

ABOUT PFUJ  
**CoNsTiTuTiON**

**PAKISTAN FEDERAL UNION OF JOURNALISTS**

**CONSTITUTION**

**(AS AMENDED AT BDM HELD IN ISLAMABAD IN MARCH, 2011)**

**ARTICLE I**

**Title AND OBJECTIVES**

**Rule 1**

The organization as well as Electronic Media is a trade union of working journalists of Pakistan and it will be called "The Pakistan Federal Union of Journalists." Hereinafter referred to as "The PFUJ"

**Rule 2**

The objectives of the Union shall be:-

- i).** To raise the status and improve the qualification of all the members of the journalistic profession.
- ii).** To promote generally the interests of journalists and journalism both for Print and Electronic Media, in English Urdu Punjabi, Pashtu, Balochi, Kashmiri, Sindhi, Gujarati Saraiki or any other language spoken in Pakistan.
- iii).** To act for its members for the purpose of protecting their legitimate rights pertaining to wages and conditions of service.
- iv).** To provide for the protection of its members in the event of a Trade dispute.
- v).**
  - a).** To help unity of all workers of the media industry in Pakistan, by all means, including affiliations with trade unions of press industry workers, except rival trade unions formed to disrupt the unity of the working journalists.
  - b).** To promote the cause of the working class in general and to enter into affiliations provided they are not with a political party.
- vi).** To assist members, where necessary, in securing employment.
- vii).** To ascertain the law and practice relating to journalism and to promote where necessary new or amending legislation designed to assist journalists in their professional duties.
- viii).** To protect the interests of members when in the opinion of the Federal Executive Council, they are being wrongly dealt with for any act in the discharge of their professional duties.
- ix).** To exercise supervision over its members when engaged in professional duties and to deal with questions affecting their professional conduct.
- x).** To maintain and administer unemployment, benevolent, superannuation, death benefit and

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other funds.

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- xi).** To publish, when conditions permit, an official journal.
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- xii).** To defend, maintain and struggle for freedom of the Press
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- xiii).** To create a web site for promotion of the objectives of the PFUJ and awareness among the journalists community both at home & abroad.
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- xiv).** To set up a permanent Secretariat at Federal Capital & employee paid staff to run it as per rules, by laws framed by the FEC as & when desired.
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- xv).** To seek aid & make linkage with international & national bodies especially belonging to the journalists for the cause of journalists its members.
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- xvi).** To hold/ conduct on its own or with the help/ assistance of reputed organizations programs for training of journalists in various fields of journalism and trade unionism.
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- xvii).** To hold/ conduct, workshops, seminars, symposiums, in any form as per modern gadgets for promotion of the cause of journalism.
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- xviii).** To enter any agreement, with any organization both at national and international levels for furtherance/ fulfillment of the objectives of the PFUJ.
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- xix).** To hire, build, & enter any deed/ deal for its secretariat Federal Capital & other place as and when required.
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- xx).** To make an embossed stamp of the PFUJ for affixation on agreements/ deeds.
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- xxi).** To establish library, reading room and other conveniences and to provide for the recreation and incitation of the affiliated unions, FEC members and dignitaries.
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- xxii).** To secure the service of technical experts to supervise, controls manage and develop all or any the PFUJ's pursuits.
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- xxiii).** To open, maintain, adjust state and close accounts with banks of every description and to do all acts necessary for the purpose.
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- xxiv).** To invest money in hands of PFUJ in such manner as FEC Deem it.
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- xxv).** Generally to do all such things as may appear to be incidental or conducive to the attainment of the above objects or any of them
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- xxvi).** to acquire on lease or otherwise, erect, construct, layout, enlarge, alter, demolish, maintain or repair any land and/ or building and to do all other things or works necessary and convenient for the purpose of the PFUJ.

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### **Rule 3**

The Registered Office of the PFUJ shall be the Federal Capital. The working office may be located in any such provincial city, as the Federal Executive Council may decide in order to suit the convenience of the Secretary General of The PFUJ.

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## **ARTICLE II**

### **MEMBERSHIP**

#### **Rule 1**

Subject to other relevant rules of this Constitution, membership of the Union is open to all working journalists working in Pakistan, whether employed by Pakistani or foreign Newspapers, electronic media, TV news channels or media organisations as well as electronic media and journalists employed by Pakistani concerns but working outside Pakistan provided that working journalists of non-Pakistani nationality are eligible for Associate Membership only.

#### **Rule 2**

Every member of the Union shall be enrolled as a member of the affiliated unions and no member shall remain a member of more than one affiliated union at the same time. Transfer of membership from one union to another when such transfer is necessitated, shall be affected in accordance with the provisions of Rules 7 and 8 of Article IV.

#### **Rule 3**

Members shall be of four categories:

(a) Full Members: Persons not less than 21 years of age, who are and have been full time members of journalistic staff for not less than one year or have been for not less than one year wholly dependent on their own journalistic works provided that they are not proprietors of any newspapers, electronic media, tv channels, directors or Managing Editors.

(b) Junior Members: Persons under 21 years of age, but not less than of age or persons who have not completed one year in the journalistic profession.

(c) Associate Members: Persons who are proprietors or managing editors of Pakistani language media groups, or persons of non-Pakistani nationality or persons working on the staff of periodicals other than weeklies.

#### **Explanation:**

(1) Managing editors will mean and include all editors who have and exercise the power in their own right, of making appointments, as well as ordering promotions and dismissals of working journalists under their employers who exercise control over, or are held responsible for, the finances of newspapers electronic media or news agencies.

(2) Nothing stated in Sub-Rules (a), (b) and (c) above shall disqualify a journalist from being a Full Member merely because he holds equivalent to that of a Director on a Board, or the Executive or the Governing Body of a newspaper, periodical or news organization as well as electronic media run by journalists on cooperative or equalitarian lines, unless he is also invested with exclusive power to appoint and to dismiss journalist.

(d) Life Members: Members who retire from work on account of age or remit or who have done outstanding service to the profession or the Union may be elected to this category.

**Rule 4**

Journalistic staff means and includes the journalistic staff of dailies, news and views weeklies, news agencies, news monthlies, news tv channels.

**Rule 5**

Working journalists will mean members of journalistic staffs and freelance journalists who depend on journalism as their only professional means of living. They will include political character and press photographers employed by journalistic organizations as full time employees as well as electronic media & News Producer, Associate Producer News, Assistance Producer News, News Anchors, Copy Writer, Script Writer, Content Writer, Cameramen, Controller News & Director News but will not include those journalists employed, or drawing their salaries from, any government Departments & fall under category of Civil servant, Arm Forces.

**Rule 6**

A weekly as defined in rule 4 of which at least seven ordinary issues are not published during any eight consecutive weeks, shall not be regarded as a weekly shall be held in suspension after four weeks of its cessation of publication and shall not be revived until four weeks after its resumption of publication.

**Rule 7**

It shall be obligatory on members concerned to intimate to their affiliated unions when their weekly papers ceased to be weeklies or when they cease publication within the meaning of Rule 6 above, and the affiliated unions shall there upon notify this to the FEC.

**Rule 8**

A full member who becomes a member of an exclusive organization as well as electronic media of editors or proprietor-editors shall be disqualified to be a full member of the PFUJ, but associate membership shall be open to him.

## **Rule 9**

A full member who is unemployed for one year shall become an associate member, and an associate member or junior member, similarly unemployed for one year shall cease to be a member, provided that full members who lose employment due to the arbitrary closure of a paper or due to a dispute with an employer shall remain member: during the pendency of the case or otherwise for a longer period to be determined by the executive of their affiliated union after six months and that those who returned to the profession after losing membership will be enrolled as full members right from the beginning of their new job

## **Article III**

### **FEDERAL AFFILIATED UNIONS**

#### **Rule 1**

The constitution of the PFUJ is supreme. If any affiliated union adopts its own constitution, it must be in conformity with the letter and spirit of the Federal Constitution. The constitution of an affiliated union shall be enforced only after it has been ratified by the FEC, amendments, if any, shall be subject to ratification by the FEC.

#### **Rule 2**

The PFUJ shall have under it such affiliated unions as agree to federate with it in accordance with this Constitution.

