

CONSTITUTION



KARACHI UNION OF JOURNALISTS

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MEMORANDUM OF ASSOCIATION

The organization is a trade union of the working Journalists of Karachi. The name of the Organization shall be the Karachi Union of Journalists, hereinafter referred to as the Union.

AIMS AND OBJECTS

The organization is a trade union of the working Journalists of Karachi. The name of the Organization shall be the Karachi Union of Journalists, hereinafter referred to as the Union.

1. To raise the status and improve the qualification of all members of the journalistic profession.
2. To promote and protect the interests of journalists and journalism in Pakistan and its members and the members of other constituents of the Pakistan Federal Union of Journalists.
3. To act for its members for the protecting their legitimate rights pertaining to wages and condition of service.
4. To provide for the protection of its members in the even of a trade dispute.
5. To assist members, where necessary, in securing employment.
6. To ascertain the law and practice relating to journalism and to promote, where necessary, new or amending legislation designed to assist journalist in their professional duties.
7. To exercise supervision over its members when engaged in professional duties and to deal with questions affecting their professional conduct.
8. To maintain and administer unemployment, benevolent, superannuation, death benefits and other funds.
9. To publish when conditions permit, an official journal.
10. To defend maintain and struggle for the freedom of press.
11. To take action against members found indulging activities prejudicial to the ethics of journalisni and against the interest of the journalistic fraternity.

CONSTITUTION OF THE KARACHI UNION OF JOURNALISTS

1. Subject to other relevant rules of this constitution the membership of the Union shall be open to all working journalists of Pakistan nationality working in Karachi whether employed by the Pakistani concerns or foreigi news organizations. Provided that Pakistan nationals employed by Karachi news organizations but stationed outside the country are also eligible for the membership of the Union.
2. For the purpose of organization the Union shall have the following organs:-

(a) General Council

(b) Executive Council

3. The supreme body, In which all rights, powers and final authority in respect of the administration of the affairs of the Union vest, shall be called the General Council of the Karachi Union of Journalists, here in after referred to as the General Council, and it shall consists of exclusively the Full Member of the Union.
4. The Executive Council shall be the executive body of the Union and shall consists of the following:
A President, two Vice-President, a General Secretary, Two Joint Secretaries, a Treasurer and seven members, all elected by the Members every year in the mentor prescribed in the relevant provision of this constitution, provided that no office-bearer shall hold the same office consecutively for more than two terms.

POWERS OF THE GENERAL COUNCIL

The General Council shall have the power:

- (i) To elect its office-bearers and Executive Council members. and the delegates to the Pakistan Federal Union of Journalists.
- (ii) To pass the annual report, the annual budget and the annual statement of account, If any.
- (iii) To amend the constitution by two-third majority of the existing Council Members.
- (iv) To consider and pass a vote or no-confidence against any-office bearer of the Union.
- (v) To take any suitable action to promote and safeguard the interests of the Union, as defined in its Memorandum of Association.

POWERS OF THE EXECUTIVE COUNCIL

1. All executive powers concerning the Union vest in the Executive Council which subject to other relevant rules of the Constitution, shall have the power to take any decision and do any act to fulfill the aims and objects of the Union, to promote its interests and for the efficient and administration of the Union.
2. To administer the funds of the Union, to collect, receive and disburse moneys for and on behalf of the Union.
3. To institute suits against any parties on behalf or the Union for safeguarding its financial and other interests.
4. To institute suits against any member or office-holder of the Union who is alleged to have embezzled or misappropriated funds of the Union.
5. To write off as bad debts any outstanding amount which is either irrecoverable

- or not recoverable without incurring disproportionately large expenditure.
6. The Executive Council is empowered to formulate bye-laws and regulations, provided such bye laws and regularization's do not contravene the provisions of this Constitution.
 7. The Executive Council shall have the power to appoint Secretaries of Committees, which it may set up from time to time for the various activities of the Union.
 8. The Executive Council may invite any person whom it may consider necessary to invite for any specified purposes, to attend a meeting of the Executive Council.
 9. The Executive Council shall have the powers to suspend any office-holder or a member of the Executive Council from the performance of his functions as such office-holders or member on a Charge of embezzlement, misappropriation of funds or his anti-Union activities.
 10. Any member or office-holder suspended under rule 10 shall have the right to appeal to the General Council within 30 days of his suspension.
 11. The Executive Council shall have the right, after giving due warning, to suspend or remove from membership any member who will-fully and repeatedly violates the rules and regulations of the Union, or who is proved to the satisfaction of the Executive Council to be guilty of conduct not consistent with the dignity of the journalistic profession, or unworthy of the character or a gentlemen, or detrimental to the reputation and dignity of the Union. Any person against whom such action is taken shall be entitled to appeal against such decision of the Executive Council to the General Council within 30 days after the decision is communicated to him.
 12. In any matter regarding which there is no express provision in the Constitution, the Executive Council shall have the right to act in its discretion, in keeping with the spirit of the Or Constitution.

