



STATUTES

(Including amendments approved by the
1st. UNI Apro Regional Conference, June 2002)

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Article 1: Name and Regional Office

- 1.1 The Asia and Pacific regional organisation of Union Network International (UNI) shall be founded in accordance with the UNI-Apro Statutes. It shall be known as Union Network International Asia and Pacific Regional Organisation or UNI-Apro.
- 1.2 The regional office shall be in a location as approved by the UNI-Apro Regional Executive Committee and the UNI World Executive Board.

Article 2: Purpose and Objectives

- 2.1 UNI is a global and regional organisation dedicated to improving the quality of life and working conditions of its members. UNI believes in putting people first in global, regional and national economic and social development. It shall support and advance the sector interests of its affiliates and promote the multi-sector interests of its inter-professional groups.
- 2.2 In line with these objectives, the role of UNI-AproX shall be to:
 - deal with issues of concern to the affiliates and their members within the X region,
 - facilitate the promotion of the interests of the organisations affiliated with UNI in the Asia and Pacific region and
 - co-operate with UNI in its endeavours to achieve its objectives as defined in the UNI Statutes, namely:
 - a) The formation, growth and strengthening of independent and democratic trade unions of workers in the jurisdiction of UNI.
 - b) Promoting peace, freedom and democracy through independent and democratic trade unions and respect for basic labour standards.
 - c) Bringing together unions regardless of nationality, race, creed or ethnic origin, whilst recognising the autonomy of affiliated organisations.
 - d) Establishing gender equality.
 - e) Defending and promoting the interests of young members and future generations.
 - f) Creating solidarity between trade unions in multinational companies with the aim to:
 - Create structures for information, consultation and collective bargaining;
 - Build structures for trade union co-operation and co-ordination;
 - Ensure that multinationals respect basic labour standards and international guidelines and codes of conduct.

- g) Establishing a social dimension to globalisation of the economy by:
 - Combating social and economic exploitation in all its forms;
 - Promoting the recognition and implementation of labour standards for all workers in all countries and the copyright and performance rights for workers in the creative sector;
 - Rejecting all forms of discrimination, racial, gender, sexual orientation, age, disability, cultural and religious;
 - Defending and promoting the economic, social and cultural rights of workers;
 - Advancing and representing these objectives in all appropriate international organisations;
 - Defending and promoting the professional interests of affiliated members.
- h) Establishing a social dimension to regional economic integration by ensuring that trade unions have the opportunity to be consulted and influence decisions of the organisations concerned to promote social justice and to develop a social dialogue between employers and trade unions.
- i) Defending human rights, including the rights of freedom of speech, expression, creation, association and universal suffrage and the rights of fullest access to the media and means of diffusion of creative activity upon which all other rights and freedoms depend.

Article 3: Methods

3.1 UNI-AproX shall seek to fulfil the objectives as identified in Article 2 by:

- a) Co-ordinating the activity of UNI affiliates in the region and offering assistance and support as appropriate.
- b) Encouraging solidarity between affiliates.
- c) Advising, assisting and co-operating with UNI in its endeavours to achieve the UNI's objectives in the region.
- d) Supporting and implementing decisions of the UNI World Congress, the UNI World Executive Board, the UNI-Apro Regional Conference and the UNI-Apro Executive Committee.
- e) Promoting social and economic development and supporting trade union development and educational programmes and projects, which aim to improve the educational, cultural, economic and social welfare of the members of affiliates in the region.
- f) Considering gender equality within the context of all policy decisions.
- g) Building regional solidarity networks and works councils in multinational companies.
- h) Providing support and assistance to affiliates as appropriate in times of difficulty.
- i) Establishing common policies and priorities for action to promote and co-ordinate their implementation.
- j) Collecting and disseminating information on matters of interest to affiliates.
- k) Establishing information and communication technology networks.
- l) Undertaking collective bargaining and negotiating agreements in the region.

- m) representing affiliates in regional economic groupings. Deciding policy and action with respect to the institutions established to bring about regional economic integration.
- n) Representing affiliates in the work of institutions in the region, whose activities affect the social, economic and cultural conditions of affiliates and their members.
- o) Maintaining close relations with other international organisations of independent and democratic trade unions in the region.
- p) Encouraging affiliation to UNI and the participation of such affiliates in the work of UNI-Apro, X its sectors and inter-professional groups..
- q) Working towards the objective of women being represented in all UNI-Apro X structures in proportion to their numerical significance.
- r) Developing structures within UNI-Apro X to promote the participation of young members in its work.
- s) Establishing structures within UNI-Apro X to promote the participation of professional and managerial staff in its work.

