

SECTION I: Title and Headquarters

Article 1

The name of the organization is the **World Journalists Federation (WJF)**.

Its headquarters are located in **13, 155Bon Gil Jung Dong Ro Wonmi Ku Bucheon City, Gyeonggi Do South Korea** at the time this Constitution was adopted.

SECTION II: Nature

Article 2

a) The World Journalists Federation is a confederation of journalists' trade unions. It is established to address issues concerning trade unionism and the practice of the journalistic profession. It is founded in the context of supporting pluralist democracy and fundamental human rights. The Federation is independent of all ideological, political, governmental, and religious institutions. It represents and supports its member organizations in education/training and research to protect basic labor rights and professional matters and promotes foreign/continental and regional groups composed of these member organizations.

b) The Federation is administratively constituted as an association under the laws of the Republic of Korea, responsible for fulfilling the duties of the Federation.

SECTION III: Objectives

Article 3

The objectives of the World Journalists Federation are:

3-A) To protect and strengthen journalists' rights and freedoms;

3-B) To uphold and defend freedom of information, media freedom, and freedom of the press, particularly by investigating and monitoring violations and taking action to defend journalists and their work;

3-C) To maintain and enhance professional competence and promote high standards in journalism and journalistic education;

3-D) To improve and defend the social working conditions of all journalists and to encourage and support member unions in collective bargaining;

3-E) To foster cooperation among member unions through the organization of foreign

continental and regional groups, and to support the development of trade unionism;

3-F) To promote and maintain editorial democracy;

3-G) To promote the social role of journalists and the profession of journalism, particularly its contribution to democracy and freedom;

3-H) To encourage the provision of professional and trade union education and training for journalists;

3-I) To coordinate actions to ensure journalists' safety and to include safety training in collective agreements between member unions and employers' organizations;

3-J) To encourage member unions to offer goodwill and assistance to members of other unions working in their areas;

3-F) To establish and maintain close relations with relevant international, governmental, and non-governmental organizations in pursuit of these objectives;

3-K) To advocate for authors' rights and international compensation systems;

3-L) To promote equality in mainstream journalism and encourage member unions to achieve this goal, especially in workplace collective agreements;

3M) To combat hate speech and all forms of discrimination;

3-N) To advocate for source protection and against the retention of data by governments and corporations.

SECTION IV: Membership

Article 4

WJF may grant full membership to national trade unions that align with the Federation's nature and objectives, and which conform to the following definitions:

a) A journalists' trade union is a representative, democratic organization whose primary functions are the defense, maintenance, and advancement of journalists' professional, ethical, and material rights (particularly through collective bargaining). For the purpose of this definition, a journalist is one who dedicates the majority of their working time to the profession of journalism and earns most of their income through employment or freelance work in the field.

b) The union is committed to media freedom, meaning the freedom to gather and disseminate information through all forms of media, and freedom of opinion and expression (including criticism of and opposition to governments, political, and economic institutions), as per the Universal Declaration of Human Rights.

Article 5

Membership in WJF is not open to journalist unions that include employers as regular members, nor to non-union organizations working only in specific areas of the profession.

Article 6

If a union applying to WJF is organized on an industrial basis, only the number of journalists it represents will be recognized for membership purposes.

Article 7

National organizations of journalists that do not qualify as trade unions under clause 4(a), but are committed to media freedom under clause 4(b), may be admitted as **associate members**.

Article 8

Except where specified in this Constitution, associate members may participate in all activities of the Federation. They may be represented at Congress by one delegate but shall not have the right to vote, nominate, or be nominated for office. With the support of the Federation, associate members will make every effort to meet the criteria for full membership and upgrade when appropriate. Any associate member that fails to seek such an upgrade within three years of the adoption of this amendment or their acceptance (whichever is later) will be reported to the WJF Executive Council for review of continued membership.

Article 9

Member unions shall have access to all working documents of the Federation and may request any information at any time (except for sensitive personal data).

SECTION V: Application for Membership

Article 10

Applications for membership must be submitted on the prescribed form to the General Secretary, accompanied by a copy of the applicant organization's constitution. The General Secretary shall inform all member unions of such applications, which shall be reviewed by the Executive Council.

Article 11

The Executive Council shall consider each application. If two-thirds of its members vote in favor, it may admit the applicant as a full or associate member. It may also reject an application or defer a decision to the next meeting.

Article 12

An applicant whose request is rejected may appeal the decision at the next Congress. Additionally, any three member unions may appeal the Executive Council's decision to

reject an applicant. In either case, a written appeal must be submitted to the General Secretary within three months of being notified of the decision.

Article 13

The procedure for upgrading associate membership to full membership shall be the same as described above.

