

CONSTITUTION OF THE PAKISTAN KISSAN LABOUR PARTY

Preface

1. The essential elements of an institution are the rule of law, non personal objective, transparency and accountability.
2. For the establishment of democratic traditions in the party, detailed account of organizational structures, powers and functions is required to be provided in the party constitution and the same has been provided here with basic details
3. The language of the constitution of the party has been made very simple for the understanding of party members. In construction of this draft following words have been followed,
 - a. clear and effective communication for informed opinion/decision
 - b. Inclusiveness and consensus decision making is the spirit of a viable Democratic order have been included at all levels.
 - c. Devolution of power and effective accountability have been the basic democratic values of all time
4. The basic importance has been given to the education and learning of party members and leaders.
5. For improving governance and imparting democratic values available procedure will be adopted in future.

Preamble

The Pakistan was created by a perpetual struggle of the Indian Muslims under the wise leadership of Quaid-e-Azam Muhammad Ali Jinnah. Where the people can have religious freedom, economic independence and free from all fears where their rights can be protected.

Pakistan had been considered as a country and society where all the citizens shall live peacefully without any exploitation and with justice quality and progress shall be there final destination.

The principle of decentralization and separation of powers should be upheld and federal and provincial governments should work for the betterment of common man as envisaged in the constitution of Pakistan.

No one should be given an opportunity to criticize the State's Institutions. The relationship between the state's and individual is of sacred nature.

The syndrome of dependency and feudalistic culture should be changed and the society should have been given an equal chance to participate in politics and nation building. The traditionalism should be replaced by modernism and a system of egalitarianism and practice of rule of law should be adopted by all State institutions.

Cheap and expeditious justice should be available for all citizens of the country.

The economic development and social uplift of common masses is the key for all other developments of the society.

Every citizens of Pakistan must be provided excess to the basic necessities of life like food, education, employment, healthcare, housing, transportation, supply of uninterrupted electricity, clean

drinking water, parks and other recreational facilities for a sound physical and mental health.

Judiciary, Police force, WAPDA and revenue departments must be purged of rotten eggs and to function as service provider.

A pragmatic foreign policy should be followed for having brotherly relationships with Muslim countries and the countries of entire world for the attainment of our national interest. There should be no permanent friend and foe in international relationships.

The United Nation other multilateral institutions should play their designated role for early resolution of long standing disputes like the issue of Jammu and Kashmir, Palestine.

The world's resources and wealth should not be concentrated into a few hands.

And therefore, The Pakistan Kissan Labour Party has been established so that we may be able to uplift poor farmers, our laborers and common man.

I. NAME OF THE PARTY

The name of the political party shall be "**Pakistan Kissan Labour Party**".

II. Objectives

- A. Pakistan will be made a truly modern democratic, egalitarian, tolerant welfare state, where every citizen is equal in the eyes of the law with guaranteed full fundamental rights, regardless of gender, caste, creed and religion; or any economic, physical and social condition; so as to enjoy equal opportunity, peace, harmony and happiness. The objectives may further be defined as
- B. Guarantee of Fundamental Rights and Independence of Judiciary
- C. Governance Reforms, Law enforcement, Accountability, Education, Health, Social Welfare & Environment
- D. Democracy Peoples Participation & Empowerment, Culture and Nation Building
- E. Economy Taxation, Agriculture, Industry, Labor & Employment
- F. Foreign Policy and Defense of Pakistan.
- G. Agriculture and labor reform in the country and declaring an agricultural emergency in the country
- H. Pakistan Kissan Labour Party believes in the idea of liberty, equality and fraternity. Pakistan Kissan Labour Party shall bear true faith and allegiance to the constitution of Pakistan as by law established and to the principle of Islamic Welfare State and democracy and would uphold the sovereignty, unity and integrity of Pakistan.

III. Membership

1. The membership of Pakistan Kissan Labour Party will be open to all citizens of Pakistan who have attained the age of 18 years and fully recognized and adhere party constitution and aims.
2. All members shall be required to take an oath as specified in the article 'Oath' and be deemed to have relinquished association with any other political party.
3. A central Election Commission shall be the sole responsible and custodian of the Membership Database and responsible for membership verification and keeping data in robust health.

4. Central Election Commission shall provide list of membership to any party organization if it is requested so limited to a specific area requested for.
5. The woman, shall also be eligible to become the member of the party irrespective of her age and education and shall have such equal rights as that of the male member involving such have right to participate in the party election for any post for the office bearer including the general election at all levels.
6. A person shall become a Ordinary Member of the Party on submitting the prescribed declaration and payment of the membership fee as prescribed from time to time. Currently for three years, RS.500/- membership fees, however, donation may be given to the party.
7. A person seeking Active Membership of the Party shall apply to the office of the concerned Primary Unit or the concerned District Unit in prescribed format.
8. The application will be considered by the concerned Primary Unit in its succeeding meeting whereupon it shall make its recommendation to the District Executive Committee.
9. The District Executive Committee shall take the final decision in each application in its meeting held after the receipt of the application.
10. The Party shall maintain a register of its members in the manner has may be prescribed in the regulations.
11. The list of Active Members shall be frozen one month before the call for application of candidates for any party application. Pending applications, if any, for active membership shall be decided before freezing the list.
12. The Central Executive Committee, the Provincial Executive Committee and District Executive Committee shall have power to directly admit new members are confer the status of an Active Member on any person.
13. Any person, who has been co-opted to a District Executive Committee or in any body at the Provincial or National level, shall be deemed to have become an Active Member of the Party on submission of application form along with the requisite membership fee as prescribed from time to time.

14. An active member shall pay membership fee and contribution as prescribed from time to time.

15. A person can become a member of party either at his/her place of permanent residence or where he/she carries his/her business.

16. If any active member changing his place of residence, he/she should get his address changed by giving intimation in writing to the concerned Units.

IV. TERM OF MEMBERSHIP shall be three years. A member shall have to get his membership renewed after every three years for the purpose of the clause a year shall be the period commencing from first of April of the calendar year for the date of enrollment of member upto 31st of the March of the succeeding year.

V. CESSATION OF MEMBERSHIP

A person shall cease to be a member of the party in the event of death, resignation, expulsion, removal, non renewal of membership, or joining other political party and being convicted by court of law involving moral turpitude.

VI. SUSPENSION FROM MEMBERSHIP

The provincial executive and central executive committee may suspend an active member from membership of the party pending disciplinary proceedings.

VII. Organizations

Pakistan Kissan Labour Party shall have the following organizational structure:

1. A national organization shall be formed for the entire country inclusive of overseas Pakistanis.
2. A 'Provincial Organization' shall be formed for each Province.
3. A 'Divisional Organization' shall consist of a Division within a Province under the law excluding any urban area of the Capital City of the Province. The Capital cities of the provinces and Islamabad Capital Area (ICT) shall each comprise a separate 'Capital City' Organization at the same level of Division. Provided that the ICT Capital City Organization shall directly report to the Central Organization.

4. A 'District Organization' shall consist of a District excluding any urban areas having the status of a Municipal Corporation. Such a Municipal Corporation area shall comprise a separate 'City District' organization at the same level.
5. A 'Tehsil/Taulka Organization' shall consist of a Tehsil/Taulka in a District, excluding any urban areas having the status of Municipal Committee or cantonment boards as defined by the provincial Local Government Law. Such a Municipal Committee or Cantonment Board area shall comprise a separate 'City/Cantonment' organization at the same level.
6. A 'Union Council/Ward Organization' shall consist of an area of the Union council/Ward as delimited by election commission of Pakistan as per each provincial local government law.
7. The 'Primary Organization' will be consisting on a Census Block Code (census block code an area defined by revenue department almost having 300 households).
8. A central election commission for Pakistan Kissan Labour Party will be constituted with a permanent office, which will be responsible for conducting intra party election.
9. A disciplinary committee on accountability and correcting malfunctioning at any level shall be formed.
10. Sixteen wings of Pakistan Kissan Labour Party are to be established (Kissan labour forum, women youth and minorities forum, Kissan and Labor students federation, Kissan doctors forum, Kissan lawyers forum, Kissan overseas Pakistani forum, Kissan engineer and chartered accountant forum, Kissan transportation forum. All these party wings shall be represented in the corresponding executive committees and it is also pertinent to mention here that the Central Executive Committee may permit for more such wings in future.

