

**PAN AFRICANIST YOUTH CONGRESS OF AZANIA
(PAYCO)**



CONSTITUTION

1. PREAMBLE

Whereas African Nationalism is rallying and uniting force to the African National struggle against colonialism, racism, and any form of social degradation.

AND whereas African Nationalism is not a final solution to the problem created by the socio-political oppression and economic exploitation of the African people.

Whereas Africanism, must be understood and interpreted as an ideology that seeks to:

- Unite all African people under the banner of African Nationalism;
- Promote non sexism and gender equality;
- Have regard of religious beliefs in our land;
- Eradicate socio-economic exploitation and imperialism in all forms;
- Fight neo-colonialism; and
- Regard scientific socialism as necessary means to an end.

And whereas African Youth must be mobilized, united and educated for total political and economic emancipation.

We therefore hereby assume the responsibility of forming the youth wing of the Pan Africanist Congress (PAC) of Azania, which shall as matter of unchallenged principle commit itself to Pan Africanism and scientific socialism.

2. NAME

The name of this organisation shall be the Pan Africanist Youth Congress of Azania (here in after referred to as PAYCO)

3. MOTTO

The motto of PAYCO shall be "COURAGE; UNITY; DEVELOPMENT."

4. COLOURS

The colours of PAYCO shall be BLACK, GREEN and GOLD:

- A. Black shall symbolize the centuries of oppression; exploitation and social Degradation of the African masses;
- B. Gold shall symbolize the material prosperity and wealth of Africa;
- C. Green shall symbolize the beauty and freedom of Africa.

5. AIMS AND OBJECTIVES

- 5.1 To rally and unite the African Youth under the banner of Pan Africanism.
- 5.2 To fight all forms of capitalism, including neo-colonial economic practices.
- 5.3 To strive for the established of a classless society and a socialist order.
- 5.4 To promote and advance educational, cultural and economic development of African Youth.
- 5.5 To promote and advance Total Emancipation, African National Self Determination and Unification of Africa under a single African State.

6. MEMBERSHIP

Membership shall be open to any Azanian youth and students that subscribes to the idea of Pan Africanism; and accepts the principles; programs and discipline of the Pan African Congress of Azania provided that s/he is between 14 and 35 years of age.

8. DISCIPLINARY CODE

- A. All members shall familiarize and subject themselves to the PAC Code of Conduct as adopted by the PAC Inaugural Conference held at the Orlando Communal Hall in Soweto on the 4-6 April 1959.
- B. A member of an executive structure who fails to attend three consecutive meetings of the relevant structure without leave of absence or written apology shall automatically cease to be a member of such structure and the relevant structure shall accordingly inform him/her that the member is officially discharged from office without bringing such a member before a Disciplinary committee.

8.1 DISCIPLINARY STRUCTURES

Fully recognizing Section 4 of the PAC Disciplinary Code, PAYCO shall constitute its immediate disciplinary structures as follows:

- 8.1.1 There shall be National, Provincial, Regional and Branch Disciplinary Committees (D.C)
- 8.1.2 All hearings before the D.C shall be in accordance with the PAYCO constitution;
- 8.1.3 The National D.C shall consist of the Presidency and four (4) other duly appointed NEC members;
- 8.1.4 The Provincial D.C shall consist of the Chairperson and /or the Deputy and three (3) PEC members duly appointed by the PEC;
- 8.1.5 The Regional D.C shall consist of the Chairperson and / or the Deputy and three (3) REC members dully appointed by the REC
- 8.1.6 The branch D.C shall consist of the Chairperson and / or the Deputy and three (3) Ward members duly appointed by the BEC.

8.2 APPEAL

- 8.2.1 Any member who is adversely affected by the meetings and / or the decisions of the organisation may have right to appeal to the higher structures of the organisation up to National Congress;
- 8.2.2 Such appeal must be lodged within a reasonable period (three months).

8.3 RULINGS OF THE D.C

- 8.3.1 Save for an appeal that has been rectified by higher structures, the rulings of the D.C shall be binding to all members.

