



Svenska
Barnmorskeförbundet

The Swedish Association of Midwives Byelaws

Adopted 2019

Byelaws of the Public Swedish Association of Midwives adopted by the general meeting in Gävle on 6 August 1904 and revised in 1910, 1947, 1957, 1965, 1973, 1977, 1979, 1980, 1985, 1986, 1991, 1993, 1996, 1997, 1999, 2001, 2007, 2009, 2013, 2015, 2018 and 2019.

§ 1 Organisation, recruitment and aims

The Swedish Association of Midwives is a non-partisan professional association of registered midwives and midwifery students who are members of SRAT, a Swedish professional association and trade union.

The Swedish Association of Midwives is affiliated with SRAT, an association under the Swedish Confederation of Professional Associations, Saco.

SRAT is an organisation whose activities are based on the values that characterise a state governed by the rule of law, as expressed in the Swedish Constitution, the UN Universal Declaration of Human Rights and the European Convention for the Protection of Human Rights and Fundamental Freedoms.

The Swedish Association of Midwives shall be affiliated with the Nordic Association of Midwives (NJF), the European Midwives Association (EMA) and the International Confederation of Midwives (ICM).

The aims of the Swedish Association of Midwives include safeguarding the union-related, economic and social interests by means including:

- Promoting the professional development of midwives
- Promoting research and development in midwifery skills and practice
- Ensuring that midwifery education is designed to promote professional development
- Promoting adherence to the Code of Ethics for Midwives
- Promoting national, Nordic and international cooperation in the field of midwifery
- Promoting cooperation with other organisations related to midwifery
- Promoting sexual and reproductive health from a rights perspective
- Initiating and participating in the advancement of health and social services for women's and children's health
- Publishing the journal *Jordemodern*
- Acting as a referral body for SRAT in matters concerning its members
- Providing SRAT with input and information on negotiation issues
- Recruiting and retaining members
- Helping to keep members informed and engaged in trade union matters
- Being responsible for matters of negotiation as delegated by SRAT



Organisation of the Association

The activities of the Swedish Association of Midwives are carried out through:

- The Biennial General Meeting
- The Board Leadership Conference
- The Board of Directors
- Local associations
- The monthly journal *Jordemodern*
- The Scientific Council
- The Ethics Council
- The International Council
- The Education Council

§ 2 Membership

Membership can be granted upon application to the Swedish Association of Midwives. Decisions on membership are made by the Board.

Individuals are qualified for membership in the Swedish Association of Midwives if:

- They are a midwife with a Swedish licence or a student in training to obtain such a licence
- They have an approved midwifery licence in another Nordic country
- They are a midwife undergoing additional training to obtain a Swedish licence
- They are a midwife trained in another EU country.

Members are eligible for membership in Akademikernas A-kassa, AEA, if they fulfil AEA's conditions for membership.

New members are not entitled to receive individual trade union services from SRAT or the Swedish Association of Midwives concerning problems that have arisen before or at the time of joining. SRAT's union board may grant exceptions if there are special reasons.

A member may not be affiliated with another trade union or other union organisation (with the exception of cooperative bodies) without a dual affiliation agreement between SRAT and the union or organisation concerned.

If proposed by the Board of the Swedish Association of Midwives, the General Meeting may recognise individuals who have promoted the Association's endeavours through personal contribution as honorary members.

There are four membership categories: professional, inactive, student and retired.

Student membership

- Anyone who is a student midwife in Sweden is entitled to membership of the professional organisation, the Swedish Association of Midwives.
- Student members are not entitled to labour law assistance from SRAT or the Swedish Association of Midwives.
- Student membership is limited to the period of study. Thereafter, membership is converted to professional membership unless inactive membership is granted.



§ 3 Obligations of membership

Members must be loyal to the Swedish Association of Midwives, comply with its instructions and respect its decisions. However, any action taken by a member due to official or professional obligations shall not be considered disloyalty.

§ 4 Withdrawal

A member may withdraw from the Swedish Association of Midwives and SRAT after written notification. Withdrawal takes place at least one month after the end of the calendar month during which the written notification of withdrawal was received unless the Board authorises an exception. Previously paid membership dues are not refundable.