VIII. General Provisions

1. A mechanism for collective decision making is being provided for all decisions of Pakistan Kissan Labour party with regard to party policies.
2. All party tiers will be consulted for the decisions taken and in this regard principle majority opinion shall be upheld.

IX. Party Election

Party elections shall be held in as following:

1. Election of the chairman

- 1.1. Chairman of the party shall be elected by the vote of all the members available on party database with central election commission (CEP).
- 1.2. Central Election Commission of Pakistan Kissan Labour Party shall conduct this election.
- 1.3. Election of the party chairman shall be conducted after every 5 years before any general election in the country.
- 1.4. In case of the chairman`s vacancy falling vacant due to any reason elections shall be held within 30 days.

2. Internal party election

- 2.1. The elections for all other party office bearers, at all tiers shall be held after 3 years in the first week of September.

X. Organizational Structure and Functions of Central Organization

There shall be a Central Organization for the entire country including overseas Pakistanis as following

XI. The Core Committee

- 3.1. The core committee shall be led by the Chairman and the Chairman shall nominate 15 members from amongst national and provincial party organization and some other members may be added to the Core Committee to giving expert opinion to the party with regard to party policies. The most important function of the core committee is to guide party central leadership about economic, social, political, labor and agricultural issues.
- 3.2. The party chairman shall appoint one of the members of the CC as the Secretary of the CC and the secretary will arrange, convene and conduct the meeting of the CC on the direction of the party chairman.

XII. The Central Executive COMMITTEE (CEC)

The central executive committee shall be comprised of the following:

1. The Chairman

2. Vice chairman
3. Secretary General
4. President
5. Senior Vice President
6. Vice President one each from all provinces total 6
7. Additional secretary General
8. Deputy Secretary General one from all provinces total 6
9. Joint Secretary total 6 one from each provinces
10. Central Finance Secretary
11. Central Secretary Information
12. And Sixteen Central Presidents one each for sixteen different wings or forums of Pakistan Kissan Labour party and an equal number of central secretaries of each of the above mentioned wings shall be chosen.

All of the above mentioned office bearers shall be appointed by the party chairman by a notification.

A. Functions of central executive committee:

- The basic function of CEC is to devise political strategy for the future discourse of the party and the party will act in accordance with the direction and vision of CEC members.
- The governing body of CEC shall be consisted of party chairman, secretary general, voice chairman, president, additional secretary general, central secretary finance and central secretary information.

The governing body of central executive committee shall be an administrative wing of the central executive committee to work for it and to facilitate it in discharging of it its responsibilities.

XIII. Provincial organization of the Party:

There shall be a provincial organization in each province.

The composition of provincial executive committee

- 1) President
- 2) Senior vice president
- 3) Vice president
- 4) General secretary

- 5) Additional general secretary
- 6) Deputy general secretary
- 7) Joint secretary
- 8) Provincial finance secretary
- 9) Provincial secretary information and all presidents of the given province for Pakistan Kissan Labour Party different wings/forums at provincial level.

The functions of provincial executive committee is to pursue the policy, vision, decisions and strategy as directed by CEC.

The provincial president SVP, vice presidents, general secretary, additional general secretary and secretary information will constitute governing body of the provincial executive committee.

XIV. divisional organization of Pakistan Kissan Labour Party

There shall be a divisional organization for each division in a province excluding urban area/metropolitan corporations.

The divisional organization shall be having following portfolios
Composition of Divisional Executive Committee:

- 1) President
- 2) Senior vice president
- 3) Vice president
- 4) General secretary
- 5) Additional general secretary
- 6) Deputy general secretary
- 7) Joint secretary
- 8) Divisional secretary finance
- 9) Divisional secretary information and all presidents of Pakistan Kissan Labour Party representing different divisional forum/wings.

(Divisional labor wing, women wing, youth wing, minority wing, kissan doctors forum, kissan lawyers forum, kissan student federation, Kissan engineer and chartered accountant, kissan transportation forum and kissan sports and culture forum and kissan trade forum)

The basic objective of the **Divisional Executive Committee** is to work for the uplift of farmers and labor class of the society and to undertake a research work for the identification of the poor issues confronted by the farmers, laborers and common man which is able to devise a strategy to solve them.

The governing body of the divisional executive committee shall have the same members as has been in the provincial executive committee.

XV. District organization of Pakistan Kissan Labour Party

There shall be a district organization for each district in a province excluding municipal corporations.

Composition of District Executive Committee:

The district organization shall be having following portfolios:

- 1) President
- 2) Senior vice president
- 3) Vice president
- 4) General secretary
- 5) Additional general secretary
- 6) Deputy general secretary
- 7) Joint secretary
- 8) District secretary finance
- 9) District secretary information and all presidents of Pakistan Kissan Labour Party representing different districts forums/wings.
(District labor wing, women wing, youth wing, minority wing, kissan doctors forum, kissan lawyers forum, kissan student federation, Kissan engineer and chartered accountant, kissan transportation forum and kissan sports and culture forum and kissan trade forum)

The primary functions of the District Executive Commission is to identify the farmers, laborers and common man issues and to provide them a timely solution of the issue identified.

The district body of Pakistan labor party will interact with district administration and police officials, WAPDA and any other relevant forum if necessary for the resolution of farmers and laborers issues.

The District Executive Committee's governing body shall be consisted of the district president, district SVP, VP, district general secretary, additional general secretary, district secretary information, district finance secretary.

XVI. Tehsil organization of Pakistan Kissan Labour Party

There shall be a Tehsil organization for each Tehsil in a province excluding municipal committees.

Tehsil Executive Committee

The Tehsil organization shall be having following portfolios:

- 1) President
- 2) Senior vice president
- 3) Vice president
- 4) General secretary
- 5) Additional general secretary
- 6) Deputy general secretary
- 7) Joint secretary
- 8) Tehsil secretary finance
- 9) Tehsil secretary information and all presidents of Pakistan Kissan Labour Party representing different forums/wings.
(Tehsil labour wing, women wing, youth wing, minority wing, kissan doctors forum, kissan lawyers forum, kissan student federation, Kissan engineer and chartered accountant, kissan transportation forum and kissan sports and culture forum and kissan trade forum)

The function of Tehsil executive committee is to identify Tehsil level issues of farmers, laborers and common man and to have meetings with Tehsil administration and WAPDA officials for their early resolution under the supervision of Tehsil president

XVII. Union council/ Municipal ward organization of Pakistan Kissan Labour Party.

There shall be a union council organization for each union council.

Union Council Executive Committee

The union council shall be having following portfolios:

- 1) President
- 2) Senior vice president
- 3) Vice president
- 4) General secretary
- 5) Additional general secretary
- 6) Deputy general secretary
- 7) Joint secretary
- 8) Union council secretary finance
- 9) Union council secretary information and presidents representing Pakistan Kissan Labor Party of different forums/wings at union council level.
(labour wing, women wing, youth wing, minority wing, kissan doctors forum, kissan lawyers forum, kissan student federation, Kissan engineer and chartered accountant, kissan transportation forum and kissan sports and culture forum and kissan trade forum)

The function of Union Council executive committee is to identify the grass root level issues of farmers, laborers and common man and to have meetings with Union Council level revenue staff, police officials at level of sub-divisional officer (SDO) officials for early resolution of the issues discussed above under the supervision of Union council president.