Article 14

Membership becomes effective once the successful applicant has paid the subscription fee due for the year of admission. Unions joining during the year will pay a pro-rata fee for the remainder of the year.

SECTION VI: Expulsion and Resignation

Article 15

A member union may be expelled by decision of Congress if:

- a) It no longer meets the membership criteria outlined in Article 4;
- b) It acts against the principles, objectives, or interests of the Federation;
- c) It has failed to pay its membership fees for more than 12 months.

A union expelled due to non-payment shall not be re-admitted unless it agrees to settle its outstanding dues as of the date of expulsion.

Article 16

The Executive Committee may provisionally suspend a member union following due investigation, if two-thirds of its members vote in favor. The affected member shall be immediately notified and may appeal at the next Congress, which will confirm or revoke the decision. In the meantime, the member shall remain suspended. If the suspension is due to non-payment (per Section VI, 15(c)), it shall be lifted immediately upon full settlement of the dues.

Article 17

Any member may resign from the Federation by giving the General Secretary six months' written notice.

SECTION VII: Congress

Article 18

The Congress is the supreme authority of the World Journalists Federation.

Article 19

Congress shall consist of delegates from full member unions and associate members. Full members shall be entitled to appoint delegates and cast votes based on the following scale:

- Up to 100 members: 1 delegate/vote
- Up to 300 members: 2 delegates/votes
- Up to 600 members: 3 delegates/votes
- Up to 1200 members: 4 delegates/votes
- Up to 1800 members: 5 delegates/votes
- Up to 3600 members: 6 delegates/votes
- Up to 5600 members: 7 delegates/votes
- Up to 7200 members: 8 delegates/votes
- Up to 26,000 members: 9 delegates/votes
- Over 10,000 members: 10 delegates/votes ~~(to be revised)~~

b) Gender Equality in Delegations: Affiliated unions must aim to ensure that the number of female/male delegates reflects their respective share in union membership. In delegations of more than three, at least one delegate should be of the underrepresented gender; in delegations of more than five, at least two.

Article 20

Congress shall ordinarily meet every three years. The Executive Council may call an Extraordinary Congress at any time if two-thirds of its members vote in favor. It must do so if requested in writing by half of the full member unions.

Article 21

Member unions shall be informed of the venue and dates of the General Congress at least **eight months** before the meeting begins. Invitations and a provisional agenda shall be sent to members at least **six months** prior to the start of the Congress, and working documents shall be sent **no less than one month** before the Congress begins.

Article 22

Proposals from member unions, the Executive Council, and WJF regional organizations shall be submitted to the General Secretary at least **five months** before the Congress/meeting begins, unless otherwise specifically provided in this Constitution.

Proposals to amend the Constitution or dissolve the Federation may only be submitted in

accordance with the procedures specified in **Section XI**.

Proposals submitted late shall only be considered by the Congress if a majority of voting delegates agree.

Article 23

Notice of an Extraordinary Congress shall be sent to member unions at least **six weeks** before such Congress begins.

Article 24

At its regular meetings, the Congress/Assembly shall:

- (a) Elect the chairperson(s) of the Congress/Assembly;
- (b) Adopt the working rules for the Congress, including the allocation of proxy votes and the establishment of quorum, based on the recommendations of the Executive Council;
- (c) Establish commissions, working groups, and/or procedures necessary for the effective conduct of the Congress and for delegate participation;
- (d) Receive, discuss, and vote on the General Secretary's report and the Honorary Treasurer's financial report on behalf of the Executive Council;
- (e) Decide on appeals regarding membership matters;
- (f) Decide on proposed amendments to the Constitution;
- (g) Determine the financial strategy for the next three-year Congress period;
- (h) Decide on membership and associate/temporary membership fees for the upcoming three-year Congress period;
- (i) Set policies and a working program for the next three-year term;
- (j) Decide on proposals submitted by member unions for inclusion in the agenda;
- (k) Elect the Federation's Officers and other Executive Council members as specified in **Section VIII**.

Article 25

Congress/Assembly decisions shall be made by a **simple majority** of votes cast, except where a **two-thirds majority** is required:

- (a) To adopt any proposal to amend the Constitution;
- (b) To determine the financial strategy;
- (c) To decide on membership fees.

A proposal to dissolve the World Journalists Federation shall require **two-thirds majority support**. The quorum for voting on dissolution shall be representation of **50% of the votes** at the Congress.

Article 26

All elections at the Congress shall be conducted by **secret ballot**, administered by the Congress Presidium in accordance with the working rules.

Section VIII: Executive Council, Officers, and the Administrative Committee

Article 27

Between Congresses, the **Executive Council** shall serve as the Federation's executive body. It shall consist of **the Directors and 20 additional members**, elected by the Congress for a term beginning after the conclusion of the Congress.

