

Constitutive Agreement of the GIP "France Volunteers"

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PREAMBLE

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Heir to the French Association of Progress Volunteers (AFVP), France Volunteers is the French platform for international exchange and solidarity volunteering, created in 2009 in the form of an association and now a Public Interest Group: "GIP France Volunteers".

France Volunteers is the result of a shared initiative between public and associative actors involved in international solidarity. France Volunteers brings together the State, local authorities, and associations around a mission of general interest: the development and promotion of international exchange and solidarity volunteering (VIES). It is based on a presence in mainland France and overseas territories, and on a network of Volunteering Spaces in Africa, Asia, Latin America/Caribbean, the Middle East, and Oceania.

France Volunteers and its members share a common vision of volunteering, defined by the Charter of Exchange and Solidarity Volunteering, and based on strong principles:

- International solidarity commitment is a cross-cutting and powerful response to the challenges of our society and the world,
- It falls within the perspective of volunteering open to all, both locally and internationally, throughout life. It is based on human relationships, intercultural exchanges, partnership, and the principle of reciprocity,
- It is part of a civic and professional pathway for acquiring new knowledge, soft skills, and practical skills.

Through its universal character, volunteering contributes to strengthening civil societies, and the emergence of more inclusive, supportive, and open societies. It thus helps to address the challenges of human development and the achievement of the Sustainable Development Goals.

The international volunteering experience takes many forms, allowing everyone to volunteer according to their profile:

- Introductory and exchange volunteering involves young people and individuals engaging for the first time in international solidarity for a short period, notably through solidarity workcamps,
- Exchange and skills-based volunteering includes people in employment or retired who participate in expert missions over relatively short periods, such as solidarity leave or senior volunteering,
- Development cooperation and support volunteering, notably International Solidarity Volunteering (VSI), allows for long-term engagement in development cooperation missions.

In addition, civic service, in its international dimension, also enables young people aged 16 to 25, and up to 30 for those with disabilities, to engage in international volunteering projects.

In order to ensure the development and quality of the various forms of international volunteering, the GIP "France Volunteers " and its members are committed to:

- Designing, in a partnership-based approach, volunteering projects that meet the expectations of all stakeholders, and that respect their rights, cultures, beliefs, aspirations, and equal human dignity.
- Supporting individuals wishing to engage in international solidarity volunteering to understand its meaning and define their projects.
- Promoting access for all to responsible and high-quality voluntary engagement.
- Preparing volunteers and partners, notably for intercultural encounters, and supporting them throughout their project.
- Ensuring a safe framework and secure conditions for volunteers and partners.
- Supporting volunteers upon their return by encouraging them to leverage this experience in their professional and civic pathways; facilitating their professional reintegration by recognizing acquired experience and encouraging them to pursue a path of active citizenship.
- Opening volunteering to greater reciprocity.
- Developing partnerships and supporting national volunteering networks around the world

TITLE I – CONSTITUTION

Article 1. CONSTITUTION AND NAME

A public interest group (GIP) is constituted among the members designated in Article 2.

The name of the group is: “France Voluntaries”.

Article 2. MEMBERS OF THE GIP

The GIP is formed among the following founding members:

- The State, represented by the ministries in charge (in parentheses, the ministerial portfolios as of the date of the GIP's constitution):
 - Ministry of Foreign Affairs (Ministry for Europe and Foreign Affairs), 37 quai d'Orsay, 75007 Paris. Siren 110 006 012
 - Ministry of Agriculture (Ministry of Agriculture and Food Sovereignty), 78 rue de Varenne, 75007 Paris. Siren 110 070 018
 - Ministry of Youth and Community Life (Ministry of National Education and Youth), 110 rue de Grenelle, 75007 Paris. Siren 110 043 015
 - Ministry for Overseas Territories (Ministry Delegate for Overseas Territories), 27 rue Oudinot, 75007 Paris. Siren 110 014 016
 - Ministry of the Budget (Ministry of Economy, Finance and Industrial and Technological Sovereignty), 139 rue de Bercy, 75012 Paris. Siren 110 020 013

and the following organizations:

- French Development Agency (Agence Française de Développement), public industrial and commercial institution and financial institution, 5 rue Roland-Barthes, 75012 Paris. Siren 775 665 599
- Civic Service Agency (Agence du Service Civique), public interest group, 95 avenue de France, 75013 Paris. Siren 130 011 844

- Local authorities and their representative associations:

- Centre-Val de Loire Region, 9 rue Saint-Pierre Lentin, 45000 Orléans. Siren 234 500 023
- Réunion Region, avenue René Cassin, 97490 Saint-Denis. Siren 239 740 012
- Bourgogne-Franche-Comté Region, 4 square Castan, CS51857 25031 Besançon Cedex. Siren 200 053 726
- Nouvelle-Aquitaine Region, 14 Rue François de Sourdis CS 81383 33077 Bordeaux Cedex. Siren 200 053 759
- Réunion Department, 2 rue de la Source, 97400 Saint Denis. Siren 229 740 014
- Municipality of La Possession (97419), rue Waldeck Rochet. Siren 219 740 081
- Cités Unies France, 9 rue Christiani, 75018 Paris. Siren 309 575 652
- Régions de France, 1 quai de Grenelle, 75015 Paris. Siren 421 466 244
- Assembly of French Departments (Assemblée des Départements de France), 6 rue Duguay Trouin, 75006 Paris. Siren 784 180 150

- Associations:

- ADICE, 42 rue Charles Quint, 59100 Roubaix. Siren 424 867 067
- AFDI – French Farmers and International Development (Agriculteurs Français et Développement International), 11 rue de la Baume, 75008 Paris. Siren 794 140 186
- AGIRabcd – General Association of Retired Professionals (Association Générale des Intervenants Retraités), 40 rue Letort, 75018 Paris. Siren 331 457 788
- AIME – International Association for Mobilization for Equality (Association Internationale de Mobilisation pour l'Égalité), 50 rue de Montreuil, 75011 Paris. Siren 528 667 553
- National Alliance of YMCAs – UCJG (Alliance nationale UCJG – YMCA), 5 place de Vénétie, 75013 Paris. Siren 775 676 695.

