



Junior Enterprises
Switzerland

Bylaws

Junior Enterprises Switzerland
11th of August 2025 - Vaud

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I. General Statements

Art. 1 Name and Duration

1. A National Non-Profit Association named «JUNIOR ENTERPRISES SWITZERLAND», abbreviated as «JE SWITZERLAND», hereinafter referred to as « the Association », is hereby established in accordance with the provisions of Article 60 and following of the Swiss Civil Code.¹
2. The duration of the association is unlimited. It may be dissolved at any time.

Art. 2 Headquarters

The headquarters of the association are located at Eduard-Steiner-Strasse 7, 8400 Winterthur. The headquarters can be transferred to any other location in Switzerland by a simple decision of the Executive Board of the Association.

Art. 3 Language of the bylaws

1. The language of the association is English. Its bylaws are written in English. They may be translated.
2. In case of any conflict of different versions, the English version shall prevail.

II. Purposes and Duration

Art. 4 Purposes

1. The Association is a non-political, non-religious, non-commercial organization, that gathers Junior Enterprises of Switzerland and coordinates their international and national actions.
2. The goals of the association are:
 - a. to sustain the movement of Junior Enterprises in Switzerland;

- b. to foster relations and the collaboration between Junior Enterprises establish the connection to Junior Enterprises Europe and Junior Enterprises Global;
- c. to promote the concept of Junior Enterprises to enterprises, universities, schools, authorities and the general public in Switzerland;
- d. to maintain relations with foreign Junior Enterprise federations;
- e. to support and to help, if possible, the formation of new Junior Enterprises.

Art. 5 Resources

The association relies on, whilst not limited to the following resources:

- a. an annual membership fee according to the present bylaws;
- b. activities organized according to the goals of the Association;
- c. donations, legacies or subsidies;
- d. percentage of the price of a given project by the Association;
- e. sponsorships and partnerships;
- f. the management of any asset or fortune it may own, including companies.

Art. 6 Commitment

- 1. The business year starts on the first day of September and ends on the thirty-first day of August.
- 2. Should it not be possible to comply with the official first day referred to in paragraph 1, the Executive Board is in charge of indicating the new first business day.

III. Members

Art. 7 Composition of the JE Switzerland and JE Members

- 1. The JE Switzerland Members are composed of its direct members and alumni. In addition, the JE Switzerland Members include the Presidents of each Junior Enterprise in

Switzerland and the President of UniVision from the University of Liechtenstein. JE Switzerland Members do not include JIs.

2. JE Switzerland and JEs are associations that consist of, and are managed by:
 - a. students ongoing Swiss Universities or Institutions of higher education, including 42 Lausanne and the University of Liechtenstein;
 - b. Bachelor's degree holders pending Master enrollment.
3. In order to reach their goals, they engage in projects and surveys for companies, institutions or individuals. Professionalism and quality-orientation are the basis of any Junior Enterprise activity.
4. Each Member benefits from the rights laid down in the present bylaws, notably to use the name and the label of Junior Enterprises Movement and to benefit from the services offered by the Association.

Art. 8 Members' assignments, obligations and liability

1. Each Junior Enterprise safeguards and defends with diligence and fidelity the interests of Junior Enterprises Switzerland and the Junior Enterprises movement. They commit to and respect the principles of the association.
2. An affiliation fee shall be payable by each member of each Junior Enterprise affiliated to Junior Enterprises Switzerland for every business year. The fee is determined on the basis of the official document issued annually by Junior Enterprises Switzerland to all Swiss Junior Enterprises.
3. If the affiliation fee is not paid until the end of the business year, art. 16 of the present bylaws may apply.
4. The association's assets alone shall meet the commitments entered on its behalf. Any personal liability of its members is excluded.
5. A Junior Enterprise must:
 - a. promote activities with other JEs;
 - b. stay informed of all current affairs of the Association;

- c. actively invest in the Association's activities by sending one representative to each national and international event.

Art. 9 Member Fees and Late Payment Penalties

1. Members shall pay their membership fees within the deadline set by the Association.
2. If the payment is not received within fourteen days after the due date, the Executive Board shall send a written reminder to the Member.
3. For each additional week the fees remain unpaid after the reminder, the amount due shall increase by 5% of the outstanding amount.
4. The Executive Board may waive or reduce late fees upon receipt of a valid excuse submitted by the Member, at its sole discretion.
5. The payment from the JEs may be made in kind if the JE Switzerland so decides.

