress in the absence of the President/ Senior Vice-President.

EMERGENCY COMMITTEE

PFF may set up an Emergency Committee competent for all matters requiring immediate settlement between two meetings of the Executive Committee

Article 41: EMERGENCY COMMITTEE

1. The Emergency Committee shall deal with all matters requiring immediate settlement between two meetings of the Executive Committee. The Committee shall consist of the President PFF and four members from the PFF to be appointed by the Executive Committee.

2. The President shall convene the Emergency meetings. If a meeting cannot be convened within an appropriate period of time, decisions may be passed through other means of communication. Such decisions shall have immediate legal effect. The President shall notify the Executive Committee immediately of the decisions passed by the Emergency Committee.

3. All decisions taken by the Emergency Committee shall be ratified by the Executive Committee at its next meeting.

4. If a President is unable to attend a meeting, the Senior Vice-president shall be deputized.

STANDING COMMITTEES

These articles shall govern the composition, functions and duties of the Standing Committees. PFF may constitute as many committees as necessary.

Article 42: STANDING COMMITTEES:

1. The chairmen and deputy chairmen of the Standing Committees shall be members of the Executive Committee with the exception of those for the internal, Audit Committee, who may not belong to the Executive Committee. The member of each standing committee shall be appointed by the Executive Committee on the proposal of the President. The members of PFF may also propose the candidates to the President. The candidates found suitable by the President can also be approved as members of the Standing Committee on the recommendation of the President.

1. Each chairman shall represent his Committee and conduct business in compliance with the relevant organization regulations drawn up by the Executive Committee.

2. Each Committee may propose amendments to its regulations to the Executive Committee.

Article 43: Finance Committee

1. The Finance Committee shall consist of the following:-

❖ Chairman

- ❖ Deputy Chairman
- ❖ Three members

2. The duties shall be: -

- a)** To control the financial administration of PFF under the direction of the Executive Committee.
- b)** To advise the Executive Committee on the management of all the financial assets of PFF.
- c)** To prepare the budget for the Executive Committee and the Congress.
- d)** To prepare the estimates for all activities approved by the Executive Committee.
- e)** To determine and advise scales of payment of travel and other allowances to authorized officials of PFF.
- f)** To determine and advise the Executive Committee for the remuneration to be paid to the Secretariat staff.
- g)** To ensure that all accounts are regularly audited by the appointed auditor.
- h)** To render any financial assignment at the behest of Executive Committee.

Article 44: COMPETITION COMMITTEE

1. The Competition Committee shall consist of the following:-

- ❖ Chairman
- ❖ Deputy Chairman
- ❖ Three Members

The Competition Committee shall look after the affairs of the Federation, in accordance with the "Competition Rules", approved by the Executive Committee

2. The duties shall be:-

- a)** To organize and manage competitions on behalf of PFF including making decisions on any matters related to these Competitions.
- b)** To arrange the groups, venues and dates for competitions and matches and delegate if necessary, the organization of the same to any Member or Committee.
- c)** To appoint officials for its Competitions.
- d)** To recommend to the Executive Committee amendments or alterations to the Rules, Regulations and Instructions for competitions and matches.
- e)** To submit reports on competitions and matches to the Secretariat.

- f) To compile an annual calendar of activities that shall be binding upon units, members and subordinate bodies latest by 30th October. The activities should include tournaments of all age groups including U/13, U/14, U/16, U/19, U/21 years of age. The annual calendar shall not interfere with international match calendar compiled by FIFA.
- g) To issue directives for hosting international matches and competitions.
3. To organize the following domestic league competition/ Tournaments every year:-
- a). **Premier league** Premier League will be held on annual basis in which maximum number of best clubs / teams / Departmental Teams of the Country will contest on double league / home and away basis.
- b). **PFF League** PFF League will be held on annual basis in which remaining maximum number of clubs / Teams / Departmental teams of the Country will contest on double league / home and away basis.
- c). **A Division League** 'A' Division League will be worked out by the competition committee of PFF on annual basis.
- d). League competition will be organized in all the provinces, FATA, Gilgit Baldistan, Azad Kashmir and Islamabad at Distt/Agency level. Winner teams of all the Districts/ Agencies will qualify to play provincial League/FATA, Gilgit Baldistan /Azad Kashmir /Islamabad League. Winner teams of each province, FATA, Northern Areas, Azad

Kashmir and Islamabad will be promoted to PFF League (B Division) on relegation of respective Provincial/FATA/Northern Areas/Azad Kashmir/Islamabad club teams. Senior Departmental teams will also participate in tournaments on the basis of PFF Calendar of activities.

e). Inter Departmental Tournaments All the services organization/Departments will raise under/16 and under/18 teams to participate in National under/16 and under/18 championship on regular basis.