- Asmae – Sister Emmanuelle Association, 261 rue de Paris 259, 93100 Montreuil. Siren 347 403 156
- ATD Fourth World, International Movement, 12 rue Pasteur, 95480 Pierrelaye. Siren 442 029 146
 - Bioforce (Lyon Métropole), 41 avenue du 8 Mai 1945, 69200 Vénissieux. Siren 340 402 205
 - Ceméa, 24 rue Marc-Seguin, 75883 Paris Cedex 18. Siren 775 664 634
 - Claire Amitié Internationale, 59 rue de l'Ourcq, 75019 Paris. Siren 520 079 716
 - Interregional Conference of Multi-Stakeholder Regional Networks (CIRRMA), 7 impasse des Vergers, 14123 Fleury-sur-Orne. Siren 843 977 034
 - Cool'eurs du Monde, Rue de la Camarde, Maison de l'international, 33310 Lormont. Siren 431 925 221
 - Cotravaux, 11 rue de Clichy, 75009 Paris. Siren 776 222 259
 - DEFAP – Protestant Mission Service, 102 boulevard Arago, 75014 Paris. Siren 529 067 902
 - Catholic Delegation for Cooperation – La DCC, 106 rue du Bac, 75007 Paris. Siren 775 667 025
 - French Girl and Boy Scouts – EEDF, 12 place Georges Pompidou, 93167 Noisy-le-Grand Cedex. Siren 775 675 598
 - Unionist Girl and Boy Scouts of France – EEUDF, 5 rue Klock, 92110 Clichy. Siren 781 843 636
 - Eurasia net, 67 La Canebière, 13001 Marseille. Siren 804 808 947
 - Léo Lagrange Federation, 150 rue des Poissonniers, 75883 Paris. Siren 784 405 870
 - Fidesco, 91 boulevard Auguste Blanqui, 75013 Paris. Siren 331 420 026
 - FONDACIO, 23 rue de l'Ermitage, 78000 Versailles. Siren 350 046 280
 - Apprentis d'Auteuil Foundation, 40 rue Jean de la Fontaine, 75016 Paris. Siren 775 688 799
 - Gescod (Strasbourg), 17 rue de Boston, 67000 Strasbourg. Siren 351 915 889
 - Group of Educators Without Borders – GREB, 219 rue de la Croix Nivert, 75015 Paris. Siren 398 948 638
 - GRET – Professionals for Fair Development, 45 avenue de la Belle Gabrielle, 94736 Nogent-sur-Marne. Siren 309 123 057
 - La Guilde, 7 rue Pasquier, 75008 Paris. Siren 316 099 597
 - Handicap International, 138 avenue des Frères Lumière, 69008 Lyon. Siren 327 377 966
 - IFAID Aquitaine – Training and Support Institute for Development Initiatives (Bordeaux), 11 allée Ausone, 33607 PESSAC Cedex. Siren 338 849 763
 - Intercordia, Maison du Bien Commun, 13 rue Duroc, 75007 Paris. Siren 454 014 812
 - Ligue de l'enseignement, 3 rue Juliette Récamier, 75341 Paris Cedex 07. Siren 775 666 415
 - Médecins du Monde, 84 avenue du Président Wilson, 93210 Saint-Denis. Siren 321 018 749
 - Planète Urgence, 15 rue de la Fontaine au Roi, 75011 Paris. Siren 433 095 718
 - Ritimo, 21 rue Voltaire, 75011 Paris. Siren 432 677 268
 - Romans International, 47 rue Saint-Nicolas, 26100 Romans-sur-Isère. Siren 411 834 666
 - Development Cooperation Service – SCD (Lyon Métropole), 18 rue de Gerland, 69007 Lyon. Siren 779 884 576
 - Scouts and Guides of France, 21-37 rue de Stalingrad, 94110 Arcueil. Siren 775 682 024
 - Solidarité Laïque, 22 rue Corvisart, 75013 Paris. Siren 339 797 920
 - UNMFREO – Rural Family Homes, 58 rue Notre-Dame de Lorette, 75009 Paris. Siren 775 660 103

New members may be admitted under the conditions set forth in Article 9.3.

The GIP publishes the updated list of its members by any means, including on its website.

Article 3. PURPOSE AND TERRITORIAL SCOPE

The group brings together representatives of the State, the associative movement, and local authorities with the aim of developing and promoting voluntary and solidarity commitments internationally, including their reciprocal dimensions. The GIP acquires legal personality from the date of publication of the approval decision.

This action falls within the framework of the strategy defined by the State in a performance agreement concluded between France Volontaires and the State.

The GIP “France Volontaires” ensures the collegial approach necessary for building a shared dynamic to achieve the defined objectives. It relies on a permanent team distributed across its headquarters, regional branches in mainland and overseas France, and Volunteering Spaces and representations abroad.

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The group's action is based on two pillars:

3.1 A platform promoting the coherence of all forms of international solidarity volunteering

3.1.1 France Voluntaries as a forum for national-level dialogue

France Voluntaries promotes the coordination of solidarity volunteering stakeholders (excluding specific forms of volunteering such as International Corporate Volunteering – VIE – and International Volunteering in Administration – VIA), by fostering dialogue among public institutions, local authorities, volunteering associations and collectives, and other stakeholders: researchers, foundations, and businesses (including those in the social and solidarity economy) that are becoming key players in the sector through their corporate social responsibility (CSR) initiatives. Open and attentive to developments in civic engagement, it welcomes new actors committed to developing high-quality international volunteering in line with the platform's values and approach.