IV. Junior Initiatives

Art. 10 Definition

Initiating members are groups composed of individuals from a single Swiss higher education institution. These groups act as initiatives within the Association that have a goal to formally join the Junior Entreprises Switzerland network as a Junior Enterprise.

Art. 11 Admission

1. Each initiative must submit a written application to the Board of Directors, specifying their home institution, group composition, and commitment to abide by the Association's bylaws and regulations. Admission is subject to approval by the Board of Directors. The application must contain:
 - a. a business plan with a precise description of the tasks of each Member;
 - b. the statutes of the association;
 - c. a document showing that the institution, in which the Junior Initiative would take place, would recognize the future association.

2. An association, that exist for at least two years and that is similar to a Junior Enterprise on the managing point of view, in which all its members are from a single institution of swiss higher education (University or Haute école) can send to Junior Enterprises Switzerland a written application containing:
 - a. a motivation letter showing that it wants to join Junior Enterprises Switzerland and showing that their project is viable;
 - b. a document showing that the institution, in which the Junior Initiative would take place, would recognize the future association.
3. In both cases, the Executive Board of Junior Enterprises Switzerland must decide by majority if the entity sending the application can join the movement as a Junior Initiative or not. If it is refused, the Executive Board must explain its reasons within 14 days following the decision.
4. If conditions of paragraph 2 or 3 are not fulfilled, the Executive Board can exceptionally accept the request in a formal decision and lay down further conditions.
5. Junior Enterprises Switzerland may choose to impose additional conditions in a document that is communicated to the Junior Initiative.

Art. 12 Applicant association

1. An association, that exist for at least two years and that is similar to a Junior Enterprise on the managing point of view, in which all its members are from a single institution of swiss higher education (University or Haute école) can send to Junior Enterprises Switzerland a written application containing:
 - a. a motivation letter showing that it wants to join Junior Enterprises Switzerland and showing that their project is viable;
 - b. a document showing that the institution, in which the Junior Initiative would take place, would recognize the future association.
2. In both cases, the Executive Board of Junior Enterprises Switzerland must decide by majority if the entity sending the application can join the movement as a Junior Initiative or not. If it is refused, the Executive Board must explain its reasons.
3. If conditions of paragraph 1 or 2 are not fulfilled, the Executive Board can exceptionally accept the request in a formal decision and lay down further conditions.

Art. 13 Rights

A Junior Initiative can:

- a. be integrated to the network of Junior Enterprises Switzerland;
- b. have the support of Junior Enterprises Switzerland to develop the Junior Initiative;
- c. participate in events of Junior Enterprises Switzerland;
- d. be exempted from the membership fee;
- e. be informed of the Association's activities;
- f. exercise deliberative voices in the General Assembly on any subject, in an observatory capacity, without voting rights.

Art. 14 Obligations of a Junior Initiative

1. A Junior Initiative must:
 - a. promote activities with Junior Enterprises;
 - b. stay informed of all current affairs of the Association;
 - c. actively invest in the Association's activities by sending one representative to each national and international events;
 - d. have the goal of becoming a Junior Enterprise.
2. Junior Initiatives must be audited each semester by the JE Switzerland in order to ensure the quality and interests of the members.

Art. 15 Loss of Junior Initiative statute

1. A Junior Initiative that does not respect a condition of the statute of Junior Initiative after its admission can be rejected by a majority decision of the Executive Board of Junior Enterprises Switzerland.
2. A Junior Initiative must have held the title of JI for at least two years before it can apply to become a Junior Enterprise but must do so within a maximum of 4 years. After the four years, the association would lose its status as a Junior Initiative.

3. If a Junior Initiative abuses its status, Junior Entreprises Switzerland may, by resolution of the competent body, decide to exclude the concerned entity. Such abuse may include, without limitation, misrepresenting itself as Junior Enterprise, unauthorized use of the name or logo of Junior Entreprises Switzerland, failure to comply with mandatory training or reporting requirements, engagement in prohibited commercial activities, or conduct detrimental to the reputation or interests of the network.

Art. 16 Resignation of a Member

1. Each Member can leave the Movement at any time by sending a resignation letter or an e-mail to a Member of the Executive Board. The resignation takes effect from the moment the letter is received.
2. In that case the association loses all membership rights and obligations, effective immediately. This includes the:
 - a. loss of right to use the Junior Entreprises Label;
 - b. loss of right to use the name of Junior Initiative or of Junior Enterprise;
 - c. loss of right to participate in the national and international events of the Movement;
 - d. loss of right of support by Junior Entreprises Switzerland;
 - e. loss of obligation to pay the membership fee.
3. The resigned Member is not entitled to any share of the association's assets, including throughout the 60-day resignation period.