§ 5 Expulsion

The Board of Directors has the right to expel a member if the member:

- Has not paid membership dues on time or after a reminder to do so
- Has exhibited disloyalty to the Swedish Association of Midwives or failed to comply with its instructions or its decisions
- Has been struck off by the National Board of Health and Welfare

A member who violates SRAT's byelaws or values may be expelled. Decisions on such expulsion are made by the Board of Directors of the Swedish Association of Midwives in consultation with the Board of Directors of SRAT.



§ 6 General Meeting

The General Meeting is the Association's supreme governing body. The General Meeting consists of the Board of the Swedish Association of Midwives, the chairs of local association boards and one board member from each local association.

The Ordinary General Meeting is held every two years before the end of November, as convened by the Board of the Swedish Association of Midwives.

The Board of Directors shall issue notice to the local associations to attend at least six weeks before the ordinary General Meeting.

Notice shall be given in the manner the Board deems appropriate.

Resolutions by the General Meeting shall be passed by simple majority unless the byelaws provide otherwise. In the event of a tie, meeting chair will determine the matter based on the drawing of lots.

If so requested, voting shall take place by secret ballot.

Voting rights are exercised by proxies/members present in person. An alternate who stands in for a proxy is considered a proxy.

Auditors have the right to be present, to speak and to make motions at the General Meeting.

The Nomination Committee has the right to be present and to speak on matters under its purview at the General Meeting.

The Ethics Council, the Scientific Council, the International Council and the Education Council have the right to attend and speak on matters under their purview at the General Meeting.

Individual members have the right to attend the meeting upon approval by the Board of Directors.

The Board of Directors shall send the following to proxies no later than three weeks before the General Meeting:

- Meeting agenda
- The annual report prepared by the Board of Directors, including the annual accounts for the last two financial years
- Auditors' report
- Budget and dues proposed by the Board
- Other proposals presented by the Board
- Motions with the Board's reasoned statement



Business at the ordinary General Meeting

The following business shall be addressed at the Ordinary General Assembly:

- Roll call and adoption of the voting list
- Resolution to determine that the meeting has been duly convened
- Election of the meeting chair and an alternate
- Election of the secretary
- Election of two persons to verify the minutes
- Election of scrutineers from among the proxies
- Presentation of the Board of Directors' report
- Presentation of the auditors' report
- Discharge of liability
- Motions
- Proposals
- Budget, dues and fund allocation
- Election of the Board Chair
- Election of directors
- Election of auditor and deputy auditor
- Determination of the number and election of members of the Nomination Committee, including a convenor
- Other business on the agenda

Motions

The General Meeting may consider motions if made in writing and received by the Board of Directors at least ten weeks before the General Meeting.

Each member and local association can submit motions to the Ordinary General Meeting. Individual members submit motions to the board of their local association, which forwards the motion, accompanied by the board's opinion on the matter, to the Board of the Swedish Association of Midwives.

The Board shall state its opinion on the motion.

§ 7 Extraordinary General Meeting

Extraordinary General Meetings are convened by the Board of Directors when it considers that a particular matter should be submitted to the General Meeting for a decision or when at least half of the local associations have requested it.

The Board of Directors shall notify proxies to attend an Extraordinary General Meeting of the Association at least 15 days before the meeting.

The Board of Directors shall send the agenda for the meeting together with the notice of meeting.

Elections to fill vacancies may be dealt with at an Extraordinary General Meeting by correspondence ("per capsulam").

Business at an Extraordinary General Meeting

An Extraordinary General Meeting may only address the matter or matters concerning which the Extraordinary General Meeting was called.



§ 8 Board of Directors

The Board consists of the Chair and eight additional directors.

The Board is elected by the General Meeting for terms of four years. The Chairman and four directors are elected at every other General Meeting and the other four directors are elected at the General Meetings in between.

The Board appoints the Deputy Chair and Treasurer from among its members.

The registered office of the Board of Directors is in Stockholm.

The Board of Directors appoints a working committee from among its members to deal with routine matters between Board meetings, prepare Board meetings and take decisions as delegated by the Board. The meetings of the working committee shall be minuted.

The Board of Directors appoints members of the Ethics Council, the Scientific Council, the Education Council and the International Council.

The councils work on behalf of the Board of Directors. The charters of the councils are established by the Board of Directors. The number of members and the duration of the mandate are set out each council's charter.