MEMBERSHIP

The membership of the Union shall be of the following categories

- 1) Full Member
- 2) Junior Member
- 3) Associate
- 4) Life Member

QUALIFICATION FOR MEMBERSHIP

Full Member

Persons who have been full time member of the journalistic staff for not less than two Year or have been wholly dependent on their own journalistic work for not less than on year shall be Eligible for the Council membership of the

Union provided, they are not newspapers proprietor-Directors or Managing Editors.

Junior Members

Persons under 21 years of age, but not less than 16 years of age or Persons who have not Completed one year in profession.

Associate Members

A working journalist bringing out his own publication may become an Associate Member provided He des not employee a working journalist in his organization. His membership shall be deemed to have lapsed automatically as soon as this provision is violated.

Life Members

Persons who have rendered outstanding services to the journalistic posession or the Union may be nominated by the Executive Council of the Union as life Members of Union. A person shall not be deemed to be a member unless the Executive Council of the Union approves his application and he is officially intimated and pays the admission fees and the subscription Fees for three months. It will be obligatory on the executive Council to take a decision on the application for membership within a month of the receipt of such application and intimate the decision to the applicant.

CLARIFICATION FOR FULL MEMBER

Journalistic staff means and includes the journalistic staff of dailies, news and views weeklies, and news agencies engaged in Journalistic pursuits.

Working journalist will mean member of journalistic staff and freelance journalists who depend on Journalism as their only professional, means of living. They will include cartoonists and press photographers employed by journalistic organizations as full-time employees, but will not include those journalists employed by, or drawing their salaries directly from any government.

RIGHTS AND DUDES OF MEMBERS

Journalistic staff means and includes the journalistic staff of dailies, news and views weeklies, and news agencies engaged in Journalistic pursuits. Working journalist will mean member of journalistic staff and freelance journalists who depend on Journalism as their only professional, means of living. They will include cartoonists and press photographers employed by journalistic organizations as full-time employees, but will not include those journalists employed by, or drawing their salaries directly from any government.

1. Full members alone shall be entitled to be members of the General Council and the Executive Council and to seek election to any post of the Union, and shall have the right to vote.
2. Subject to other relevant rules of this Constitution a Council member shall have the right to ask questions at the General Council meeting or to move resolutions living due notice to the General Secretary.
3. The Council members shall have the right to examine the accounts and other records of the Union after giving not less than seven days notice to the General Secretary.

4. A Full Member whose contribution to the Union is in arrears for more than three months shall not be entitled to participate in any meeting of the General Council nor to seek election.. The name of a full member whose membership fees are in arrears for more than six months may be removed from the membership register if he fails to clear the arrears up to date within 14 days of receiving notice to that effect from the General Secretary.
5. A Full Member whose membership is terminated under Rule 4 above shall have his common rights restored to him as soon as he clears his arrears, but his special rights as a Council Member enumerated in Rules 1,2 and 3 above shall not revive until after the expiry of two months from the date of his re-instatement.
6. Subject to other relevant rules of this constitution Associate Members shall enjoy the facilities provided by the Union, but shall not have the right to vote or to seek election for any post of the Union.

Powers of Office-Bearers

President

1. The President is the constitutional head of the Union shall enjoy and exercise all the powers and privileges inherent in the post.
2. He shall preside over all the meetings of the General Council and the Executive Council.
3. He shall act as Chairman to all the sub committees appointed by Union.
4. He shall have the right also to cast his vote in case of a tie.
5. He shall appoint the paid staff of the Union, with the approval of the Executive Council.
6. He shall exercise all powers that are necessary for the efficient and smooth running of the Union.
7. He shall maintain discipline and order in the meeting and shall take steps necessary to ensure peaceful atmosphere in the meetings.
8. He shall sign the minutes book after conclusion of the minutes.
9. He shall decide all points of order raised in a meeting and his decisions shall be final.
10. He shall have the right to allow any subject to be placed before the meeting of the Union, although not included in the Agenda.
11. He shall punish, suspend and dismiss any member of staff of the Union with the approval of the Executive Council.

