



Statutes WOW

NAME

Article 1

The international movement of trade union organisations which upholds the present statutes, is called "World Organization of Workers - WOW", hereafter designated "WOW".

The WOW has a federal character and respects the autonomy of affiliated organisations in those fields that belong to their specific competence.

HEADQUARTERS

Article 2

The WOW headquarter is determined by the Congress.

PRINCIPLES

Article 3

The organization preceding WOW and WOW itself are founded on the basis of the Social Christian teachings. Not only in formulating its principles, but also in defining its objectives, the WOW is guided by several principles as described in the pre-amble of these Statutes.

Members of WOW share the spiritual belief that man and universe were created by God, or by persuasions coinciding with that, in a joint attempt to build a human solitary community based on freedom, dignity, justice and brotherhood.

On the basis of the principles defined above, WOW tries to effect a gradual improvement in the moral and material working conditions of those categories of workers it groups under its auspices, and likewise to raise their economic and social position.

INTERNATIONAL AFFILIATION

Article 4

The WOW is, as international organisation of workers from the various economical sectors prepared to cooperate with other international organisations that put effort in the defence of the interests of the workers either based on or with the acknowledgement of and respect for the principles of the WOW.

AIMS

Article 5

The aims of the WOW are:

1. exercising its influence on the international plane, most importantly regarding the social and economic spheres, both for the benefit of the affiliated member-organisations and their workers as well as the total number of workers;
2. defending the moral and material interests of these same workers, particularly within those official international bodies competent to deal with social and economic questions;
3. co-ordinating the action carried out by affiliated organisations in their respective countries, regarding the representation and defence of the interests of their members, or through the study of economic, social or professional problems which are of interest to them;
4. to organise on all levels, national, continental and global, education and training programs for the strengthening of the member-organisations, the improvement of living conditions, and the well-being of their members;
5. encouraging the creation and/or affiliation of other national federations of trade unions;

6. the exchange of information;
7. the support and execution of solidarity actions.

MEANS

Article 6

The WOW aims to attain these objectives by:

1. organising and maintaining an international secretariat, which supports the World Board as well as the continental member-organisations and their members;
2. studying questions of an international character that are of interest to the member-organisations and their members;
3. gathering documentation on the social and economic situation, as well as other useful data, to realize its tasks;
4. using its influence to have discussed, accepted, ratified and put into practice the national agreements regarding working conditions;
5. supporting international institutions that stand up for and defend the interests of the employees as organised by the WOW and encouraging efforts in this direction by official international bodies for as long as these efforts be compatible with the principles behind its own activities;
6. organising meetings, maintaining a website, and by publishing periodicals or other publications;
7. creating regional organisations on the level of continents, according to the needs and possibilities;
8. making use of all other legitimate means which, either directly or indirectly, may contribute to the aims and objectives.

MEMBERS

Article 7

1. As members of the WOW may be admitted national trade-union organisations in the following branches:
 - Trade
 - Financial and insurance institutions
 - Social security services
 - Art and culture
 - Industry and Commerce
 - IT and media
 - Printing sector, journalism
 - Personal services and security services
 - Administrative and technical services
 - Freelance
 - Informal economy

The WOW Board is entitled to decide about supplementary sectors.

2. All applications for membership shall be submitted to the World Board through the Secretariat. The World Board will present the application, together with its recommendation, to the Congress.

RESIGNATION AND EXPULSION

Article 8

A member organisation ceases to be member of WOW:

1. when it resigns from membership. The resignation should be sent to the Secretariat of the WOW by registered post at least six months before the end of the calendar year. The resignation comes into effect at the end of that same year;
2. as an effect of expulsion, due to actions that are in contradiction to the statutory principles of the WOW or to the decisions taken regularly by its statutory bodies. A pronouncement by a Congress is only valid when at least two third of the valid votes are cast. Expulsion may be also passed under the same conditions for failure to fulfil the financial obligations to the Federation.

FINANCES

Article 9

The revenues of the WOW consist of:

1. the annual membership-fee from affiliated organisations;
2. other possible sources.

The annual membership-fee is determined by the Congress and must be paid before 31st of May of each year.

Article 10

Within the framework of, and in accordance with the directives of the by the Congress formulated financial-year, the Treasurer is responsible for the administration of the finances of the WOW. The Treasurer submits a financial report to the Congress with as detailed as possible explanations.