France Voluntaries supports both the qualitative and quantitative development of international exchange and solidarity volunteering programs and assists the State as well as all actors in the sector.

3.1.2 The necessary refocus on programmatic logic and experimentation

In order to ensure coherence among the initiatives of the various sector actors and to amplify the impact of volunteer missions, France Voluntaries promotes the development, engagement, and consideration of all stakeholders: diplomatic posts, national authorities, partners, and volunteer sending and hosting organizations. In this respect, the GIP must play a facilitating role in consortiums and partnerships, identifying new mission partnership opportunities for international exchange and solidarity volunteering actors through its network. At the same time, the GIP ensures the sharing of best practices and the enhancement of project quality, with a constant focus on inclusion and accountability. It supports strategic project development by implementing pilot initiatives and innovative practices.

Since 2009, France Voluntaries has developed expertise in international projects bringing together actors and partners from various sectors and countries. To raise the ambitions and perspectives of international exchange and solidarity volunteering stakeholders—especially sending associations and local authorities—the GIP must lead multi-stakeholder programs. These will make it possible to attract funding from French, European, and even international donors and ensure access to a greater diversity of funding for all parties involved.

These programs support the geographical and thematic priorities of France's development policy. Volunteers deployed by the GIP are engaged exclusively within the framework of specific programs or pilot projects, serving as tools and levers to develop new partnerships, essential for reviving and strengthening international volunteering mechanisms. France Voluntaries is evolving its model for managing volunteers it directly supports, to ensure better alignment with the funding modalities offered by other stakeholders.

3.1.3 The central role of the Volunteering Spaces network and territorial branches

This role as a platform for international exchange and solidarity volunteering applies both in France and abroad through the Volunteering Spaces (Espaces Volontariats – EV) network. EVs are a unique French innovation and a strong feature of French volunteering. France Voluntaries operates 24 Volunteering Spaces in countries that host the highest number of volunteers.

They are designed as resource centers that support volunteers and volunteer candidates under French volunteering schemes. They thus fulfill a hosting role for volunteers of all statuses and actively raise awareness among non-affiliated participants against the risks of “voluntourism.”

By facilitating and developing interactions between target audiences (volunteers, sending organizations, host organizations), they can be mobilized to help identify new high-quality projects and monitor ongoing projects led by members. They also participate in the organization of safety protocols (in coordination with embassies and national authorities). EVs are also key actors in defining reciprocity policy, including identifying host organizations and recruitment areas and supporting recruitment processes for future volunteers in their host countries. They are integrated into the French government's framework in their host countries, especially through their connection with Cooperation and Cultural Action Services (SCAC). (A diplomatic note in 2018 from the Ministry for Europe and

Foreign Affairs reminded embassies that EVs are an integral part of France's international presence.) They are also involved in local development councils.

The regional offices of France Volunteers, in mainland France and the overseas territories, provide support and networking functions, particularly for local authorities, in collaboration with the regional multi-stakeholder networks, the DRAJES (Regional Academic Directorates for Youth, Engagement and Sports), and member organizations, to assist them in their policies supporting international engagement.

As part of the platform's global strategy, they inform and raise awareness among stakeholders on all forms of international solidarity volunteering, provide support for better understanding and ownership of these, facilitate connections with Volunteering Spaces, encourage the emergence of innovative multi-stakeholder volunteering programs, and foster the development of civic engagement both internationally and through reciprocity across all territories.

3.2 Reference and Expertise in French Solidarity Volunteering

3.2.1 Becoming the digital reference in international exchange and solidarity volunteering

France Volunteers must become the digital reference for the international volunteering ecosystem, in order to raise awareness among the public and ensure widespread access to international volunteering programs, while also promoting the work of its members and especially local partners, and improving visibility for their projects.

This digital ambition must rely on a powerful website as part of a proactive communication strategy across social media and all channels of communication (events, publications, etc.).

The GIP's reference digital platform must aim to host the majority of volunteer missions proposed by stakeholders in the sector, while accommodating the specific recruitment processes of its members.

It must also highlight relevant calls for proposals, as well as associated guides and resources.

France Volunteers leads public awareness campaigns, especially on social media, to reach all citizens capable of international engagement and to promote high-quality volunteering.

It must also strive to promote greater diversity among the individuals who engage in these international solidarity programs.

The balance between the number of available assignments and the number of engaged candidates must be incorporated into the GIP's global strategy, in order to avoid discouragement caused by a lack of available opportunities, and to prevent the growth of problematic practices seen in certain commercial entities (voluntourism).

3.2.2 Promoting recognition of VIES and serving as a support and impact analysis force

To support an ambitious vision for civic engagement in France and to promote synergies, France Volunteers ensures recognition and consideration of international exchange and solidarity volunteering (VIES) by all public policymakers within French development and cooperation instruments, including decentralized cooperation.

It especially ensures the implementation of targeted actions for the overseas territories, supported by European funding mechanisms.

Through its network and aligned with the Ministry's strategic geographic priorities, France Volunteers supports national public institutions of partner states to encourage the emergence of civic engagement frameworks that align with the protection of global public goods and the fight against inequality (e.g., support in designing and developing national programs).

It represents France in international conferences and meetings to promote the inclusion of international civic solidarity and volunteering within global frameworks.

It supports and assists its members in understanding and adopting European international volunteering programs—particularly the European Solidarity Corps—and encourages, in coordination with the Ministry of Foreign Affairs, the development of European solidarity initiatives.

The GIP conducts studies to assess the impact and social utility of volunteering as a development tool and its contribution to thematic and geographic priorities of the State's cooperation policy.