9. NATIONAL EXECUTIVE COUNCIL (NEC)

Shall consist of the following officials:

- 9.1 PRESIDENT
- 9.2 DEPUTY PRESIDENT
- 9.3 SECRETARY GENERAL
- 9.4 DEPUTY SECRETARY GENERAL
- 9.5 TREASURER GENERAL
- 9.6 NATIONAL POLITICAL COMMISSAR
- 9.7 SECRETARY FOR INTERNATIONAL AFFAIRS

- 9.8 SECRETARY FOR EDUCATION
- 9.9 SECRETARY FOR JUSTICE AFFAIRS
- 9.10 SECRETARY FOR SOCIAL SERVICES
- 9.11 SECRETARY FOR ECONOMIC AFFAIRS
- 9.12 SECRETARY FOR SECURITY AFFAIRS
- 9.13 SECRETARY FOR LAND AFFAIRS
- 9.14 SECRETARY FOR RECREATIONAL AFFAIRS
- 9.15 SECRETARY FOR CIVIC AFFAIRS
- 9.16 PRESIDENT OF PASMA
- 9.17 PRESIDENT OF PASO
- 9.18 PROVINCIAL CHAIRPERSONS as *ex officio* members of the NEC by virtue of their office.

9 A NATIONAL WORKING COMMITTEE (NWC)

Shall consist of PRESIDENT; DEPUTY PRESIDENT; SECRETARY GENERAL; DEPUTY SECRETARY GENERAL; TREASURER GENERAL; and NATIONAL POLITICAL COMMISSAR.

9 B DUTIES OF THE NWC

The NWC shall be responsible for:

- 9B.1 Convening NWC meeting at least once in between NEC meetings.
- 9B.2 Implementation and supervision of the NEC decisions and attend to any matter incidental thereto.
- 9B.3 Taking and implementing any decisions necessary for the smooth running of the organization subject to ratification of the same by the subsequent NEC meeting.

10 DUTIES OF THE NEC

The NEC shall be responsible for:

- 10.1 The day-to-day management of the organisation including determining the staff compliment of the organisation.
- 10.2 The implementation of programs of the organisation.

- 10.3 Evaluating the progress of the organisation.
- 10.4 Delegate at least three members of the NEC preferably the President, Secretary General and Treasurer General to act as co-signatories of the organization's bank accounts.
- 10.5 Convening meetings from time to time.
- 10.6 The appointment of all PAYCO staff members.
- 10.7 Supervising all the structures of the organisation.
- 10.8 To ensure that before the organisation closed down pay off all its debts and recommendations are submitted to the special congress to approve the organisation with similar objectives to given the assets left over as no should paid or given members or individuals.

10.1 PRESIDENT

Shall:

- 10.1.1 Represent the organisation nationally.
- 10.1.2 See to the implementation of the goals and policies of the organisation.
- 10.1.3 Preside over all meetings of the NEC, save where circumstances prevent.
- 10.1.4 In the best interest of the organisation, take decisions that may be rectified by the NEC, Conference, or Congress whichever comes first.
- 10.1.5 Be the Secretary for Youth Affairs of the PAC.

10.2 DEPUTY PRESIDENT

Shall:

- 10.2.1 See to the growth and welfare of the organisation.
- 10.2.2 Assist the nation President in the execution of his / her duties.
- 10.2.3 Promote gender awareness and sensitivity within the youth.
- 10.2.4 Initiate and engage in process that will fight sexist tendencies in all forms.
- 10.2.5 Encourage positive interaction between the sexes.
- 10.2.6 Develop a gender policy for the organisation.
- 10.2.7 Lead PAYCO public representatives and representation.

10.3 SECRETARY GENERAL

Shall:

- 10.3.1 Convene NEC and NWC meetings in consultation with the President.
- 10.3.2 Keep the register of all members of the organisation.
- 10.3.3 Represent the organisation in all forums as may be required.
- 10.3.4 Keep records of minutes of all meetings of the NEC and performance of individual NEC members.
- 10.3.5 Be a co-signatory to all cheques issued by the NEC.
- 10.3.6 Be responsible for proper administration of the assets of the organisation.
- 10.3.7 Be responsible for all correspondence of the organisation.
- 10.3.8 Compose and monitor all standing committees of PAYCO.
- 10.3.9 Ensure that the attitude and the policies of the organisation are truly and well reflected in the media and the public.
- 10.3.10 In consult with the NEC members issue media statements on behalf of the organisation.
- 10.3.11 Be responsible for the co-ordination of all structures of the organizations.
- 10.3.12 Report to the NEC on the state of organisational structures.