Article 45: SELECTION COMMITTEE

1. The Selection Committee shall comprise of following members:-

- a. Chairman - Member PFF Congress
- b. Deputy Chairman - Coach of National Team
- c. Members

- ❖ 4 x members of Technical Study Group
(one from each Province)
- ❖ 2 x Ex team captain

2. The basic function of the selection Committee shall be to select National team for International competitions.

3. The Coach's professional opinion will be a binding factor

while selecting National team for International Competitions.

Article 46: TECHNICAL COMMITTEE

1. The Technical Committee shall consists of the following:
 - ❖ Chairman
 - ❖ Deputy Chairman
 - ❖ Four Members

2. The Technical Committee shall be responsible for arranging the Coaching Clinics and Courses etc, for the benefit of the Coaches and trainers. The Technical Committee shall be responsible for the implementation of Coaching Programmes and other technical projects, approved by the Federation.

3. The Technical Committee shall also ensure that the Coaching facilities are available to the Associations, and, or Clubs wherever there is a demand for it, with the consent of Pakistan Football Federation.

Article 47: REFEREES COMMITTEE

1. The Referees Committee shall consist of the following:

- a. Chairman
- b. Deputy Chairman
- c. Members

2. The Referees Committee shall be responsible for:-

- 1) implement and interpret the Laws of the Game and may propose amendments to the Laws of the Game to the Executive Committee (for forwarding it to AFC and FIFA);
- 2) appoint the referees, assistant referees, fourth officials, referee assessors, Futsal referees and Futsal referee instructors for matches in competitions organized by FA;
- 3) Approve a panel of Referees and Assistant Referees and Referee Instructors on a yearly basis.

Article 48:

WELFARE COMMITTEE

1. Welfare Committee shall consist of the following:
 - ❖ Chairman
 - ❖ Deputy Chairman
 - ❖ Four Members
2. The Welfare Committee shall be responsible to get implemented the Welfare programme of the Federation.

Article 49:

MEDIA COMMITTEE

1. Media Committee shall consist of the following:

- ❖ Chairman
- ❖ Deputy Chairman
- ❖ Four Members

2. The duties shall be: -

- a)** To give maximum publicity on all activities of PFF in the mass media of Pakistan and to give a positive image of football.
 - b)** To establish relations with the Press, Television and Radio in Pakistan.
 - c)** To assist Members in establishing good and effective relationship with mass media especially when organizing tournaments and courses.
 - d)** To organize seminars for mass media from time to time.
 - e)** To undertake publications necessary to ensure maximum publicity through the mass media.
 - f)** To establish contact and cooperate with the international media organizations.
 - g)** To undertake any other task or duties assigned by the Executive Committee.
-

Article 50: YOUTH DEVELOPMENT COMMITTEE

1. The Youth Development Committee shall consist of the following:
 - ❖ Chairman
 - ❖ Deputy Chairman
 - ❖ Four Members

2. The Youth Development Committee shall be responsible for the promotion of Football amongst the Youth of Pakistan.

Article 51: MARKETING AND TELEVISION ADVISORY COMMITTEE

1. It shall consist of the following:-
 - ❖ Chairman
 - ❖ Deputy Chairman
 - ❖ Three members

2. This committee shall advise the Executive Committee with regard to drafting and implementing contracts between PFF and its marketing/Television partners and analyze marketing and Television strategies that have been devised.

Article 52 : CONSTITUTION COMMITTEE

1. The Constitution Committee shall consist the following:-

- ❖ Chairman
- ❖ Deputy Chairman
- ❖ Three members (one of whom shall have legal qualifications).

2. The duties shall be:-

- a)** To deal with all matters that has legal implications.
- b)** To counsel, advise and take a position on all cases, disputes and enquiries submitted to the Committee and make appropriate recommendations to the Executive Committee.
- c)** To scrutinize the Constitution, Rules and Regulations governing Member Associations and to recommend to the Executive Committee any desired amendments and/or alterations.
- d)** To study the contracts related to sponsorship, television, players, team officials etc and make appropriate recommendations to the Executive Committee.
- e)** To follow the development of the FIFA Statutes and Regulations and propose to the Executive Committee any amendments and/or alterations deemed necessary.

- f) To study the AFC Status and Regulations from time to time and propose amendments and/or alterations to the Executive Committee to reflect the trends of the game.

3. Interpretation:-

In case of any difference of opinion, with regard to the provisions of this Constitution, or any Bye-laws of the Federation, the matter shall be referred to the Congress or in case of emergency, to the President, whose decision thereon shall be final and binding on all parties and shall not be appeal able. Decision of the President shall be ratified in the next meeting of the Congress/Executive Committee.