Article 11

The financial-year commences on 1st January and terminates on 31st December of each year.

Article 12

The Congress appoints, from among its members, a Control-committee, existing of two people, to check the accounts and other budgetary items of the Treasurer, and which subsequently reports back to the next Congress.

GOVERNING BODIES

Article 13

The WOW governing bodies are:

1. the Congress
2. the World Board

CONGRESS

Article 14

1. The Congress is composed of delegates from the affiliated organisations. It convenes at least every four years; the place and date being determined by the World Board.
2. The Congress has the following authority:
 - a to elect the President and the other members of the World Board;
 - b to supervise the activities of WOW its governing bodies and committees and to adopt their reports of activities;
 - c to discuss and to vote on the report of activities of the Secretariat;
 - d to set the membership-fee and to control the financial management;
 - e to adopt the action programme;
 - f to adopt or alter the Statutes of the WOW;
 - g to admit new members, and also, if necessary, to expel members;
 - h to discuss all proposals that have regularly been submitted to it.

Article 15

1. The agenda of the Congress, as determined by the Board, should at least contain:
 - a the discussion and adoption of the reports of activities of the governing bodies, committees and secretariat;
 - b a financial report, covering, in principle, the past four years;
 - c determination of membership-fee;
 - d the election of the President and the other members of the World Board according to the conditions stipulated in articles 18 and 20 of the present Statutes;
 - e the adoption of positions and resolutions that are in accordance with the principles and aims of the WOW.

2. All documents that concern the agenda of the Congress meeting, as well as all proposals to be submitted to the Congress, should be made available to the affiliated organisations at least one month prior to the date of the session.

The Congress meeting should be announced at least four months prior to the date of the opening, except in the event, when there is an urgent need, of convening an extraordinary Congress.

3. Participation costs of delegates to the Congress are borne by those organisations by which they were mandated.
4. For the Congress the World Board can invite as guests or advisers people and organisations or institutions whose presence may be useful for a greater efficiency of the WOW-action.
5. The Congress may transfer part of its powers to the Board under the conditions specified in article 17.

Article 16

1. At the Congress each WOW member-organisation that has paid its membership-fee in time has a proportionally determined number of votes, distributed as follows :

1 to 1.000 members	1 vote
1.001 to 5.000 members	2 votes
5.001 to 10.000 members	3 votes
10.001 to 20.000 members	4 votes
20.001 to 50.000 members	5 votes
50.001 to 100.000 members	6 votes
more than 100.000 members	7 votes

2. All elections of persons are conducted in writing, unless the Congress unanimously decides different. Should no absolute majority be obtained at the first ballot, a second is held. If an absolute majority is still not obtained, a third and final ballot will be conducted, but only between those candidates who have gained the most votes. The vote is determined by lot in the case of equal number of votes.
3. Votes not concerning persons take place by the raising of hands. The right to secret ballot is granted when requested by at least three affiliated organisations.
4. All decisions shall be carried by a majority of votes. In the case of a tie/suspension of votes concerning a motion, the motion is rejected.

BOARD

Article 17

1. The Board is composed of at least seven (7) members elected by the Congress, according to the conditions stipulated in articles 17 and 18 of these statutes. The Board members should have a leading function within the affiliated organisations.
2. Every regional organisation affiliated to the WOW has the right to have one representative in the World Board.

The following regional organisations are recognised:

- Europe; WOW-Europe;
- Africa; the Fédédation Panafricaine des Employés (FPE);
- Asia; WOW-Asia;
- Latin America;
 - the Federación Latinoamericana de Trabajadores Bancarios y de Seguros (FELATRABS),
 - the Federación de Trabajadores Latinoamericanos del Comercio, Oficinas y Empresas Privadas de Servicios (FETRALCOS),
 - the Federación Latinoamericana de Trabajadores de la Cultura y Comunicación Social (FELATRACCS).
- North America; CLAC

3. The President is elected from among the Congress on the proposal of the Board.
4. The Congress elects one Vice-President per regional organisation and the Treasurer from among its member-organizations.
5. The World Board meets once per year. The World Board obtains delegation of authority of the Congress as summed up in article 14, with the exception of decisions relating to:
 - the adoption or amendment of the statutes of the WOW;
 - the election of the Board-members under the conditions mentioned in article 17-2 of the present statutes;
 - the determination of the membership-fee.