10.4 DEPUTY SECRETARY GENERAL

Shall:

- 10.4.1 Assist the Secretary General in the execution of his / her duties.
- 10.4.2 Be responsible for the organization's publications.
- 10.4.3 Monitor the media and communication sector trends.
- 10.4.4 Develop relationships with Media and Communication Industry
- 10.4.5 Develop communication channels.
- 10.4.6 Develop and implement the media and communication policy.

10.5 TREASURER GENERAL

Shall:

- 10.5.1 Collect, receive and bank all monies of the organisation.
- 10.5.2 Raise funds for the organisation.

- 10.5.3 Present audited financial statements to the NEC, Annual national Conference and National Congress.
- 10.5.4 Create and maintain investments vehicles for the organisation.
- 10.5.5 Exercise diligence in any financial venture.
- 10.5.6 Implements the financial policy of the organisation.

10.6 NATIONAL POLITICAL COMMISSAR

Shall

- 10.6.1 Be responsible for all the projects of the organisation.
- 10.6.2 Liaise with other relevant bodies.
- 10.6.3 Visit and provide cadreship development and commissariat support to all structures of the organisation.
- 10.6.4 Report to the NEC on the state of national politics.

10.7 SECRETARY FOR INTERNATIONAL AFFAIRS

Shall:

- 10.7.1 Liaise within international bodies, formation etc.
- 10.7.2 Publicize the organisation internationally.
- 10.7.3 Represent the organisation internationally.
- 10.7.4 Establish and direct international projects.
- 10.7.5 Be responsible for the formation of the continental Africanist youth structure.
- 10.7.6 Lead processes aiming at policy development regarding International Affairs of the youth.

10.8 SECRETARY FOR EDUCATION

Shall:

- 10.8.1 Establish and direct education and skills projects.
- 10.8.2 Familiarize the youth and community in general with the concept of “education for liberation”.
- 10.8.3 Drive the political education programme to raise the political consciousness of the youth.
- 10.8.4 Be responsible for employment matching skills and education projects.

10.8.5 Tirelessly work for the advancement of science and technology through vigorous programs and projects within our African communities.

10.8.6 Develop policies related to education and training system.

10.9 SECRETARY FOR JUSTICE AFFAIRS

Shall:

10.9.1 Liaise with stakeholders in the policing, prisons, courts and any other criminal justice system related sectors.

10.9.2 Be a chairperson of PAYCO National Disciplinary Committee.

10.9.3 Establish and direct criminal justice system projects.

10.9.4 Develop policies related to criminal justice system.

10.10 SECRETARY FOR SOCIAL SERVICES

Shall:

10.10.1 Be responsible for all matters regarding the welfare aspects of the organisation.

10.10.2 Liaise with other and welfare structures.

10.10.3 Develop policies related to Health and Social Welfare.

10.11 SECRETARY FOR ECONOMIC AFFAIRS

Shall:

10.11.1 Inculcate a sense of self-reliance among the youth.

10.11.2 Forge links with the trade union movement in the country.

10.11.3 Promote the on “one non-sectarian federation in one country” slogan.

10.11.4 Engage in wealth and economic development processes.

10.11.5 Develop policies related to national economic system including but not limited to labour, capital and innovation.

10.12 SECRETARY FOR SECURITY AFFAIRS

Shall:

10.12.1 Develop working relationship with armed forces, intelligence community and all the stakeholders in security sector.

- 10.12.2 Establish and direct security related projects.
- 10.12.3 Develop policy related to national defense and intelligence.

10.13 SECRETARY FOR LAND AFFAIRS

Shall:

- 10.13.1 Liaise with stakeholders in the agricultural, environment, mining and marine sectors.
- 10.13.2 Establish and direct the agricultural, environment, mining and marine projects.
- 10.13.3 Develop policy related to agricultural, environment, mining and marine sectors.