Article 53 : FAIRPLAY COMMITTEE

1. The Fair play Committee shall consist of the following:-
- Chairman
 - Deputy Chairman
 - Three members
2. The duties shall be:-
- a) To promote the sense of Fair play in all competitions organized by PFF, AFC, FIFA and the Member Associations.

- b) To organize regularly projects and campaigns designed to promote greater awareness of Fair play at all levels.
- c) To promote good discipline among players, team officials, spectators and media at all competitions.
- d) To formulate Code of Ethics for all Member Associations and to ensure their implementation at all competitions.
- e) To monitor and evaluate activities pertaining to Fair play undertaken by Member Associations and make recommendations for Awards.

Article 54 : MEDICAL COMMITTEE

1. The Medical Committee shall consist of the following:
 - a. Chairman
 - b. Deputy Chairman
 - c. Members (4 to 6 Members including 3 to 4 Medical qualified personnel).
2. The duties shall be:-
 - a) To advise the Executive Committee on all medical matters related to the Game.
 - b) To develop the use of scientific knowledge and experience in the field of physiology, medical control, theory of training, psychology, hygiene and other related matters.
 - c) To prepare a memoranda of medical services for players.

- d) To prepare memoranda concerning physical preparations of players, treatment of minor injuries and other related matters for trainers and coaches.
- e) To prepare memoranda on diet, nourishment and other related matter.
- f) To prepare memoranda concerning alcohol, nicotine, doping and other related matters.
- g) To prepare papers concerning medical services at domestic matches and tournaments.
- h) To be responsible for doping control of players where deemed necessary; to form a group of specialists to participate in courses and meetings organized by PFF.

Article 55: WOMEN FOOTBALL COMMITTEE

1. It shall consist of the following:-

- Chairman
- Deputy Chairman
- Three members

(At least 2 of them must be women)

2. The women Committee shall deal with all matters related to women football. The duties / responsibilities of Women Football Committee shall be as under:-

- a. undertake all necessary measures in the development and promotion of women's football;
- b. organize and manage matches and competitions for women;
- c. recommend to the Executive Committee amendments or alterations to the Rules, Regulations and Instructions for women's competitions.
- d. arrange the groups, venues and dates for women's competitions and matches and delegate if necessary, the organization of the same to any Member Association or Committee;
- e. assume the duties of the Referees' Committee where women's referees, women's assistant referees and women's referee instructors are concerned;
- f. undertake the training and education of women's coaches and women's referees for the game;
- g. be responsible for the production and publication of an official report for each competition that is organized.

Article 56 : Futsal Committee

1. It shall consist of the following:-
 - ❖ Chairman
 - ❖ Deputy Chairman
 - ❖ Three members

2. The Futsal Committee shall organize Futsal competitions and deal with all matters relating to Futsal.

Article 57 : PLAYERS STATUS COMMITTEE

1. It shall consist of the following:-
 - ❖ Chairman
 - ❖ Three members
2. The Players Status Committee shall set up and monitor compliance with transfer regulations in accordance with the FIFA regulations for the Status and Transfer of Players and determine the status of Players for various competitions of PFF. The Executive Committee may draw up special regulations governing the players, Status Committee's, powers of Jurisdiction.
3. Players status disputes involving PFF, its Members, Players, Officials and match and player's agents shall be settled by an Arbitration Tribunal in accordance with this constitution.

Article 58 : FOOTBALL COMMITTEE

1. It shall consist of the following:-
 - ❖ Chairman

- ❖ Deputy Chairman
- ❖ Three members

2. The football Committee shall deals with general issues, in football but primarily with its structure as well as relations between clubs, league, units, members AFC and FIFA.

Article 59 :VISION PAKISTAN (DEVELOPMENT) COMMITTEE.

1. It shall consist of the following:-
 - ❖ Chairman
 - ❖ Deputy Chairman
 - ❖ Four members
 - a. Rep. Ex competition Committee
 - b. Rep. Ex technical Committee
 - c. Rep. Ex Referee Committee
 - d. Rep. Ex Youth committee
2. The Vision Pakistan (Development) Committee will supervise and coordinate the implementation of Vision Pakistan programme with other PFF Standing Committees in line with AFC Vision Asia implementation policy

Article 59-A : AUDIT & COMPLIANCE COMMITTEE

The Audit Committee shall consist of the following:-

- | | | |
|-------------------|---|------------------------|
| ❖ Chairman | } | May be other than |
| ❖ Deputy Chairman | | member of |
| ❖ 2 Members | | Executive
Committee |

The Chairman, Deputy Chairman and members of the audit and compliance committee shall be elected by the Congress for a period of four (4) years

The Audit and Compliance Committee shall advise and assist the Executive Committee in monitoring PFF financial matters and issue and monitor compliance:-

a. Financial Statements:

- 1) Discuss the annual audited financial statements and quarterly (if required) financial statements with Management and the External Auditors.
- 2) Review analyses prepared by the Management and / or the External Auditors setting forth significant financial reporting issues and judgments made in connection with the preparation of the financial statements.
- 3) Review significant accounting and reporting issues and understand their impact on the financial statements.
- 4) Review with Management and the External Auditors the results of the audit, including any difficulties encountered. This review will include any restrictions on the scope of the External Auditors'

activities or on access to requested information, and any significant disagreements with Management.

b. Internal Control:

- 1) Consider the effectiveness of the Federations' internal control system.
- 2) Understand the scope of Internal and External Auditors' review of internal control over the financial reporting and obtain reports on significant findings and recommendations, together with Management's responses.

c. Risk Management

- 1) Discuss policies with respect to risk assessment and risk management with Management, Internal Auditors and External Auditors, and the FA's plans or processes to monitor, control and minimize such risks and exposures.

d. Internal Audit

1. Review with Management and the GS and Manager Finance for the charter, plans, and activities of the Internal Audit Department.
- 2) Ensure there are no unjustified restrictions or limitations, review and concur in the replacement or dismissal of the Manager Finance.
- 3) Review the effectiveness of the internal audit function including compliance with The Institute of Internal Auditors' Standards for the Professional Practice of Internal Auditing.

- 4) On a regular basis, meet separately with the GS and Manager Finance to discuss any matters that the Committee or Internal Auditors believe should be discussed privately.

e. **External Audit:**

- 1) Review and evaluate the External Auditors' proposed audit scope and approach including coordination of audit effort with internal audit.
- 2) Review at least annually a report of the External Auditors describing their internal control procedures, materials issues raised by such review and certain inquiries or investigations by governmental or professional authorities, and all relationships between the External Auditors and the PAKISTAN FOOTBALL FEDERATION. After reviewing the foregoing report and the External Auditors' works, the Committee shall evaluate the External Auditors' qualifications, performance and independence, including a review and evaluation of the lead partner of the audit team.
- 3) Present its conclusions with respect to the External Auditors to the Executive Committee.
- 4) Set clear hiring policies for employees or former employees of the External Auditors.

Article 59-B : LEGAL COMMITTEE

1. It shall consist of following:

- ❖ Chairman
- ❖ Deputy Chairman

❖ 3 x Members

2. Legal Committee shall consider and advice the management on legal issues in respect of football and the statutes of PFF.
3. Assist the Executive Committee on any legal issue identified by the Committee

Article 60 : AD-HOC COMMITTEE

1. It shall consist of following:
 - ❖ Chairman
 - ❖ Deputy Chairman
 - ❖ 3 x Members
2. The Executive Committee may, if necessary, create an Ad-hoc committee for special duties and limited period of time.

PFF SECRETARIAT

This section shall govern the duties and work of the PFF Secretariat as the administrative body and the General Secretary as the Chief Executive of the Secretariat. He shall be appointed by the Executive Committee on the proposal of its President.

Article 61: PFF SECRETARIAT

The PFF Secretariat shall carry out all the administrative work of PFF under the direction of the General Secretary. The Members of the secretariat are bound by the internal organizational regulations of PFF and shall fulfill the given tasks in the best manner.

Article 62: GENERAL SECRETARY

1. The General Secretary is the Chief Executive of the General Secretariat.
2. He shall be appointed on the basis of an agreement governed by private law and shall have the necessary professional qualifications.
3. he shall be responsible for:-
 - a) Implementing decisions passed by the Congress and the Executive Committee in compliance with the President's directives.
 - b) Attending the Congress and meetings of the Executive Committee, Emergency Committee and the Standing Committee and Ad-Hoc Committees.
 - c) Organizing the Congress and meetings of the Executive Committee and other bodies.

- d)** Compiling the minutes for the meeting of the Congress, Executive Committee, Emergency Committee and Standing and Ad-Hoc Committees.
 - e)** The Correspondence of PFF.
 - f)** Relations with the Members, Committees, FIFA, and AFC.
 - g)** Organizing the General Secretariat.
 - h)** Proposing managerial staff to the President.
 - i)** Proposing the appointments and dismissal of staff working in the General Secretariat.
 - j)** Performing duties as ex officio Secretary of all committees of the federation.
 - k)** Operating an imprest account of up to Rs. 50,000/- for emergency and contingency expenses in consultation with Director Finance with supporting vouchers by the end of every month or before asking for further imprest money.
 - l)** Managing and keeping the accounts of PFF properly.
- 4.** The General Secretary may not be a Congress delegate or a member of any body of PFF.

Article 63: ASSOCIATE SECRETARIES

1. There shall be two Associate Secretaries who may assist the General Secretary in his day to day functioning.
2. Carry out duties, as assigned to them by the General Secretary from time to time.
3. The Associate Secretaries shall be appointed by the Executive Committee on the proposal of the President.

