



## Constitution of Fikar Youth Foundation

### Article 1. Preamble

We, the founding members of Fikar Youth Foundation, inspired by reflection, knowledge, and leadership, establish this organization to empower the youth of Pakistan.

### Article 2. Name and Legal Identity

Name: Fikar Youth Foundation (FYF).

Nature: A youth-led, non-profit, non-governmental, and non-political organization.

Logo: Think. Grow. Empower.

### Article 3. Vision

To prepare individuals who, through wisdom, knowledge, and character, lead Pakistan towards progress in every field of life.

### Article 4. Mission

To educate, inspire, and empower the youth of Pakistan through training, research, and dialogue, enabling them to become visionary leaders.

### Article 5. Core Values

- Reflection:** We encourage deep reflection, critical thinking, and self-awareness as the foundation of personal and national growth.
- Knowledge:** We promote lifelong learning and intellectual excellence through education, research, and meaningful dialogue.
- Integrity:** We uphold honesty, humility, and strong moral principles as the essence of true leadership.
- Leadership:** We strive to nurture visionary leaders who lead with wisdom, compassion, and a commitment to serve Pakistan.
- Unity:** We believe in collaboration, inclusiveness, and collective responsibility to achieve shared national goals.
- Service:** We dedicate our efforts to serving humanity, empowering communities, and creating lasting positive change.



## Article 6. Objectives

- Leadership Development:** To train and mentor youth to become visionary, responsible, and value-driven leaders in various fields of life.
- Educational Advancement:** To promote quality education, research, and intellectual growth that enhances academic and social awareness.
- Skill Development:** To equip youth with essential professional, digital, and entrepreneurial skills to meet modern challenges and career demands.
- Moral and Character Building:** To cultivate ethical values, discipline, and civic responsibility among the youth of Pakistan.
- Research and Policy Engagement:** To conduct studies and dialogues on youth, education, and social issues, and to propose policy recommendations for national development.
- Interfaith and Inter-Institutional Collaboration:** To bridge gaps between universities, madaris, and communities through constructive engagement and cooperation.
- Social and Community Service:** To mobilize youth for humanitarian initiatives, volunteerism, and community development projects including relief efforts during natural disasters, blood donation drives, and medical camps.
- Cultural and Intellectual Exchange:** To organize conferences, seminars, and youth forums promoting cultural understanding and global awareness.
- Digital and Civic Empowerment:** To develop youth capacity in digital literacy, critical thinking, and civic participation.
- Global Youth Connectivity:** To connect Pakistani youth with international youth organizations, NGOs, and leadership networks for exposure, collaboration, and global learning opportunities.
- Institutional Chapters:** To establish chapters of Fikar Youth Foundation in different educational institutions across Pakistan to promote youth engagement, leadership training, and social awareness at the grassroots level.
- Establishment of Training Institutions:** To establish educational and training institutions where youth can be developed and trained in alignment with the objectives and vision of Fikar Youth Foundation.

## Article 7. Scope of Work

FYF shall work in education, leadership, skill development, welfare, cultural dialogue, and national and international collaboration.

## Article 8. Membership

Includes Founding, General, Honorary, Institutional, and Volunteer Members. Eligibility: Pakistani citizen, 16+, committed to FYF's vision.



## Article 9. Governance Structure

Comprises Founder & Chairman, Board of Directors, Advisory Board, Core Departments, Provincial & Regional Chapters, Institutional Chapters, and Volunteers Network.

### 1. Founder & Chairman

- Provides overall vision, direction, and policy leadership.
- Represents the Foundation at national and international levels.
- Oversees strategic development and partnerships.

### 2. Board of Directors

- Acts as the highest decision-making body.
- Approves strategic plans, budgets, and key initiatives.
- Ensures transparency, accountability, and sustainability.
- Composition: 5–9 senior professionals, educators, and community leaders.

### 3. Advisory Board

- Composed of national and international experts in education, youth affairs, Islamic studies, policy, and social development.
- Provides intellectual guidance, strategic input, and institutional credibility.

### 4. Core Departments

#### A. Education & Research Department

- Conducts studies on youth, leadership, and education.
- Designs research papers, surveys, and policy briefs.
- Organizes academic seminars and research fellowships.

#### B. Training & Leadership Development Department

- Plans and executes youth leadership programs, capacity-building workshops, and teacher trainings.
- Develops curriculum and training manuals aligned with the Foundation's objectives.

#### C. Skill Development & Innovation Department

- Offers courses and workshops on entrepreneurship, digital literacy, communication, and soft skills.
- Connects youth with industry mentors and innovation hubs.

#### D. Social Welfare & Relief Department



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- Coordinates social service campaigns, blood donation drives, medical camps, and disaster relief initiatives.
- Promotes volunteerism and humanitarian response training.

## E. Cultural & Interfaith Engagement Department

- Promotes dialogue and collaboration among universities, madaris, and communities.
- Conducts cultural exchange programs, youth forums, and harmony projects.

## F. International Relations & Partnerships Department

- Builds connections with international youth organizations and NGOs.
- Manages global partnerships, exchange programs, and scholarships.

## G. Media & Communications Department

- Manages the Foundation's branding, PR, publications, website, and social media presence.
- Documents and shares success stories, reports, and public awareness campaigns.

## H. Finance & Administration Department

- Handles budgeting, accounting, HR policies, and compliance.
- Ensures financial transparency and operational efficiency.