Vice-Presidents

1. A Vice-President shall act as President in the absence of the President and shall enjoy all the powers vested in the post of the President.

General Secretary

1. He shall be the Chief Executive officer of the Union.
2. He shall be responsible for the execution of all the programs, schemes, plans and resolutions of the Union and shall maintain records of the proceedings of the General Council and Executive Council meeting and all other subcommittees appointed by the Union from time to time.
3. He shall correspond in the name of the Union on behalf of the Executive Council and General Council and shall arrange for all the functions, parties and meetings of the Union.
4. He shall draw money from the Treasurer and shall be responsible for all the expenses and shall maintain account of the same.
5. He shall present the annual report before the General Council.
6. He shall exercise all such powers, which are inherent in the post of a General Secretary so far as the aims and objects of the Union are concerned.
7. He shall be responsible for all the assets of the Union.

Joint Secretary

1. The Joint Secretaries shall assist the General Secretary in the discharge of his duties and shall carry out such assignments as may be assigned to them by the General Secretary.
2. One of them shall act as General Secretary in the absence of General Secretary and shall enjoy all the powers vested in the post.

Treasurer

1. He shall look after the financial interest of the Union.
2. He shall put up suggestions to augment the funds of the Union and arrange to pay off the liabilities of the Union.
3. He shall be responsible for maintaining the accounts of the Union.
4. He shall collect the annual subscriptions and other dues from the Units.
5. He shall get the accounts of the Union audited by auditors appointed by the Executive Council, and submit the same to the General Council through the General Secretary.

FINANCES

1. The money of the Union shall be deposited in one or more scheduled banks to be approved by the General Council and shall be operated jointly by the President and the Treasurer. The accounts cannot be operated unless the cheque bears the joint signatures of the President, Treasurer and General Secretary provided that any two of them can sign the cheque.
2. The financial year of the Union shall be from January 1st to december 31st.

3. The Executive Council shall have the power to call for voluntary contributions for any specific purpose from the members of the Union.
4. The Executive Council shall have the power to authorize expenditure of any amount by the General Secretary can incur an expenditure upto Rs. 100 for amounts exceeding Rs 100 prior sanction of the Executive Council is necessary.

PROCEDURES

1. In case of a vacancy in the Executive Council, due to either resignation, death or cessation of membership, the same shall be filled by the Executive Council by nomination and such nominated members shall hold office for the remaining period of that vacancy.
2. All the meetings of the General Council or the Executive Council shall be called by the General Secretary in consultation with President.
3. For an ordinary General Council meeting seven days notice with the agenda is necessary, while for an emergency meeting 3 days notice will be sufficient.
4. For an ordinary Executive Council meeting 3 days notice with agenda shall be necessary, while for an emergency meeting 24 hours notice to the members or an announcement in newspapers shall be sufficient.
5. The quorum for a General Council Meeting shall be 40 percent of the existing full members of the Union. The quorum for an extra ordinary meeting shall be 30 percent.
6. The quorum for the Executive Council meeting shall be seven, including 3 office-bearers.
7. No quorum shall be required for an adjourned meeting.
8. For an extra ordinary meeting of the General Council called for the consideration of a no confidence motion present of two-third of third of the existing members shall be necessary to form such a quorum.
9. A no-confidence motion sought to be moved shall reach the General Secretary signed by the mover and the seconder, accompanied by a requisition signed by 50 percent of the existing members, at least 15 days before date of the extra ordinary meeting sought to be called.
10. If any member in a meeting desires to speak or bring a new subject or like to ask any question, he should first obtain the permission of the Chair.
11. The Presiding Authority shall take votes on all proposals and the same be carried by simple majority. In case of a tie the Presiding Authority shall have the right of casting vote.
12. If the mover or movers of a no-confidence notice are absent from the extra ordinary General Meeting called to consider it, the motion shall fall through.
13. The Presiding Authority shall give his rulings on all points of order raised in a meeting. However, he can reserves his ruling on subjects of importance for legal advise or further considerations.

14. If a member wants to include any subject in the agenda of a General Council meeting or would like to move a resolution he should give at least three days notice to the General Secretary in writing. However, the President shall have the power to allow any subject, Which according to him is of importance and requires immediate consideration. No notice shall be required for such subjects.
15. The Union shall wind up if 3/4 members of the Union pass a resolution to this effect in an extra ordinary General Council meeting called for the specific purpose of wounding the Union in case it is wound up, all the assets of the Union shall be disposed of according to the instructions and decisions of the General Council.