Article 4: Membership

- 4.1 Membership of UNI-Apro X shall comprise those organisations in the countries in the Asia and Pacific region affiliated to UNI.
- 4.2 Following appropriate enquiries and consultation, including consultation with existing affiliates within the country concerned, the UNI-Apro Executive Committee may recommend to the UNI World Executive Board the affiliation of new organisations or the expulsion of affiliates in the region.

Article 5: Finance

- 5.1 The costs of supporting UNI-Apro X shall be met by UNI as determined by the UNI World Executive Board.
- 5.2 In addition to the affiliation fees that are due to UNI as required under Articles 5 and 7 of the UNI Statutes, the UNI-Apro Regional Conference UNI-X shall be empowered to determine the amount of regional fees due to the regional organisation by way of affiliation fees and/or voluntary contributions from affiliates.
- 5.3 The UNI-Apro Executive Committee shall make the arrangements for the basis of the calculation and the methods of any such payments by affiliates.
- 5.4 The annual budget and accounts for UNI-X shall be submitted for approval to the Regional Executive Committee and World Executive Board. UNI-Apro shall develop its own programme of activities and the associated budget, which, together with the accounts relating to the previous year's activities, will be forwarded to the UNI World Executive Board for endorsement. Additionally, UNI-Apro will provide similar information to affiliates by way of written reports and/or presentations to conferences.

Article 6: UNI-Apro Regional Conference

- 6.1 Subject to the provisions of the UNI Statutes, the UNI-AproX Regional Conference shall be the supreme authority of UNI-Apro.
- 6.2 The UNI-Apro Regional Conference shall be held at least once in every four years at a time and place to be determined by the UNI-Apro Executive Committee, with affiliates being advised of the date and agenda not less than eight months prior to the opening day of the UNI-Apro Regional Conference.
- 6.3 The Officers of UNI-AproUNI-X, namely the President, Deputy President, three Vice Presidents and Regional Secretary, shall function as the Officers of the UNI-Apro Regional Conference and the UNI-Apro Executive Committee will act as its Standing Orders Committee.
- 6.4 The agenda of the Regional Conference shall include the following items:
- a) Election of the Credentials Committee
 - b) Election of the Resolutions Committee
 - c) Approval of the Regional Conference Agenda and Standing Orders
 - d) Report of the Regional Secretary on activities for the period since the previous Regional Conferences
 - e) Financial report
 - f) Auditors' report
 - g) Affiliates and UNI-Apro Executive Committee policy proposals, motions and amendments
 - h) Election of the UNI-Apro Executive Committee
 - i) Election of the UNI-Apro President
 - j) Election of the UNI-Apro Deputy President
 - k) Election of three UNI-Apro Vice Presidents
 - l) Election of the UNI-Apro Regional Secretary
 - m) Election of four UNI-Apro Internal Auditors
- 6.5 Motions must be received in writing by the Regional Secretary no later than six months prior to the first day of the UNI-Apro Regional Conference.
- 6.6 Copies of valid motions received shall be sent to affiliates no later than five months prior to the first day of the UNI-Apro Regional Conference.
- 6.7 Amendments to motions must be received in writing by the Regional Secretary no later than three months prior to the first day of the UNI-Apro Regional Conference.
- 6.8 Valid motions and amendments, together with all other reports, shall be sent to affiliates no later than one month prior to the first day of the UNI-Apro Regional Conference.
- 6.9 Proposals of an emergency nature shall be admitted only with the authority of the UNI-Apro Conference Standing Orders Committee in accordance with the UNI-Apro Conference Standing Orders.

- 6.10 Decisions of the UNI-Apro Regional Conference shall be reported to subject to approval by the UNI World Executive Board.
- 6.11 An extraordinary UNI-Apro Regional Conference may be convened at any time by a two-thirds majority decision of the UNI-Apro Executive Committee, or at the request of affiliates from not less than two different areas representing not less than 25% of the affiliated membership. In either case, those calling for such an extraordinary Regional Conference shall indicate clearly the item/s that will form the basis of the agenda.
- 6.12 An extraordinary UNI-Apro Regional Conference shall be conducted according to the UNI-Apro Statutes and UNI-Apro Conference Standing Orders applying to ordinary UNI-Apro Regional Conferences.