#### **Rule 3**

Affiliated union may be formed in any media centre where there are not less than 20 full members provided that two or more regional areas (district headquarters with at least one daily paper) contiguous to one another, where there are not less than eight members, may be treated as regional unions and affiliated to one centrally affiliated union with the consent of the majority of full members concerned for the purpose of forming an affiliated union.

## **Article IV**

### **ENROLMENT OF MEMBERS**

#### **Rule 1**

Every application for membership shall be in writing in the form approved by the Federal Executive Council, which shall be signed by a proposer and seconder and shall be accompanied by the first installment of subscription plus admission fee. The forms shall be in duplicate or triplicate according as enrolment is made by an affiliated union or a

regional union, one of which will be retained in the Regional office another in the affiliated union office and one forward to the PFUJoffice.

**Rule 2**

No election as members shall be deemed to be completed until confirmed by the Executive Council of the affiliated union concerned and the Executive Council if it is found that the information provided in the application is not correct or the applicant may revoke it at any time was not properly qualified.

**Rule 3**

Any dispute regarding the qualification or fitness of any person for any class of membership shall be decided by the Executive Council of the affiliated union and its decision shall prevail until a decision is taken by the FEC on appeal, which shall be final.

**Rule 4**

Junior members, on completion of their qualifications, shall be automatically transferred to full membership, provided no arrears of subscription are outstanding against them.

**Rule 5**

A member who ceases to be eligible for full membership shall be transferred to his appropriate class or cease to be a member.

**Rule 6**

An applicant for membership shall ordinarily seek membership of the affiliated union in which he is working provided that a member who has been residing or expects to continue his residence in Rawalpindi, Peshawar, Karachi or Lahore for not less than six months shall have the option to enroll himself as a member of the Union of his residence of the centre or his newspaper & electronic media.

**Rule 7**

If a member is transferred from one media centre to another, he shall continue to be a member of his original affiliated union for six months during which period he shall have of membership in the visiting newspaper & electronic media centre except voting at an election or by election. On the expiry of this period of six months, he shall become a member of the visiting media centre.

Should a member be transferred permanently from one affiliated union or back and does not wish to retain his membership of the previous union and applies for full membership in the union to which he is transferred, he will be enrolled forthwith as a full member by the executive council of the union concerned. If no decision is taken by the said executive council within two months of the receipt of application, it will be deemed to have been approved.

**Rule 8**

All transfers shall be notified by the affiliated union concerned to the PFUJ and to the union of media centre to which transfer is made.

## **Article V**

### **FEDERAL EXECUTIVE COUNCIL**

#### **Rule 1**

The Federal Executive Council (abbreviation FEC) which is the executive of the PFUJ of Journalists shall consist of:

(a) A President, Four Vice-Presidents, a Secretary General, Four Assistant Secretaries General, a Treasurer and 25 Members of FEC, all elected.

(b) Not more than two members may be nominated by the president only in order to give representation to any media center or language group or interest, which has not secured representation on the council through general election.

(c) Besides these Presidents of the affiliated unions shall be ex officio members, with full voting rights.

#### **Rule 2**

No member shall hold the same office in the central or affiliated unions consecutively for more than two terms nor shall any member hold two offices simultaneously, whether of the affiliated or the PFUJ.

#### **Rule 3**

Office bearers and members of the FEC shall be elected at the Delegates' Meeting and shall hold office for the following two years which will constitute one term.

Further, the elections and bye-elections will be governed by separate rules appended to this constitution. If the FEC fails to announce the election schedule three months before the expiry of its term or fails to hold the election in time any affiliated union's executive council may requisition the delegates meeting for holding the election and exercise the powers of the FEC as laid down in Article VI rule 2 and 3.

#### **Rule 4**

If any member of the FEC excluding the office bearers goes out of office, the FEC shall fill the vacant seat by co-option.

#### **Rate 5**

If more than two and less than half of the FEC, excluding the President and the Secretary General, go out of office. "Special Delegates" elected by the affiliated Union

shall elect by means of postal voting the requisite number of members to fill the vacancies. Members nominated by the FEC to fill previous vacancies shall vacate office and their seats shall be filled in the manner contained herein.

Explanation: In calculating the number of vacancies, seats filled in by nomination shall be included.

#### **Rule 6**

If half or more than half of the elected members of the FEC vacate office, excluding the President and the Secretary General, a Special Delegates' Meeting as provided for in Article VII Rule 2 shall be held to elect the entire FEC, excluding the President and the Secretary General,

#### **Rule 7**

If the President and or the Secretary General vacate office, special delegates shall elect by means of postal voting the President and or the Secretary General within a period of six weeks of the office or offices having fallen vacant.

#### **Rule 8**

The order of precedence of the two Vice Presidents shall be determined by the number of votes they received at the Delegates' Meeting or at a bye-election, as the case may be. In case of a tie the order of precedence shall be decided by the casting vote of the President.

#### **Rule 9**

No meeting of the FEC shall be constitutional and valid:

(a) Unless it is called by the Secretary General or by one of the Assistant Secretaries with the approval in writing of the Secretary General, in either case in consultation with and with the approval of the President.

(b) Unless the meeting is presided over by the President, or in his absence by one of the Vice Presidents in accordance with the order of precedence;

(c) Unless individual invitations with the agenda of the meeting have been sent through recognized means of communication which include registered letter or letter through special courier, SMS, email, Fax or UMS to all the members and office bearers, allowing them not less than seven clear days' time.



Provided that in the case of a meeting requisitioned under Article VIII, if the Secretaries or the President refuses to convene a meeting any three members of the FEC, after explaining the circumstances, can jointly convene a meeting of the FEC at Karachi, Lahore, or Rawalpindi for which any 10 of the members or office bearers of the FEC shall constitute the quorum, and at which in the absence of the President or Vice Presidents any other member may preside:

Provided also that in the case of an unforeseen emergency necessitating immediate action, and emergency meeting may be called by the Secretary General in consultation with the President, giving E-Mail/Fax/SMS intimation to members, where necessary, and allowing not less than three clear days' time.

#### **Rule 10**

The FEC shall meet ordinarily as and when necessary, provided that at least two meetings shall be held in a year.

#### **Rule 11**

(a) On question of a routine or procedural nature if it is not feasible to hold a meeting of the FEC to take a decision, the Secretary General in consultation with the President, may seek the opinion of the members of the FEC, by circulating such question and the opinion of the majority obtained thus in writing shall be deemed to be the decision of the FEC.

(b) Whenever the consideration of a formal resolution of protest, greetings etc. not involving any change of policy is necessitated by circumstances and if the President and the Secretary General deem it not feasible, without prejudice to Article VI Rule 1, to call a meeting of the FEC for that purpose, the Secretary General in consultation with the President may E-Mail/Fax/SMS such resolution among the members of the FEC and if there solution is approved by a majority of the FEC members, it shall be deemed to have been passed by the FEC.

(c) Whenever the Secretary General makes a reference to, or circulates a resolution among the members of the FEC, under subrules (a) and (b) above, he may ask any office-bearer of the FEC, in a media centre to obtain personally the views of other FEC members of the media centre in writing and forward them to him. Such office bearers shall cooperate with the Secretary General in such matter. FEC shall be empowered to grant affiliation to any new UJsor Renewal/Revival of affiliation. FEC formulate rules and regulations for hiring, firing of the secretariat staff as well as regulations for conducting proceedings of any committee appointed by the FEC on various issues.

## **Article VI**

### **DELEGATES MEETING**

#### **Rule 1**

The Delegates' Meeting shall constitute the plenary session of the PFUJ, which shall be held every two years and shall be constituted as follows:

(a) Every affiliated Union is entitled to send one delegate for every 35 Full Members on their rolls as they existed on December 31 of the preceding year, provided that an affiliated Union with less than 300 Full Members shall be entitled to send one delegate for every 15 Full Members.

(b) These Delegates shall be elected by affiliated Unions at their General Meetings held not later than three weeks prior to the date fixed for the Delegates Meeting and their names shall be intimated to the Secretary General of the PFUJ.

