

C O N S T I T U T I O N

of the

INDIAN NATIONAL RURAL LABOUR FEDERATION (I.N.R.L.F.)

(As adopted at the 3rd Delegates Session
held at Salem (Tamilnadu) on 14/10/1984)

1. Name: The name of the Organisation shall be the Indian National Rural Labour Federation (INRLF) or the Rashtriya Grameen Mazdoor Congress (in Hindi).
2. Jurisdiction and Central Office
 - (a) The jurisdiction of the INRLF shall be among the agricultural workers, small farmers, village artisans, and those working in allied fields and vocations, in the states and territories of the Indian Union.
 - (b) The Central Office of the INRLF shall be located at Delhi or at such other place as the General Council may from time to time decide.
3. Objects and Means:
 - (A) The INRLF is affiliated to, and accepts the objectives and means laid down in the Constitution of the Indian National Trade Union Congress, with particular emphasis on the following clauses, namely:-
 - (a) Object: To establish an order of society which is free from hindrance in the way of an all-round development of its individual members, which fosters the growth of human personality in all its aspects, and goes to the utmost limit in progressively eliminating social, political, or economic exploitation and inequality, the profitmotive in the economic activity and organisation of society and the anti-social concentration of power in any form.
 - (b) Means: The means to be adopted for the furtherance of the objects mentioned in this clause shall be peaceful and consistent with truth.
 - (B) The Federation shall have the following special objects also:
 - i) To organise rural workers in basic village-level units, with cadres and leadership derived and developed from among themselves, into District unions, State/Union Territory Federations/Unions.
 - ii) To promote, guide, coordinate and assist in programmes and activities for consolidating the strength of the rural workers and for changing their socio-economic conditions, through the affiliates of the INRLF.
 - iii) To effectively participate in formulating and implementing policies and programmes for the well being and allround progress of the rural workers, through its own and/or

Government agencies, or agencies involving approved national and international bodies.

- iv) To eliminate economic and social exploitation and suffering of the rural workers by carefully identifying and systematically attacking the root-cause thereof.
- v) To devise and undertake schemes for improving and increasing the scope for fuller and better employment and self-employment.
- vi) To develop and enforce an effective, integrated strategy to lift the rural workers above the poverty line.
- vii) To monitor the actual execution of the various projects with rural workers as their target-group; and take follow-up action.
- viii) To take well prepared and effective initiatives in attacking stagnation and removing roadblocks on the socio-economic and political front, to enable the rural workers gain a break-through and access to their true role and just claims.
- ix) To establish effective institutional arrangements and procedures for prevention and redressal of grievances of the rural workers.
- x) To develop a powerful campaign for removal of internal weaknesses, shortcomings and defects which the rural working class has been suffering from eg ignorance and illiteracy, harmful habits, social customs and practices, unplanned birth-rate and insanitation etc.
- xi) To build suitable cadres and leadership from among the rural workers themselves, and in this connection, to organise appropriate training programmes with the help of the workers education boards, ILO, ICFTU, IFPAW etc.
- xii) To investigate the working and living conditions of the rural workers, and explore ways and means to bring in the desired changes in these conditions in a dynamic manner.
- xiii) To bring out publications relevant and useful to the rural workers movement, and carry effective propoganda through other media also towards the same end.
- xiv) To take all necessary steps in furtherance of the objects of the INRLF.
- xv) To develop for the INRLF the role of the real representative of the national rural workers, and in this capacity, to lead them into the national mainstream, advancing along the path of planned development to the final goal of Democratic Socialism.

4. Structure and Functioning

A. (i) The INRLF shall have as its constituents, the Federations/ Unions of rural labour in the various States and Territories in the Indian Union, functioning under the Model constitution laid down and duly registered under TU Act or district unions of rural labour with the Model Constitution also laid down and duly registered.