10.14 SECRETARY FOR RECREATIONAL AFFAIRS

Shall:

- 10.14.1 Promote youth participation in sports for appreciation, professional and recreational purposes.
- 10.14.2 Liaise with stakeholder in sports, arts and culture arena including but not limited to associations, unions, government, player and administrators.
- 10.14.3 Promote youth participation in the performance, administration and appreciation sport and arts.
- 10.14.4 Promote the culture of African people in a dynamic way.
- 10.14.5 Develop policies in area of sports, arts and culture.

10.15 SECRETARY FOR CIVIC AFFAIRS

Shall

- 10.15.1 Liaise with community structures, youth formations, government and NGO's.
- 10.15.2 Governance of National Youth Development Institutions.
- 10.15.3 Be responsible for projects and campaigns of national nature and character.

11. NATIONAL CONGRESS

Shall be:

- 11.1 The highest organ of the organisation and its decisions shall be binding on all members.

- 11.2 The organ to lay down policies; evaluate progress of PAYCO.
- 11.3 Constituted by the delegates from the branches and provincial seven provincial executive per duly constituted province.
- 11.4 Every delegate shall pay registration fee as determined from time to time by the Secretary of Finance In consultation with the NEC.
- 11.5 All NEC members shall automatically form part of National Congress.
- 11.6 Held every two years.
- 11.7 Elect the National Executive Committee members except PASMA, PASO and Provincial Chairpersons.
- 11.8 The constitution can be amended by a resolution passed by not less than two thirds of the delegates.

12. ANNUAL NATIONAL CONFERENCE

- 12.1 Shall be held every year and constituted by the delegates from the branches and provincial seven provincial executive per duly constituted province.
- 12.2 May, subject to sufficient notice and consensus have powers to asses and reshuffle the NEC and elect new members to the NEC for the remaining period of twelve months; and
- 12.3 Shall assess the strengths and weakness of PAYCO and decide upon action.
- 12.4 Taken and when a need does arise.

13. SPECIAL CONGRESS

- 13.1 Upon the recommendation of three (3) fully constituted and registered provinces, the NEC to discuss urgent matters that cannot wait for either annual conference or national congress may call a special congress. Adequate reason should be forwarded by the recommending structures as to why such matters should be treated as urgent.
- 13.2 The NEC in consultation with PEC's and REC's shall determine the composition of Special Congress.

14. PROVINCIAL EXECUTIVE COMMITTEE

Shall consist of the following members:

14.1 CHAIRPERSON

14.2 DEPUTY CHAIRPERSON

14.3 PROVINCIAL SECRETARY

14.4 ASSISTANT PROVINCIAL SECRETARY

14.5 SECRETARY FOR FINANCE

14.6 PROVINCIAL ORGANISER

14.7 SECRETARY FOR PUBLICITY AND INFORMATION.

14.1. (A) PROVINCIAL SUB_COMMITTEES

14.1.1 The department dealing with Technology; Economic; Social Services; Recreational Affairs and Civic Affairs shall have Provincial Sub Committee. Their tasks will be to carry out programs as flowing from discussions with their respective National Heads of Departments.

14.1.2 The Provincial Sub committees shall at all times be subject to the PEC and may be required to account to the PEC.

14.2 PROVINCIAL CONGRESS

Shall be:

14.2.1 The highest forum of the organisation in every province of Azania (the Republic) and shall elect the PEC.

14.2.2 Constituted by member delegates from the branches in the said province and five regional executives per duly constituted region in a said province.

14.2.3 Presided over by the PEC and any member of the NEC.

14.2.4 It shall make and implement decisions of the aforesaid Provincial Annual Congress in the said province.

14.3 ANNUAL PROVINCIAL CONFERENCE

14.3.1 Shall be held every six months in between congress.

14.3.2 May have power to assess and reshuffle the PEC and / or elect new members to the PEC until congress.

14.3.3 Shall assess the strengths and weakness of PAYCO in the said province.

14.3.4 Shall asses and formulate policies for capacity building and development

and recommend these to the NEC.