#### **Rule 2**

The FEC shall decide the date and venue of the Delegates' Meeting, which as far as possible shall not be held in the same newspapers, electronic Media centre twice consecutively.

#### **Rule 3**

The FEC shall draw up the detailed schedule for the submission of nomination papers, their scrutiny and elections to the FEC and shall intimate it to the affiliated Unions and announce it in as many newspapers as possible, including the official organ of the PFUJ when it comes into existence, so that not less than two weeks' time may be assured to intending candidates to submit their nomination papers.

#### **Rule 4**

The delegates on assembling shall first elect a President to conduct the proceedings and if there is no unanimity about the choice, election shall be made by ballot vote and the President or one of the Vice Presidents of the outgoing FEC shall conduct the elections.

#### **Rule 5**

Elections to the FEC shall be made by ballot vote, each delegate having one vote for each post to which election is made. In case of a tie, a second or a third ballot shall be taken.

#### **Rule 6**

The office-bearers and members of the outgoing FEC are entitled to attend and address the Delegates' Meeting and it shall be obligatory on the President Secretary General and

Treasurer to attend the Delegates' Meeting and reply to questions, subject to the discretion of the chair.

**Rule 7**

Only delegates shall be entitled to vote or move resolutions and amendments to the Constitution at Delegates' Meeting and there is no bar to a member or office bearer of the outgoing FEC being elected as a delegate.

**Rule 8**

Full Members of an affiliated Union in which the Delegates Meeting is being held are entitled to attend the Meeting as visitors, but are not entitled to participate in the proceedings of the meeting.

**Rule 9**

At the end of the Delegates' Meeting, the outgoing office-bearers shall hand over charge of the office, records, funds and all other property belonging to the PFUJ to the office bearers concerned.

**Article VII**

**SPECIAL DELEGATES' MEETING**

**Rule.1**

A Special Delegates' Meeting may be convened for the following purposes:

- (a) On the decisions of the FEC to hold a Special Delegates' Meeting to discuss any specified vital problem affecting the working journalists of Pakistan or on emergency like a strike of working journalists of one or more media centers.
- (b) To deal with a motion of no confidence against the President or the Secretary General or the FEC as a whole for which purpose a requisition under Article VIII has been made to hold a Special Delegates' Meeting.

**Rule 2**

A Special Delegates' Meeting participants shall be constituted on the proportions as the delegates meeting but the affiliated union shall elect their quota of delegate's with 10 days of receipt of intimations from the FEC.

**Rule 3**

A Special Delegates' Meeting shall be presided over by the President of the PFUJ unless a motion of no confidence is pending against him, in which case, or in his absence, one of the Vice Presidents, according to the order of precedence, shall take the chair, if the motion of no confidence is against the entire Council, one of the Delegates shall be elected to preside.

#### **Rule 4**

Not less than seven days' notice shall be given to the Secretary General of any resolution other than a no-confidence motion, which is sought to be moved at Special Delegates' Meeting.

#### **Rule 5**

Any two Affiliated Executive Councils, by resolutions passed by them, can requisition a special Delegates' Meeting to discuss a specific urgent matter of importance concerning journalists of a province or of Pakistan as a whole, and it shall be obligatory on the part of the FEC to convene such a meeting within three weeks and hold it within six weeks of the receipt of requisition of the last of the two requisitioning councils. In case of failure of the FEC to convene the meeting within three weeks the two requisitioning council shall convene and hold such a meeting within one month's notice.

#### **Rule 6**

A special Delegates' Meeting may have one or more secret sittings, at which members of the FEC shall not be admitted unless they are delegates, provided that at least one open sitting shall have been held before the Special Delegates' meeting goes into secret session.

### **Article VIII**

#### **REQUISITIONING MEETINGS**

##### **Rule.1**

Any four members of the FEC can requisition in writing a meeting of the FEC to discuss a specific urgent matter of importance and it shall be obligatory on the part of the Secretary General and the President to convene a meeting within two weeks of receiving the requisition, failing which the requisitioning members may themselves convene the meeting of the FEC with a clear notice of 15 days on any decision taken by majority in that meeting shall be valid.

##### **Rule.2**

Any two executive councils of affiliated unions by resolutions passed by them can requisition a Special Delegates Meeting to discuss a specific matter of urgent importance concerning Journalists of a media center of Pakistan, as a whole and it shall be obligatory on the FEC to hold such a meeting within six weeks of the receipt of requisition from the last of the two requisitioning Councils.

##### **Rule.3**

Any three members of the Executive Council of an affiliated union can requisition in writing a meeting of their council to discuss a specific urgent matter of importance and it

shall be obligatory on the General Secretary concerned to convene a meeting within four days of receiving the requisition.

Should the offices of the General Secretary and Joint Secretary be vacant, the President will convene the meeting, and if his office is also vacant or he fails to call a meeting within the prescribed period, any four members of the executive council of the affiliated union can themselves convene the meeting of the council after a clear notice of four days as provided in the constitution.

In case of a requisitioned meeting, any member can be elected as President for the purpose of presiding over the requisitioned meeting, provided the President or any of the Vice Presidents are not available.

#### **Rule.4**

Not less than one-fifth of the Full Members of an affiliated Union can requisition in writing an Extraordinary General Meeting of the Union to discuss any specific urgent matter of importance and it shall be obligatory on the Executive Council to hold such a meeting within two weeks of receiving the requisition.

#### **Rule.5**

Affiliated Unions shall be competent to lay down in their constitution rules governing requisitioning of meetings of Regional Unions and Units.

### **Article IX**

#### **NO-CONFIDENCE MOTIONS**

##### **Rule 1**

A no confidence motion against the President and Secretary General of the FEC can be moved only at a Special Delegates' Meeting convened for that purpose.

##### **Rule 2**

A no-confidence motion against the FEC as a whole or more than half the personnel of the FEC can be moved only at a Special Meeting convened for that purpose.

##### **Rule 3**

The mover and seconder of a no-confidence motion under the foregoing rules shall seek election as Special Delegates and if either both or one of them fails to get elected as Special Delegate the no-confidence motion shall fall through.

##### **Rule 4**

A no-confidence motion against the President, or the General Secretary of an affiliated Union or against any office bearer or a member of the Executive Council of an affiliated union or against the Executive Council as a whole can be moved only at an Extraordinary

General Meeting of the Union concerned and in all the above cases not less than two weeks' notice of such motions shall be given in writing to the General Secretary concerned.

**Rule 5**

Affiliated Unions shall be competent to lay down in their constitution rule; Governing no confidence motion to be removed in regional union and units.

**Rule 6**

A mover and a seconder shall sign No confidence motions referred to in Rules 1, 2 & 4 above at the time they are given notice of.

**Article X**

**VOTING**

**Rule 1**

At all elections, whether of the Federal Executive Council, Executive Councils of affiliated unions, regional councils or unit office bearers, the system of voting shall be secret ballot.

**Rule 2**

If voting on a censure no-confidence motion. Of a resolution dealing with a proposed or continuing strike, or matters relating to Constitution, wages, working conditions or terms of employment, or a motion criticizing the Administration becomes necessary, at a meeting of any of the Central, affiliated or regional bodies or units, any Full Member, seconded by another, can demand voting by ballot and it shall be obligatory on the person occupying the chair to conduct the voting by ballot. In the cases enumerated above the President or the Chairman shall consult the House before ordering open voting.

**Article XI**

**AFFILIATED UNIONS**

**Rule 1**

Affiliated Unions may be formed in any media centre of Pakistan, subject to condition laid down in Article III, Rule 3.

**Rule 2**

The executive body of the affiliated unions shall be called "Executive Councils" of the affiliated union and shall consist of not more than seventeen members, including office bearers. The number of office bearers shall never exceed the number of members other than office-bearers.

**Rule 3**

Members and office-bearers of the Executive Councils of affiliated unions shall be elected every year at the Annual General Meeting of the Union concerned, and shall hold office during the following year. No member of the Union shall hold the same office consecutively for more than two terms.

**Rule 4**

For an Extraordinary General meeting an announcement in the Press shall be made. For the Annual General meeting intimation shall be sent through EMail/Fax/SMS to the members individually.

