

**IN THE NAME OF GOD MOST GRACIOUS, MOST MERCIFUL**

**DRAFT CHARTER OF NATIONAL UNION of AFGHANISTAN EMPLOYEES**

**KABUL AFGHANISTAN- NOVEMBER 2008**

## **CHEPTER ONE**

### **GENERAL PROVISIONS:**

#### **Article 1:**

This organization is called “National Union of Afghanistan Employees “(NUAE), and work in accordance with article (35) of Afghanistan Constitution and other social organization laws.

Paragraph (1) - Activity centre: Kabul city, Afghanistan.

Paragraph (2) - Activity area: all over Afghanistan.

Paragraph (3) - National union of Afghanistan Employees hereafter is called “NUAE”

#### **Article 2:**

NUAE is a social organization founded on the base of voluntary unity of its members and similar organizations.

Paragraph (1) - NUAE shall observe Afghanistan constitution, social organization laws, sacred (religious) and praiseworthy traditions of Afghan people.

Paragraph (1) - NUAE shall observe International treaties, human rights, civil society and International Labor Organization (ILO) standards.

#### **Article 3:**

NUAE is an independent and an open social organization its aim is based on national interests, and creates relations regardless of political, regional, language and religious affiliations with all political- and social entities, Human rights organizations, similar unions, government and employers, and ILO.

## **CHEPTER TWO**

### **Article 4:**

The strategic and key goals of NUAE are as follows:

Paragraph (1) - Active participation in the preparation process of laborers, civil and social rights law.

Paragraph (2) - secure good relations with civil society members, political parties, similar unions and other social organizations.

Paragraph (3) - secure effective working relations with similar foreign country unions, similar regional organizations and international confederations of trade unions.

Paragraph (4) - secure and expand relations with ILO, observe and supervise implementation of conventions of ILO and other similar foreign and international institutions.

Paragraph( 5)- Active participation in the social dialogs for the intention of national economic growth by strengthening cooperation among the three composite components of social dialog, including government , employers and national union of employees by using decent work indicators.

Paragraph (6) - In order to address the common objectives of employees, NUEA shall try to coordinate the activities of national union of Afghanistan employees with similar unions.

Paragraph (7) - Shall try to ensure good relations with similar unions, endeavoring to establish relation with other similar confederations inside the country for the strengthening of same goals.

Paragraph( 8)- Shall make every effort for promoting social live , livelihood, healthcare and cultural live of employees in all sphere of works of the private, government and mixed sectors using tripartite methods of social dialog by incorporating decent work indicators.

Paragraph( 9)- Based on the conventions numbers 87 & 98 of ILO, signing of collective contracts( Memorandum of understandings for work –MoU) between ILO and NUAE which specified social , managerial and legal obligations of each party.

Paragraph (10) - Shall take every effort and actively participate in conflict resolutions and disputes at workplaces. This will be done through the conflict resolution commissions which shall be established in all work units.

Paragraph (11) - Shall actively participate in the labor high council meetings.

Paragraph (12) - Shall help sector ministries in preparing labor rules, labor protection regulations, promote secure and safe labor techniques, and codifying labor regulations.

Paragraph (13) - Shall generalize and extend decent work approaches, develop decent work criteria and indicators.

Paragraph( 14)- In accordance with Afghanistan constitution, labor law, and other currently effective regulations shall defend and protect employees and laborers legal rights in the private , government and mixed economic and social sectors.

Paragraph (15) - In consultation and coordination with related organizations shall effort to combat illiteracy, contribute to counter narcotics activities, and combat other unethical and negative phenomenon in the society.

Paragraph (16) - shall endeavor for the implementation of employees wages and salaries rules and regulations and shall try to generalize a single fair paying system with consideration of prices of the primary food stuff.

Paragraph (17) - shall support employees (staff and laborers) legal strikes, demonstrations, and other forms of laborers legal activities.

Paragraph (18) - Shall defend, in light of the law, women rights, specifically laborers women by supporting them in the process of work.

Paragraph (19) - shall prevent children labor who are under age 18, and defend from children's rights mentioned in the international convention of children's rights.

Paragraph (20) – shall organize and participate in programs aim to provide vocational and other type of trainings for non caretaker children.

Paragraph (21) – shall combat all type of discriminations in employment, take effort to create employment opportunities, trying to provide work insurance for laborers, help facilitate manners of recruitment in economic, social, and cultural area of activities.

Paragraph (22) – shall give every assistance to promote capacity of the union and also its staff members.

Paragraph (23) – shall support the rights and interests of union's members and shall try to increase women worker membership in the union.

Paragraph (24) – shall submit report on the state of implantation of ILO conventions to the concerned organizations.

Paragraph (25) – In order to promote level of cultural awareness among employees and laborers, NUEA shall undertake effort to mobilize enlightenment, cultural and sporting activities for them.

Paragraph ( 26) – This union, as an active part of civil society, shall try to overseeing the implementation of labor law , and make sure that the labor law is being observed and implemented.

Paragraph (27) – Establishment of assistance trust fund in the primary units of the union to financially support NUEA members.

**Article 5:-** To obtain, based on the currently effective laws of the country the objectives of article 4 of this charter, the followings rights must be achieved:

Paragraph ( 1) – telephone and Internet contact.

Paragraph ( 2) – Contact through telegraph and e-mail.

Paragraph ( 3) – Face to face contact.

Paragraph ( 4) – Written objections.

Paragraph ( 5) – Objections through strike ( boycott from work ).

Paragraph ( 6) – Within the limit of Afghanistan constitution, and other effective laws showing objections through the peaceful demonstrations.