THE UNITS

1. A Unit may be formed in any newspaper or news agency office where there are three or more full members.
2. A Unit shall have a unit chief and a deputy unit chief, if necessary. The Unit Chief hold elections to the Post of Unit Chief and Deputy Unit Chief every year. The elections shall be supervised by the General Secretary or the Union or a member nominated by the Executive Council or, in his absence by the Join Secretary. It will be the responsibility or the Unit Chief to carry out the directives of the Union and execution of such directives issued by the Union from time to time. The Unit Chief shall be responsible for forwarding the applications for membership from his unit and maintaining the record of the activities of the unit.
3. The Unit Chief shall forward to the Executive Council such cases in which the Unit has failed to achieve a satisfactory solution from the management.
4. The Deputy Unit Chief shall act as the Unit chief in the absence of the former.
5. An Editor or the head of news organization is not eligible to be elected as the Unit Chief or Deputy Unit Chief.

RULES FOR HOLDING THE ELECTIONS

1. The Executive Council of the Union shall before the end of January every year appoint an election committee consisting of not more than five members, not necessarily council members to hold Elections of the Executive Council under the relevant provision of the Constitution.
2. No member of the committee, even if otherwise qualified, shall contest elect any office for which election is to be held.
3. The committee shall be autonomous and answerable only to the General Council and once the committee has been appointed it shall not be dissolved before it has fulfilled its mandate under these rules, except by a specific resolution of a General Council meeting convened for the sole purpose in accordance with the procedure laid down in the constitution.

4. It will be obligatory on the Executive Council to supply a list of Council Members whose arrears have been cleared up to date and are eligible to vote to the election committee.
5. As soon as possible after its appointment, the committee shall by a notice to members affixed on the notice board of the Union fix the following days, that is to say:
 - (i) A day for the receipt of nomination papers.
 - (ii) A day for the examination of nominations papers by interested candidates.
 - (iii) A day for the scrutiny of nomination papers.
 - (iv) A day for the hearing of candidates by the election committee to show cause why their nomination, if in the opinion of the committee it is defective, should not be rejected.
 - (v) A day for the withdrawal of nominations, not later than twenty-four hours, after the final list of valid nominations has been put on the notice board.
 - (vi) A day for polling for the contested offices and seats of the Executive Council not earlier than three days after the list of contesting candidates has been put on the notice board.
6. Any Council member may be proposed by a Council member and seconded by another Council member for election to any office or membership of the Executive Council of the Union, provided that the candidate has signified his intention in writing to serve the Union in that capacity.
7. The same member may not propose or second a nomination paper of another candidate for the same office. But the same member may propose or second more than one and up to seven candidates for the membership of the Executive Council.
8. If any Council member subscribes to more than one nomination papers, either as propose or as seconder, for the same office among the office holders or Executive Council member, all such nomination papers shall be void.
9. On presentation or a nomination paper, the election committee or one of its members appointed by It for the purpose of receiving nomination papers, shall is properly acknowledge receipt of it and satisfy the proposer, seconder and the candidate and shall himself that the nomination papers applies to filed up and duly signed by proposer, seconder and the candidate and shall permit and any error in the nomination paper to be rectified if the party applies to him in person.
10. As soon as possible after the time for filing of nominations is over, the committee shall cause to be put on the notice board a notice of all nomination papers received by them containing descriptions identical with those contained in the nomination paper, both of the candidates and their proposers and seconders.

11. Each candidate for a post or posts shall be permitted, if he applies in person, to examine nominations papers or all other candidates contesting election against him or that post or posts on examination day.
12. Any candidate may raise any objection in writing to the validity of nomination or any other candidate opposing him.
13. All objections reaching the Election Committee after examination day shall be treated as void.
14. The election committee shall hear explanations, if any, from candidates whose nominations have been Objected to by opposing candidates or by the committee on its own motion. After hearing the candidates whose nominations were deemed prima facie invalid, the committee shall give Its finding regarding the validity of such nominations in writing.
15. The committees shall not reject any nomination paper except on the following grounds:
 - (i) The candidate, his proposer or seconder or all of them are not Council members or that the signature of any of them on the relevant nomination paper is not genuine.
 - (ii) The candidate, his proposer or seconder have proposed or seconded any other nomination papers proposing or seconding another Council member for the same office, provided that a council member may validly propose or second nominations for other offices and up to seven for membership or the executive Council.
16. The election committee shall as soon as possible after it has given its findings on the explanations of candidates, publish by notice on the Union's notice board the list of candidates for the election as its stands after the completion of scrutiny of nomination papers.
17. Withdrawals shall be allowed until 5 pm on withdrawal day by notice in writing delivered to the chairman of the election committee or his nominee and on such notice of withdrawal shall be subject to cancellation. An hour after the time for withdrawals is over, the final list of contesting candidates shall be affix on the notice board and publicized in such other manner as the election committee may deem fit.
18. If after withdrawals, the committee finds only one valid nomination for any office or as many nominations as there are seats of member, on the Executive Council, it shall declare the candidate or candidates elected uncontested for those posts and shall cause a notice to that effect affixed on the notice board.
19. The Committee shall determine the hours of polling on polling day and along with a notice containing a list of contesting candidates announce it in such manner as it may deem fit including affixing a copy of that notice on the notice board of the union.