(ii) Obligations of affiliated organisations and the members thereof:

- a) take scrupulous care that its records and return of membership are in complete accord with the actual payment of membership dues;
- b) collect the membership dues payable for each period unless an exception is made by the Working Committee;
- c) extend facilities for scrutiny or inspection by a person or persons authorised by the Working Committee of its accounts, registers and other documents and supply such information as may be asked by the Working Committee or by such authorised persons;
- d) submit to the Working Committee such returns and in such forms as may be prescribed from time to time by the Working Committee;
- e) hold a meeting of its Executive Committee at intervals of not more than three months;
- f) record in a minute book all resolutions passed either by the Executive Committee or the General Body of the Organisation;
- g) submit all disputes pertaining to election of office-bearers of the union to voluntary arbitration by a nominee of the Working Committee of INRLF. The parties to the dispute will not resort to court of law under any circumstances;
- h) not sanction or support of a strike or satyagrah unless all methods of settlement have been exhausted. Before going for any such strike or satyagrah, the Executive Committee which is involved should assess the opinion of its members in favour of such action.

(iii) If any affiliated organisation fails in the discharge of obligations mentioned in clause (ii) above, the Working Committee may, after issuing a show cause notice in writing and giving an opportunity of being heard to the party concern, take such action as it may think proper including suspension of membership forfeiture of privileges or expulsion and give such directions as it may consider necessary in the interest of the INRLF.

B. Besides the constituents mentioned in clause A.(1), the INRLF shall have the following office-bearers and bodies:-

- a) President: He will be elected by the General Council, and from amongst its members, normally at the Plenary Session; or, if the office falls vacant, in between two sessions, within three months from such occurrence.

The President will preside over the meetings of the INRLF. He will guide, coordinate and regulate the activities of the INRLF. He will generally represent the INRLF where the occasion arises.

- b) Secretary General: He will be elected by the General Council and from amongst its members, normally at the Plenary Session; or if the office falls vacant, in between two Sessions, within three months from such occurrence.

The Secretary General will ensure the implementation of the decisions of the Working Committee and the General Council.

- c) General Secretaries (4): There will be four General Secretaries elected by the General Council and from amongst its members at the Plenary Session from Northern, Eastern, Southern and Western Zones. They will look after and ensure the satisfactory working of the organisation of the INRLF in their respective zones.

- d) Treasurer: He will be elected by the General Council and from amongst its members, at the Plenary Session, if the office falls vacant, the vacancy will be filled by the President in consultation with Secretary General.

The Treasurer will be responsible for the collection and proper security of the funds and assets of the INRLF and for maintainance of accounts and their regular audit.

- e) Vice Presidents (4): There will be 4 Vice Presidents elected by the General Council and from amongst its members at the Plenary Session from Northern, Eastern, Southern and Western zones.

The vice Presidents will assist the President in the work of the INRLF particularly relating to their respective zones.

- f) Secretary: There will be one Secretary nominated jointly by the President and the Secretary General. He will be responsible for proper functioning of the Central Office and maintaining the office records in good order.

- g) Working Committee: The Working Committee will comprise of the above mentioned office-bearers and 20 members elected by the General Council and from amongst its members, giving equitable representation as far as possible to the membership in the 4 zones; 6 other members nominated by President in consultation with other office-bearers and

3 nominees of INTUC! In the event of a vacancy the Working Committee may co-opt a new member, in its next meeting, to fill the vacancy during its remaining tenure.

The Working Committee will be the final executing body, mainly responsible for working, interpretation, of constitution and rules and working of organisation, enforcement of internal discipline etc.

The Working Committee will ordinarily be held once in three months on such days and place as may be decided by President in consultation with Secretary General. The quorum of the Working Committee will be 1/4th of the total strength or 10 whichever is less.

If a member is consequently absent in three meetings of the Working Committee without any proper reasons, will cease to be member of Working Committee.

- h) General Council: At the time of Plenary Session, just preceding it, each State/Territory/District Federation/Union shall elect the members of the General Council, from amongst Delegates, at the rate of one per 2,000 primary members, subject to a minimum of 500. This body will coopt in its first meeting at the Plenary Session, 20 other members on the basis of their past and further potential contribution towards furtherance of the objects of the INRLF.

All ex-president, provided they continue to be members of affiliated unions of the INRLF, shall be the members of the General Council.

The General Council will be supreme body of the INRLF, mainly responsible for policy.

The General Council will ordinarily meet once in a year. Its quorum will be 1/5th or 40 whichever is less.