Article 7: Representation at the UNI-Apro Regional Conference

7.1 To be represented with full voting rights at the UNI-Apro Regional Conference, affiliates must not be more than six months in arrears of affiliation fees to UNI and regional affiliation fees to UNI-Apro, if applicable.

7.2. Affiliates shall be entitled to representation at the Regional Conference on the basis of their paid up levels of membership, based on affiliation fees paid both to UNI and UNI-Apro up to the six months immediately before the Conference and calculated as follows:

	Number of delegates
➤ -Up to and including 5,000 members	1
➤ -from 5,001 to 25,000 members	2
➤ -from 25,001 to 50,000 members	3
➤ -and for every additional 25,000 members or fraction thereof	1

7.3 Affiliates should endeavour to ensure that the composition of their delegation is a reflection of the percentage of their women and young members.

7.4 Affiliates may also send observers to the UNI-Apro Regional Conference, who shall not have the right to vote. The number of observers authorised shall not exceed the number of accredited delegates representing the affiliate concerned.

7.5 Affiliates shall submit the names of their delegates and observers to the Regional Secretary no later than three months prior to the first day of the UNI-Apro Regional Conference.

7.6 The UNI-Apro Executive Committee may invite to the Regional Conference as guests representatives of other organisations. other organisations to send representatives as guests to the UNI-Apro Regional Conference.

7.7 The travelling and subsistence expenses of delegates and observers attending the UNI-Apro Regional Conference shall be the responsibility of the affiliate concerned.

Article 8: Voting at the UNI-Apro Regional Conference

- 8.1 It shall be the endeavour of the UNI-Apro Regional Conference to secure the largest possible measure of agreement rather than to carry decisions by majority votes.
- 8.2 When a vote is called for, it shall normally be by the show of hand.
- 8.3 Each delegate shall be entitled to one vote. Affiliates represented by fewer delegates than they are entitled to send shall, nevertheless, be entitled to exercise their full voting strength.
- 8.4 Decisions shall be by simple majority, except in the case of proposals to delete or amend existing Statutes or to introduce new ones, in which event a two-thirds majority is required for the proposals to carry.
- 8.5 The UNI-Apro President shall be empowered to accept a motion for a card vote, whereby the leader of the delegation of every affiliated union casts a vote according to the number of delegates by which they are entitled to be represented.
- 8.6 Voting for representation for each Area on the UNI-Apro Executive Committee will be according to the number of paid-up members.

Article 9: UNI-Apro Executive Committee

- 9.1 Subject to the UNI and UNI-Apro Statutes, and any guidance given by the World Executive Board, the UNI-Apro Executive Committee shall manage the affairs of UNI-AproX in the period between UNI-Apro Regional Conferences.
- 9.2 The UNI-Apro Executive Committee shall comprise:
- a) The UNI-AproUNI-X President, UNI-Apro Deputy President and three UNI-Apro Vice Presidents, who shall in the first instance be elected members of the UNI-Apro Executive Committee in accordance with paragraph 9.2c.
 - b) The UNI-Apro Regional Secretary, who shall be elected by the Regional Conference.
 - c) The members of the Executive Committee elected in accordance with Article 9.3 of these Statutes.
 - d) The President and Deputy President of the UNI-Apro Women's Committee in accordance with Article 15.4 of these Statutes.
 - e) The President of the UNI-Apro Youth Committee in accordance with Article 16.4 of these Statutes.
 - f) The President of the UNI-Apro Professional and Managerial Staff Committee in accordance with Article 17.4 of these Statutes.
 - g) The UNI Vice President representing UNI-Apro to be elected at the UNI World Congress in accordance with Article 11.2 a) of the UNI Statutes.
 - h) The UNI General Secretary.

9.3 Elections for the UNI-Apro Executive Committee members shall take place at the UNI-Apro Regional Conference. Members of the UNI-Apro Executive Committee shall be elected by affiliates of each area in accordance with Articles 8.6, 9.4, 9.5 and 9.6 of the UNI-Apro Statutes. The UNI-Apro Executive Committee members shall be representative(s) of affiliates of the following areas:

- Area I: Central and East Asia
- Area II: South East Asia
- Area III: South Asia
- Area IV: Oceania

9.4 The number of representative(s) for each area shall be determined by the fully paid-up membership in accordance with the following scale:

Area with up to 50,000 members	= 2 Executive member
Area with 50,001 to 100,000 members	= 3 Executive members
Area with 100,001 to 200,000 members	= 4 Executive members
Area with 200,001 to 300,000 members	= 5 Executive members
Area with 300,001 to 450,000 members	= 6 Executive members
Area with 450,001 to 600,000 members	= 7 Executive members
Area with 600,001 to 800,000 members	= 8 Executive members
Area with 800,001 to 1,000,000 members	= 9 Executive members

And one additional executive committee member for every additional 250,000 paid-up members or part thereof provided this is not less than 125,000 members.