**Rule 5**

The Executive Councils of the affiliated union shall decide the date and venue of the Annual General Meeting of the Union and shall give not less than ten bearers and members of the councils.

**Rule 6**

Every affiliated shall have a President, a General Secretary and a Treasurer and may have one or more Vice President and Joint Secretary.

**Rule 7**

No meeting of the Executive Council shall be constitutional and valid unless it is presided over by the President or in his absence by one of the Vice Presidents in accordance with the order of precedence and called by the General Secretary or with his approval by the Joint Secretary in either case with the approval of the President.

**Rule 8**

The Executive Council shall meet ordinarily as and when necessary provided that at least one meeting shall be held during the interval of three months.

**Rule 9**

(a) Every Executive Council of an affiliated Union shall appoint an Executive Committee consisting of not more than five and not less than three full members at its first meeting and not later than one month on assuming office.

The Election Committee shall remain in office until the next annual general elections and conduct all bye-election during its existence. It shall be competent to take cognizance of all vacancies within the affiliated union, without any reference being made to it by the executive council of affiliated union if not informed of such vacancy within one month and will hold bye-election under the provisions of the PFUJ constitution to fill and vacancy is less than two months from the date of the next annual general election.

(b) If the Executive Council of any affiliated union fails to hold the annual general election before the expiry of its term in the constitution, the election committee shall take upon itself the sole responsibility to take all necessary steps to hold the annual general elections within one month in accordance with the procedure laid down by PFUJ constitution.

The time limit for the annual general election may be extended by an extraordinary general body meeting, which by a majority vote extends the life of the Executive Council.

## **Article XII**

### **BRANCHES AND UNITS**

#### **Rule 1**

Affiliated union may organize regional unions in District towns where there are not less than eight full members.

#### **Rule 2**

Every Regional Branch shall have an elected President, Secretary and Treasurer and may have a Regional Executive Council if it so desires and if its membership justifies it.

#### **Rule 3**

Karachi and Lahore and such other media centers as may desire need not have a separate Regional Union, but the Executive Council of the affiliated union may function concurrently as the executive for the city concerned.

#### **Rule 4**

A Unit may be formed in the office of any newspapers, electronic Media, news agency, weeklies, news monthlies, tv news channels, where not less than three full members of the unit shall insure that the Union agreement are observed in the office.

#### **Rule 5**

Each unit shall elect by secret ballot a chief, and not more than two deputy unit chiefs who will act on matter relating to the conditions of service, seek redress for grievances of members keep the records, receive contributions and maintain liaison with the Executive Council of the Union which may accept the Unit Chief as an Ex. office member with no voting rights.

#### **Rule 6**

An editor or head of media organization as well as Electronic Media shall not be elected Chief or Deputy Chief.

## **Article XIII**

### **RIGHT OF MEMBERS**

#### **Rule 1**



Full members are entitled to attend, address and vote at any General Meeting annual or extraordinary, as well as their own Regional Union, and are eligible to hold office in the Union. Only those members would be entitled for right of vote who has completed full one year from the approval of membership in the UJs.

#### **Rule 2**

Junior Members shall be entitled to attend and speak at General Meetings of the Union or Regional Union, but shall not be entitled to move resolutions or vote at any of their meetings nor are they qualified to hold any office.

#### **Rule 3**

Associate Members shall not be entitled to attend the Annual General Meeting of any affiliated Union nor vote at any election of officebearers or delegates. They are entitled to attend extraordinary General Meetings of their affiliated Unions or Regional Unions, if those meetings are called to deal with matters other than remuneration, hours and working conditions of journalists and question affecting Constitution. They are not eligible for election to the executive bodies of the central, affiliated or regional unions or any other body entrusted with executive functions.

#### **Rule 4**

Life Members are not eligible for election to any executive of Central, affiliated or Regional Union but are entitled to attend and speak at any General Meeting of the affiliated Union but not vote.

#### **Rule 5**

Full Members after giving seven days' notice to the office -bearers concerned, shall have the right to see not more than once a month the membership registers, minutes of General Meetings and the accounts, but not other files of the Central Union or of their respective affiliated unions.

### **Article XIV**

#### **QUORUM**

##### **Rule 1**

The Delegates or Special Delegates' Meetings, if they are to be valid, shall be attended by not less than two-thirds the number of Delegates.

##### **Rule 2**

Subject to the provision to Rule 9 of Article V the quorum for the FEC shall be one-third the total membership of the FEC but a meeting of the FEC at which it enacts rules for the guidance of the affiliated unions under Article XVIII, Rule 12 or it seeks to annul the resolution of the Executive Council of an affiliated union the quorum shall be 12, provided the representatives of not less than 3 Unions shall be present. In calculating the quorum in this and the following rules, fractions more than half shall be counted as one.

### **Rule 3**

The quorum for the Annual General Meeting of the affiliated Unions shall be 40 percent of the total number of Full Members of the Union and for Extraordinary General Meeting 25 percent, provided that the quorum for adjourned General Meeting shall be half the quorum fixed above, if a General Meeting for which due notice has been given could not be held for want of quorum twice consecutively, on the third occasion, the quorum shall be 10 percent of the Full Members, failing which the meeting shall be deemed to have been cancelled.

### **Rule 4**

The quorum for Executive Council of an affiliated union may be defined in union constitutions provided that the quorum thus fixed shall not be below 30 per cent of the total membership of the Council concerned.

### **Rule 5**

Constitutions of the affiliated unions may fix the quorum for meetings of Regional Unions and Units.

### **Rule 6**

The President or Chairman of a meeting of any of the bodies referred to in Rule 1 to 5 above shall have no right to voting except when the voting of the House results in a tie, in which case the President or Chairman shall have a casting vote and shall exercise it. This will not deprive the President or Chairman of his right of franchise at the annual elections or subsequent by-elections of delegates, office bearers or members of the Executive of the bodies concerned.

### **Rule 7**

If meeting of the FEC or an affiliated Union's Executive Council for which due notice was given could be held for want of quorum the second time when the same meeting of the FEC or the Executive Council is notified its quorum shall be half of what is prescribed for the FEC or Executive Council concerned.

### **Rule 8**

If an Annual or Extraordinary General Meeting of an affiliated Union for which due notice was given could not be held for want of quorum, the second time the same meeting is notified its quorum shall be half of what is prescribed for the Annual or Extraordinary General Meeting.

### **Article XV**

#### **OFFICE- BEARERS**

##### **Rule 1**

All offices shall be honorary. But when the work of the PFUJ or an affiliated Union increases and it needs the full time attention of at least one of the Secretaries, the Executive Council concerned may recommend to the Delegates' Meeting or the Annual General Meeting as the case may be to appoint a paid Office Secretary, who will not be a member of the FEC, or the Executive Council of an affiliated union.

##### **Rule 2**

The Secretary General of the FEC and the General Secretary of the affiliated Unions shall be responsible for the maintenance of minutes of all meetings and all other office records in which they shall be assisted by Assistant Secretaries or Joint Secretaries as the case may be.

##### **Rule 3**

The Secretary General, the General Secretaries, one of the Assistant Secretaries, shall sign all receipts for contributions or subscriptions or Joint Secretaries concerned provided that for special fund collections responsible members other than the aforesaid office-bearers may be authorized by the Executive Council, as the case may be. All amounts collected shall be handed over to the Treasurer concerned or credited directly to the account of the Union concerned in the authorized bank and the receipt immediately passed on to the Treasurer.

##### **Rule 4**

The respective Treasurers shall be responsible for the accounts relating to the receipts and expenditure of money on behalf of the Central or affiliated Union. The Central and affiliated unions shall keep current accounts with banks in the city where the permanent offices of the Unions are situated and the choice of the Bank shall be made by the Delegates' Meeting or the Annual General Meeting of affiliated Unions.

##### **Rule 5**

The current account referred to in Rule 4 above shall be in the name of the union concerned and all cheques shall be signed.

(a) By the president and the Treasurer jointly in the case of affiliated Unions.

(b) In the case of PFUJ, by the President and the Treasurer jointly, if both of them are residents of the same newspaper as well as Electronic Media centre and in other cases by the President and such other member as may be authorized by the FEC for that purpose.