5. Plenary Session

(a) The Plenary Session shall ordinarily be held once in two years on such days and such place as may be determined by the Working Committee. The Committee may decide to call a special Session as and when it deems fit.

(b) The State/Territory in whose jurisdiction the Session is held, shall, through a Reception Committee formed for the purpose, make arrangements for holding the Session. The receipts and disbursements of funds of the Reception Committee shall be audited by an auditor appointed by the State/Territory Federation/Union; and the balance left after fully meeting the expenses of the Session will be delivered to the INRLF for furthering its activities.

(c) The Working Committee will fix the programme of the Plenary Session (and the Special Session), including that of election of members of the General Council from the respective State/Territory/District Federation/Union, and will ensure its proper and timely implementation.

(d) The Working Committee will invite, sufficiently in advance, proposals from affiliates for consideration in the Plenary Session, and in the light of these as also of its own deliberations prepare draft resolutions for the Subjects Committee of the Plenary Session.

(e) Besides these draft resolutions, the Subjects Committee may consider any substantive motion submitted to it before its first meeting with the support of at least 10 General Council Members.

(f) The Plenary Session shall consider the resolutions recommended for adoption by the Subjects Committee in the first instance. Thereafter the Session may take up any other matter it deems fit.

6. Funds

The fund of the INRLF shall consist of affiliation fee @ 15 paise per member, levies, application fees, delegates' fees, contributions from unions, branches, annual and special sessions, donations, interest on investments, bonds and other sources.

7. Affiliation, Dis-affiliation and Re-affiliation

(a) Any trade union of rural workers accepting the objects, means and methods and other obligations under the constitution and affiliated to INTUC may seek affiliation to the INRLF by applying in the prescribed form and in accordance with the procedure prescribed by the Working Committee.

(b) There shall be remitted alongwith the application an application fee of Rs.5/- and affiliation fees @ 15 paise per member subject to a minimum of Rs.25/-.

(c) No union affiliated to any organisation rival to INTUC or INRLF shall be granted affiliation. No union having on its executive committee, members of any union or organisation rival to the INTUC/INRLF shall be granted affiliation.

(d) The Working Committee may dis-affiliate any union on its affiliation fee or levy payable under the Constitution remaining in arrears for more than six months, or its seeking affiliation with any organisation rival to INTUC/INRLF or any member of its executive committee becoming a member of any rival union or organisation.

(e) Any union dis-affiliated may be re-affiliated on curing the defects that formed the grounds of dis-affiliation and on payment of all arrears as on the date of dis-affiliation and a re-affiliation fee of Rs.5/-. The Working Committee may however grant remission with respect to the whole or part of the dues found thus payable.

- (f) Any union dis-affiliated from the INRLF under any provision of this Constitution shall forthwith stand debarred from exercising any rights as an affiliate and shall forfeit all claims on the funds and assets of the INRLF.

8. Affiliation fees and special levies

- (a) The financial year of INRLF shall be calendar year.
- (b) Each affiliated union shall pay to the INRLF as annual affiliation fee @ 15 paise per member on the basis of membership on its rolls on the close of preceding year subject to a minimum of Rs.25/.
- (c) The General Council may raise special levies for such purposes as it may from time to time decide.
- (d) The current annual affiliation fee shall be paid by the 30th June of every year and the special levy within such time as may be prescribed.
- (e) The Working Committee may suspend the voting right of any union or the delegate or General Council member coming from such union on its affiliation fee, special levy and contributions to the Centre remaining in arrears beyond the period specified in the clause (d).

9. Disciplinary Rules

If any State/Territory Federation/affiliated union/individual member violates any of the provisions of the Constitution or acts in a manner prejudicial to the interest of the organisation or in any way act undesirably, the Working Committee may by a two-third majority of members present, take such steps, as it may think proper including suspension, dissolution removal and forfeiture of any privileges; provided that the Federation/Union/Individual thus affected may appeal to the General Council for review of its case; provided further that an opportunity of being heard is given to such Federation/Union/Individual before any action is taken.

10. Amendment of the Constitution

It shall be open to the General Council on the recommendation of the Working Committee to amend, alter, or add to this Constitution provided that two-third of the members present approve of the change and the prior notice in writing of atleast 14 days is given.