It ensures the capitalization and dissemination of this knowledge among all its members and partners (AFD, European Commission, EU institutions, other international organizations, and especially in matters of Francophonie in coordination with the OIF).

3.2.3 Ensuring better recognition and valorization of volunteering

France Volunteers ensures the recognition of civic engagement, including within public institutions themselves.

By developing partnerships with relevant organizations in France (Pôle emploi, OFII, employer organizations, Regions, etc.), the GIP ensures the recognition of volunteer experiences, and the valorization of skills acquired during missions (including by identifying ways to develop certification systems). The GIP promotes continued civic engagement after the end of missions, notably through networks of former volunteers. Similarly, France Volontaries facilitates the professional reintegration of international volunteers hosted in France and highlights the skills acquired to benefit partner countries.

3.3 Areas of Intervention

To fulfill these two missions, the GIP France Volontaries operates in line with the priorities of France's development policy and in respect of the right of initiative of associations, both in mainland France, the Overseas Territories, and abroad.

Article 4. DURATION

The GIP is established with no time limit.

Its activities are evaluated annually, within the governing bodies, particularly the Board of Directors and the General Assembly, and within the monitoring framework of the objectives and performance contract (COP).

Article 5. REGISTERED OFFICE

The registered office of the GIP is located at 6 rue Truillot, 94200 Ivry-sur-Seine. It may be relocated to any other location by decision of the Board of Directors, confirmed by the General Assembly.

Article 6. QUALIFIED INDIVIDUALS

Four qualified individuals, natural people, are appointed by the Minister responsible for Foreign Affairs, ensuring gender parity. They attend sessions of the General Assembly and the Board of Directors of the GIP with advisory capacity, without being members, under the conditions set out in Title II of this agreement.

In accordance with Article 12, the chairperson of the GIP is appointed by the voting members of the Board of Directors from among these four qualified individuals.

Qualified individuals are appointed for a term of three years, renewable twice.

Article 7. RIGHTS AND OBLIGATIONS

7.1. Rights

The members of the GIP participate, through their representatives, in the decisions of the General Assembly and the Board of Directors, and are divided into one of the three (3) GIP colleges:

- The College of State and State agency representatives, which hold 53% of the voting rights, including:
 - o For all ministries: 51%,
 - o For each agency: one vote divided by the number of State agencies, multiplied by 2%.
- The College of Association representatives, which holds 30% of the voting rights.
- The Territorial College, which holds 17% of the voting rights.

Each member of the College of Association Representatives and the Territorial College holds one vote, divided by the number of members in their respective college, multiplied by the percentage of voting rights assigned to that college.

7.2. Obligations

By this agreement, members undertake to:

- Use the group and the resources it brings together as a framework for cooperation in the implementation of jointly defined and shared projects.
- Provide the contributions, especially financial, to which they have committed.
- Effectively participate in the activities of the group, notably by facilitating access to relevant information they possess in fields related to the group's mission, subject to data protection laws and legally protected secrets.
- Comply with this founding agreement and the resulting decisions.

Toward third parties, members are liable for the group's debts and commitments in proportion to their contributions to the group's expenses. This liability is joint but not several.

A new member is only liable for debts due after their admission, in proportion to their contribution to the group's expenses. In the case of withdrawal or exclusion, and unless otherwise decided by a two-thirds majority of the General Assembly, excluding the member concerned, a member remains liable for debts owed by the group up to the date of withdrawal or exclusion, and in proportion to their contributions to the group's expenses.

Among themselves, members are liable for the group's obligations in proportion to their statutory voting rights.

Article 8. CONTRIBUTIONS OF GIP MEMBERS

Each member of the group contributes to the group's expenses in an amount set annually by the Board of Directors within the framework of the annual budget. In this context, a balance must be sought between each member's contribution to the group's expenses and their share of voting rights in the General Assembly.

Members' statutory contributions to the group may be made in the form of:

- Financial contributions.
- Provision of personnel without financial compensation, in accordance with Article 109, paragraph 1 of the law of May 17, 2011
- Provision of premises or equipment without financial compensation.

In-kind contributions from group members may also take the form of other agreed-upon resources, including:

- Contributions to the group's operations in forms other than financial, such as the provision of documentary resources (images, films, etc.).
- Contributions of any kind to the organization of collective actions, such as conferences, forums, or any type of event promoting civic engagement and international solidarity.
- Studies, analyses or statistical data, or activation of members' communication tools such as social media, informational magazines, websites, and digital applications.

These in-kind contributions are not considered when determining a member's liability for the debts of the GIP France Voluntaries.

The annual contribution amount is proposed by the person in charge of the GIP's management during budget preparation and then approved by the Board of Directors.



Non-financial contributions proposed by a member are subject to an evaluation, which is established for each budget year by the person in charge of the GIP's management and the concerned member and then approved by the Board of Directors.

Article 9. CHANGES TO THE LIST OF MEMBERS

Any change in the list of GIP members requires an amendment to the founding agreement, which must be approved by the State.

9.1 Withdrawal

During the execution of the agreement, any member may withdraw at the end of a budget year, provided they notify their intent at least three (3) months before the end of the financial year.

Upon the proposal of the GIP Chair, the General Assembly validates the practical arrangements for the withdrawal of members in accordance with the internal and financial regulations. Withdrawal takes effect on the last day of the current fiscal year, subject to the amendment of the founding agreement.

Any member who withdraws must fulfill its obligations toward the group resulting from decisions made before their withdrawal, including any outstanding amounts due for the current fiscal year. They remain responsible to the group's creditors for obligations incurred prior to their departure and are not yet settled.

9.2 Exclusion

A member may be excluded by the General Assembly, either on its own initiative or on the proposal of the Board of Directors, by a two-thirds majority of members present or represented, in the event of failure to meet their obligations or serious misconduct. The members concerned must first be given the opportunity to be heard.