#### **Rule 6**

When office-bearers authorized to sign cheques are elected from a media centre other than Karachi a subsidiary account may be opened, if the FEC so desires, in media centre concerned, provided that this subsidiary account shall be closed as soon as the need for that account has ceased to exist and that at no time the total deposit in this subsidiary account shall exceed Rs10,000.

#### **Rule 7**

The Assistant Secretaries and the Joint Secretaries of the Federal and affiliated Unions will assist the Secretary General and the General Secretaries respectively, shall cooperate with them in every respect, and will officiate for them in their absence.

### **Article XVI**

#### **CONTRIBUTION**

##### **Rule 1**

(a) Full members and Associate Members shall pay an annual contribution of Rs.240 payable in advance in four equal installments or Rs 20 per month.

(b) That a defaulting member shall cease to be a voter at any election or meeting of the union pending the clearance of his dues.

##### **Rule 2**

Junior member shall pay half the contribution of Full Members.

##### **Rule 3**

Life Members and members above the age of 60 shall be exempted from the payment of contributions. Unemployed members may be exempted for the period during which they are unemployed.

##### **Rule 4**

Every member at the time of admission shall pay rupees 100 as admission fee, but in the case of junior members admission fee shall be rupees 50.

### **Article XVII**

## **POWER OF EXECUTIVE COUNCILS OF THE AFFILIATED UNIONS**

### **Rule 1**

The Executive Council shall have powers to administer the affairs and funds of the Unions in accordance with the rules and provisions of the Central and respective constitutions of affiliated union and shall be subject only to the directions of the Annual General Meeting, the Federal Executive Council and the Delegates Meeting.

### **Rule 2**

The Executive Councils shall have power to determine any point not covered by the rules of the constitutions of the Central or affiliated unions subject to the approval of the FEC.

### **Rule 3**

The Executive Council may institute legal proceedings in the name of the Union against any member or office-bearer who is suspected of embezzling funds or falsifying accounts of the Union.

### **Rule 4**

The Executive Council shall have authority to call for the production of minutes or accounts of any Regional Union or Unit for inspection and verification.

### **Rule 5**

The Executive Council shall have power to issue directives to Regional Union and Units consistent with the aims and objects of the Union.

### **Rule 6**

The Executive Council shall have power to suspend or dissolve Regional or Unit executive and appoint ad hoc committees pending settlement of any dispute, which had rendered its normal functioning impossible. Provided no such action be initiated without proper show cause notice to the concerned Union and cinding reply thereof.

### **Rule 7**

The Executive Council shall have power to formulate the rules regarding procedure or for the guidance of members of the Union that can be repealed only by the Annual General Meeting or the Union concerned, the FEC, or the Delegates' Meeting.

### **Rule 8**

The Executive Council may excuse or reduce the contribution of any member.

### **Rule 9**

If an office-holder or member of the executive Council absents himself from three or more meetings of the Council consecutively, or six or more meetings of the Council during one session of the Union without taking the prior permission of the Council in person, or without giving in writing to the President or the General Secretary before the commencement of the meetings of the Council valid and adequate reasons for so absenting himself, the Council shall have power to declare the seat of such office holder or member of the Council vacant and will fill it in the manner prescribed by the Constitution.

**Explanation:**

(1) By one "session" is meant the period between the dates on which two consecutive annual elections are held.

(2) The Executive Council shall be the final authority to decide whether the reason given by an office-holder or member of the Council referred to above is "valid and adequate."

(3) For the purpose of Rule 9 an adjourned meeting of the Council and duly notified meeting of the Council, which could not be held for want of quorum, shall be reckoned as meetings of the Council.

**Rule 10**

Before declaring the seat of an officeholder or member vacant under Rule 9 above, the Executive Council shall give such officeholder or member an opportunity to explain his case before a Council meeting, no matter whether he avails himself of that opportunity or not. But such office-holder or member shall have no right to vote on any questions relating to his failure to attend the meetings of the Council or on the question whether his seat should be declared vacant.

**Rule 11**

An office-holder or member of the Executive Council whose seat has been declared vacant under Rule 9 above shall have no right of appeal against the decision of the Council, but he shall not be debarred by such decision from seeking election to the same or other seats in subsequent elections or annual elections.

**Rule 12**

The Power of the Executive Council to exempt an officeholder or member of the Council from attending its meetings even on valid and adequate grounds is limited to 90 days in one session of the Union after which the seats of such officeholder or member shall be declare vacant.

## **Article XVIII**

### **POWERS OF THE FEC**

#### **Rule 1**

The FEC shall have power to administer the affair and funds of the PFUJ in accordance with this Constitution and shall be subject only to the directions of the Delegates' Meeting.

#### **Rule 2**

The FEC shall have power to determine any point not covered by the Constitution of the Central or affiliated Unions and to give a ruling on any disputed point of conflict between the Constitutions of the Federal and affiliated unions which can be overruled only by the Delegates' Meeting.

#### **Rule 3**

The FEC shall have power to adjudicate on any matters of dispute or between affiliated Unions and any award given by FEC shall be final and binding on the affiliated Unions concerned subject to revision by the Delegates' Meeting on appeal.

#### **Rule 4**

The FEC shall have power to issuedirectives to the affiliated Unions.

#### **Rule 5**

Where the FEC is satisfied that any affiliated union has been persistently acting contrary to the provisions of this Constitution or against the interests of the PFUJ or has created such conditions in the Union in which normal functioning of the Union becomes impossible, the FEC may suspend or dissolve the Executive of the affiliated union concerned, appoint an ad-hoc committee to take charge of the Union pending fresh election for which the FEC shall make satisfactory arrangements.

#### **Rule 6**

If within three weeks after the annual general elections of a media centre, a memorandum signed by not less than fifty percent of the full member of the union received by the FEC alleging use of unfair means or malpractices by any section of or group in the union in order to influence the elections, or if the FEC is otherwise satisfied after full inquiries on the spot, that the elections concerned were not fair and free the FEC shall have power to order fresh elections within a month and to take necessary step for that purpose.

#### **Rule 7**

The FEC may institute legal proceedings in the name of the PFUJ against any member or office-bearer who is suspected of embezzling funds or falsifying accounts of the PFUJ or the affiliated union.

**Rule 8**

The FEC shall have the right to examine the minutes and proceedings of any Executive Council of an affiliated union or its accounts. The FEC is entitled to send one of its members as an observer to attend any of the meetings of any Executive Council or General Body Meetings of any affiliated Union and these observers may address the meetings but shall not vote.

**Rule 9**

The FEC shall have power to appoint a tribunal to settle a dispute between affiliated unions and the award of the tribunal, which shall be open to revision by the FEC on appeal, shall be binding on the union concerned.

**Rule 10**

When there is no clear provision in the Constitution on any particular matter of the FEC shall have power to act in its own discretion, which shall be subject to subsequent confirmation by the Delegates Meeting.

**Rule 11**

The FEC shall have power, subject to other provisions of this Constitution, to assign or fix the duties and responsibilities of any office-holder or member of the FEC or Lay member or members of any subcommittee appointed by it.

**Rule 12**

The FEC shall have power to formulate rules regarding procedure or any other matter for the guidance of affiliated Unions or members of the PFUJ, which can be overruled or repealed only by the Delegates' Meeting of the PFUJ. Such Rules shall supersede rules framed by Executive Councils of affiliated unions under Article XVII, Rule 7.

**Rule 13**

The FEC shall have power to formulate rules, Bylaws for the appointment of the Secretaries staff, Fixation of the salaries, allowances and benefits of service, termination, dismissal. Rules for disciplinary action, determination of the honorarium, traveling expenses for members of the FEC and Office Bearers of PFUJ.

**Article XIX****FINANCE****Rule 1**

The collection of annual contributions named in Article XVI shall be the duty and responsibility of affiliated Unions and the PFUJ shall have no right to collect directly these contributions.



## **Rule 2**

The contributions collected in accordance with Rule 1 above shall be allocated in the following manner:

(a) Out of the membership contributions collected by regional Unions from their members, the regional Unions shall be entitled to keep 25 paise in the rupee for the Regional fund and the remaining 75 paise shall be shared by the affiliated and Central Unions equally.