JUDICIAL BODIES

This section govern the composition and duties of the judicial bodies. PFF shall have two judicial bodies, a Disciplinary Committee and Appeal Committee. The Disciplinary Committee shall deal with any internal violation of the regulations of PFF. An appeal may be lodged before the appeal Committee of PFF against any decision passed by the Disciplinary Committee.

Article 64: JUDICIAL BODIES

1. The judicial bodies of PFF are:-
 - a) The Disciplinary Committee;

b) The Appeal Committee

2. The Chairman, Deputy Chairman and other members of the Judicial Bodies shall not be members of the Congress or a standing committee and shall be elected by the PFF Congress for a period of four (4) years. The Chairman of all Judicial Bodies shall have legal qualification.
3. The responsibilities and functions of these bodies shall be stipulated in the Disciplinary Code of PFF which shall comply with the FIFA Disciplinary Code.
4. The decisions making powers of other committee remain unaffected.

Article 65: DISCIPLINARY COMMITTEE

1. The Disciplinary Committee shall consist of a Chairman, Deputy Chairman and the number of members deemed necessary. The Chairman and the Deputy Chairman shall have legal qualifications.
2. The functions of the bodies shall be governed by the disciplinary code of PFF. The committee shall pass decisions only when at least three members are present. In certain cases the Chairman may rule alone in accordance with the disciplinary Code of PFF.
3. The Committee may pronounce the sanctions described in this constitution and the Disciplinary Code of PFF on Members, Officials, Players, Clubs and match and player's agents.

4. These provisions are subject to the disciplinary powers of the Congress and the Executive Committee with regard to the suspension and expulsion of members.

Article 66: APPEAL COMMITTEE

1. The Appeal Committee shall consist of a Chairman, Deputy Chairman and the number of members deemed necessary. The Chairman and Deputy Chairman shall have legal qualifications.
2. The function of this body shall be governed by the Disciplinary Code of PFF. The Committee shall pass decisions only when at least three members are present. In Certain cases, the chairman may rule alone in accordance with the Disciplinary Code of PFF.
3. The Appeal Committee is responsible for hearing appeals against decisions from the Disciplinary Committee that are not declared final.

Article 67: DISCIPLINARY MEASURES

1. The disciplinary measures are primarily:-
 - a) A warning
 - b) A reprimand
 - c) A Fine

d) The return of awards

2. For natural Persons:

a) A caution;

b) An explanation;

c) A ban from the dressing rooms and are/or the substitutes bench;

d) A ban from entering a stadium;

e) A match suspension;

f) A ban on taking part in any football activity.

3. For legal persons:

a) A transfer ban;

b) Playing a match without spectators;

c) Playing a match on neutral territory;

d) A ban on playing in a particular stadium;

e) Annulment of the result of the match;

f) Expulsion;

g) A forfeit;

h) Deduction of points;

j) Relegation to lower division;

ARBITRATION TRIBUNAL

Article 68: ARBITRATION

The PFF Statutes shall provide an independent and duly convened national arbitration tribunal to deal with all national disputes against final decisions of the PFF when all the internal channels have been exhausted.

Article 69: JURISDICTION

1. PFF, its Members, Players, Officials and match and player's agents will not take any dispute to Ordinary courts unless specifically provided for in the constitution and FIFA regulations. Any disagreement shall be submitted to the jurisdiction of FIFA, AFC or PFF.
2. PFF shall have jurisdiction on internal disputes i.e. disputes between parties belonging to PFF. FIFA shall have jurisdiction on international disputes between parties belonging to different associations and confederations. Any body going to civil / ordinary courts shall be suspended for 5 years by PFF after going through Disciplinary proceedings.

Article 70: FORMATION OF PARALLEL ASSOCIATIONS

Formation of parallel Associations at any level shall be ruthlessly discouraged. Only One Association duly constituted under its

Constitution in a Province/District/Region/League recognized by the Federation, shall be the bonafide unit.

Any person(s), inciting/instrumental or participating in formation of parallel body shall be declared persona-non-grata and debarred for life from any activities of the Federation and its affiliated units.

Article 71: COURT FOR ARBITRATION FOR SPORT(CAS)

1. In accordance with the relevant article of the FIFA Statutes, any appeal against a final and binding FIFA decision shall be heard by the Court of Arbitration for Sport (CAS) in Lausanne Switzerland. CAS shall not, however, hear appeal on violations of the Laws of the Game, suspension of up to four matches or up to three months, or decisions passed by an independent and duly constituted Arbitration Tribunal of an Association or Confederation.
2. PFF shall ensure its full compliance and that of its members, players and officials and match and players agents with any final decision passed by FIFA or CAS”.