The decision of exclusion is sent to the member by registered letter with acknowledgment of receipt. Exclusion takes effect on the day the letter is received. The financial and other provisions applicable to withdrawals also apply to excluded members.

The financial and procedural terms of the exclusion must be approved by the General Assembly.

9.3 Admission

The GIP may accept new members.

Admission is subject to approval by the Board of Directors and validation by the General Assembly, and depends on: Respect for the GIP's values as defined in the Preamble; Participation in the missions described in Article 3; Signing the Charter of International Exchange and Solidarity Volunteering.

Each applicant must complete an application file, as defined by France Voluntaries, and submit it to the Chair of the Board of Directors.

The application is presented to the Board of Directors after the opinion of the relevant membership college, which must respond within one month of being notified by the Chair (a lack of response is considered a favorable opinion). It is then be presented to the next General Assembly following Board approval.

If the applicant cannot be clearly assigned to one of the colleges due to their legal status, their application is submitted directly to the Board of Directors without a prior opinion. If accepted, the Board determines to which college the new member will be assigned.

Admission of new members is voted on by the Board of Directors and then the General Assembly, each by a two-thirds majority of members present or represented.

Title II – ORGANIZATION AND ADMINISTRATION

Article 10. GENERAL ASSEMBLY

10.1 Composition

The General Assembly brings together all members as designated in Article 2.

Each member is represented by one person, with an alternate assigned to replace them in case of unavailability. The State, for its part, is represented by five representatives, as detailed below:

- One person representing the Ministry of Foreign Affairs,
- One person representing the Ministry of Agriculture,
- One person representing the Ministry of Youth,
- One person representing the Ministry of Overseas Territories,
- One person representing the Ministry of Budget.

In the event of unavailability, the concerned State representative is replaced by an alternate.

GIP members shall promote, as much as possible, gender alternation in their successive appointments.

The GIP must be informed without delay of any change in representation.

Each member designates its representatives to the General Assembly in accordance with its own rules and statutes.

The term of office for these representatives is three years, renewable twice.

Additionally, the following are summoned and attend the General Assembly with consultative (non-voting) status:

- One person representing French-law personnel, and one person representing locally contracted personnel, according to modalities defined by the internal and financial regulations,
- Four qualified individuals, natural persons, appointed by the Minister of Foreign Affairs, respecting gender parity,
- The person in charge of the GIP's management,
- The accounting officer,
- The honorary members referred to in Article 10.2-10 of this agreement.

The person presiding over the General Assembly may invite any external person to attend the General Assembly for the purpose of addressing items on the agenda.

10.2 Powers

The General Assembly is competent to:

1. Make amendments to the founding agreement.
2. Dissolve the grouping.
3. Take necessary measures for its liquidation.
4. Transform the grouping into another structure.
5. Admit new members.

6. Exclude a member and determine the related financial conditions.
7. The adoption of the GIP's annual and multi-year strategy.
8. The approval of the GIP's annual activity report.
9. The approval of the report on the GIP's financial and moral standing. This annual report notably accounts for the use of resources and the implementation of the objective's agreement with the State;
10. The General Assembly, upon proposal from the Board of Directors, may appoint, by a simple majority, "honorary members" recognized for their significant contribution to international volunteering for exchange and solidarity. These individuals have a consultative vote in both the Board of Directors and the General Assembly.

10.3 Functioning

The General Assembly meets at least once (1) per year, upon convocation by the person who presides over it.

It may also be convened at the request of at least one quarter of the members of the group, or by one or more members holding at least one quarter of the voting rights. The General Assembly is convened at least twenty (20) days in advance. This period is reduced to five (5) days in case of emergency. The notice must indicate the date, agenda, and location of the meeting.

Voting by proxy is permitted, limited to two (2) proxies per person. The General Assembly can validly deliberate if the members present or represented jointly hold at least fifty percent (50%) of the statutory rights, as defined in Article 7.1 of this agreement.

If the meeting cannot validly take place, a new meeting is convened within no more than one (1) month. Decisions made during this second meeting are valid regardless of the voting rights held by the members present or represented. Decisions of the General Assembly are adopted by a two-thirds (2/3) majority of votes, unless otherwise stated in this agreement.

The General Assembly is presided over by the President of the Board of Directors or, in their absence, by the designated representative. The deliberations of the General Assembly are recorded in minutes, signed by the person presiding over the Assembly, and sent to all members.

Article 11 – BOARD OF DIRECTORS

11.1 Composition

The group is administered by a Board of Directors.

Each member of the Board has several voting rights proportional to the percentage of rights held by their respective group, as defined in Article 7 of this agreement, divided by the number of representatives from that group present at the Board meeting.

The Board of Directors consists of the following 17 members:

- The person presiding over the GIP, who also chairs the Board of Directors.
- The representatives of the State and organizations who are part of the General Assembly, or their alternates.
- Five (5) persons representing the association group, including the person appointed by this group to serve as Vice-President of the GIP, or their alternates.
- Four (4) persons representing the territorial group, including the person appointed by this group to serve as Vice-President of the GIP, or their alternates.

The person representing the Minister of Foreign Affairs holds a casting vote in the event of a tie.

Each group appoints its representatives to the Board of Directors according to its own rules, as defined in Article 14.

The GIP must be informed without delay of any change in representation.

The term of office for members of the Board of Directors is three years, renewable twice.

In the event of a permanent vacancy, for any reason—a new member is appointed in the same manner, for the remainder of the term.

The following also participate in the Board of Directors with consultative (non-voting) status:

- The qualified individuals referred to in Article 6 of this agreement.
- The person in charge of managing the GIP.
- Two staff representatives elected from among their peers, one representing French-law personnel and the other representing locally contracted personnel.
- The accounting officer.
- One person representing the Programs and Operators Delegation of the Ministry of Foreign Affairs

The person presiding over the GIP may invite any person to attend the Board of Directors meeting, for the needs of the agenda, with consultative status.