Art. 17 Expulsion

1. The General Assembly can expel, by majority of two thirds, Members that can degrade the image of the movement or that could cause damage to the movement. A Member can furthermore be expelled if it violates one of its obligations according to the hereinabove bylaws. The concerned Member is deprived of its right to vote during this decision.
2. Members who fail to pay their membership fees within the prescribed deadline or show no activity within the Association shall be subject to expulsion from the Association, in accordance with the procedures set forth in these bylaws.
3. The excluded Member immediately loses all rights listed in art. 13 let. a-f here above.
4. It is not entitled to any share of the Association's fortune.

Art. 18 JI Fees and Late Payment Penalties

1. Junior Initiatives shall pay their membership fees within the deadline established by the Association.
2. If payment is not received within two weeks after the due date, the Executive Board shall issue a written reminder to the Junior Initiative.
3. For each additional week that the fees remain unpaid after the reminder, the amount due shall increase by 5% of the outstanding fees.
4. The Executive Board reserves the discretion to waive or reduce the late payment penalty upon receipt of a valid justification from the Junior Initiative.

V. Executive Board, Meetings and General Assembly

Art. 19 Organs

1. The organs of the Association are:
 - a. the General Assembly;
 - b. the Executive Board;
 - c. the Supervisory Council.
2. Project Managers may be appointed by the Executive Board as needed to manage specific projects. They do not constitute a permanent organ of the Association and their appointment is subject to the current operational requirements of the Association.

A. General Assembly

Art. 20 Composition and Roles

1. The General Assembly is the supreme governing body of the Association.

2. The General Assembly is composed of the members of the Board of JE Switzerland, the Presidents of each Junior Enterprise in Switzerland and the President of UniVision from the University of Liechtenstein.
3. The General Assembly is, in principle, held in an online meeting. If one or more of the Members can not attend, a secured electronic participation can be used to make them participate, if all the participants agree. If the quorum would not be reached at the dates proposed, the General Assembly may be conducted through electronic means, provided that such means ensure adequate security and integrity of the meeting.
4. The President of each Junior Enterprise:
 - a. shall be a member of that Junior Enterprise and shall be appointed by it to act as its representative in the General Assembly;
 - b. shall serve as the primary point of contact for all General Assembly meetings;
 - c. shall inform the respective Junior Enterprise of all decisions adopted at the General Assembly.

Art. 21 Competences

1. The General Assembly is competent in all domains that are not attributed to another organ.
2. It is in particular competent to:
 - a. submit proposals for modifications of the bylaws to the Legal Manager of Junior Enterprises Switzerland, who shall provide the relevant legal assessment and draft the corresponding modifications;
 - b. change or create posts of the Executive Board;
 - c. elect the Executive Board;
 - d. approve the annual financial statements;
 - e. elect and revoke members, excluding those holding the status of Junior Initiative;
 - f. control the activity of the Executive Board;
 - g. dissolve the association at any time, considering projects and meetings.

Art. 22 Ordinary General Assembly

1. The General Assembly takes place at least once before the end of each business year, preferably before the end of August.
2. This summons is issued by the President or another Executive Board member and is sent by ordinary mail, by email, or by any other means of communication, at least three weeks before the meeting of the General Assembly and contains the Agenda, the date, the time, and the place of the meeting.
3. Documents to be discussed at the General Assembly must be attached to the detailed Agenda that have to be sent at least two weeks before the General Assembly.

Art. 23 Extraordinary General Assembly

1. JES' Executive Board can ask to organize a General Assembly at any time. The delay to convoke is 14 days.
2. One fifth of the Junior Enterprises can ask to organize an Extraordinary General Assembly. The demand has to be sent in the written form (mail or email) to at least two Members from the Executive Board. The General Assembly is to take it at the earliest.