CHAPTER – 5

FINANCE

This Section shall govern financial provisions, such as the financial period, revenue, expenses, auditors, subscriptions etc.

Article 72: FINANCIAL PERIOD

1. The financial period of PFF shall be one year and shall begin on 1st of Jan and end 31st of December.
2. The revenue and expenses of the Federation shall be managed so that they balance out over the financial period. PFF's major duties in the future shall be guaranteed through the creation of reserves.
3. The General Secretary is responsible for drawing up the annual consolidated account of PFF with its subsidiaries as at 30th June.

Article 73: REVENUE

"The revenue shall arise specifically from:

- a) Members of PFF annual subscriptions;
- b) Receipts generated by the marketing rights of which PFF is entitled or fines imposed by the authorized bodies.
- c) Sponsorships
- d) Donations
- e) Other subscriptions and receipts in keeping with the objectives pursued by PFF".

Article 74: EXPENSES

PFF bears:-

1. The expenses stipulated in the budget;
2. Other expenses approved by the Congress and expenses that the Executive Committee is entitled to incur within the scope of its authority;
3. All other expenses in keeping with the objectives pursued by PFF.
4. Grant –in-aid to Provincial Football Association, Units, Leagues and other subordinate bodies.

Article 75: INDEPENDENT AUDITORS

The independent auditors appointed by the Congress shall audit the accounts approved by the Finance Committee in accordance with the appropriate principles of accounting and present a report to the Congress. The auditors shall be appointed for a period of four year. This mandate may be renewed.

Article 76: MEMBERSHIP SUBSCRIPTIONS

1. The annual subscriptions of the affiliated members as determined by the Congress on the recommendations of the Executive Committee shall be payable.
2. The Associate Members shall pay annual subscription to the Federation as determined by the Congress on the recommendation of the Executive Committee.
3. Upon admission a new Associate Member shall pay registration fee to the Federation determined by the Congress on the recommendation of the Executive Committee.
4. Membership subscriptions are due by 1st January every year.
5. The Congress shall fix the amount of the annual subscription every two years on the recommendation of the Executive Committee. It shall be the same for every member.

Article 77: SETTLEMENT

PFF may debit any Member's assets to settle claims.

Article 78: LEVIES

PFF may demand that a levy be paid by its Members for matches.

CHAPTER – 6

COMPETITIONS AND RIGHTS

Article 79: COMPETITIONS

1. PFF shall organize and co-ordinate official competitions within the country like League, Championship, Cup etc.
2. The Executive Committee may delegate to PFF's subordinates units/leagues the authority to organize competitions. The competitions organized by the units/leagues shall not interfere with those competitions organized by the PFF. Competitions organized by PFF shall take priority.
3. The Executive Committee may issue special regulations to this end.

Article 80: CLUB LICENSING

The Executive Committee of PFF will set up regulations regarding a club licensing system governing the participation of clubs in competitions.

Article 81: ASSOCIATIONS/UNITS/LEAGUES

- 1. Provincial Football Association** There shall be Provincial Football Association in the boundaries of a Province, affiliated with the Federation and constituted under its own Constitution duly approved by the Federation.
- 2. ICT/AJK/FATA/GBA** Islamabad being Federal Territory shall have its own Football Association constituted by the approved/scrutinized Clubs of the territory within the administrative boundary of the Federal Capital. Same will apply to FATA / GBA / AJK.
- 3. District Football Association:** There shall be a District Football Association within the administrative boundaries of the District and affiliated with the Provincial Football Association, constituted under its own constitution, duly approved by respective Provincial Football Association.
- 4. Club:**
 - a)** The basic unit of a District shall be club, duly constituted, registered and affiliated with the District Football Association fulfilling the following conditions:
 - i.** Names of at least 20 bonafide players alongwith their dates of birth, educational qualification and other relevant particulars, specially identify card.
 - ii.** Certificate of sound financial position of the Club including Bank account number.
 - iii.** Copy of the Constitution of the Club
 - iv.** List of Office-bearers

- v.** provided that no individual shall hold office of more than one Club at a time. If so, he shall not be eligible to vote on behalf of more than one Club. The club shall maintain a record and intimate a copy to PFA and PFF.

 - vi.** All players including departmental players will have to be affiliated with a club and participate in inter-club, tehsil, district, Provincial and national tournaments domestic leagues. Clubs will be based on area basis and will form part of one Tehsil or equivalent administrative areas in the country. Clubs in a Tehsil must also register with the Sports Officers of the Provincial Government deputed in Tehsil or equivalent administrative area for scrutiny, financial help and utilization of Government sporting facilities, where necessary.
- b)** In order to update record of all registered clubs at PFF, the following details of the Football Clubs of the Province/Regions must be forwarded to PFF latest by 30th April every year.
- i.** District wise list of registered clubs
 - ii.** District wise names of players registered in each club
 - iii.** Date of registration of the clubs.
 - iv.** Date of dispatch of PFF share of the registration fee with details of bank drafts/cheques through which the fee has been remitted to PFF.

