



WORKABILITY INTERNATIONAL

Application for Membership

To the Board of Workability International (the 'Company')

Name of Organisation: _____

Whose registered office/principal place of business is:

hereby applies for membership of Workability International, subject to the provisions of the Memorandum and Articles of Association of the Company and to the Rules.

Membership Category:

Please select the membership category you are applying for. Membership fee schedule for information on membership categories:

- Full** (Standard 250£/ Bronze1000£ / Silver2000£ / Gold5000£/ Platinum >)
Direct involvement in the provision of work opportunities and/or employment support services to people with disabilities and/or umbrella organisations representing such organisations.
- Associate** (Standard 250£/ Bronze1000£ / Silver2000£ / Gold5000£/ Platinum >)
An organisation which may not be directly involved in nor have knowledge in the provision of jobs for people with disabilities but whose activities aspire to support and influence, directly or indirectly, policies in that area.
- Sponsored** (*sponsorship must be renewed annually; sponsorship limit: 3 years)

This application is **authorised** by organization representative:

Signature: _____

Name: _____

Position: _____ Date: _____

Details of applying organisation

Contact Name: _____

Email address: _____

Telephone number: _____

Fax number: _____

Website: _____

Full members agree to pay to the Company the sum of £1.00 if the Company is wound up while it is a member or for up to 12 months after it has left the Company.

Short description of your organisation/company:

Aims/Mission: _____

Legal Status: _____

Number of disabled people supported/employed annually: _____

Total turnover in US\$ (including external grants, membership fees & charitable donations):

Subsidies from national/local authorities (US\$): _____

Please enclose a copy of your latest annual financial report or equivalent with this application (applications *for sponsored membership only*).

Applications to be mailed or emailed to:

General Secretary
Workability International
w/o Withers
20 Old Bailey
London UK EC4M 7AN

Email: secretariat@workability-international.org
Telephone: +1-512-748-1685

Workability International

Membership Fee Schedule



WORKABILITY INTERNATIONAL MEMBERSHIP

Introduction

WI is a large multinational democratic representative organisation that encourages the sharing of information, expertise and resources between organisations based in different parts of the world. Members may be from any country worldwide and there may be more than one member from the same country.

Membership of WI provides the following:

- An international assembly with access to a network of expertise, processes and products;
- The opportunity to input into policy advice to governments and promote disability direct and vocational employment services;
- A global network of contacts with similar organisations and links to international governmental and non-governmental organisations, multinational and global enterprises
- Timely information on governments policies and funding regimes to support people with disabilities in work and employment
- Updates on international conventions recommendations and activities in the field of work and employment of people with disabilities (including associated topics);
- Exchange of “best practice”, peer support, networking and social interactions;
- Mentoring and sponsorship arrangements

The membership calendar operates within the calendar year. As set out in the Memorandum and Articles of Association, full membership is the only category of membership recognised under the Companies Act 1985 and 1989. However, in line with the Memorandum and Articles of Association, the Board of Directors determines the need to develop additional categories of members. While applicants to these additional categories are required to complete an application form subject to approval by the Board of Directors and pay an annual subscription, they are not full members. The Board of Directors determines the annual subscription fee for each membership category.

There are three current operating categories of membership approved by the Board:

- Full membership;
- Associate membership; and
- Special membership for eligible organisations as determined by the Board.

All members are expected to commit to the WI Code of Conduct (Appendix 5).

Membership of WI is not transferable. Members are not entitled to any refund of their subscription or membership on ceasing to be a member.

Full Membership

The criteria for full membership status are:

- Subscribe to the Memorandum and Articles of Association; and
- Direct involvement in the provision of work opportunities and/or employment support services to people with disabilities and/or umbrella organisations representing such organisations.

Within the full membership category a member can be classified in one of the following ways:

- Platinum
- Gold
- Silver
- Bronze
- Standard

Allocation into one of the above categories is a Board of Directors decision and determined by the annual fee paid by the approved member. Classification in any of the above categories does not entitle any full member to any additional voting rights within the organisation's operating structure.

Associate Membership

The criteria for associate membership status are:

- Subscribe to the Memorandum and Articles of Association; and
- An organisation which may not be directly involved in nor have knowledge in the provision of jobs for people with disabilities but whose activities aspire to support and influence, directly or indirectly, polices in that area.

Special Membership

For eligible organisations as determined by the Board of Directors.

Sponsored Members

Provision exists for sponsored members i.e. the member's subscription is funded by WI. This facility may relate only to Full Members or Special Members.

Membership Approval

Membership starts with approval by the Board of Directors and upon receipt of membership payment, or a date specified by the Board. If membership starts in the middle of a calendar year, a pro rata membership fee may be paid for the remainder of the year.

Applications for sponsored membership are to be reviewed by the Membership Development Committee in the first instance, which will then pass the application, with a recommendation to the Board of Directors for consideration.

Termination of Membership

A member will cease to be a member in any of the following circumstances:

- On giving written notice to WI; or
- If it ceases to exist or being a body corporate, enters into liquidation, or a receiver or administrator is appointed over any of its assets; or
- If any subscription or membership fee due to WI remains outstanding for more than 3 months; or
- If it is removed from the membership by a unanimous resolution of the Board of Directors, provided that 21 clear days written notice of the meeting of the Board of Directors specifying the intention and reason to propose such a resolution shall have been sent to the member and to all Directors. The member shall be entitled to be heard at the meeting of the Board of Directors by its authorised representative who may be accompanied by a colleague.

Membership is not transferable. No member or Members of the Company is entitled to any refund of subscription or membership fee on ceasing to be a member or Member.

Financial Strategy

The structural costs and activities of WI are kept to a minimum and financed from membership fees.

All members cover the cost of their involvement with WI activities.

WI aims to generate a surplus that allows for WI investments and to ensure sustainability on an ongoing basis.

Strategic Development Fund (SDF)

The objective of the SDF is to support and encourage strategic developments that will encourage employment generation and have a substantial effect on WI's member organisations and people with disabilities in or seeking employment.

This objective is aligned with WI's Strategic Priority 4 ("The Way Forward"):

Supporting the development of disability employment providers with priority given to those working in emerging countries:

Establish an international Development Fund to support employment generation in developing countries. Opportunities will be mapped and matched with Workability International members, while staff exchange will enhance local capacity.

The SDF is administered and managed by the Board.

The primary responsibility of the Board is to decide on the management and application of the SDF funds in accordance with the SDF Operating Guidelines (Appendix 8).

The Board's powers, responsibilities and duties are expressly provided for in the Memorandum of Association of Workability International.