(b) At the time of affiliation, a Union shall pay to the PFUJ Rs20/per full member and Rs.10/per associate member. Thereafter the affiliated Union shall pay 50 per cent of its total annual subscription in addition to the admission fee of every member.

(c) It shall be the duty of regional Unions to remit the balance after deducting their share to the affiliated Unions and it shall be the latter's duty to remit to the Central Union its share.

## **Rule 3**

Every affiliated Union shall keep separate heads of account for annual contributions and other funds such as Fighting Fund, Reserve Fund etc.

## **Rule 4**

The financial year of the Central and affiliated unions shall be from January 1 to December 31. The FEC and the Executive Council of the affiliated Unions shall get the accounts of their respective Unions for each year audited by a recognized firm of auditors before March 31 of the following year. The accounts of regional unions and units shall be examined and checked by the Treasurer of the affiliated Union jointly with another member of the Executive Council concerned.

The FEC shall get its account duly audited by a recognised firm while the accounts of the affiliated Unions shall be audited by Special Audit Committee, constitute in the delegates meeting at the time of the BDM, held after every two years. The committee shall submit the audit report of the affiliated union in the first meeting of the Federal Executive Council, held after the delegates meeting of the Pakistan PFUJ of Journalists..

## **Rule 5**

No later than April 30 every year, after the accounts of the previous year had been audited in the manner prescribed in Rule 4 above, every affiliated Union shall pay as subvention to the PFUJ an amount not less than 10 per cent of the total amount collected by the Union during the previous year under general heads other than

membership contribution, provided that this subvention is not livable on an affiliated Union it that Union is conducting a strike at the time this subvention falls due.

#### **Rule 6**

The FEC and Executive Councils of affiliated Unions shall have the power to call for voluntary contributions for any specified purpose from all members of the PFUJ.

#### **Rule 7**

The FEC shall have power to authorize the expenditure of any amount by the President, Secretary General, Treasurer or any other officeholder or member of the FEC for a specified and approved purpose. All expenditure exceeding Rs.20,000 shall require the previous sanction of the FEC. Expenditure not exceeding Rs.20,000 in a month may be decided upon by the President and Secretary General jointly or President and Treasurer jointly.

#### **Rule 8**

Neither the President, Secretary General nor the Treasurer shall at any time keep in his possession amounts exceeding Rs 5,000 in cash unless authorized by the FEC in this behalf.

#### **Rule 9**

In the case of affiliated Unions, expenditure involving amounts not exceeding Rs.2,000/ may be decided upon by the President, General Secretary and the Treasurer jointly. For expenditure, exceeding Rs.2,000/ the sanction of the Executive Council shall be necessary. The President or Treasurer or the General Secretary shall at no time keep in his possession any amount exceeding Rs.5,000/ unless authorized in their behalf by the Executive Council concerned.

### **Article XX**

#### **UNEMPLOYMENT AND BENEFIT FUNDS**

##### **Rule 1**

Ordinarily it will be the function of affiliated Unions to institute unemployment and other benefit funds to provide for the economic welfare of their members during unemployment, old age or illness. The PFUJ may also institute similar funds if conditions permit.

##### **Rule 2**

When affiliated Unions their Executive Councils institute such funds shall have power to frame rules and by-laws for their efficient administration and copies of these rules and

by-laws shall be forwarded to the FEC and placed before the first Annual General Meeting of the Union concerned for its approval.

**Rule 3**

Executive Councils of the affiliated Unions shall appoint benefit fund committees, as soon as such funds are instituted for their administration, in which the General Secretary and the Treasurer shall be ex-officio member. All decisions of such committees shall be subject to the approval of the Executive Council concerned.

**Rule 4**

When the PFUJ, the FEC institutes benefit funds shall have full powers to devise ways and means for their administration.

**Article XXI**

**EMPLOYMENT DISPUTES**

**Rule 1**

The Executive Council of an affiliated Union alone shall have power to order the withdrawal of any of its members from their employment and to take steps to conduct such negotiations or accept such altered conditions of employments as may be necessitated thereby.

**Rule 2**

No withdrawal from employment of members of an affiliated Union shall be sanctioned by its Executive Council, unless a ballot of the members affected is taken and it shows a two third majority of these voting in favour of such action.

**Rule 3**

The executive Council of an affiliated union shall be competent to call a strike in the media centre to which it belongs after having taken ballots in the banner prescribed under rule 2 above and in these ballots not less than two-third the number of offices affected having voted in favor of strike.

**Rule 4**

A token strike for not exceeding one day can be called by an affiliated Executive Council if a general meeting of the Union concerned declares in favor of such strike by not less than two-thirds majority.

**Rule 5**

An all Pakistan strike can be called only by the FEC after a majority of affiliated Union including the Unions of the Punjab, and Karachi, have voted in favor of such strike in accordance with the procedure laid down in the foregoing rules.

**Rule 6**

A token strike for not exceeding 24 hours throughout Pakistan may be called by the FEC after consulting all the Executive Councils of the affiliated unions and containing the approval of a majority of them including the unions of Karachi and Punjab.

**Rule 7**

A strike, which has been called in accordance with procedure laid down in the foregoing rules, can be called off by the body, which had called it.

**Rule 8**

In all cases of strike due notice shall be given to the proprietors concerned except where it is precipitated by sudden acts of provocation on the part of proprietors or their agents, such as physical assault or bodily injury, or gross insult.

**Article XXII**

**DISCIPLINE**

**Rule**

**1**

The FEC shall have power to remove from office or suspend the performance of the duties of his office by any officebearer of the FEC, excluding the President and Secretary General, or a member of the FEC or any member of any FEC subcommittee for any dereliction of duty proved against him. Complaints of such dereliction of duty may be laid before the FEC by any member of the FEC or any Full member through the Executive Council of his affiliated union. The person against whom complaint is made shall be given not less than 14 days time to present his case before the FEC. Any such member of the FEC or FEC subcommittee dealt with under this rule shall, on giving notice of appeal to the Secretary General within three weeks after the decision of the FEC have a right to appeal to the next Delegates' Meeting before which he is entitled to appear and present his case. The decision of the Delegates' Meeting shall be final.

**Rule**

**2**

The FEC and the affiliated Executive Council shall in their respective spheres have power to suspend or expel any member of the PFUJ for and conduct detrimental to the Union proved against him. Any member dealt with under this rule shall have a right to appeal to next special Delegates meeting or Delegates meeting and to next extraordinary General meeting or the annual General meeting of the affiliated union as the case may be. Complaints and appeals under this rule shall be dealt with according to the procedure prescribed in rule 1 above. Conduct detrimental to the interests of the Union for this purpose shall include the disclosure to the Press or otherwise of the confidential business of the FEC, Executive Councils of affiliated Unions, any secret

meeting of a special Delegates' Meeting or any Region or Unit, or any breach of principles laid down in the Union code of conduct,

**Rule 3**

When the professional conduct of a member has been publicly criticized it shall be the duty of the members own Branch to investigate the case and submit the facts to the Executive Council of the affiliated Union which may take action against the member subject to the provisions of Rule 4 below, or refer the case for suitable action to the FEC or support the member against public criticism if on investigation the criticism had been found to be baseless or malicious.

**Rule 4**

The Executive Council of affiliated Unions may take disciplinary action against any office-holder, council or member of the Union for any conduct detrimental to the Union or dereliction or duty devolving on him by virtue of his office, which has been proved to the satisfaction of the Executive Council. But Executive Council of the affiliated Unions shall not be competent to award a punishment, which may exceed expulsion for two years if in the opinion of the Executive Council concerned, the offence proved against a person deserves a higher punishment, the Council may recommend to the FEC a higher punishment. Anyone dealt with under this Rule shall have the right to appeal to the FEC, provided he gives notice of his intention to do so to the General Secretary of his affiliated Union within two weeks after the decision of the Executive Council. He shall have the right of a second appeal to the Delegates' Meeting against the decision of the FEC as provided for in Rule 1 and Rule 2 above.