It shall meet **at least twice a year**. A quorum of **10 voting members** is required for decisions to be valid. The Council shall establish its working rules and procedures within the framework of the Constitution.

The Executive Council shall ensure that a register of all its decisions and those of the Congress is maintained at the **WJF Headquarters**, where the five principal Officers must also be based.

Article 28

The Executive Council is responsible for ensuring that WJF's policies and working programs are implemented in line with Congress decisions and shall report its activities to the Congress/Assembly.

The Council shall agree on its working rules and define a quorum for its meetings.

Article 29

The first Executive Council meeting of each year, with mandatory presence of the five principal Officers, shall constitute the **Annual General Meeting** for approval of audited accounts and the budget plan.

Members shall be notified **at least four months in advance**. If they are not in arrears, they shall have the right to submit motions at least two months before the meeting and to send one observer, who may participate digitally.

The minutes of the meeting shall be distributed to all member unions.

The Executive Council shall define the **internal regulations** of the WJF, including the duties of Directors, staff, and codes of conduct. These regulations shall be made available to all member unions.

Article 30

The Directors of the WJF shall include the **President, Senior Vice President, four male Vice Presidents** (one from each continent), **three female Vice Presidents**, and the **Honorary Treasurer**.

They shall be elected by the Congress from nominations made by full member unions.

Candidates must be part of their union's delegation. No more than one Director may be elected

from any single member union or nation.

For Vice Presidential posts, the Congress must elect **one man and one woman**.

Article 31

In addition to the Directors, the Congress/Assembly shall elect **10 members of the Executive Council** in accordance with the following provisions:

- (a) Nominations may be made by full member unions, and nominees must be part of their union's delegation;
- (b) At least two members shall be elected from each of **Europe, Asia, Africa, and Latin America**, and at least **one** from each of **North America and Oceania**;
- (c) No more than one member may be elected from any single member union or nation.

Article 32

The Congress shall also elect **two reserve members from each region** and **two additional general reserves**, not bound by regional criteria, along with a **Gender Council Chair**.

The Gender Council Chair shall be a voting member of the Executive Council.

The highest-voted reserve in each case shall be considered the **first reserve**.

If any Executive Council member is unable to attend a meeting, they must inform the General Secretary **at least four weeks in advance**.

The General Secretary shall then invite a suitable reserve in this order: first regional reserve, second regional reserve, first general reserve, second general reserve.

In such cases, the reserve shall hold all **rights, duties, and powers** of a full Executive Council member.

Article 33

If, after election, any Director or Executive Council member:

- (a) Dies;
- (b) Resigns from the Executive Council; or
- (c) Is deemed, by one-fifth of the Council, ineligible to hold office under this Constitution—

Then, under the provision of Article 28, they shall be succeeded by a suitable reserve in the following order: first regional reserve, second regional reserve, first general reserve, second general reserve (the second reserve then becoming the first).

If no suitable reserve is available, the replacement shall be appointed by a process determined by the Executive Council.

However, the Council may decide not to fill the vacancy if it occurs within one year of the next Congress.

If the vacancy is that of a **Director**, the Executive Committee shall determine how to proceed from among the current Executive Council members.

Article 34

~~The General Secretary shall be a non-voting member of the Executive Council.~~
The General Secretary shall participate in the work of the Administrative Committee and Executive Council **in an ex officio, non-voting capacity.**

Article 35

To advance the Federation's activities, the Executive Council shall, in consultation with the General Secretary, appoint members of **working parties** established by the Congress/Assembly. At least one Executive Council member shall work on each party to ensure responsible and effective coordination between the working party and the Executive Council.

Article 36

The **President, Senior Vice President, Vice Presidents, and Honorary Treasurer**, together with the **General Secretary**, shall form the **Administrative Committee**.
Final decisions of the Administrative Committee shall rest with the **General Secretary**.

(a) The General Secretary shall oversee the WJF's activities, manage financial, administrative, and membership matters, handle concerns, and prepare broader policy issues for Executive Council discussion;

(b) The Committee shall operate between Executive Council meetings within the policies established by the Congress and the Council.

All actions of the Administrative Committee shall be **ratified** at the next Executive Council meeting in consultation with the General Secretary.

Article 37

The **President** shall be the principal representative of the WJF. They shall convene and chair meetings of the Executive Council and Administrative Committee.

Article 38

The **Senior Vice President** and **Vice Presidents** shall assist the President in their duties and shall substitute in order of precedence if the President is unable to perform them.

Article 39

The **Honorary Treasurer** shall monitor the financial policies and performance of the WJF and shall report to the Executive Council through the General Secretary, who in turn shall report to the Congress/Assembly.