- c) A Football Club shall be eligible for affiliation to District Football Association provided it has a minimum of 20-25 registered football players. Such players will be registered with the District Football Association through the club. The club will be considered active and shall be eligible for voting at the annual general body meeting only if it has taken part in at least 90 % matches of the District League championship and has also participated in the District Football championship.

- d). No active referee / coach can play from any club and an active referee / coach be an office bearer of any association / club.

Article 82: RIGHTS

1. PFF and its members are the original owners of all of the rights emanating from competitions and other events coming under their respective jurisdiction, with out any restrictions as to content time, place and law. These rights include among others, every kind of financial rights, audiovisual and radio recording, reproduction and broadcasting rights, multi-media rights, marketing and promotional rights and incorporeal rights such as emblems and rights arising under copyright law.

2. The Executive Committee shall decide law and to what extent these rights are utilized and draw up special regulations to this end. The Executive Committee shall alone decide whether these rights shall

be utilized exclusively, or jointly with a third party or entirely through a third party.

Article 83: AUTHORIZATION

PFF and its Members are exclusively responsible for authorizing the distribution of image and sound and other data carriers of Football matches and events coming under their respective jurisdiction, with out any restrictions as to content time, place and technical and legal aspects.

CHAPTER – 7

INTERNATIONAL MATCHES AND COMPETITIONS

Article 84 : INTERNATIONAL MATCHES AND COMPETITIONS

1. The Authority for organizing international matches and competitions between Association teams and between leagues and/or Club teams lies solely with FIFA and AFC. No match or competition shall take place without the prior permission of the FIFA Executive Committee. In addition permission from the relevant confederation may be required in accordance with the FIFA Statutes”.

2. PFF is bound to comply with the international match calendar compiled by FIFA.

Article 85 : CONTACTS

PFF shall not play matches or make sporting contacts with Associations that are not members of FIFA or with provisional members of AFC or any other confederation without the approval of FIFA.

Article 86: APPROVAL

Clubs, Leagues or other group of Clubs that are affiliated to PFF cannot belong to another Association or participate in competitions on the territory of an other Association without the authorization of PFF and the other Association and of FIFA, except in exceptional circumstances.

Article 87: LEGAL ADVISOR

The Executive Committee shall appoint a Legal Adviser on a suitable honorarium, to defend any case, filed against the decision(s) if the

Congress, Executive Committee, Arbitration Commission or any of the Federation's authorized officials. He also represents PFF, if it is a party in a case pending at the Arbitration Tribunal.

CHAPTER – 8

FINAL PROVISIONS

Article 88: PATRON

The Patron may be appointed by the Executive Committee who in the opinion shall be of optimal patronage, support and guidance for the promotion of the game of Football in Pakistan. The Patron may be invited to attend the Extra Ordinary sessions of the Congress.

Article 89: MATTERS NOT PROVIDED

All matters not provided for the constitution shall be resolved by the executive Committee unless otherwise decided by the Congress.

Article 90: ELECTIONS

- a)** Scrutiny of Clubs to be completed by the respective Provincial Football Associations in accordance with the criteria, rules and regulations laid by PFF and as duly registered with the PFF by 15th March. Election on the basis of the above criteria and subsequent exercise shall be completed in all Districts by 30th March.
- b)** Appeals, if any, against any of these District election shall be filed latest by 7th April and decided by the Appeal Boards, to be setup latest by 20th March at the Provincial levels by the respective Provincial Football Associations in accordance with the criteria, rules and regulations specifically laid down for the conduct of such elections and such purposes by the PFF Congress, by 12th of April.
- c)** Election of Provincial Football Associations shall be completed by the 30th of April. The Congress of PFF shall appoint in its meeting, Election Commissioners for the election to the Provincials Football Associations, latest by 15th March. However, any person to be appointed Election Commissioner of any Province will be a person of integrity and appropriate and sound professional standing and will not be from the same Province of which he/she is authorized/appointed to conduct and supervise the said elections. Further, the person appointed as Election Commissioner would also not be candidate for any elected post in any member Association, district, Province or the PFF.
- d)** The Provincial Football Associations shall recommend three suitable names to Provincial Election Commissioners for the appointment of