Art. 24 Voting

1. Each Junior Enterprise has one vote at the General Assembly, whether ordinary or extraordinary.
2. The President of a Junior Enterprise may delegate his voting right to another member of the same Junior Enterprise, provided such delegation is submitted in writing (mail or email) to the General Secretary of the Junior Enterprises Switzerland at least five days prior to the General Assembly.
3. A Junior Enterprise unable to attend the General Assembly may delegate its voting right to another Junior Enterprise by submitting a proxy in writing (mail or email) to the General Secretary of the Executive Board at least five days prior to the General Assembly.
4. A copy of the proxy shall be submitted in writing (mail or email) to the Legal Manager of Junior Enterprises Switzerland at least five days prior to the General Assembly.
5. Neither the Executive Board of Junior Enterprises Switzerland nor the JIs shall possess any voting rights in the General Assembly.

Art. 25 Quorum

1. The quorum is set at two thirds of the Members, whatever the mean used.
2. If the quorum is not respected, the General Assembly is postponed by two weeks (14 days) at most. If after this period the quorum is still not respected, the General Assembly is cancelled.
3. It should also vote on the strategy and annual plan.

Art. 26 Decisions

1. Decisions are taken by the majority of the present Members.
2. A modification of the bylaws, as well as an expulsion of a Member of the Association requires the votes of two thirds of the votes. The Executive Board gives its point of view on these topics.
3. The composition of JES's Executive Board, executive power of the JES, must be accepted by a simple majority of the Members present at the GA. The Executive Board must be elected every year.
4. A dissolution of JES is possible only in the case of a unanimous decision of all of Junior Enterprises within Switzerland.

B. Executive Board

Art. 27 Composition

1. The Executive Board is composed of Managers. The Executive Board should be composed of:
 - a. a President;
 - b. a General Secretary;
 - c. a Vice President;
 - d. a Legal Manager;

- e. an International Manager;
 - f. a Treasurer.
2. Each year, the previous Executive Board proposes a newly composed board to the General Assembly. The number of places and the tasks of each post is defined and explained each year at the General Assembly concerned by the elections.
 3. The denomination of the positions of art. 25 paragraph 1 is to be understood as an ideal composition but it remains flexible, in the sense that each year the composition of the board may change, so as the number of the Managers in the Executive Board. Furthermore, one Member may hold several Manager positions.
 4. Managers may be assisted by Officers in the fulfilment of their obligations toward the association. Project Managers are not part of the Executive Board.
 5. If a new board wishes to change the previous composition of the Executive Board after its election, it has to send a written notice to all Members of the Junior Enterprises Switzerland. The Members then have the right to oppose this decision by written notification to the President of Junior Enterprises Switzerland in a period of two weeks (14 days). If one Member opposes the decision, the Executive Board has to convoke an extraordinary General Assembly or renounce the change. The General Assembly will then have to proceed to a vote on the new composition of the Executive Board.

Art. 28 Competences

1. The Executive Board is the executive organ of the Association.
2. It is responsible for the management of the association and works towards achieving the goals set forth in the bylaws and annual plan.
3. It sets the strategy of the association to achieve these goals, using all the means at their disposal with the limits of the bylaws, the law, and the association's reputation.
4. It leads the General Assembly and organizes it.
5. It manages the accounting.
6. Each Executive Board member represents Junior Enterprises Switzerland.

Art. 29 Election

1. The next Executive Board is voted at the General Assembly (ordinary or extraordinary) before the end of the business year. Applications are opened two months (60 days) but at least one month (30 days) before the end of the term.
2. The President in office submits a replacement proposition to the General Assembly for its position.
3. Each position has to be voted separately. If a position should not be filled at the General Assembly, the newly elected Managers have a period of two months (60 days) to propose a person for the open position. The General Assembly is competent to vote on the election.
4. Managers, Project Managers or equivalent of Swiss Junior Enterprises are prioritized for a position at Junior Enterprises Switzerland.
5. No individual may simultaneously serve as a member of the Board of Junior Enterprises Switzerland and in a Junior Enterprise at the same time.

Art. 30 Resignation

1. A Manager of the Executive Board can present his resignation. The resignation of a Manager is notified to the Members of Junior Enterprises Switzerland.
2. The replacement of a resigned Manager follows the procedure explained art. 25 number 5 of the bylaws. If more than a third of the Executive Board resigns during a single term, an Extraordinary General Assembly is called to approve for the new Managers of the Executive Board.

Art. 31 Audit

1. Every Executive Board has at least one Treasurer. The Treasurer has a continuous obligation to ensure the funds of the association are used to serve its goals, in proportion of its needs. The Treasurer must present a Balance Sheet, a Profit and Loss account and must comply with the Swiss accounting rules for the accounts approval in the GA.
2. The Members may decide to increase the frequency of audits to a yearly occurrence for a set period of time, of a maximum period of five years at a time.
3. The Treasurer submits a report on the financial health of the association.