9.5 Affiliates with more than 150,000 members shall be entitled automatically to at least one seat on the UNI-Apro Executive Committee and affiliates with more than 300,000 members shall be entitled automatically to at least two seats. In both cases, such members elected under these provisions shall be included in and form part of the total entitlement for seats of the Area(s) concerned.

9.6 For each titular member, a first and second substitute shall be elected. Substitute members shall attend and participate in meetings of the UNI-Apro Executive Committee only in the absence of the titular member and in numerical order of the substitute members.

9.7 Where issues of concern to a particular sector are involved, a nominee or nominees of the sector concerned may be invited to attend meetings of the UNI-Apro Executive Committee in an advisory capacity.

9.8 In order to serve on the UNI-Apro Executive Committee, candidates at the time of nomination and throughout their term of office must be members or officers of an affiliate paying the full rate of affiliation fees and other contributions in accordance with Article 5 of these Statutes and be supported by their respective organisations.

- 9.9 UNI-Apro Executive Committee members shall serve from the close of the UNI-Apro Regional Conference at which they are elected until the close of the next UNI-Apro Regional Conference.
- 9.10 If a titular member's seat becomes vacant, the first substitute for the member concerned automatically becomes the titular member; when the seat for the first substitute falls vacant, the second substitute should fill it.
- 9.11 The UNI-Apro Executive Committee shall normally meet once a year. Extraordinary meetings of the UNI-Apro Executive Committee may be convened by joint decision of the UNI-Apro President and Regional Secretary or at the request of two-thirds of the members of the UNI-Apro Executive Committee.
- 9.12 The UNI-Apro Executive Committee shall be presided over by the UNI-Apro President or in his/her absence by the Deputy President or one of the UNI-Apro Vice Presidents.
- 9.13 One half of the members shall form a quorum for the UNI-Apro Executive Committee meeting.
- 9.14 The UNI-Apro Executive Committee shall be empowered to appoint sub-committees to assist in its work, with a member of the UNI-Apro Executive Committee acting as Chair.
- 9.15 Travelling and subsistence expenses of members of the UNI-Apro Executive Committee in connection with their attendance at meetings of the UNI-Apro Executive Committee and meetings of sub-committees shall be the responsibility of the affiliate concerned unless, in exceptional circumstances, the UNI-Apro Executive Committee decides otherwise.

Article 10: UNI-Apro Management Committee

- 10.1 The UNI-Apro Management Committee shall be composed of the UNI-Apro President, UNI-Apro Deputy President, three UNI-Apro Vice Presidents, the Regional Secretary, the UNI Vice President representing UNI-Apro on the UNI World Executive Board and the UNI General Secretary.
- 10.2 The UNI-Apro Management Committee shall assist in the management of the UNI-Apro in between UNI-Apro Executive Committee meetings.
- 10.3 The UNI-Apro Management Committee shall meet as and when necessary. One half of the members shall form the quorum for the UNI-Apro Management Committee meeting.
- 10.4 The decisions of the UNI-Apro Management Committee shall be subject to noting or endorsement, as appropriate, by the following meeting of the UNI-Apro Executive Committee.

Article 11: UNI-Apro President, Deputy President and Vice Presidents

- 11.1 The UNI-Apro President, UNI-Apro Deputy President and the three UNI-Apro Vice Presidents shall be elected by the UNI-Apro Regional Conference in accordance with Article 9.2. of the UNI-Apro Statutes.
- 11.2 The UNI-Apro President shall preside over the UNI-Apro Regional Conference and over meetings of the UNI-Apro Executive Committee and the UNI-Apro Management Committee.
- 11.3 The UNI-Apro President shall be entitled to attend all meetings convened by UNI-Apro.
- 11.4 The UNI-Apro Deputy President and Vice Presidents shall assist the UNI-Apro President in the performance of his/her duties.
- 11.5 UNI-AproX shall bear the travelling and subsistence expenses of the UNI-Apro President incurred during the undertaking of his/her duties.
- 11.6 Should the UNI-Apro President be temporarily absent, his/her duties shall be undertaken by the Deputy President or one of the UNI-Apro Vice Presidents, in which case UNI-AproX shall bear the travelling and subsistence expenses incurred by the Deputy President or the appointed UNI-Apro Vice President during the undertaking of these duties.
- 11.7 Should the office of UNI-Apro President fall vacant between UNI-Apro Regional Conferences; the UNI-Apro Deputy President shall fill the resulting vacancy.
- 11.8 Should the office of UNI-Apro Deputy President fall vacant between UNI-Apro Regional Conferences; the UNI-Apro Executive Committee shall fill the vacancy with one of the UNI-Apro Vice Presidents.
- 11.9 Should an office of UNI-Apro Vice President fall vacant between UNI-Apro Regional Conferences; the UNI-Apro Executive Committee shall fill the vacancy with a member of the UNI-Apro Executive Committee.