11.2 Powers

The Board of Directors is vested with the broadest authority to act in all circumstances on behalf of the group, within the framework of the purpose defined in Article 3 of this agreement and subject to powers specifically attributed to the General Assembly.

It is specifically responsible for:

1. Defining the strategic orientations and priority missions of *France Volunteers*, relying as needed on the opinions of the VIES Orientation Council and possibly assigning working groups to explore specific issues in more depth.
2. Establishing the GIP's annual work program and overseeing its implementation.
3. Preparing deliberations and draft resolutions for the General Assembly.
4. Adopting the initial and amended budgets.
5. Setting the number of annual contributions required from members.
6. Adopting financial accounts.
7. Determining the general guidelines for the group's administration.
8. Appointing the President of the GIP and the Director, based on a proposal from the Minister of Foreign Affairs, as well as deciding on the potential renewal of their terms.
9. Associating the group with other structures.
10. Approving the internal and financial regulations.
11. Opening and closing regional offices or Volunteering Spaces.

12. Authorizing the conclusion of settlements within the meaning of Article 2044 of the French Civil Code.

11.3 Operation

The Board of Directors meets as often as necessary for the interest of the group, and at least three (3) times per year. It is chaired by the President of the GIP, who also convenes the meetings and sets the agenda.

Notices of meetings must be sent to members of the Board of Directors by any means at least ten (10) days before the meeting date and must include the date, agenda, and location—except in cases of duly justified urgent circumstances.

Voting by proxy is permitted, limited to two (2) proxies per person.

Board members may participate remotely, according to modalities defined in the internal and financial regulations.

The Board can validly deliberate if the members present or represented jointly hold at least fifty percent (50%) of the statutory rights, as defined in Article 7.1 of this agreement. If the meeting cannot be held, members are reconvened within a period not exceeding one (1) month. Deliberations are then valid regardless of the rights held by the members present or represented.

Board decisions are adopted by a simple majority, unless otherwise specified in this agreement.

Article 12 – PRESIDENCY AND VICE-PRESIDENCIES OF THE GIP

The person presiding over the GIP is appointed by the Board of Directors from among the four qualified individuals mentioned in Article 6, upon proposal by the Minister of Foreign Affairs.

This position is not remunerated by the GIP.

Two persons are also appointed to the vice-presidency, under the conditions set out in Article 14:

- One by the association group mentioned in Article 14.2.
- One by the territorial group mentioned in Article 14.3.

The person presiding over the GIP performs the following functions:

- Ensures the proper functioning of the group.
- Presents the annual activity report to the General Assembly.
- Prepares the agendas for the General Assembly and the Board of Directors, in consultation with the Director of the GIP.
- Presides over meetings of the General Assembly, the Board of Directors, and the councils referred to in Articles 14.4 and 14.5.
- Ensures proper implementation of decisions made by the General Assembly or the Board of Directors.

In the event of a vacancy in the presidency and pending a replacement from the list of qualified individuals designated by the Minister of Foreign Affairs, the interim presidency is assumed by the vice-president appointed by the association group.

In the event of a permanent vacancy, a new appointment is made by the Board of Directors from among the qualified individuals designated by the Minister of Foreign Affairs.

The term of office for the President and Vice-Presidents of the GIP is three years, renewable once, subject to explicit approval by the appointing authority.

Article 13 – MANAGEMENT

13.1 Appointment

The management of the GIP is entrusted to a person appointed by decision of the Board of Directors, upon proposal by the Minister of Foreign Affairs.

They may be dismissed under the same conditions.

They are remunerated by the GIP.

The person in charge of the GIP's management implements the resolutions of the General Assembly and the Board of Directors, to whom they report, and acts according to the directives and under the authority of the President of the GIP.

In the event of a permanent vacancy, the Board of Directors shall appoint a replacement as soon as possible, in accordance with the provisions in the first paragraph of this article.

During the vacancy, the management duties are carried out by a GIP staff member, designated by a simple majority of the Board of Directors.

13.2 Responsibilities

The person in charge of managing the GIP ensures the proper operation of the group under the authority of the Board of Directors, and in accordance with the terms defined by it.

To that end:

- They organize the GIP's activities and operations and have authority over all GIP personnel, regardless of their employment status or contract type.
- They act as authorizing officers for the group's revenue and expenditure.
- They ensure the budgetary and financial balance of the group.
- They sign all contracts and agreements, including documents related to personnel.
- They sign settlements after authorization from the Board of Directors.
- They represent the GIP in legal proceedings and in civil matters.
- They implement the decisions of the Board of Directors and the General Assembly in their capacity as the group's executive officer.
- They prepare the draft budget necessary for the implementation of decisions.
- They report to the President of the GIP and to the deliberative bodies on the group's activities.
- They present the annual report on the GIP's financial and moral standing to the General Assembly.

In dealings with third parties, the person in charge of the GIP's management may commit the group through any act that falls within its scope.

They may delegate their signature to personnel under their authority.

Article 14 – GROUPS AND ADVISORY COUNCILS

The group includes commissions and advisory committees to facilitate participatory governance, promote engagement in strategic decisions, and ensure representation within the Board of Directors.

14.1 State Group

The State group is composed of the persons representing the State and public bodies that are members of the GIP in the General Assembly.

A principle of gender balance, aiming for gender parity as much as possible, is pursued in the composition of the State group.

It is chaired by the person representing the Minister of Foreign Affairs.

If absent from a state group meeting, a representative may appoint a substitute by simply letter or email addressed to the chair of the State group.

The State group may involve any external person whose input it is considered useful to its discussions.