XVIII. Power and Functions of Office Bearers of Central Organization.

The Chairman

The Chairman shall be the Leader of the Party, providing vision, ideological direction, strategy and to be an overall force for party guidance and future strategy.

- 1) Shall provide the ideological direction to the party on all issues after extensive deliberations in CEC, and the ideological vanguard of the party. He should make sure that all arms of the party are adhering to such ideological direction.
- 2) Shall lead the Party, in identifying issues confronted by common masses of the country.

- 3) May direct Secretary General to take appropriate steps to rally the party behind him on all political, social, economic issues and election campaign in case of the party participation in national politics.
- 4) Shall be the Chief spokesperson of the party and shall lead party on topical issues in the media. He should nominate spokesperson(s) who shall spell out the party policy on different subjects in the media.
- 5) Shall ensure that the constitution is being followed at all tiers of the party and may instruct Secretary General to take corrective actions.
- 6) If sufficiently convinced that any office holder at any tier has violated the Party Constitution, Chairman may direct Secretary General to suspend the person involved.
- 7) Shall determine the political position of the party on current issues after thorough deliberations in and outside the Core Committee and have it approved by the CEC.
- 8) May guide Secretary General to form think tanks comprising of experts, specialists in their relevant field to prepare policies on all national and international subjects, including International Affairs, Internal Security, Defense, Health and Education, Water and food security and media through respective office bearers.
- 9) Is the ultimate guardian of the practice of democratic, just and egalitarian values in the party. In matters, where constitution is quiet decision must be taken as per such value system. Prime Minister or Prime Minister-in-Waiting
- 10) May call an emergency session of Core Committee of Pakistan Kissan Labour Party.

Vice Chairman, Central President and Vice Presidents

- 1) Vice Chairman, the Central President and four Central Vice Presidents may be appointed by the Chairman.
- 2) Shall represent party in media and other public platforms, advancing party image and policy.
- 3) Shall also perform special tasks and functions as required by the party Chairman/SG from time to time.

The Secretary General (SG)

- 1) The Secretary General heads Central Executive Committee (CEC) on behalf of the Chairman and responsible to follow and execute Chairman's vision and strategy.
- 2) SG shall apprise Chairman of all matters of the party at regular intervals and keep Chairman's confidence.
- 3) SG shall convene and conduct the meetings of CEC and as mandated in the constitution. SG shall set the agenda and circulate the same, well before time, among the participants of the meetings. This will include presenting evaluation reports of office holders, organizations.
- 4) SG shall ensure the recording of the minutes of all CEC meetings.
- 5) SG shall generate Notifications as per the decisions of the CEC. SG may communicate the same effectively to the intended subjects in person, electronically and by website publishing.
- 6) SG may write to any office holder at any tier to prompt the implementation of the Constitutional requirements, Chairman's directions, CEC's decisions.
- 7) SG shall represent party in all judicial and legal matters.
- 8) SG shall sign any official contracts or agreements on behalf of the party.
- 9) SG shall run and maintain the Central Secretariat of the organization and the team of all the secretaries.
- 10) In additions to the mandated Secretaries, SG may appoint any number of Special Advisors, Assistant Central Secretaries, Managers, Organizers, Coordinators, Conveners, Chairpersons for office jobs/Special purpose action/Administrative/Research/policy/training committees, including a Chief of staff for assistance; TORs shall be specified for each such appointment.
- 11) SG will have the annual budget prepared with the help of the Central Finance Secretary to present it before the CEC for approval.
- 12) SG will be responsible to have accounts maintained and audited as per Article on Finance and Audit.

- 13) SG shall have all registers maintained like Attendance and Minutes register for all meetings through his secretaries and office staff.
- 14) To keep an updated copy (at least quarterly) of the Registered Voter's list in the office and make it accessible to all members.
- 15) SG should make effective use of his team of central Secretaries by delegating his powers to perform functions entrusted with him by assigning different geographical areas to different persons, as per their potential and office through written notifications.

The Additional Secretary General

- 1) Additional Secretary General (ASG) shall act as SG in his/her absence in all the meetings of the party in line with the policy and guidelines set by the SG.
- 2) ASG may perform specific functions of the SG in areas agreed upon by the SG through notification.
- 3) To take full charge in case of the suspension, incapacitation or leave for more than a month of the SG.

The Deputy Secretary General

- 1) The job of the Deputy Secretary General is to transform the party into a well informed, politically savvy team of leaders and workers through character building, education and training in ideology and vision of founding fathers of the party, who can not only understand following but can put into practice,
 - Democracy and its ingredients, like transparency, effective communication, inclusivity, collective decision making, devolution, objective evaluation and accountability.
 - dedication and meritocracy
 - egalitarianism and camaraderie
 - Effective opinion making through self-enriching education
 - Perfecting the science and art of politics.

- 2) The Deputy Secretary General (DSG) shall be the chief representative and extension arm of the Secretary General in the province.
- 3) DSG shall head the team of two central joint secretaries from the province for the job.
- 4) DSG along with his team shall monitor any constitutional oversights (like functioning of Provincial Executive Committee) and report to the SG/ASG and CEC.
- 5) DSG shall divide and allocate different geographical areas of the province among the members of his team.
- 6) DSG along with the team of two central joint secretaries shall be responsible to effectively communicate and evaluate implementation of policy/decisions in the province, taken at the centre.
- 7) DSG team shall prepare reports for the CEC about the membership campaign in the province and also lead the campaign if asked by the provincial organization.
- 8) DSG along with his team shall mobilize the party in the help of the political training campaign in the province.
- 9) DSG along with his team shall be responsible to distribute copies of the constitution translated in Urdu or other native languages to all the primary organizations in the province.

The Central Joint Secretaries

- 1) The Central Joint Secretaries (CJS) shall deputies and assist the relevant DSG in all the functions in the allocated geographical area of the province.
- 2) In case of incapacitation or leave for more than a month of the relevant DSG, one of the CJS as notified by the SG shall take full charge.

Provincial and lower tiers organization of Pakistan Kissan Labour Party

The President

- 1.1. The President of any Elected Body shall be the head of the respective executive body. The president's primary function is to lead, motivate, understand and communicate party vision and strategy. Moreover, president shall guide general

secretary in performing administrative and executive functions.

- 1.2. The president shall nominate further spokespersons for the organization in consultation with the central media cell.
- 1.3. The president shall maintain contacts with the media persons of the level, effectively conveying party vision and policy.
- 1.4. The President may preside all meetings and political events of the organization.
- 1.5. The President shall act as team leader, communicating with all of the executive committee members, including wings, and building consensus around issues through informed exhaustive collective decision making.
- 1.6. The President shall be responsible for any reconciliation that be required within the executive committee.
- 1.7. The president shall attend to the workers complaints, and try to solve their problems remaining within his capacity, may these pertain to party or governmental departments.
- 1.8. The president shall attend the social events (including but not limiting to rallies, seminars, inauguration ceremonies, cultural events, weddings and death events) in the area and represent the party.
- 1.9. The president should apportion a fair amount of time in the office of the organization for the complaints/problems of the ordinary people against the governmental departments. The president should represent these people and raise these issues, in the party and with the relevant government officials.
- 1.10. The President should lead and delegate work to other members of the Executive Committee in different geographical areas, as per their potential and abilities , as in the following,
 - Supervision of membership drive in different allocated areas
 - help improve the understanding of the constitution in different allocated areas

- To monitor and evaluate specified subordinate organizations and report to the Executive Committee in matters like Constitutional violations and level of generated political activity.
- To raise funds for the party from different sectors like traders, industrialists and agriculturalists, as per party Finance policy, enunciated elsewhere in this document.
- To keep liaison with different political parties or media groups.
- Formation of different teams/committees to supervise and execute different aspects (Publicity/Transport/Mobilization/Stage management) of major and minor political events like reception of senior leaders, rallies, workers convention, press conferences.