district conveners for the election of each District Football Associations latest by 20 March. Out of these 3 names recommended for each district, Provincial Election Commissioner will appoint one suitable District Convener according to his complete satisfaction. District Convener so appointed shall be a person of integrity and sound standing and not be a candidate for any elected office at any level. The District Convener so appointed will be a person against whom no disciplinary proceedings have been initiated at any level by any Association in the past. The results of all District elections shall be communicated by District Conveners to their respective Football Associations with a copy in writing to the Election Commissioner latest by 3rd of April as elections to the respective District Football Association are to be completed by 30th March as per clause 90(a) of Constitution. The Provincial Associations shall inform the PFF of the results in writing with a copy to Provincial Election Commissioner latest by 5th of April. Appeals, if any, against these District elections shall be filed with the respective Appeals Board, to be setup by 20th March as mentioned in Article 90(b), by 7th of April. The Appeal Board must finalize the appeals within 5 days after receipt of appeals i.e. by 12 April and forward the decision for confirmation by the Provincial Election Commissioner whose decision shall be final as per clause 90(e) of the Constitution.

- e) The Provincial Election Commissioner shall be responsible for the smooth and fair conduct of the whole election process up to the Provincial level and shall submit the report to PFF upon the completion of entire process latest by 15th of April. The decisions of

the Provincial Election Commissioner in the conduct of his functions shall be final. The Provincial Football Associations, the Pakistan

Football Referees Committee and the services organizations will intimate the names of their members for the PFF Congress (Electoral College) by 15th May.

- f (1) Elections of PFF shall take place and be completed by 31st July of the election year. The Election rules and Directive outlining complete election process of District, Provincial and Federation Elections will be issued latest by 31st January of the Election year.
 - f (2) Elections shall be conducted by secret ballot. If only one candidate stands for elections the Congress may decide to proceed other wise.
 - f (3) For a person to be elected, an absolute majority (50%+1) of the votes recorded and valid is necessary in the first ballot. In the second and any other requisite ballot, a simple majority of the votes recorded is sufficient.
 - f (4) If there are more than two candidates for one available position, the candidate that obtains the lowest number of votes is eliminated as from the second ballot until only two candidates are left.
- g) The new body of PFF will take office and start functions from 1st September.

h(1) The bodies of Districts, Provinces, Regions and Federation, once duly elected, cannot be changed till the conduct of new elections after the expiry of constitutional tenure of 4 years except where a Member has been removed through a Vote of No Confidence motion as per Article 36 who will be replaced by the Congress

concerned from suitable and eligible candidate as per PFF Constitution.

h(2) In case of a resignation by a Member or retirement or secondment of a Member of any Departments his replacement can be sent by the departments.

h(3) In case of resignation, death, permanent disability, suspension for more than one year or removal of a Member of Provincial Congress, through a Vote of No Confidence Motion as per Constitution, his replacement can only be made from the elected body already notified by PFF in last elections.

h(4) In case of resignation, death, permanent disability, suspension for more than one year or removal of a member through vote of no confidence of DFA/Regions, his replacement can be sent by the PFF registered clubs from among their club officials (President, Senior President, Secretary, Treasurer). Only those clubs will be allowed to send such replacements which are active clubs and have participated in last elections of DFA/Regions as their basic units (electoral body members) as per notification issued by PFF.

h(5) The replacements made vide Article 90(h) 2, 3 and 4 above will be eligible to perform all functions of elected Members of the Congress, however shall only be allowed to participate in the Vote of No Confidence motion if they have served as a Member of PFF / DFA / Regional Football Association Congress for minimum of one year.

h (6) In case of replacement required vide para h(3) and h(4), the next senior most official (i.e. Senior vice President, Vice President and Secretary) will take over the vacant post immediately and seek permission of such replacement from PFF and respective Provincial Football Association. Once the confirmation letter has been issued by PFF only, the new incumbent will call for the Extra Ordinary Congress Meeting (for getting the replacement elected as per PFF rules/constitution) within 5 days of the confirmation letter issued by PFF, such elections will be supervised by the representative PFF in case of the Provincial and Regional Football Associations and by the representative of respective Provincial Associations in case of District Associations. The entire process thus must be completed within 20 days of the confirmation letter signed by PFF.

h (7) In the advent of any irregularity, fraud or violation detected after the finalization of election process, the matter can be referred to President PFF for decision. The President PFF shall after thorough consideration, refer the matter to PFF Emergency Committee if deemed fit within 15 Days after having received such a request. The PFF emergency Committee shall be bound to decide the matter within 3 months. The decision given by Emergency Committee will be final without any right of appeal.

Article 91: ENFORCEMENT

The PFF Statutes (constitution) were updated / amended and adopted by the PFF Congress on 19th November, 2014 and came into force w.e.f 19th November, 2014

PFF Football House 19th November, 2014

For the PFF Congress.

PRESIDENT

Makhdoom Syed Faisal Saleh Hayat

GENERAL SECRETARY

Lt Col (Retd)
Ahmed Yar Khan Lodhi TI(M)