**Rule 5**

Any member suspended from membership in accordance with any of the foregoing rules shall not be eligible during the current year or for the period of suspension, whichever is longer, to hold any post in the executive or committee appointed by Executive Council, and may not receive any benefit from any of the benefit funds, but however the suspended member shall be liable to pay his contribution for the period of suspension.

**Rule 6**

Any member who, without the written permission of the FEC, becomes a member of any other organization the object or purported object of which is the furtherance of the interests of working journalists by the regulation of their condition of employment or safeguarding their privileges, shall be deemed to have been guilty of conduct detrimental to the Union and liable to be expelled or otherwise dealt with by the FEC under Rule 1 and 2 above.

**Article XXIII**

## SALARY

### **Rule**

1

Affiliated Union shall have power to fix the minimum salaries of their members and frame demands regarding working hours and other working conditions of journalists of their respective areas. Where any such decision is taken, it shall be communicated to the Secretary General.

### **Rule**

2

Decision on questions of salaries mentioned in Rule 1 above shall ordinarily be within the competence of affiliated Unions to take. But in order to bring about greater uniformity in respect of salaries of journalists throughout Pakistan having due regard to local conditions and special requirements of individual newspaper as well as electronic media centers the FEC may ask affiliated Unions to reconsider their decisions in the light of FEC's suggestions, and it shall be obligatory on affiliated Unions to discuss such suggestions at general meetings, but affiliated Unions may arrive at their own decisions. Such decisions of affiliated Unions shall be accepted by the FEC as Salary scales for the newspaper centre concerned.

### **Rule**

3

In respect of working hours and other working conditions, the FEC shall have power to lay down minimum standards for all newspaper as well as electronic media centers as uniform a level as may be possible, having due regard to local conditions provided that before Laying down such standard the FEC shall have called for and obtained the views of affiliated Unions or have invited special nominees of affiliated Unions to attend the meeting of the FEC at which such decisions are taken.

## **Article XXIV**

### CONSTITUTION

### **Rule**

1

Executive Councils of the affiliated unions may give a ruling on any matter of dispute regarding the interpretation of any rule or provision of this Constitution in so far as such ruling becomes necessary for the purpose of an affiliated Union meeting and such ruling shall prevail until it is set aside or superseded by the ruling given by the FEC. Whenever an Executive Council of an affiliated Union gives a ruling it shall immediately be communicated to the FEC. It is open to any Full Member who differs from the ruling given by Executive Council of his newspaper as well as electronic media centre to refer the question through the Executive Council of his union to the FEC for its ruling and the FEC shall give a ruling on such question at the next meeting of the FEC unless the FEC is already in session.

**Rule** 2

The FEC is competent to give a ruling on any question of interpretation of the Federal Constitution and such ruling shall prevail until it is set aside or superceded by a ruling given by the Delegates' Meeting, which alone shall be competent to give the final ruling.

**Rule** 3

On any matter not covered by the rules of this Constitution, the Delegates' Meeting shall be competent to frame rules by simple majority vote for the guidance of the FEC and they shall not form part of the Constitution.

**Rule** 4

(a) No rules of the Constitution shall be altered or amended except by the Delegates' Meeting on motions brought before it for which notice has been given not less than two months prior to the meeting and passed by not less than two-thirds of the Delegates' present.

(b) No amendment of the Constitution given notice of by a member or an affiliated Union shall be admitted on the agenda of the Delegates' Meeting unless a copy of such draft amendment had been sent to all affiliated Unions by the Secretary General of the PFUJ not less than 30 days prior to the date of the Delegates' Meeting provided that the publication of the draft amendment in the official journal of the PFUJ within the prescribed time limit shall be deemed as notification to all affiliated Unions.

**Rule** 5

Executive Councils of the affiliated Unions concerned can give a ruling on any matter of dispute regarding the interpretation of their constitution and such ruling can be set aside only by the General Meeting so far as affiliated Unions are concerned.

**Rule** 6

No rules of the constitution can be altered or amended except by the Annual General Meeting of an affiliated Union concerned on motions brought before it for which notice has been given not less than two weeks prior to the meeting and passed by not less than two-thirds of the Full Members present.

**Article XXV**

**DISSOLUTION**

**Rule** 1

The PFUJ shall not be wound up unless, first, a majority of the affiliated Unions, including the Karachi Union of Journalists, and the Punjab Union of Journalists at their respective Extraordinary General Meetings called for this express purpose and held during the same year, passed by two-thirds majority a resolution proposing the winding up of the PFUJ for which not less than three months' notice has been given, and

secondly, the Delegates' Meeting of the PFUJ immediately following ratifies by three fourths majority such validly adopted resolutions of which not less than two months notice has been given to the Secretary General of the PFUJ by the affiliated Unions concerned.

**Rule** 2

On valid decision for the winding of the PFUJ being taken, the Delegates' Meeting, which ratifies and finalizes such decision, shall have the power to dispose of the outstanding assets or liabilities of the PFUJ in any manner, which it considers best.

**Rule** 3

No affiliated union shall be wound up unless, first its Annual General Meeting adopts by two-thirds majority a resolution proposing winding up for which not less than two months notice was given and secondly, a special Delegates' Meeting or the Delegates' Meeting of the PFUJ ratifies such validly adopted resolution by not less than two-thirds majority.

**Rule** 4

On an affiliated Union being validly wound up, the FEC shall have the power to decide in what manner the outstanding assets or liabilities of the affiliated Union are to be disposed of.

#### Appendix A

**Rule** 1

The Pakistan Federal Union of Journalists shall be deemed to have come into existence on the day this Constitution is ratified by two affiliated Unions, as they exist today.

**Rule** 2

The Provisional Executive Council as formed by the Convention held in Karachi from April 28 to April 30 shall be the executive body of the union as from the day this Constitution is ratified under the rule. The Provisional Executive shall cease to exist on the day the Federal Executive Council comes into existence.

**Rule** 3

The powers and functions of the Provisional Executive shall mutatis mutandis be the same as those of the FEC as provided for in this Constitution.

**Rule** 4

The Provisional Executive Council shall ensure that all executive and other bodies mentioned in the Constitution shall come into existence not later than 3 months after the ratification of the Constitution under Rule 1.

Note:-



This Constitution was adopted at the Pakistan Working Journalists Convention, which was held in Karachi from April 23 to April 30, 1950. Delegates of the Sindh Union of Journalists and the Punjab Union of Journalists attended the convention, which was opened by Chaudhry Zaffarullah Khan, Pakistan's Foreign Minister. The Frontier Union of Journalists, which could not send a delegate in time declared its readiness to accept the constitution adopted at the Convention. The inauguration of the Convention, which was attended by observers from the Delhi Union of Journalists and many distinguished visitors, including Ministers and members of the Diplomatic Corps was filmed.

Messrs M.A. Shakoor (President, SUJ), Israr Ahmad, (General Secretary), Tufail Ahmad Jamali (Senior Vice President) and Ashkar Hussain Khawaja attended the Convention as the sub delegates Messrs S.H. Lewis (President, PUJ) Muhammad Shafi (General Secretary) and Ghayural Islam attended as delegates, on the PUJ. Fourth delegates of the PUJ could not be present.

Mr. S.R. Lewis was elected Chairman of the Convention and Mr. Israr Ahmad Secretary.

At five consecutive sittings of the Convention, the draft constitution was discussed in detail, article-by-article and passed after making certain amendments here and there.

The draft constitution was drawn up by small subcommittee appointed by the SUJ Executive Council and was adopted after necessary amendment by the SUJ Executive Council. Copies of this final draft were sent in advance to the PUJ and the FUJ. This Constitution, in Appendix A, Rule 1, provides that the Pakistan Federal Union of Journalists shall come into existence on the day this Constitution is ratified by two provincial Unions as they exist now. The Sindh Union of Journalists, at its Annual General Meeting held on May 7, 1950 ratified the Constitution. The Frontier Union of Journalists ratified the Constitution on August 2, 1950.

Thus, the Pakistan Federal Union of Journalists formally came into existence on August 2, 1950. Subsequently, the Punjab Union of Journalists ratified it on August 24, 1950.