Article 40

The **General Secretary** shall be the **Chief Executive Officer** of the World Journalists Federation, appointed for a term of **four years**, and shall be accountable to the Committee. The legally authorized signatories of the Federation shall be the **President, Honorary**

Treasurer, and General Secretary.

When authorized by the Administrative Committee, any two may sign on behalf of the Federation, provided that one of them is the **General Secretary**.

SECTION IX: Continental and Regional Groups

Article 41

Continental and regional groups may be established by affiliated and associate/temporary members of the World Journalists Federation. These groups may organize their activities autonomously, provided they comply with this Constitution and are consistent with policies established by the Congress.

Article 42

A **Finance Commission** shall be established to review the accounts of the World Journalists Federation. The Finance Commission shall be elected by the Congress/meeting and shall report to it. The Commission will consist of three auditors, none of whom shall be members of any other elected body of the WJF.

Article 43

A **Gender Council** shall be established with a mandate to advise and assist in gender-related work within the WJF. Under the authority of the Executive Council, the Gender Council shall have the right to determine its own structure, operating rules, and policies, and receive appropriate funding accordingly. The Chair of the Gender Council shall be a full member of the Executive Council, with voice and vote.

SECTION X: Finance

Article 44

The Congress/meeting shall determine the basis for calculating membership fees and set the amount payable by full members and associate/temporary members. Membership fees shall be paid in the currency of the country in which the Federation's headquarters is located.

Article 45

The Federation's financial year shall run from January 1 to December 31. The Executive Council, through the President and the General Secretary, shall approve and sign off on the annual accounts and budget summary.

Article 46

Membership fees for any financial year shall become due and payable by **April 30** of that year unless the Executive Council decides otherwise. Members joining during a financial year shall pay a pro-rata membership fee based on the remaining part of that year.

Article 47

Membership fees shall be calculated based on the declared number of regular members in each union, up to a maximum set by the Congress.

Article 48

If any member union is more than six months in arrears with its membership fees, the General Secretary shall be notified. The Executive Council may then direct that services of the Federation be suspended for that union.

Article 49

Any member union more than **twelve months** in arrears in membership fees, or in debt for international press passport/press cards or other dues, shall lose its **voting and attendance rights** at the Congress/meeting. The Congress may also **expel** such a member union from the Federation.

Article 50

In exceptional circumstances, the Executive Committee may grant a full or partial waiver of membership fees to a member union. Such waivers shall be reviewed at each meeting of the Executive Committee.

Article 51

The costs of participation by Congress/meeting delegates, Executive Committee members, and working parties shall normally be borne by their respective member unions unless the Executive Council decides otherwise.

Article 52

The accounts of the Federation shall be subject to external audit. The audit report shall be distributed to members of the Executive Council and to all WJF member organizations.

Article 53

A **Safety Fund** shall be held in trust and maintained in a separate account. It shall be overseen by the President and the General Secretary, managed according to its own rules, and be subject to external audit. The Executive Council shall submit a special report on the fund to the Congress/meeting, providing full details of income, cash flow, and reserves.

SECTION XI: Amendments to the Constitution and Dissolution

Article 54

Proposals to amend this Constitution must be submitted in writing to the General Secretary at least **six months before** the opening of the Congress. Each proposal must include the exact wording of the proposed amendment and a brief explanation of its purpose. The General Secretary shall promptly circulate copies of the proposal and explanatory material to all member unions.

Article 55

A constitutional amendment shall only be adopted if it receives the support of **two-thirds of the votes cast** at the Congress. A quorum for a vote on constitutional amendments shall consist of representation of **50% of total Congress votes**.

Article 56

If the Congress decides to dissolve the Federation, all outstanding obligations of the Federation shall be settled first. Any remaining assets shall be distributed among member unions at the time of dissolution **in proportion to their financial contributions** to the Federation. If the assets are insufficient to cover all liabilities, the remaining debt shall be settled proportionately by the member unions.

SECTION XII: Miscellaneous

Article 57

Any matter not specifically provided for in this Constitution shall be decided by the Congress or, between Congresses, by the Executive Council, with the signature of both the President and the General Secretary.

Article 58

This Constitution shall be interpreted and applied in accordance with the laws of the country in which the World Journalists Federation has its headquarters. All interpretations should avoid unnecessary technicality and aim to uphold and promote the purpose and character of the WJF.

Article 59

Where constitutional amendments are adopted by the Congress/meeting, the Congress shall authorize the President and General Secretary to register these amendments in accordance with the legal requirements of South Korea. The amendments shall be submitted for legal approval and published as an annex to the Constitution.