

## Proposals for Amendment to the Constitution by Ahmed Zuhair Bajalan

My proposal article 20 of the ICCBA constitution

Amendments or adding an additional paragraph:

**To monitor the abusers, or those who violate the rights of Counsels, Assistant to Counsels, staff, especially in terms of remuneration, and work environment.**

**Monitor job environment for counsels monitoring the abusers, or those who violate the rights of Counsels, Assistant to Counsels, staff, especially in terms of remuneration, and work environment. Monitor the amount of remuneration that Counsels receive. Monitor the remuneration that the Assistant to Counsels, staff received from the lead Counsels. To avoid unfair remuneration, to avoid the violation of their rights and an unfair work environment, and to ensure the maximum number of hours allowed to work**

Reasons, in recent years, many victims, such as staff, Assistant to Counsels, experienced or subjected to abuse for years and have not discovered for years until such a complaint was launched against that counsel. Those victims suffered psychological harm that affected their professional future.

Below, making an addition paragraph to other articles to match

**Advocate for members who face unfair disciplinary proceedings, or have faced unfair proceedings in the host state or have been subjected to abuse.**