All members of the State group automatically participate in the Board of Directors and the VIES Orientation Council.

In case of absence from a Board of Directors meeting, a representative may appoint a substitute by simple letter or email sent to the Director of the GIP.

Furthermore, the State group appoints from among its members two individuals—one woman and one man— to sit on the Audit and Ethics Council.

The chair of the State group is responsible for convening and facilitating group meetings and may request support from GIP staff to help organize them.

The State group prepares topics within the remit of the VIES Orientation Council and the Board of Directors, with the aim of defining the most consensual position possible within the group.

14.2 Association Group

The association group is composed of individuals representing, in the General Assembly, the associations that are members of the GIP.

The association group may involve any external person whose participation is considered useful to its discussions.

The group appoints from among its members one of the two individuals responsible for the vice-presidency of the GIP, as well as a substitute, by a simple majority vote of members present or represented, provided that at least one-third of the member associations of the GIP are represented. The term of the office is three years, renewable once. This individual is responsible for convening and facilitating the meetings of the association group and may request the support of GIP staff to help organize the meetings.

The association group also appoints from among its members four individuals to serve on the Board of Directors and on the VIES Orientation Council, as well as four substitutes (who take part in meetings in the absence of the designated representatives).

Additionally, it appoints two members to sit on the Audit and Ethics Council.

In making the appointments mentioned in the preceding paragraphs, the association group applies a principle of gender diversity, seeking to achieve gender parity as much as possible, and ensures fair representation of the diversity of the GIP's member organizations.

The association group prepares topics that fall within the purview of the Board of Directors and the VIES Orientation Council, with the goal of forming the most consensual position possible within the group.

14.3 Territorial Group (Collège territorial)

The Territorial Group is composed of persons representing, in the General Assembly, the local and regional authorities, their representative associations, or multi-stakeholder coordination bodies operating in the territories, who are members of the GIP.

The Territorial Group may invite any external person whose participation it considers useful to its discussions.

The group appoints from among its members one of the two individuals responsible for the GIP's vice-presidency, along with a substitute, by a simple majority vote of the members present or represented, provided that at least one-third of the GIP's member associations are represented. The term is three years, renewable once. This person is responsible for convening and facilitating meetings of the territorial group and may request support from the GIP to help organize them.

The territorial group also appoints from among its members three individuals to serve on the Board of Directors and the VIES Orientation Council, along with three substitutes (who participate in meetings in the absence of the designated representatives).

The territorial group appoints from among its members two individuals to sit on the Audit and Ethics Council.

In making the appointments mentioned above, the territorial group applies a principle of gender balance, striving for parity as much as possible.

The territorial group prepares topics under the responsibility of the VIES Orientation Council and the Board of Directors, aiming to define the most consensual position possible within the group.

14.4 The VIES Orientation Council

The council is composed as follows:

- The person presiding over the GIP, who also presides over the council;
- The person in charge of the GIP's management;
- The members of the state group;
- The two Vice-Presidents of the GIP, designated by the association and territorial groups;
- The individuals appointed by the association and territorial groups to represent them;
- Four volunteers, appointed under the conditions defined below;
- The representative of FONJEP;
- The qualified individuals.

The chair of the council is responsible for convening and facilitating meetings and may request support from the GIP to help organize them.

The council may include any GIP staff—whether from headquarters or the international network—as well as any external person whose contribution it deems useful to its discussions.

The council meets at least once per year and as often as necessary.

It promotes discussions on:

- The status of the various forms of international exchange and solidarity volunteering;
- Ways to promote and develop such volunteering;
- The work of France Volunteers and its members in this field.

The council reports its findings to the Board of Directors by providing analyses useful for the Board's definition of the group's strategy, and by assessing the activities of France Volunteers and its members.

Two volunteers participating in the council are appointed by the GIP's Director for a term of one year, renewable up to three times. Two other volunteers are appointed by the Vice-President representing the association group, under conditions freely defined by that group. The four main volunteer members and their four substitutes are appointed based on the following principles: gender diversity, aiming for parity wherever possible; volunteers must have completed their service within five years of starting their term; and they must represent various forms of volunteering, including reciprocal volunteering.

Council discussions are organized with the objective of reaching the most consensual position possible within the group.

14.5 – The Audit and Ethics Council

The Audit and Ethics Council is composed as follows:

- The two individuals serving as Vice-Presidents of the GIP;
- The representatives appointed for this purpose by the state, association, and territorial groups;
- A representative from the delegation of programs and operators of the Ministry of Foreign Affairs, appointed by the Director-General for Global Affairs by simple letter or email addressed to the person presiding over the GIP;
- The person in charge of the GIP's management;
- The person in charge of the GIP's general secretariat;
- The person in charge of the GIP's financial management.

The council may also involve any external person whose contribution it deems useful to its discussions.

The Audit and Ethics Council is chaired by the President of the Board of Directors.

The council meets at least once a year.

It promotes discussion on financial and budgetary matters, including budget preparation, monitoring, and finalization. It examines ways to improve the GIP's management, particularly in terms of procedures, accounting and financial analysis, and expenditure control.

The council is also responsible for examining ethical issues within the GIP.

It reports its work to the Board of Directors.

The council's discussions are organized with the objective of reaching the most consensual position possible within the group.

TITLE III – OPERATION

Article 15. CAPITAL

The group is established without capital.

The group's activities do not give rise to profit-sharing. Any annual surpluses may be allocated in accordance with applicable accounting regulations.

Equity may be constituted to meet the group's cash flow needs. This equity may be funded through any of the resources listed in Article 16.

Article 16. RESOURCES

The group's resources include:

- 1° Financial contributions from members;
- 2° The provision of personnel, premises, or equipment free of charge;
- 3° Subsidies;
- 4° Income from its own property or that placed at its disposal, payment for services, and income from intellectual property;
- 5° Loans and other contractual resources;
- 6° Donations and legacies.