The Senior Vice President (SVP)

1. SVP shall act as president and preside all meetings in the absence of the president.
2. SVP shall follow the political and organizational guidelines of the president in his absence and while keeping president fully informed on developments and any decisions taken.
3. SVP shall help president in carrying out all of his functions.
4. SVP shall take full charge in case of the suspension, incapacitation or leave for more than a month of the president.

The General Secretary (GS)

1. The job of the General Secretary (GS) is to head the administrative arm of the organization under the guidance of the President.
2. The GS shall plan, execute, coordinate and implement all decisions taken by the Executive Committee, may it be the educational, Training, political activity, election and other issue based campaigns.
3. The GS is ultimately responsible to plan, organize, coordinate and execute visits and receptions of the leaders, under the directions of the executive committee, and forward reports and data such generated to the Party Management Cell.
4. The GS shall issue notifications, circulars and instructions with the approval of the president, and forwarding all such data, preferably electronically, to the Party Management Cell.

5. The GS is ultimately responsible, with the help of other secretaries and staff, to maintain, update and preserve in a transparent manner, all the office record and data, including but not limiting to membership register, minutes-of-the-meeting register and attendance register. The GS shall make such data available to the members when required/demanded.
6. The GS could hire salaried staff and provisions to effectively run party office.
7. The GS is responsible to prepare the annual budget with the help of the Finance Secretary, to present before the executive Committee for approval strictly as per the provisions of the article on finance.
8. The GS is responsible to have accounts registers/data maintained and audited as per Article on Finance.
9. The GS shall plan, convene and conduct the meetings of the Executive Committee or the council as required by this constitution, while transparently maintaining all the data generated during the work, and also forwarding such data to the Party Management Cell.
10. The GS shall priorities and set the agenda items, after consultations with the president, for the forthcoming meetings of the executive committee or the Council, and circulate well before time to the members, in order for them to come prepared on the issues.
11. The GS shall receive evaluation reports from lower tiers, generate own evaluation reports, and present before the executive committee.
12. The GS shall start planning and execution for the annual Council meeting at least three months prior to the announced date, and is ultimately responsible to make it a success.
13. The GS is responsible to oversee that the constitution is being followed in the organization and in the lower level organizations. The GS can report any such violation to the own executive committee.
14. The GS shall act as 'Mediator' as outline in the act on Discipline.
15. The GS can recommend suspension of any member of the executive committee to the president and issue notification, on approval, quoting reasons for suspension.

16. General Secretary can nominate by notification any of his Deputy Secretary/Joint Secretaries for the functions outlined above or to officiate in his absence.

The Vice President (VP)

1. To assist the President in the performance of his duties as delegated by the President for the specified geographical location
2. Prepare reports (on membership drive, Attendance and Minutes Register), as delegated by the President for specified subordinate organizations.
3. Attend Public Meetings and workers training sessions as directed by the President for the specified subordinate organizations.

The Additional General Secretary

1. To act as GS in the absence of the GS in all the meetings of the party in line with the policy and guidelines set by the relevant GS
2. To perform specific functions of the GS in areas agreed by the GS by notification.
3. To take full charge in case of the suspension, incapacitation or leave for more than a month of the GS.

The Joint Secretaries

1. To assist the GS in smooth running of the party office.
2. To assist in maintaining the Attendance and minutes register as delegated by the GS/SG.
3. To perform various functions of GS as delegated by the GS.

Secretaries Finance

1. Central Secretary Finance shall be appointed by the Secretary General in consultation with the Chairman.
2. Secretary Finance at the levels of province and Division shall be appointed by the governing bodies of the relevant executive committee in consultation with the central secretary finance.
3. Secretary Finance at local organizations shall be appointed by the governing bodies of the relevant executive committee in consultation with the divisional secretary finance.
4. Central Secretary shall be the chief of the Central Finance team.
5. Central Secretary shall effectively communicate the Finance Policy as framed by the central finance board, from time to time to all of

the lower tier Finance Secretaries. Central Secretary Finance shall ensure the uniform implementation of the finance policies and decisions at the centre, in all the provinces and overseas chapters.

6. Secretary Finance shall be responsible to keep all the accounts and ledgers in order and ready for the annual internal and external audits for the relevant organization.

XIX. Finance for the party

General Rules for party financing at different tiers

1. All fees and donations collected by all the Party Organizations and individual members shall be submitted in the party account as specified by the Central Finance Committee (CFC).
2. All gifts to the Party Officials received in the official position from Pakistani or foreign nationals shall be submitted to the CFC. No donations from companies/agencies/NGOs/Foreign Nationals/Agencies/ Governments are allowed. No collections for welfare projects in the name of Pakistan Kissan Labour Party are allowed.
3. Any distribution from the Central Accounts are conditioned to the prior deliberations and approval by the CFC.
4. All donations that have been deposited in the Central Account for a specific sub-organization, shall only be notified to the CFC and shall not be subjected to deliberations by CFC; and shall not take more than five working days to be transferred to the specified recipient sub-organization's account; and shall be disbursed by the recipient sub-organization as per CFC guidelines.
5. Funding for the establishment and management of all the organization offices at all tiers shall be equally contributed by all the members of the respective executive committees in such a manner that members of the governing bodies shall contribute twice as much as other members; supplementary budgetary demands might be placed before the respective finance boards for extraordinary expenses; failure to comply shall attract disciplinary measures.

XX. Establishment of Central Finance committee (CFC)

Party Secretary General shall notify CFC in consultation with the Chairman comprising following:

1. Secretary General, Head of the committee
2. Central Secretary Finance
3. Financial Advisor, Secretary of the committee
4. Four other members from among the senior leadership.

Functions of Central Finance Committee

1. CFC shall be responsible for annual/supplementary budget preparation and overall financial management including book keeping, financial reporting, banking, donation and fund handling, audit and coordinating with relevant regulatory bodies; all reports shall be presented to and be approved by CEC.
2. Shall define the Finance Policy/manuals for all the Organizations and publish the same on the official website; shall effectively communicate the same in the electronic/print form with all the lower organizations.
3. Shall supervise and approve Finance committees for overseas pakistanis, Provincial and other Finance committees for any of the sub-organizations.
4. Central Secretary Finance shall convene meetings so often that no outstanding agenda item remains unresolved for more than a month; the Financial Advisor shall keep all the minutes of the meetings, decisions, notifications, circulars and data generated during the proceedings.
5. All Party sub-organizations shall submit their budgetary demands (Annual or Job/Event Specific) to the Central Secretary Finance who in turn shall put the same on the CFC agenda for deliberations.
6. Shall prepare Procurement Policy/manuals and form the Procurement Committees at Central, Provincial , Divisional and District levels.
7. Shall submit all accounts for Annual External Audit by a firm of Chartered Accountants. The annual external audit report after deliberations by CEC shall be presented to the Election Commission of Pakistan.
8. Fund Raising Teams shall be different from the Account Handling teams.
9. Account Handling shall be done as in the following;

(1) Any disbursements shall be made by the joint signatures of two persons; nominated by concerned secretary finance of the organization in consultation with central finance secretary.

XXI. Provincial Finance Committee (PFC)

1. PFC shall comprise the following members,

- 1.1. The Provincial President / SVP as head of the committee
- 1.2. Provincial General Secretary
- 1.3. Provincial Additional General Secretary
- 1.4. Provincial Secretary Finance (Appointed by Central Finance Committee in consultation with the relevant provincial president
- 1.5. Four Other members from among the Senior Provincial Leadership nominated by the Provincial President provided they have requisite finance related background.