## 5. Provincial & Regional Chapters

- Each province or region will have its own Chapter Coordinator.
- Responsible for local programs, institutional partnerships, and reporting to the central office.

## 6. Institutional Chapters (Universities & Madariss)

- Student-led chapters established within educational institutions.
- Conduct leadership sessions, awareness campaigns, and volunteering drives under Fikar Youth Foundation's guidance.

## 7. Volunteers Network

- A nationwide network of youth volunteers and ambassadors.
- Supports community outreach, event management, and social impact activities.

## Article 10. Office Bearers

Founder & Chairman, President (optional), General Secretary, Finance Secretary, Media & Communications Secretary, and Research & Training Secretary.

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## Article 11. Meetings

General Meeting annually, Board Meetings quarterly, Emergency Meetings as needed; quorum 50%, majority for decisions, two-thirds for amendments.

## Article 12. Elections

Held every two years under an independent Election Committee; only active members may vote or contest.

## Article 13. Financial Management

Funds used solely for FYF objectives. Income via fees, donations, and grants. Annual audit required; joint account operated by Chairman and Finance Secretary.

## Article 14. Code of Conduct

Members must act with honesty and respect. FYF is non-political and non-sectarian. Misuse may result in disciplinary action under Article 20.

## Article 15. Chapters and Affiliations

Chapters operate under central Constitution. Reports quarterly; external collaborations need Board approval.

## Article 16. Amendments

Require two-thirds majority; proposals circulated 15 days before voting.

## Article 17. Dissolution

Assets transferred to another registered non-profit with similar aims, approved by Board.

## Article 18. Interpretation

Founder & Chairman holds final authority on interpretation unless amended by Board.

## Article 19. Declaration

We, the undersigned founding members, adopt this Constitution in Pakistan for youth empowerment, education, and social service.



## Article 20. Disciplinary Action and Violation of Constitution

### 20.1 Grounds for Disciplinary Action

A member may face disciplinary action if he or she:

1. Violates any provision of this Constitution or the Code of Conduct.
2. Acts in a manner detrimental to the objectives, integrity, or reputation of the *Fikar Youth Foundation (FYF)*.
3. Engages in political, sectarian, or discriminatory activities under the name of the Foundation.
4. Misuses the Foundation's name, funds, property, or resources for personal or unauthorized purposes.
5. Fails to comply with lawful decisions or directions issued by the Board of Directors or the Founder & Chairman.

### 20.2 Disciplinary Measures

Depending on the nature and severity of the violation, the following measures may be taken:

1. **Warning:** A formal written notice outlining the misconduct and expected corrective behavior.
2. **Suspension:** Temporary suspension of membership rights and privileges for a period not exceeding six months.
3. **Termination:** Permanent cancellation of membership after due inquiry and approval by the Board of Directors.
4. **Legal Action:** In case of fraud, embezzlement, or criminal activity, the matter shall be referred to the appropriate legal authorities.

### 20.3 Procedure for Disciplinary Action

1. Any complaint or allegation against a member must be submitted in writing to the Disciplinary Committee, which shall be constituted by the Board of Directors.
2. The accused member shall be provided a written notice of the charges and given a fair opportunity to respond within 15 days.
3. The Disciplinary Committee shall conduct a thorough inquiry and submit a report to the Board of Directors within 30 days.
4. The Board of Directors shall review the report, hold a hearing if necessary, and make a final decision by majority vote.
5. The decision shall be communicated in writing to the concerned member and recorded in the official minutes.



## 20.4 Right of Appeal

- A member whose membership has been suspended or terminated may file a written appeal to the Founder & Chairman within 15 days of receiving the decision.
- The Founder & Chairman shall review the appeal and issue a final decision within 30 days.
- The decision of the Founder & Chairman shall be final and binding on all parties.

## 20.5 Restoration of Membership

- A terminated member may apply for reinstatement of membership after a minimum period of six months.
- The application shall be reviewed by the Board of Directors based on evidence of corrective conduct, positive contribution, and renewed commitment to FYF's mission and values.
- The Board may approve reinstatement by a simple majority vote.

## Article 21. Legal Compliance and Registration

FYF shall operate under Pakistan's laws and seek registration under relevant acts, maintaining all legal compliance and annual reporting.

## Article 22. Annual Reports and Transparency

Annual reports summarizing activities and audited accounts shall ensure accountability and transparency.

## Article 23. Advisory or Partner Institutions

Partnerships with academic or social organizations may be made under approved MoUs consistent with FYF's objectives.

## Article 24. Data and Privacy Protection

Personal data of members, donors, and partners shall remain confidential and shared only as required by law.

## Article 25. Intellectual Property

All FYF content, publications, and materials remain its intellectual property; reproduction requires Board approval.



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## Article 26. Emergency Provisions

In emergencies or crises, the Founder & Chairman may act for continuity, subject to later Board ratification.

## Article 27. Seal and Legal Documents

FYF shall have an official seal and all legal documents shall be signed by the Founder & Chairman and General Secretary.

## Signatures

Founder & Chairman: Muneeb Ur Rehman

Founding Members:

1. \_\_\_\_\_

2. \_\_\_\_\_

3. \_\_\_\_\_

4. \_\_\_\_\_

5. \_\_\_\_\_

Date: \_\_\_\_\_

Place: Islamabad, Pakistan