Article 17. PERSONNEL

The personnel of the group and its Director General are subject to the regulations established by Decree No. 2013-292 of April 5, 2013, concerning the public law regime applicable to personnel of public interest groups (GIP).

17.1 Secondment or assignment of personnel from member organizations

The group may be staffed with personnel seconded or assigned by its member organizations. These personnel may receive additional compensation funded by the GIP.

Such personnel may be seconded under contract for a maximum period of three (3) years, renewable twice by express extension (Article 2 – III of Decree No. 2013-292), in accordance with their status and general civil service rules.

17.2 Secondment of personnel from entities other than group members

Officials from the State, local authorities or their associations, or public institutions that are not members of the group may also be seconded under contract for a maximum period of three (3) years, renewable twice by express extension (Article 2 – III of Decree No. 2013-292), in accordance with their status and general civil service rules.

These staff members are reassigned to their original administration under the same conditions as personnel seconded by member organizations.

17.3 Own personnel

To meet its staffing needs with skill sets appropriate to its missions, the GIP may hire its own employees. Such personnel do not acquire any special rights to subsequently obtain employment within the civil service or with one of the group's member organizations.

Contracts may be fixed term or open-ended. Through its Board of Directors, the GIP establishes a system of supplementary social protection for the benefit of the contract staff it employs.

17.4 Transferred Personnel

To ensure continuity in its missions, the GIP retains in its workforce the employees of the France Volontaries association who were employed at the time of its establishment. Staff with a French private law contract are offered a new public law contract. The content of the proposed public law contract incorporates the substantial clauses of the private law contract previously held by the individual. The GIP also ensures the implementation of social protection measures and staff representation in accordance with applicable regulations.

Staff under a contract not governed by French labor law, and whose assignment is carried out outside France, retain the terms of the contract initially signed with the association, which is deemed to continue unchanged despite the transformation of the association into a GIP.

Article 18. EQUIPMENT AND MATERIALS

Equipment, whether tangible or intangible, purchased or developed by the GIP becomes its property. In the event of the early dissolution of the GIP, such equipment is disposed of in accordance with the provisions set out in Article 27 "Dissolution."

Equipment and materials made available to the GIP by a member remain the property of that member and are returned upon the member's withdrawal, exclusion, or upon dissolution of the group and/or as specified in the agreement governing their provision.

Article 19. BUDGET

The budget, presented by the person in charge of the GIP's management, is approved each year by the Board of Directors. Revised budgets, as well as any annex budget if created, may be prepared by the GIP director and adopted during the fiscal year by the Board.

The fiscal year begins on January 1st and ends on December 31st.

An internal and financial regulation, adopted by the Board of Directors, defines—while complying with the applicable budgetary regulations—additional rules regarding the preparation, adoption, and presentation of the initial and revised budgets.

Article 20. AGREEMENTS BETWEEN THE GROUP AND THIRD PARTIES

The GIP may enter into agreements for any operation or action contributing to its mission with its members or with third parties. An annual report on ongoing or upcoming agreements is presented to the Board of Directors at the end of each year.

Article 21. ACCOUNTING AND FINANCIAL MANAGEMENT

The group's accounting and financial management are carried out according to public law rules, in compliance with Decree No. 2012-1246 of November 7, 2012, on public budgetary and accounting management.

The group is subject to the budgetary accounting rules of the decree.

Its accounting is handled by a public accountant appointed by the Minister responsible for the budget. An internal and financial regulation, adopted by the Board of Directors, sets out additional rules related to the management of the group.

TITLE IV – MISCELLANEOUS PROVISIONS

Article 22. INTERNAL AND FINANCIAL RULES

The group provides for the adoption of internal and financial rules by the Board of Directors. These rules specify:

- the rules relating to agreements entered between the GIP and its members.
- the rules relating to agreements with third parties.
- the delegation thresholds for the General Director.
- the missions, composition, and operation of commissions and consultative committees.
- the rules relating to social action and the functioning of employee representative bodies.
- the rules regarding work organization.

Article 23. SUBSTITUTION OF THE GIP FOR THE FRANCE VOLONTAIRES ASSOCIATION IN ALL ITS RIGHTS AND OBLIGATIONS

The GIP results from the transformation of the legal status of the FRANCE VOLONTAIRES association. As such, the GIP succeeds the association in all its rights and obligations as of the date of its creation.

Article 24. DISSOLUTION

The group may be dissolved at any time by a decision of the General Assembly by a two-thirds (2/3) majority of its members.

The dissolution of the group results in its liquidation. However, the group's legal personality continues for the purpose of completing the liquidation. The Board of Directors determines the terms of the liquidation and appoints a liquidator. The liquidator ensures the continuation of current contracts, including funding, loans, and guarantees that must be fulfilled.

The members of the group remain bound by their obligations until the final contract has been terminated.

Upon dissolution, the net assets are distributed among the members in proportion to their financial contributions to the group during its existence, with the exception of any intellectual property, which is returned to the member(s) who provided it.

If the liquidation process results in a loss, it shall be borne jointly by the members in proportion to their total contributions during the group's existence.

Article 25. SUSPENSIVE CONDITION

This agreement is concluded subject to its approval under the conditions provided by Decree No. 2012-91 of January 26, 2012.

Article 26. CONCILIATION AND LEGAL JURISDICTION

In the event of a disagreement concerning the interpretation or execution of this agreement, the members agree to first attempt an amicable conciliation procedure before initiating legal proceedings.

If the amicable procedure fails, the most diligent party may refer the matter to the Administrative Court of Paris, in accordance with the procedures set out in the Code of Administrative Justice.

The internal and financial regulations specify the details of this amicable conciliation procedure.

Signed in, on 2023
By