Functions

1. PFC shall prepare the Annual and supplementary Provincial Budget
2. PFC shall prepare the Annual and supplementary Budgetary demands and present to the CFC for approval, provided the demands from the lower tiers have been taken care of.
3. Shall follow the CFC policy/manuals in fund collections and disbursements.
4. Submit all accounts for Annual External Audit by a firm of Chartered Accountants. The annual external audit report shall be presented for deliberations and approval to the Provincial Executive Committee on the subsequent PEC meeting and submit the same to the CFC.

XXII. Lower tier Finance Committee

1. Finance committees may be formed, as per need basis, up till the tier of the District by the permission, and as per policy outlined by the Central Finance Committee.
2. Lower organizations willing to have their own Finance Committees shall make a request for the same to the CFC.

XXIII. Finance Committee for overseas Pakistanis/ chapter

An Overseas Pakistani Finance Committee shall be formed for all Countries where overseas Pakistani live and it shall be consisted of following members,

1. The Country Elected Body (EB) President / SVP as head of the committee.
2. The Country EB General Secretary
3. The Country EB Additional General Secretary A properly qualified and experienced Chartered Accountant / Banker / MBA finance or equivalent
4. The Country EB Secretary Finance (CFC in consultation with Secretary Overseas Pakistani and Country EB President)

Functions

1. Laws of the home country and the Election Act 2017 must be adhered in letter and spirit; those who violate above mentioned laws shall be personally responsible; and to be liable to be reported to Permanent Committees on Accountability and Discipline (PCAD).
2. Overseas Pakistani Finance Committee shall prepare the Annual and supplementary overseas Pakistani Country budget and budgetary demands and submit to CFC through Central Secretary Finance.
3. Submit all accounts for Annual External Audit by a firm of Chartered Accountants. The annual external audit report shall be presented for deliberations and approval to the CFC on the subsequent CFC meeting.

XXIV. Party Functions Finance Management

All special functions shall be managed in the following manner

1. A sub-committee shall be formed, for the event, by the concerned executive committee, comprising not less than five persons, called 'Event Organizational committee' Or as directed by the CEC from event to event.
2. The Event Organization Committee shall make estimated budget for the event; shall send a request for funding to the

Provincial/Central Finance Board; upon receipt of commitment from the PFC/CFC, shall raise funding, if required, for the balance amount; provided budgetary plans are approved by the executive committee.

3. Fund collection, account keeping, disbursement and audit shall be conducted strictly as per CFC policy and guidelines.

XXV. SELECTION OF PARTY CANDIDATES

The process of award of tickets shall start with formation of Parliamentary Boards preferably six months prior to the relevant scheduled General or Local government Elections; and end at least two months before the elections including final appeals. In case of unscheduled elections, the process shall start within one week of the dissolution of the assemblies/LG.

1. GENERAL ELECTIONS AND SENATE

- a. Party SG shall notify the parliamentary boards as instructed by the Chairman; in such numbers that each board is allocated maximum of 100 constituencies.
- b. Any Senior leader shall Preside the board. Geographical areas (single or multiple districts/divisions) shall be clearly defined in the notification for each board. In addition to the president of board, four such senior leaders shall be nominated who are familiar with the area concerned; provided one leader hails from outside the area concerned; Central Election Commission shall send a delegate to serve as the secretary of the board
- c. For general seats: The relevant Divisional President shall be the ex-officio associated-member of the parliamentary board during the deliberations of their respective constituencies. These associated members shall not be the decision making members of the board but shall only help in the deliberations of the board. The selection of candidates for Elective offices Parliament and Provisional Assemblies 5% quota or above for representation of women candidates shall be ensured by the board as required by the section 206 of the Election Act 2017.
- d. In case of Senate: the following shall serve as ex-officio members to help the parliamentary board of the respective province; provincial president as G for the general and technocrat seats; provincial president and GS of the women wing for women seats, provincial minority wing president

and GS for the minority seat; provided ex officio members are not candidates themselves.

- e. Tehsil and District Executive Committee shall both recommend, for each constituency, a priority list of three Candidates for general seats, highest carrying three marks and lowest carrying one mark for each seat.
- f. In case of women and minority reserved seats in National Assembly: each Central working committees of women wing and minorities wing shall send a priority list for all the reserved seats.
- g. In case of women and minority reserved seats in Provincial Assembly: each Provincial working committee of women wing and minority wing shall send a priority list for all the reserved seats.
- h. In case of Senate General Seats: Provincial executive committees shall recommend a priority list for all the seats in the senate for the province.
- i. In case of Senate women and minority reserved seats: each Provincial working committee of women wing and minority wing shall send a priority list for all the reserved seats in the Senate for the province.
- j. The secretary shall place the score cards before the members of the parliamentary board; make calculations at the end; adding total score for each member divided by the number of board members; and compile the list; president shall announce the winning candidate for the party ticket; an appeal may be filed by the runner up candidate with the appellate board provided that the difference in the score is less than 10%.
- k. The secretary shall record the proceedings and send it to the Party Management Cell.
- l. All boards shall work concurrently.
- m. The President shall notify an appellate board comprising seven members other than in the original board; headed by himself or SG; Central Election Commission delegate serving as secretary. In case of appeal, appellate board shall interview the Candidates, and award marks on the score card place before them by the secretary; the secretary shall do the calculations at the end; and the Appellate board president shall award the ticket.
- n. The President may refer the matter to the Central Election Commission to hold Closed Primary in the relevant

constituency, provided that the difference in the score card marks in the appellate board is less than 7%.

- o. The secretary shall record the proceedings of the appellate board; the decision of the appellate board/closed primary shall be final; and shall send the same to the Party Management Cell.
- p. Similar process shall be adopted for the by-elections.
- q. A performance audit of the parliamentary boards shall be carried out by the Party Management Cell (PMC) after the elections. PMC shall prepare reports ranking parliamentary board members based on the accuracy of their assessments; and present the audit report to the CEC.

Education

Masters = 5 Graduation = 4 Intermediate = 3 Matriculation = 2 Middle = 1
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Electoral Experience

wo Election Won = 3 One Election = 2 One Election Runners Up = 1
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Affiliation

Three terms as office holder = 3 Two terms as office holder = 2 One term as office holder = 1 Add to above following marks Above Average Performance = 2 Average Performance = 1
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Financial Strength & Electability

To be determined by the board

Interview

Persona and Suitability for the job to be determined
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Education

1 Education (0-5 Marks)	Education
1 Electoral Experience (0-3Marks)	Education
3 Recommendation by Tehsil Executive Committee (0-3 marks)	Five Years Professional Degree= 10 Four Years Professional Degree=9
4 Recommendation by District	Three Years Professional Degree=8

<p>Executive Committee (0-3 Marks) 5 Recommendation by Divisional Executive Committee (0-3 marks) 6 Party affiliation and Service (0-5) 7 Financial Strength (0-5) 8 Electability (0-5) 9 Interview (0-13)</p>	<p>Post Masters=7 Masters=5 Graduation=4 Intermediate = 3 Matriculation = 2 Middle = 1 Add to above One Mark for each Year of Professional Experience (Max 10)</p>
	<p>Party Affiliation Three terms as office holder = 10 Two terms as office holder = 8 One term as office holder = 6 Party membership > 5 years = 4 Party membership > 2 years = 2 Party membership > 1 years = 1 Add to above following marks Performance = 10-0</p>
	<p>Interview Three terms as office holder = 10 Two terms as office holder = 8 One term as office holder = 6 Party membership > 5 years = 4 Party membership > 2 years = 2 Party membership > 1 years = 1 Add to above following marks Performance = 10-0</p>

Priority Lists

<ol style="list-style-type: none"> 1. Provincial Executive Committee would give list for both Provincial and National reserved seats 2. For National Seats both National and provincial Working Committees of the relative wing shall give priority list while for Provincial Seats only the provincial Working Committee of the relevant wing shall give the priority lists.