Article 12: UNI-Apro Regional Secretary

- 12.1 The Regional Secretary shall, in accordance with Article 9.2, be elected by the UNI-Apro Regional Conference and shall be entitled to stand for re-election.
- 12.2 The Regional Secretary shall be a member of and shall attend all meetings of the UNI-Apro Executive Committee, UNI-Apro Management Committee and any of its sub-committees and participate in all other meetings held under the auspices of UNI-Apro in the region. He/she shall be entitled to participate in all of their deliberations with full voting rights.
- 12.3 The Regional Secretary shall act in accordance with the Statutes and policies of both UNI and UNI-Apro; direct the work of UNI-Apro's employeesX and be responsible for the general direction, management and administration of UNI-AproX and the duties as described under Articles 16 and 17 of the UNI Statutes.

- 12.4 The Regional Secretary shall prepare annually a financial report and submit this to the UNI-Apro Internal Auditors elected by the UNI-Apro Regional Conference. This report, together with the UNI-Apro Internal Auditors' Report, shall be submitted to the UNI-Apro Executive Committee and the UNI General Secretary.
- 12.5 The Regional Secretary shall be the representative of UNI-AproX in relation to regional trade union organisations and institutions dedicated to closer economic, political and social integration in the region.
- 12.6 The Regional Secretary shall submit quarterly reports on regional activities and financial transactions to the General Secretary. Prior to ordinary meetings of the UNI-Apro Executive Committee and the UNI World Executive Board, the Regional Secretary shall also submit a written report, including the financial report, and forward a draft programme of activities, including a draft budget, in respect of each calendar year.
- 12.7 Should the office of Regional Secretary fall vacant, the UNI General Secretary shall consult with the Regional President in respect of making arrangements for the un-expired term of office.

Article 13: UNI-Apro Internal Auditors

- 13.1 The UNI-Apro Regional Conference shall elect four UNI-Apro Internal Auditors, who shall conduct two audits of the financial accounts of the Regional Organisation each year. One of the audits should be held during the second half of each financial year and the other after the close of the annual financial account.
- 13.2 The UNI-Apro Internal Auditors shall submit their report in writing to the UNI-Apro Executive Committee, the UNI General Secretary and the UNI-Apro Regional Conference.
- 13.3 The travelling and subsistence expenses of the four UNI-Apro Internal Auditors in the performance of their duties shall be borne by UNI-Apro.

Article 14: UNI-Apro Sector Activities

- 14.1 Regional sectoral structures shall include a four-yearly Regional Sectoral Conference and a Regional Sectoral Committee. The Conference shall elect a President and two Vice-Presidents. The term of office of the President and other elected officers shall extend from the close of one elective (four-yearly) Conference to the close of the next. In accordance with Articles 16, 17 and 18 of the UNI Statutes, UNI-Apro may develop sector activities.
- 14.2 The UNI-Apro sector structures shall include a four-yearly Regional Sector Conference, bi-annual meetings of the UNI-Apro Sector Committee and annual meetings of the UNI-Apro Sector Steering Group. The Conference shall elect a UNI-Apro Sector Committee composed of the President, and not more than three Vice Presidents and number of members to be determined by the UNI-Apro Executive Committee. The UNI-Apro Sector Steering Group shall be composed of the UNI-Apro Sector President and Vice

President(s). The term of office of the President, Vice President(s) and other elected officers shall extend from the close of one elective (four-yearly) conference to the close of the next.