Subsection 1 Tasks of the Board of Directors

The Board of Directors manages the Association's activities in accordance with these bylaws and the decisions of the General Meeting.

The Board of Directors invites the chairs of the local associations to an advisory conference in years when no Ordinary General Meeting is held. Notice of the Board Leadership Conference is sent six weeks before the meeting.

Subsection 2 Annual report

The Board of Directors shall present the annual accounts and the annual report for the two preceding financial years.

Subsection 3 Board meetings

The Chair shall convene meetings of the Board of Directors at least four times a year.

Extraordinary meetings shall be held whenever the Chair deems it necessary or when requested by least two other directors.

The minutes of board meetings shall be prepared and approved by the Chair and another director appointed by the meeting.

Subsection 4 Board decisions

Decisions of the Board of Directors shall be determined by a simple majority. In the event of a tie, the Chair shall have the deciding vote. However, for a decision to be valid, more than half of number of directors must be present and participate in the decision.



§ 9 Financial year and financial statements

The Association's financial year coincides with the calendar year.

The Association's accounts as at 31 December shall be compiled each year in full financial statements that shall be completed by 30 April of the following year.

§ 10 Audit and auditors

The audit shall be completed and the auditor's report prepared by 30 June each year. The auditor's report shall contain proposals for the discharge of liability of the Board of Directors. The auditor's report shall be submitted to the General Meeting.

An auditor and a deputy auditor shall be appointed for the ongoing audit of the accounts and management of the Swedish Association of Midwives.

The auditor and deputy auditor are elected by the General Meeting for a term of two years and must be assisted by an authorised public accountant.

§ 11 Nomination Committee

A nomination committee consisting of the number of members determined by the General Meeting shall exist to prepare the election of the Board Chair, other directors, auditor and deputy auditor.

The Nomination Committee and its convenor are elected by the General Meeting for a term of two years.

§ 12 Guarantee bond

The Board shall issue a guarantee to SRAT which commits the Swedish Association of Midwives to upon request by SRAT immediately provide the guaranteed amount determined by SRAT to SRAT in the event of a conflict.



§ 13 Additional levy

In the event of an imminent or ongoing conflict, the Board of Directors may immediately decide to levy additional dues for labour conflict costs.

§ 14 Labour conflict fund

The Swedish Association of Midwives has a union-owned labour conflict fund to cover the Association's guarantee commitments to SRAT in the event of a labour conflict. There are special byelaws for the fund, which are adopted by the Association's general meeting. The Board shall decide on changes to the allocation to the Association's labour conflict fund if so decided by SRAT. Under the same conditions, the Board shall decide on an extra levy or otherwise provide equivalent labour conflict funds.

§ 15 Amendment of the byelaws

A decision to amend the byelaws requires a two-thirds majority at an Ordinary General Meeting or a simple majority at two consecutive General Meetings, at least one of which must be an Ordinary General Meeting. Amendments to the byelaws must be approved by the SRAT Board.

§ Section 16 Dissolution

Dissolution of the Swedish Association of Midwives requires a decision by at least a two-thirds majority at two consecutive General Meetings, of which at least one must be an Ordinary General Meeting.

The disposition of the assets of the Association after its dissolution shall be decided at the latter of these General Meetings.

If the Association is dissolved, its labour conflict fund, that is, the amount guaranteed by the Association to SRAT in the event of a labour conflict, must be transferred to SRAT.

If the Association is dissolved and reformed as a new association within SRAT, the labour conflict fund shall be transferred to the new association.



Byelaws of the labour conflict fund of the Swedish Association of Midwives

§ 1 Purpose

The purpose of the Association's labour conflict fund is to guarantee the financial commitments that the Association has made to SRAT in the event of a labour conflict.

§ 2 Provisions

An amount per member and month, as determined by the General Meeting, shall be provided to the labour conflict fund.

§ 3 Management

The assets of the labour conflict fund are managed by the Board of Directors of the Swedish Association of Midwives. The funds shall be placed so that they earn interest and are readily available when required.

§ 4 Returns

Returns generated by the labour conflict fund are allocated to the Association's operating budget.

§ 5 Amendments

Amendments to these byelaws shall be subject to the provisions applicable to amendments to the byelaws of the Association.