Education

1Education (0-5 Marks)	Education
1 Electoral Experience (0-3Marks)	Five Years Professional Degree= 10

<p>3 Recommendation by Tehsil Executive Committee (0-3 marks)</p> <p>4 Recommendation by District Executive Committee (0-3 Marks)</p> <p>5 Recommendation by Divisional Executive Committee (0-3 marks)</p> <p>6 Party affiliation and Service (0-5)</p> <p>7 Financial Strength (0-5)</p> <p>8 Electability (0-5) 9 Interview (0-13)</p>	<p>Four Years Professional Degree=9</p> <p>Three Years Professional Degree=8</p> <p>Post Masters=7</p> <p>Masters=5</p> <p>Graduation=4</p> <p>Intermediate = 3</p> <p>Matriculation = 2</p> <p>Middle = 1 Add to above One Mark for each Year of Professional Experience (Max 10)</p>
	<p>Party Affiliation</p> <p>Three terms as office holder = 10</p> <p>Two terms as office holder = 8</p> <p>One term as office holder = 6</p> <p>Party membership > 5 years = 4</p> <p>Party membership > 2 years = 2</p> <p>Party membership > 1 years = 1</p> <p>Add to above following marks</p> <p>Performance = 10-0</p>
	<p>Persona Suitability for the job = 20-0</p>

Priority Lists

Provincial Executive Committee to enlist for own province CEC to enlist for each Province Separately

Non constituency Grade

Sum total of following Credits One Term as SG = 10

One Term as Provincial President = 8

One Term as Divisional President = 6

One Term as Member CEC = 4

One Term as Member PEC = 3

One Term as Member DivEC = 2

One Term as Member DEC = 1 Add to above following marks

Performance = 10-0

Education

<p>Five Years Professional Degree=10</p>	<p>Education</p>
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<p>Score Card for Senate General Seat</p> <p>1 Education (0-20 marks)</p> <p>2 Non-Constituency Party Cadre Service</p> <p>3 Priority List by the relevant Provincial executive committee (Numbered in reverse order)</p> <p>4 Priority List by the Central executive Committee (Numbered in executive Committee (Numbered in reverse order)</p> <p>5 Interview (0-20)</p>	<p>Four Years Professional Degree=9</p> <p>Three Years Professional Degree=8</p> <p>Post Masters= 7 Masters = 5</p> <p>Graduation = 4 Intermediate = 3</p> <p>Matriculation = 2 Middle = 1 Add to above One Mark for each Year of Professional Experience (Max 10)</p>
	<p>Persona and suitability for the job=5-0</p> <p>Priority list</p> <p>Provincial Executive Committee to enlist for own province CEC to enlist for each Province Separately</p>

Academic & achievement

<p>Sum total of following Credits Each Year as University Professor = 1</p> <p>Each Accredited Research Paper = 1 Each Published Book = 2 National Achievement Awards = 5 International Achievement Awards = 10</p>

Education

<p>Score Card for Senate Technocrat</p> <p>1 Education (0-20 marks) 2</p> <p>Academic credentials, Accredited Research papers, Achievement Awards, Books (Maximum up to 20)</p> <p>3 Priority List by the relevant Provincial executive committee (Numbered in reverse order)</p> <p>4 Priority List by the Central executive Committee (Only for the Federal seat, Numbered in reverse order)</p> <p>5 Interview (0-15)</p>	<p>Education</p> <p>Five Years Professional Degree= 10</p> <p>Four Years Professional Degree= 9</p> <p>Three Years Professional Degree=8</p> <p>Post Masters = 7 Masters = 5</p> <p>Graduation = 4 Intermediate = 3</p> <p>Matriculation = 2 Middle = 1 Add to above One Mark for each Year of Professional Experience (Max 10)</p>
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	<p>Party Affiliation</p> <p>Add following marks One term as office holder at Central Level = 4 One term at Provincial Level=3 On term at Divisional Level = 2 One term at District Level = 1 Membership for every two years = 1 Add to above following marks Performance = 10-0</p>
	<p>Interview</p> <p>Persona and suitability for the job= 5-0</p> <p>Awareness of the relevant sectoral issues 5-0</p>

Priority List

Both central and provincial executive committees and both central and Provincial working committees of the relevant wings

2. Local Government election

Score Card for Senate Women/Minorities

<p>1 Education (0-20 marks)</p> <p>2 Party Affiliation and Service (0-20)</p> <p>3 Priority List by the Central working Committee of the relevant wing (Numbered in reverse order)</p> <p>4 Priority List by the relevant Provincial Executive Committee (Numbered in reverse order)</p> <p>5 Priority List by the Provincial working committee of the relevant wing (Numbered in reverse order)</p> <p>6 Priority List by the Central Executive Committee (only for the Federal seat, in reversed order)</p> <p>7 Interview (0-10) Total Score Concluding Remarks. Name and Signatures</p>	<p>4.1. Provincial GS shall notify the parliamentary boards as instructed by the Provincial President; in such numbers that each board is allocated between 50 to 100 constituencies. 4.2.A nominated Senior leader shall preside the board. Provincial president shall clearly define the geographical areas (single or multiple UC/MC/ Cantonment- boards/Corporations/Towns) in the notification for each board. In addition to the president of the board, the provincial president shall nominate two senior leaders who are familiar with the area concerned; provided at least one leader hails from outside the area</p>
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	<p>concerned; CEC shall send a delegate to serve as secretary of the board. 4.3. The relevant UC, Tehsil or District president and GS shall be the ex-officio associated-members during the deliberations of their respective constituencies, provided they are not candidates. These ex-officio members shall not be the decision making members of the board but shall only help in the deliberations of the board.</p>
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- a. In case of reserved Labour/Kissan, women and minority seats: respective women, minority or Labour/Kissan wing president and GS of the relevant tier shall be the ex-officio associated-members provided they themselves are not the candidate.
- b. UC and Tehsil Executive Committee shall recommend a priority list of three Candidates for each seat of UC and Tehsil Councils; District Executive Committee shall recommend a priority list of three candidates for each seat of Tehsil and District councils. UC and Tehsil Working committees of the respective wings shall prepare a priority list of three candidates for each reserved seat at UC and Tehsil level; District Working Committees of the respective wings shall prepare a priority list of three candidates for respective reserved seat at Tehsil and District levels.
- c. The Secretary shall place the score cards before the members of the parliamentary board; make calculations at the end; adding total score for each member divided by the number of board members; and compile the list; president shall announce the winning candidate for the party ticket; an appeal may be filed by the runner up candidate with the appellate board provided that the difference in the score is less than 10%.
- d. The secretary shall record the proceedings and send it to the Party Management Cell.
- e. All boards shall work concurrently.
- f. The Provincial President shall notify an appellate board comprising five members other than in the original board; headed by himself or Provincial General Secretary; an

Central Election Commission delegate serving as secretary. In case of appeal, appellate board shall interview the Candidates; and award marks on the score card place before them by the Secretary; the secretary shall do the calculations at the end; and the Appellate board president shall award the ticket.

- g. The Provincial President may refer the matter to the Central Election Commission to hold Closed Primary in the relevant constituency, provided that the difference in the score card marks in the appellate board is less than 7 %.
- h. The secretary shall record the proceedings of the appellate board; the decision of the appellate board/closed primary shall be final; and shall send the same to the Party Management Cell.
- i. Similar process shall be adopted for the by-elections.
- j. 4.13. A performance audit of the parliamentary boards shall be carried out by the Party Management Cell (PMC) after the elections. PMC shall prepare reports ranking parliamentary board members based on the accuracy of their assessments; and present the audit report to the PEC.