20. If at any time polling is interrupted for any reason beyond-the control of the committee, it shall immediately reorder a fresh poll be taken and shall fix the date and time for re-poll and notify in such manner as it may deem fit. In case or such a re-poll, twenty-four hours notice shall be deemed adequate.
21. A Council member shall have as many votes as there are vacancies being contested whether of office-holders or of members of the Executive Council. He may not, if he so chooses, not exercise any of his votes but he may not give more than one vote to anyone person for the same vacancy. Any votes so exercised shall be deemed invalid.
22. Ballot papers shall be in the form prescribed in these rules and any vacancies not being contested shall be omitted.
23. Members shall record votes by affixing a cross against the name of the candidate they vote for. No vote shall be invalid only for the reason that a member has voted for the same candidate contesting for different offices and or membership of the Executive Council.
24. Voting shall be secret ballot and no member shall be asked to disclose whom he voted for by any authority including the General Council.

Code of Conduct

Like other trade unions, formed for mutual protection and economic betterment, the Karachi Union of Journalists desires and encourages its members to maintain good quality of the workmanship and high standard of conduct.

A member of the Union has two claims on his loyalty, one by his Union and one by his employer. These need not clash so long as the employer complies with the agreed Union conditions and makes no demand for forms of service incompatible with the honour of the profession or with the principles of trade unionism.

1. A member should do nothing that would bring discredit on himself, his Union his newspapers, or his profession. He should study the rules of his Union, and should not, by commission or omission, act against the interests of the Union.
2. Whether for publication or suppression, the acceptance of a bribe by a journalist is one of the gravest professional offences.
3. Every journalist should treat his junior colleagues as considerately as he would desire to be treated by his seniors.
4. Freedom in the honest collection and publication of news, facts and the rights of fair comment and criticism, are principles, which every journalist should defend.
5. Unless the employer consents to verification, a member who wishes to terminate his employment must give notice according to agreement.

6. No member should seek promotion or seek to obtain the position of another journalist by unfair methods. A member should not directly or indirectly, attempt to obtain for himself or any one else, any commission, regular or occasional, held by a freelance member of the Union.
7. It is an unprofessional conduct to exploit the labour of another journalist by plagiarism, or by using copy for lineage purposes without permission.
8. Staff men who do lineage work should be prepared to give up such work to confirm to any pooling scheme approved by the Federal Executive Council or any Union plan to provide a freelance member with means of earning a living.
9. A member holding a staff appointment shall serve first the paper that employs him. In his own time a member free to engage in other creative work, but he should not undertake any extra work in his rest time or holidays if by so doing he is depriving an out-of-working member of an opportunity to obtain employment. Any Misuse of rest days won by the Union on the sound argument that periods of recuperation are needed after strenuous hours labour is damaging to trade unions for shorter working week.
10. While the spirit of willingness to help other members should be encouraged at all times, members are under a special obligation of honour to help an unemployed member to obtain a work.
11. A journalist should fully realize his personal responsibility for every thing he sends to his paper or agency. He should keep Union and professional secrets, and respect all necessary confidence regarding source of information and private documents. he should not falsify information or documents or distort or misrepresent or facts.
12. In obtaining news or pictures, reporters and Press photographers should do nothing that will cause pain or humiliation to innocent, bereaved or otherwise distressed persons. News, pictures and document should be acquired by honest methods only.
13. Every journalist should keep in the mind the danger in the laws of libel, contempt of court and copyright. In reporters of law court proceedings, it is necessary to observe and practice the rule for fair play to all parties.

THE END