The Constitution of the Federal Union of Journalists was amended at the Annual Debates Meeting held respectively on February 16, 1952 at Lahore, October 12, 1953 at Karachi and October 24, 1957, at Dacca. And again at the Biennial Delegates Meetings held respectively in 1973 at Karachi, 1975 at Lahore and 1985 at Lahore. The Constitution was last amended during the Biennial Delegates Meetings held in Lahore in March, 2007.

In 2007, the Biennial Delegates Meetings amended Rule 4, Article V, Rule 1 (a), Article V, Rule 2, Article XVI, Rule 1, (a), Article XVI, Rule 1 (b), Article XVI, Rule 4,

REPORT OF THE ELECTION RULES COMMITTEE AS APPROVED BY  
THE ANNUAL DELEGATES MEETING OCTOBER 22, 1963.

AS AMENDED BY THE BDM AT KARACHI IN 1973.

The Federal Executive Council of the PFUJ appointed on October 20, 1963, a sub-committee to frame rules under which elections to the PFUJ would be held. Article VI of the PFUJ constitution relates to the Annual Delegates Meeting. But rules for the conducting of the elections have been found necessary and the sub-committee has framed them keeping in view the practical difficulties that arise because of the distance involved when elections to the P.F.U.J are held. The sub-committee has framed the following rules, which would be known as "Election Rules.

**ELECTION SCHEDULE**

1. The schedule for elections of the PFUJ shall be announced at least 14 days before the receipt of nomination papers and at least thirty-five days before the day of polling.
2. The nomination papers shall be received till 24.00 hours (midnight) of the day fixed for receiving nomination papers.
3. The Election Committee shall send certified copies of the list of candidates to the General Secretaries of the affiliated Unions on the following day. The list will also be released to the Press on the said following day.
4. The scrutiny of nomination papers shall be completed not later than six days after the day fixed for the receipt of nomination paper and the list of the candidates as obtained after the said scrutiny shall be sent to the General Secretaries of the affiliated Unions and released to the Press within 24 hours of the completion of the scrutiny.
5. Representations against the decisions of the Election Committee shall be received by the Chairman of the said Committee up to six days after the completion of scrutiny and, the final decisions thereon shall be released to the Press not later than eight days after the completion of the scrutiny.
6. Withdrawal of nomination papers shall be valid until 24.00 hours of the first day of the session of the Biennial Delegates Meeting of the PFUJ provided that there are not less than seven clear days between announcement of disposal of representations (Rule 5) and the first day of the session of the Biennial Delegates Meeting.

7. The final list of candidates shall be announced on the morning following the day fixed for withdrawal end polling, if necessary, shall be held during the last sitting of the Biennial Delegates Meeting. The sitting in which elections are held shall be presided over by the Chairman of the Election Committee or, in his absence by a member of the Election Committee present, in the order in which the names of members are mentioned in the resolution of the appointment of the Election Committee.

8. Counting of votes shall be done immediately after the close of polling and candidates or their nominees (not more than one for each candidate) shall have the right to be present during the counting of votes.

9. The presiding officer shall make announcement of the result of the election after the conclusion of the counting of votes.

### NOMINATION

10. Any member of the PFUJ is eligible to contest elections to any office or for the membership of the Federal Executive Council provided he/she was member of the PFUJ on the 31st of December of the year preceding the day of filing of nomination papers, has duly been proposed by another such member and seconded by a third such member and is not otherwise debarred from seeking election under the constitution of the PFUJ.

11. A member or chairman of the election committee is not eligible to contest election to any office or for membership of the FEC of the PFUJ or to propose or second a nomination, during the period he is on the Election Committee.

12. All nominations shall be on the prescribed forms.

13. A member may contest election for only one office, including membership of the FEC, but shall not propose or second another candidate for the same office, provided that in the case of memberships of the FEC, a candidate for that office shall be entitled to propose or second as many parallel nominations to membership of the FEC as there exist vacancies for that office. Where this rule, in the opinion of the Election Committee, has been violated, it shall hold all nomination papers so affected as invalid.

14. No member shall propose or second the name of more than one person for any office of the PFUJ including membership of the FEC, unless the Constitution provided for more than one seat for that office, in which case he may propose or second as many candidates as there are seats.

15. A nomination paper shall be rejected and declared as invalid unless it has the signature of the proposer and the seconder along with the consent of the candidate contesting.

16. No withdrawal of a candidate shall be valid unless it is in writing and bears

### **ELECTION COMMITTEE**

17. The Federal Executive Council shall appoint an Election Committee not less than six months before every Biennial Delegates Meeting consisting of not less than three and not more than five members of the PFUJ one of whom shall be designated Chairman, to hold the annual election and bye-election of the PFUJ. The tenure of a meeting of the committee consists of more than three.

18. The tenure of the Election Committee shall be two years from the date of appointment or until the date of appointment of another Election Committee for the succeeding two years, whichever is later.

19. Members of the Committee may be re-elected, but shall not be so elected for more than two terms in succession.

20. Member of the election committee whether of the federal or affiliated union shall not contest election to be conducted by him nor shall a member of the Committee propose or second nomination papers of candidates.

21. The election Committee shall be responsible for maintaining and preserving the election and polling records till sixty days after the announcement of the results of the election.

22. All decisions of the Election Committee shall be by its majority and in case of a tie, the Chairman shall have a casting vote and shall exercise it.

23. The secretary-general shall supply to the Chairman of the Election Committee, the list of members of the PFUJ as on December 31 of the preceding calendar year, if possible with their specimen signatures, at least three days before the last date fixed for the receipt of nomination papers and certified list of voters (delegates meeting) at least two days before the day of polling.

24. If the Election Committee consists of five members and if one or two of them resign or otherwise cease to remain members of the Committee, the remaining member may co-opt to fill the vacancies. If it consists of five members and more than two members resign or otherwise cease to remain members of the Committee, or if it consists of three members, and one, or more, of its members resign, or otherwise cease to remain members of the Committee, the Federal Executive Council shall fill the vacancies.

## ELECTION

## BY

## LAWS

The Biannual Delegates Meetings, held in Lahore on March 10, 11 and 12, 2007 put Elections By-laws made and approved by the FEC in Faislabad, in 2006, as part of the Constitution.

### PFUJ ELECTION BY-LAWS:

(1) All Ujs must constitute the Election Committee in its first meeting, which will continue till the next elections (as per PFUJ Constitution). In case the entire committee resigned the Executive Committee can constitute another election committee to hold the elections within three weeks.

(2) All Ujs must complete their process of new membership (if any) or scrutiny (if required) by October 30, every year. No fresh membership will be allowed or acceptable after the said date. This is very important as often the sitting Executive Councils were accused of giving new memberships just before the elections and often violate the rules and regulations.

(3) The Ujs should send the initial list of their members to the PFUJ Secretary General by November 5, so that there will be no inclusion of any fresh name in the list. The list should also be put on display on the Uj's Notice Board as well as on the Notice Board of the respective Press Clubs (if possible).

(4) The Ujs will collect the dues from their members and complete the process by October 30. The final voter list should be sent to the PFUJ Secretary General by December 2, who will send the same to the Chairman Election Committee of the respective Ujs by January 5, with his signatures must be handed over to the election committee by January 5.

For the BDM, the Ujs General Secretary must send the cross-cheque of the subversion money along with the final voter's list, without which the Ujs will not qualify for the BDM. Names of the defaulters will not appear in the final list.

(5) PFUJ can ask the election committee to withhold the election results if any Uj failed to clear the subversion.

(6) PFUJ Secretary General in consultation with the President will constitute the Election Tribunal, comprising three members to hear the post election complaints and can decide the matter including re-election within seven days, if in its opinion irregularities have been committed in the election process or during the polling.

(7) Appeal against the tribunal can be sent to the FEC, which will have the power to overrule or uphold the decision of the tribunal.

(8) During the polling the members must have PFUJ card or dues receipts with him or her at the time of the polling.

(9) Election Committee can not make any changes or relax the rules or bylaws.

(10) Chairman of the Election Committee must send the initial report of the election to the Secretary General and the record within three months.

(11) No PFUJ office-bearer, FEC member or office-bearer or Executive Committee member will be the member of the Election Committee.