15 DUTIES OF THE PEC

15.1 PROVINCIAL CHAIRPERSON

Shall

15.1.1 Represent the province in the NEC.

15.1.2 Represent the organisation in the said province.

15.1.3 See to the implementation of the goals and policies of the organisation in the province.

15.1.4 Preside over all meetings, forums of the PEC.

15.1.5 Be a member of the PAC (A) Provincial Executive Committee.

15.2 DEPUTY CHAIRPERSON

Shall:

15.2.1 See to the growth and welfare of the organisation in the said province.

15.2.2 Reporting to the Chairperson, monitor the development of policies against crime and promote youth forum for social betterment.

15.2.3 Assist Provincial Chairperson in the execution of his / her duties.

15.3 PROVINCIAL SECRETARY GENERAL

Shall:

15.3.1 Keep the register of all members of the organisation in the said province.

15.3.2 Records of minutes of all the PEC meetings.

15.3.3 Represent PAYCO in all youth forums in the province.

15.3.4 Supply the NEC with a database of the provincial membership and other necessary statistics.

15.4 PROVINCIAL ASSISTANT SECRETARY

15.4.1 Shall assist the Provincial Secretary in the execution of his/her duties.

15.5 PROVINCIAL ORGANISER

Shall:

15.5.1 See to the development of all regions and branches in the province.

15.5.2 Pioneer PAYCO's recruitment drive and policy.

15.5.3 Responsible for the event management in the province

15.6 SECRETARY FOR FINANCE

Shall:

15.6.1 Collect, receive and bank all monies of the organisation.

15.6.2 Develop suitable fund raising projects in the province.

15.6.3 Be required to read and understand financial pages of both local and international media.

15.7 SECRETARY FOR PUBLICITY

Shall:

15.7.1 Market the aims and objectives as well as policies of the organisation.

15.7.2 Co-ordinate information, provincial contribution to national communication channels and is responsible for the organisation's publications in the Province.

15.7.3 Monitor media and communication sector trends in the Province.

15.7.3 Develop relationships with Media and Communication Industry in the Province.

15.8 REGIONAL STRUCTURE

15.8.1 More than three (3) branches will constitute a region be constituted by metropolitan sub-structures in line with any local government structure in the said region.

15.9 REGIONAL EXECUTIVE COMMITTEE

Shall:

15.9.1 Consist of five (5) members duly elected by delegates from various branches of the said regions in a regional congress meeting.

15.9.1.1 CHAIRPERSON

15.9.1.2 DEPUTY CHAIRPERSON

15.9.1.3 REGIONAL SECRETARY

15.9.1.4 REGIONAL TREASURER

15.9.1.5 REGIONAL ORGANISER.

15.9.2 Ensure the development, the delivery of essential services and social welfare of all communities in the region.

15.9.3 Co-ordinate branches in said region.

15.9.4 Promote youth development programs in accordance with PAYCO policies.

16 BRANCH

16.1 Branch shall constitute the basic unit of the organisation.

16.2 Branch is made of the minimum of twenty (20) members in same definable geographic area in the same region.

16.3 Branch Executive Committee shall consist of the following members:

16.3.1 CHAIRPERSON

16.3.2 DEPUTY CHAIRPERSON

16.3.3 SECRETARY

16.3.4 TREASURER

16.3.5 ORGANISER.

16.4 The BEC shall be elected by the general membership of the said in an Annual General Meeting.

16.5 Branch shall market the aims and objectives as well as policies of PAYCO.

17. QUARUM

17.1 The quorum of national conferences or congress shall be 50% plus 1 of duly constituted provinces. The delegates coming from branches with the delegate ratio of 20:1 of the membership.

17.2 The quorum of provincial conferences or congress shall be 50% plus 1 of duly constituted regions. The delegates coming from branches with the delegate ratio of 20:1 of the membership.

17.3 The quorum of regional conferences or congress shall be 50% plus 1 of branches. The delegates coming from branches with the delegate ratio of 20:1 of the membership.

17.4 The quorum of the executive meeting shall be 50% and 1 and 50% if there are apologies.

18 THE CONSTITUTION

18.1 This constitution can only be amended by two third majority of delegates at the National Congress.

18.2 AMENDED AT THE NATIONAL CONGRESS HELD FROM 27- 29 JULY 2007 IN DURBAN, KWAZULU-NATAL PROVINCE.

SIGNED _____
Hulisani Mmbara
PRESIDENT

Linda Ndebele
SECRETARY GENERAL