SCORE CARD FOR GENERAL LG SEATS

1 Education (0-5 marks)	Education
2 Party affiliation and Service (0-5)	Masters = 5 Graduation = 4
3 Recommendation by UC Executive Committee (0-3 marks)	Intermediate = 3 Matriculation = 2 Middle = 1
4 Recommendation by Tehsil Executive Committee (0-3 marks)	Electoral Experience
5 Recommendation by District Executive Committee (0-3 marks)	Two Elections Won = 3 One Election Won = 2 One Election Runners Up = 1
6 Electoral Experience (0-3 marks)	Party Affiliation
7 Financial Strength (0-5)	Three terms as office holder=3 Two terms as office holder=2 One term as office holder=1
8 Electability (0-5) 9 Interview (0-13)	Add to above following marks Above Average Performance = 2 Financial Strength & Electability To be determined by the board Interview

	<p>Persona and suitability for the job=5-0</p> <p>Priority List</p> <p>District Committee shall only give lists for District Councilors, District Chairman/Nazim/Mayor and Tehsil Chairman/Nazim/Mayor</p>
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SCORE CARD FOR LG RESERVED SEATS

<p>1 Education (0-20 marks)</p> <p>2 Party Affiliation and Service (0-20)</p> <p>3 Priority List by the District Executive committee (Numbered in reverse order) where required</p> <p>4 Priority List by the District working Committee of the relevant wing (Numbered in reverse order) where required</p> <p>5 Priority List by the relevant Tehsil Executive Committee (Numbered in reverse order) where required</p> <p>6 Priority List by the Tehsil working committee of the relevant wing (Numbered in reverse order) where required</p> <p>7 Priority List by the relevant UC Executive Committee (Numbered in reverse order) where required</p> <p>8 Priority List by the UC working committee of the relevant wing (Numbered in reverse order) where required</p> <p>9 Interview (0-20)</p>	<p>Education</p> <p>Five Years Professional Degree = 10 Four Years Professional Degree = 9 Three Years Professional Degree = 8 Post Masters = 7 Masters = 5 Graduation = 4 Intermediate = 3 Matriculation = 2 Middle = 1 Add to above One Mark for each Year of Professional Experience (Max 10)</p> <p>Party Affiliation</p> <p>Three terms as office holder = 10 Two terms as office holder = 8 One term as office holder = 6 Party membership > 5 years = 4 Party membership > 2 years = 2 Party membership > 1 year = 1 Add to above following marks</p> <p>Performance = 10-0</p> <p>Financial Strength & Electability</p> <p>Persona and suitability for the job = 5-0</p> <p>Awareness of the relevant sectoral issue = 5-0</p> <p>Interview</p> <p>Persona and suitability for the job = 5-0</p> <p>Priority List</p> <p>1.DEC shall give Priority lists for</p>
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	<p>each District and Tehsil Nazim/Mayor/Chairperson and District Councilors. 2.TEC shall give Priority lists for each Tehsil Nazim/Mayor/Chairperson, UC Chairman and Tehsil Councilors 3.UEC shall give priority lists of each UC Councilors.</p>
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XXVI. Disciplinary Measures for Violation of Party Constitution

1. A clear distinction needs to be made between 'Interpersonal Conflict' and 'Disciplinary Violation'; all complaints falling under 'Interpersonal Conflict' category shall be referred to the mediator appointed by party central general secretary.
2. An act/dispute affecting party policy, image, working and political activity shall be dealt with as 'Disciplinary Violation'.
3. Any dissenting opinion on a particular policy/political issue presented as 'personal view' presented on a public forum, shall not be taken as 'Disciplinary Violation'; provided dissenting personal view is presented with deference to the party policy ; and provided it doesn't incriminate any party office holder on any public platform .
4. Any interpersonal dispute that spills over in the public domain and harms party image, working and political activity shall be taken as 'Disciplinary Violation'; and may involve disciplining all parties.
5. Party Disciplinary Violations shall fall under three categories carrying different penalties as hereunder;
 - 5.1. Minor Disciplinary Violation: Three month suspension of the office holders; Three month membership suspension of the members
 - 5.2. Moderate Disciplinary Violation: Removal from the office for one term for the office holders; One year membership suspension of the members.
 - 5.3. Severe Disciplinary Violation: Expulsion from the Basic Party Membership

5.4. But, if PCAD determines that the violation is of less than minor nature, it shall give one time warning to the offender.

XXVII. Permanent Committee on Accountability and Discipline (PCAD)

1.1. Central PCAD

1.1. A permanent Committee on Accountability and Discipline shall be formed at the centre comprising a Chief of PCAD and four other members.

1.2. The Secretary General (SG) shall propose the names , after chairman's approval, for all four members and the Chief.

1.3. All names to be circulated among the members of the CEC two weeks prior to the meeting; CEC to make sure that all have a clean record and possess requisite qualifications ; Once approved by CEC by a simple majority, Secretary General shall notify the same.

1.4. The term of the PCAD shall be for four years from the date of notification; and any member or the Chief shall only be removed through a two-third vote of the CEC.

1.5. The PCAD can co-opt members for specific jobs / departments on a case to case basis.

Functions

1. The PCAD shall be a permanent disciplinary body in the party; shall keep designated salaried staff, if required, in numbers sufficient for its smooth functioning
2. Central PCAD shall take up written complaints only against the members of the Core Committee, CEC.
3. Chief of PCAD shall form a two member subcommittee for each complaint; the remaining three members including the Chief, shall act as appellate committee to hear one right of appeal; which shall be final.
4. The two member subcommittee; in the initial hearing; shall first determine that the complaint is not frivolous in nature and requires further investigation; shall refer the case for mediation.
5. The two member committee may, if required, suspend party official under investigation for the period of inquiry and hearing; provided this suspension is no longer than one month.

6. Shall issue notices to the parties within seven working days; and shall decide the case within one month of the issuance of the notices; provided sufficient opportunity is given to the defendant.
7. Shall decide its own by-laws/procedures and post on the party website.

XXVIII. Provincial PCAD

1. A Permanent Committee on Accountability and Discipline shall be formed at each province comprising a Head of PCAD and two members.
2. The provincial General Secretary (GS) shall propose the names , after provincial president's approval, for the two members and the Head.
3. All names to be circulated among the members of the PEC two weeks prior to the meeting; PEC to make sure that all have a clean record and possess requisite qualifications ; Once approved by PEC by a simple majority, provincial GS shall notify the same.
4. The term of the provincial PCAD shall be for four years from the date of notification; and any member or the head shall only be removed through a two-third vote of the PCAD.
5. The provincial PCAD may form PCAD at lower tiers, on as per need basis.

Functions

1. Only written complaints shall be dealt with by each Provincial PCAD against members of provincial council and all lower tier organizations of the respective province; right of appeal against the decision of the provincial PCAD shall lie with the Central PCAD; and shall be final.
2. Provincial PCAD may form, with consensus, PCAD subcommittees at divisional level if number and nature of complaints if so required.
3. All other provisions in the clause on Central PCAD shall apply to the provincial PCADs.

XXIX. Party Manifesto Committee

1. The Chairman shall form a Party Manifesto Committee headed by a senior leader, who has been member of the party for some time, with the approval of the CEC, within six months of getting elected.
2. The Chairman shall further appoint any number of academics and professionals from within or outside the party in consultation with the Chairperson of the Manifesto Committee.
3. The manifesto committee can co-opt and form sectoral specialist subcommittees from among the members of the Think Tanks, at centre or provinces, who had prepared policy papers.
4. The Party Manifesto Committee shall be assisted by all the wing presidents when required by the Party Manifesto Committee.
5. The Party Manifesto Committee shall complete the manifesto and present to CEC for approval within six months of its formation.
6. After approval from CEC, the Party Manifesto shall be adopted.