4. The proper conduct of the audit, the prompt and exact communication of its results to the Members, is the responsibility of the Executive Board.

C. Supervisory Council

Art. 32 Definition

The Supervisory Council, abbreviated as SP, is a board in charge of advising the Executive Board of JE Switzerland. The relation between the Executive Board and the Council is formal and the Executive Board is encouraged to regularly seek for advice from the Council.

Art. 33 Composition

1. The SP is composed of five alumni of JE Switzerland.
2. Two positions are reserved for the immediate past President and Vice-President of JE Switzerland.
3. The remaining three members are selected from the JES alumni network and approved by a majority of the Executive Board.

Art. 34 Powers and Role

1. The SP holds veto power over decisions of the President.
2. The SP may convene an Extraordinary General Assembly (EGA) to remove one or more members of the Executive Board if they are not fulfilling their duties.
3. They approve the yearly strategy prior to its presentation to the General Assembly
4. They shall have the responsibility to oversee and ensure the implementation and continuity of the long-term strategy of JE Switzerland.

Art. 35 Operational Duties

1. The Supervisory Council ensures a proper handover with the newly elected President.
2. For the first three months of a new mandate, the Supervisory Council shall hold a call with the President every two weeks to ensure proper direction.

3. Every four months, the President shall hold a strategic update with the SP to inform them about ongoing strategies and projects.
4. The Council may, at its discretion, assist in the execution of certain projects and is entitled to provide advisory support to the members of JES.

D. Project Managers

Art. 36 Project Managers

1. The Executive Board can delegate some projects to Project Managers.
2. The Executive Board defines the statute and the obligations of Projects Managers in an internal document.
3. Such decisions are not subject to the vote of the General Assembly.
4. Project Managers are not part of the Executive Board. They don't hold voting rights.
5. Project Managers do not represent the association in official meetings and must act in the best interest of the JES

VI. Internal Rules

Art. 37 Collective resignation

If three quarters of Managers resign, they have to convoke an Extraordinary General Assembly. Pending the EGA, Managers must continue their activities. During this Extraordinary General Assembly, a new Executive Board has to be elected. Failure to elect a functioning Executive Board, would lead for the association to be dissolved.

Art. 38 Internal Rules

1. The Association shall regulate its internal affairs, the rights and obligations of the Members with respect to the Association, at its sole discretion.
2. In case of conflict, these bylaws prevail over the Internal Rules of the Association.

VII. Final statements

Art. 39 Force Majeure

In case of Force Majeure, for example a pandemic, during which activities and the organization of the General Assembly are difficult or even impossible, the Legal Manager of JES has the competence to propose the postponement of the General Assembly or its maintenance by virtual means according to the governing rules in that matter. In doing so, she or he makes sure that all rights and obligations of the Members of Junior Enterprises Switzerland are respected.

Art. 40 Dissolution

In case of dissolution, the fortune of Junior Enterprises Switzerland is to be kept by Junior Enterprises Europe (European confederation of Junior Enterprises) for further promotion of the Junior Enterprises movement in Switzerland.

Art. 41 Organization and Scope Document

The Organization and Scope Document is set up by the Executive Board. This document regulates further internal issues.

Art. 42 Abrogation of the old bylaws

These bylaws replace and abrogate the previous versions.

Art. 43 Applicable law

Art. 60 ff. of the Swiss Civil Code apply subsidiarily.

Art. 44 Entry in force

These bylaws were adopted during the General Assembly of the twenty-fifth of August and entered into force the same day.

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¹ For purposes of continuity, the Association was formerly known as: «Union Suisse des Juniors Entreprises (USJE)» from 1985 to 2000, «Swissjuniors» from 2000 to 2004, «JADE Switzerland» from 2004 to 2019, and has operated under the name «Junior Enterprises Switzerland (JES)» since 2019.

² This article, or any of its paragraphs, is hereby abrogated and suspended from application pending further deliberations. It shall remain without effect until such time as it is reinstated or amended by the competent authority.

*Adopted by the Constitutive Assembly, under the name of Union Suisse des Juniors Entreprises,
May 23rd, 1985*

Modified following the General Assembly on the 25th of August 2025.

On behalf of Junior Entreprises Switzerland,

Alexis Quaglia

President

Jayden Yeo

Vice President

Angela Cardoso Ferreira

Legal Manager