- 14.3 UNI-Apro The Regional Sectoral Committee will elect a Regional Sectoral Steering Committee and may set up working parties, undertake research, organise meetings and establish/maintain links with other bodies in order to protect and advance the interests of the members in their sector. These activities may be undertaken on a single or a shared sectoral basis. sectors will be authorised to establish/maintain links with other bodies, set up working parties, undertake research and organise such meetings as are necessary in order to protect and advance the sector interests of members in the region. These activities may be undertaken on a single-sector basis, or where common issues are involved, carried out in co-operation with one or more of the other sectors in the region.
- 14.4 Each affiliate with members in the sector concerned will be entitled to participate in the regional activities of the sector.
- 14.5 The travelling and subsistence expenses of delegates and observers attending UNI-Apro sector conferences and meetings shall be borne by affiliate concerned unless, in exceptional circumstances, the UNI-Apro Executive Committee decides otherwise.

Article 15: UNI-Apro Women's Activities

- 15.1 UNI-AproX will promote activities, including a committee, conferences and campaigns at regional level for Women.
- 15.2 The UNI-Apro Executive Committee shall establish a UNI-Apro Committee for Women that shall report to the UNI-Apro Executive Committee.
- 15.3 The UNI-Apro Women's Conference shall elect a UNI-Apro Women's Committee composed of 15 members, including the President and Deputy President to be elected from amongst the members of the UNI-Apro Women's Committee.
- 15.4 The President and Deputy President of the UNI-Apro Women's Committee shall be full members of the UNI-Apro Executive Committee.
- 15.5 The President of the UNI-Apro Women's Committee shall be UNI-Apro Women's Committee representative on the UNI World Executive Board.
- 15.6 The Deputy President of the UNI-Apro Women's Committee shall be the UNI-Apro representative on the UNI World Women's Committee
- 15.7 The travelling and subsistence expenses of the President, Deputy President and members of the UNI-Apro Women's Committee, delegates and observers attending UNI-Apro Women's Committee meetings, Regional Conferences and meetings of sub-committees shall be borne by the affiliates concerned unless, in exceptional circumstances, the UNI-Apro Executive Committee decides otherwise.

Article 16: UNI-Apro Youth Activities

- 16.1 UNI-AproX will promote activities, including a committee, conferences and campaigns at regional level for Young People.
- 16.2 The UNI-Apro Executive Committee shall establish a UNI-Apro Youth Committee that shall report to the UNI-Apro Executive Committee.
- 16.3 The UNI-Apro Youth Committee shall elect from among its members a President and Deputy President.
- 16.4 The President of the UNI-Apro Youth Committee shall be a full member of the UNI-Apro Executive Committee.
- 16.5 The travelling and subsistence expenses of the President, Deputy President and members of the UNI-Apro Youth Committee, delegates and observers attending UNI-Apro Youth Committee meetings, Regional Conference and meetings of sub-committees shall be borne by the affiliates concerned unless, in exceptional circumstances, the UNI-Apro Executive Committee decides otherwise.

Article 17: UNI-Apro Professional and Managerial Staff Activities

- 17.1 UNI-AproX will promote activities, including a committee, conferences and campaigns at regional level for Professional and Managerial Staff.
- 17.2 The UNI-Apro Executive Committee shall establish a UNI-Apro Professional and Managerial Staff Committee that shall report to the UNI-Apro Executive Committee.
- 17.3 The UNI-Apro Professional and Managerial Staff Committee shall elect from among its members a President and Deputy President.
- 17.4 The President of the UNI-Apro Professional and Managerial Staff Committee shall be a full member of the UNI-Apro Executive Committee.
- 17.5 The travelling and subsistence expenses of the President, Deputy President and members of the UNI-Apro Professional and Managerial Staff Committee, delegates and observers attending UNI-Apro Professional and Managerial Staff Committee meetings, Regional Conferences and meetings of the sub-committees shall be borne by the affiliates concerned unless, in exceptional circumstances, the UNI-Apro Executive Committee decides otherwise.

Article 18: Languages

- 18.1 Languages to be used at the UNI-Apro Regional Conference and, as and when required, at other meetings, shall be English and Japanese.
- 18.2 In the event of any dispute arising in connection with the interpretation of these Statutes and Standing Orders, the English text shall prevail.

Article 19: Alteration of Statutes

- 19.1 These Statutes may not be altered or amended except by a two-thirds majority vote of the UNI-Apro Regional Conference and subject to the approval endorsement of the UNI World Executive Board.

Article 20: Dissolution

- 20.1 UNI-Apro can only be dissolved in consequence of a decision taken under the provisions of Article 23 of the UNI Statutes.
- 20.2 In case of dissolution of UNI-Apro, all assets whatsoever of UNI-Apro shall be the property of the UNI and shall revert to UNI.