XXX. Amendment to the Party Constitution

1. An amendment to the Constitution can be moved by the Central Executive Committee by one-third of the total membership of the CEC.
2. The Chairman may refer back to the CEC to any proposed amendment for reconsideration of the amendment which may again be passed by two-third of the members present.
3. After every amendment the amended copy of the Party Constitution shall be deposited with the Pakistan Kissan Labour Party central election commission which in turn shall submit it to the Election Commission of Pakistan.

XXXI. Central Media and Information Cell (CMIC)

1. CMIC shall comprise following;
 - Chairman - Chair
 - Central Secretary Information - Secretary
 - Head of Central Media Department
 - Head of Social Media

- Head of Marketing Team
 - Any number of co-opted members
2. CMIC shall meet as frequently as required and shall form narrative on party policy and top political and social issues of farmers, labors and common man shall form guidelines for all arms of information dissemination, marketing and spokespersons.
 3. In the case of unavailability of the Chairman, Central Secretary Information shall chair the meeting and make decisions as per Chairman's instructions.

1. Secretary Information

- a. Central Secretary Information shall be appointed by the Secretary General in consultation with the Chairman.
- b. Secretary Information at the levels of province and Division shall be appointed by the Governing Bodies of the relevant executive committee in consultation with the central secretary information.
- c. The secretaries at the center and provinces may appoint any number of deputy secretaries as per guidelines set by Central Media and Information Cell.
- d. Secretary Information at local organizations shall be appointed by the governing bodies of the relevant executive committee in consultation with the divisional secretary information.
- e. Central Secretary Information shall lead the team of the provincial information secretaries who in turn will provide leadership to the information secretaries in the lower tiers of the respective provinces.
- f. Central Information Secretary along with the relevant provincial secretaries shall arrange training workshops for the information secretaries of the tiers below province.
- g. Central party policy shall be effectively communicated by the Central and Provincial teams, among all the tiers, to ensure homogenous projection of the party's image from top to the bottom.
- h. Secretary Information shall be the main spokesperson, of the relevant executive committee, to effectively present

party narrative to the media, and shall maintain appropriate contacts with the media persons for the job.

- i. Central Secretary information shall oversee party narrative being implemented by Social Media team and the Central Media Department; liaise with media people; oversee media performance of party leaders.

2. Central Media Division (CMD)

- a. Central Media Head shall be appointed by SG in consultation with the Chairman.
- b. Central Media Department shall be provided adequate space, equipment and staff in the Central Secretariat.
- c. Primary function of the CMD shall be party narrative management.
- d. CMD shall monitor news and views in the electronic and print media.
- e. Shall be responsible for information dissemination to the media houses.
- f. Shall coordinate with Social Media teams and party management cell for the narrative dissemination.
- g. Shall develop and implement strategic marketing plans for the party image.
- h. Shall gather media sentiment for the Central Media and Information Cell.

3. Social Media Team (SMT)

- a. Social Media Head shall be appointed by the SG in consultation with the Chairman.
- b. Social Media Head (SMH) shall develop an organizational and operational plan to be ratified by the Central Media and Information Cell.
- c. Shall be the lead team, dynamically planning and strategizing social media policy and effectively communicating to all lower tiers.
- d. The SM team shall work closely with the Central Media Division to disseminate the message through all social media platforms.

- e. The SM team shall follow and digitalize all political activities of the party at the corresponding tier, and effectively disseminate the same on all SM platforms.
- f. A monthly report plus additional reports, as and when required, shall be circulated to all CEC members analyzing new sociopolitical trends in SM for the guidance of the party leaders. This report shall analyze the negativity and positivity as manifested on the SM in relation to various party activities/decisions/statements.

4. Marketing and Research Team

- a. Marketing and Research Team Head shall be appointed by the SG in consultation with the Chairman.
- b. Marketing and Research Team shall be provided with required space, staff and equipment in the central secretariat and in the field offices as well.
- c. Shall develop an organizational and operational plan to be ratified by the Central Media and Information Cell.
- d. Shall be responsible for tracking Pakistan Kissan Labour Party popularity and public reach vs other political parties and report monthly to the Chairman/SG and Central Media & Information Cell along with recommendations
- e. Shall do research and analysis on issues that shape up public opinion and give recommendations to the Chairman/SG and Central Media and Information Cell
- f. Marketing team shall be responsible for brand positioning, tagging development, designing of all content material (videos, memes, print, outdoor etc) for all social media and conventional media channels.
- g. Shall further help furnishing data on topics and issues of public concern to the party spokespersons.

XXXII. Central Election Commission (CEC)

- a. An Election Commission shall be formed comprising following,
 - Chief Election Commissioner - Chief of the Central Election Commission.
 - One commissioner from each of all four provinces.
- b. The Secretary General (SG) shall propose; with the approval of the Chairman; the names for the all commissioners and Chief Election Commission. Secretary General shall circulate the names among

the members of the Central Election Commission two weeks prior to the deliberations in the Central Executive Committee meeting. The Central Executive Committee shall make sure that all commissioners have a clean record and possess requisite qualifications.

- c. Once deliberations are done in Central Executive Committee, The Secretary General shall convene the National Council meeting after an interval of not less than 2 weeks and present the names for secret ballot.
- d. The term of the members and Chief of Central Election Commission shall be for five years and once notified by the SG on behalf of the Central Executive Committee, shall only be removed by the Central Executive Committee.
- e. The Commission can co-opt associated members for specific jobs/ departments; and may co-opt members for any vacancy arising out of resignation or incapacitation of a member.
- f. In case of the resignation or incapacitation of the Chief Election Commissioner the above mentioned procedure need to be adopted by Central Committee and until permanent appointment of Chief Election Commission one of the most senior members of Central Election Commission will work as acting Chief Election Commissioner.

Functions

1. The Central Election Commissioner shall develop the by-laws for its internal working in accordance with the constitution; and notify the same on the website.
2. Shall maintain permanent independent offices staffed with salaried clerical staff in sufficient numbers.
3. Shall be the sole repository of the Membership Database for the mother party and all the wings/daughter organizations and it shall also keep the hard copy of the Membership Register.
4. Shall be the repository of the by-laws/Code of Conduct/constitution of all the wings/subordinate organizations. Central Election Commissioner shall publish all these documents on its website.
5. Shall carry out the decisions (Suspensions/Removals) of the PCAD.

6. Shall be solely responsible to carry out Internal Party Elections (IPE) of all the Organizations of the party including the wings/subordinate organizations as per the constitution.
7. Central Election Commissioner shall announce Election Tribunals in sufficient numbers who shall conclude the petitions within a month. Their decisions shall be final and binding.
8. Central Election Commissioner shall be responsible to deposit a full list of Elected and Appointed Office bearers in the Election Commission of Pakistan along with the Updated copy of the Pakistan Kissan Labour Party Constitution after every IPE.

XXXIII. Oath For Office Holders

I do

swear in the name of Allah and Solemnly affirm that I will bear true faith and allegiance to the constitution of Pakistan Kissan Labour Party and to the objectives given therein.

I will uphold this constitution in true letter and spirit and perform my duties as..... to the utmost of my ability and high standards of integrity.

XXXIV. Oath For Members

I do swear in

the name of Allah and Solemnly affirm that I will bear true faith and allegiance to the constitution of Pakistan Kissan Labour Party and to the objects given therein. I will uphold this constitution in true letter and spirit. Henceforth, I cease to have association with any other political party.

PAKISTAN KISSAN LABOUR PARTY,
Central Secretariat,
Gulshan-e-Ehbab Housing Soceity,
House No.106-B, Chandray Road, Lahore
Website. www.pakistankisanlabourparty.com

MUBASHIR MAJEED,
Markazi Chairman,
Pakistan Kissan Labour Party,
Cell No.0300-4300001

Dated _____