The agenda of the World Board meeting should at least include:

- the report of the activities of the World Board and the Secretariat;
- a report on the activities in the past as well as the coming period;
- a financial report.

Article 18

1. The World Board-members are elected by the Congress for a four year period. The resigning members may be re-elected.

2. In the event where it is not possible for a member of the World Board to further exercise his mandate until the next Congress, the regional organisation that has proposed the Board-member appoints a deputy from the particular organisation who will function until the next Congress.

GOVERNING AUTHORITY

Article 19

1. The Board is responsible for governing the organization.
2. The organization is represented by the Board. Representation of the power of authorization is also vested in, at least, two jointly acting Board members of which, at any time, are included the President and the Vice-President together, or, the President or Vice-President in combination with the Executive Secretary or the Treasurer. The Board may decide to grant proxies to Third Parties to represent the organization within the limits of these proxies.
3. The Board supervises the activities of the other bodies of the organization in accordance with the purpose of the organization; approves the budget and the financial statement; and decides on fundamental policy issues of the organization.
4. The Board is authorized to decide to enter into agreements to acquire, alienate or encumber registered property.
5. The Board is authorized to enter into agreements whereby the organization puts itself as surety or joint and several debtor, whereby it strongly supports a Third Party or whereby it provides security for a debt of a Third Party.

SUBCOMMITTEES

Article 20

1. The Congress may set up permanent or temporary subcommittees to study specific questions
2. Each subcommittee elects its own President and Secretary. Where the President of a subcommittee is not a member of the World Board, the latter appoints one of its members to represent the World Board in the subcommittee.
3. Every affiliated organisation involved in the activities of a subcommittee can represent itself in that committee.
4. In accordance with the World Board, the subcommittees are convened by their respective Presidents in connection with the to them assigned tasks, studies etc.
5. At the Congress the subcommittees give brief reports of their activities. The proposals and suggestions of the subcommittees will be presented to the Congress, be it for information or for possible decision.
6. Participation expenses, incurred by attending meetings of the subcommittees, are borne by their represented affiliated organisations.

REGIONAL ORGANISATIONS

Article 21

1. The WOW will, where possible, create regional organisations which are either geographical composed or by sector.
2. The structure and authority of each regional organisation will be determined by their own statutes and are to be brought to the attention of to the World Board

The statutes of each organisation, regional or by sector, should include:

- a a description of the authorities of a regional Council or Congress composed of representatives of the WOW-affiliated organisations belonging to the particular region or economic sector;
- b a description of the authorities of a Board of which the members are elected by a regional Council or Congress;
- c the manner of financing the activities developed within the framework of the region.

AMENDEMENTS TO THE STATUTES

Article 22

Decisions on amendments to the statutes can only be taken by the Congress.

For a valid amendment to the statutes it is necessary that:

1. firstly, the proposal is submitted by the World Board, a regional organisation or by a member-organisation. In the second case, the proposals for amendments should be directed to the World Board, three months prior to the Congress meeting. The affiliated organisations and regional organisations should inform the World Board of every proposal for amendment two months prior to the Congress meeting. In the case of when the proposal for amendment of the statutes is initiated by a member-organisation or a regional organisation, the World Board shall give a recommendation, together with the grounds for the proposals, mentioned by the member-organisation or regional organisation.
2. Different to article 16.4, the amendment to the statutes is approved by at least two-thirds of the valid votes, from more than one continent, cast by the Congress.

Each possible proposal for an amendment to the statutes submitted in time - as stated above - should be put on the Congress-agenda by the World Board.

DISSOLUTION

Article 23

The dissolution of the WOW can only be decreed by the Congress, in accordance with the procedure stated in article 22, in cases of amendment of the statutes.

In the event of dissolution, the possessions of the WOW will, as much as possible, be assigned to a purpose which is in compliance with the aims for which it was created, as defined in Article 5 of the present Statutes.

FINAL PROVISIONS

Article 24

All cases unanticipated in the present Statutes will be decided upon by the World Board. The World Board will then report the next Congress and request for the ratification of the decision made. (1)

(1) The statutes drawn up by the founding Congress of 1921 were altered by the Munich Congress in 1929. They were again adapted in 1946 and altered successively in 1952, 1960, 1966, 1973, 1978, 1984, 1988, 1996, 2000, 2004, 2008, 2012 and 2016.