Paragraph ( 7) – Expressing objections through TV and other public awareness means and mass media.

Paragraph (8) – Remonstrance through conducting conferences, seminars and public gathering

### **Chapter three**

#### **Membership – members rights and obligations**

**Article 6 :-** Any Afghan national whether who is laborer, government employee or is contract based staff , intellectuals and political parties, and similar organizations from Government , private, and mixed sectors which accept NUAE charter and support it financially without considering any religious, language , sex, occupation and political affiliations, can get NUEA membership.

**Article 7:- Union's** members (union units) and independent member organizations have the following duties:

Paragraph( 1) – Shall accept directives and guidelines, approved by NUEA high authorities , and shall try for their realization.

Paragraph(2) – Based on the NUEA supreme council separate financial manual, NUEA members and union units for the strengthening of financial ability of NUEA, shall pay from their monthly income the amount of ( ) % to NUEA as membership fees.

Paragraph(3) – For the appraisal of the work performance in the NUEA independent units , such units shall conduct regular work evaluation meetings.

Paragraph( 4) – The issues which can not be solved in the jurisdiction of lower union units, shall be referred to NUEA high authorities.

Paragraph(5) – Each member of the union ( union primary unit) can defend its right either independently or collectively. If necessary can reach higher authority for further investigation.

Paragraph( 6) – Union members can defend from their legal rights through gatherings, strikes, and peaceful demonstrations in a accordance of Afghanistan constitution and other laws of the country.

Paragraph( 7) – Members of the union primary units has the responsibility to send performance report to the concerned unit.

Paragraph( 8) – Local , district, regional ,city , and provincial units of NUEA, according the reporting manual shall submit their performance report to the higher NUEA organs.

Paragraph( 9) – Local , district, regional ,city , and provincial units of NUEA have to observe union higher organs directives and guidelines, and are held responsible for the realization of prepared programs in their jurisdictions.

Paragraph( 10) – Local , district, regional ,city and provincial NUEA units shall accept and implement NUEA higher management ratified decisions.

Paragraph( 11) – Local , district, regional ,city and provincial NUEA units shall participate in meetings and gatherings, if such participation is requested by NUEA higher management.

Paragraph( 12) – If any union’s member violate this charter, or undermine the interest of this organization, shall be subjected to interrogation, if founded guilty, would be punished by the law.

**Article 8:-** Members of union units, independent union units and similar member organizations are entitled to the following rights:

Paragraph( 1) – Any one can get membership of NUEA singly or collectively only after getting approval from the executive committee and NUEA concerned primary unit.

Paragraph( 2) – Union’s members have the right to establish their primary units in their workplace.

Paragraph( 3) – For solving problems NUEA primary units’ members and independent units have the rights to take collective decisions.

Paragraph( 4) – Members of primary units and members of NUEA independent units have the rights and are entitled to get, in case of need, assistance from the NUEA higher organs for solving their problems, but they have to consider hierarchy in the process.

Paragraph(5) – Members of union units have the right to get, based on the approved guidelines, membership of higher leadership organs.

Paragraph( 6) – Members of union units are entitled to be elected and elect other members for higher leadership positions.

Paragraph( 7) – Members of union units have the right to send their representatives, based on the NUEA approved guidelines, to higher organs and also to NUEA congress.

Paragraph(8) – If any elected member in the NUEA higher organs nullify his/her membership in the primary unit, it would automatically, negate his /her representation in the elected organs.

## **CHEPTER FOUR**

### **Organizational structure:**

**Article 9:-** NUEA shall establish its activities in the production, services, and administrative units, and also can organize activities in the vocational training centers, secondary educational institutions, and agricultural mechanized centers all over governmental, private, and mixed sectors of the country.

**Article 10 :-** NUEA structure shall be organized as follows:

Paragraph(1) – membership for leadership organs shall be based on election.

Paragraph(2) – Approval of issues and taking decisions shall take place collectively, and with the majority votes.

**Article 11:-** NUEA has the following organizational structure:

Paragraph(1):- NUEA shall establish central council, city central offices , provincial councils , and union's primary units, and they shall work on the bases of NUEA guidelines.

Paragraph(2) :- Member unions ( professionals and Federation unions ) shall work under NUEA management.

Paragraph(3 ):- Unions and union's units( primary union units) shall be established in the work places in the private sectors and government organizations.

**Article 12:-** The higher leadership organs of NUEA are as follows:

Paragraph(1 ):- for primary union's units:

- Meeting of ( representative councils), which shall be regularly conducted once in a month
- General meeting of the representative council which shall be conducted once in a year

Paragraph(2):- For cities and provincial councils:

- Executive committee meeting which shall be conducted once in a month
- Cities and provincial council meetings which shall be conducted once in a year
- Cities and provincial general conferences which shall be conducted once in five years

Paragraph(3):- For NUEA central council as a leadership organ:

- NUEA secretariat meetings which shall be conducted once in a year , or in case of need, can be conducted any time
- Executive body meeting which shall be conducted quarterly
- Central council meetings which shall be conducted three times in five years, or in a extra ordinary situations shall be conducted any time.
- Congress ( General assembly ) meetings which shall be conducted once in five years

Paragraph(4):- Inspection commissions in NUEA cities, provincial and central levels shall be established .

Paragraph(5):- Human rights , environment protection and employees' woman supportive commissions shall be established.

Paragraph(6):- Shall Establish professional federations in the primary union units in civil servant sections of military forces.

**Article 13 :-** All NUEA leading organs as well as provincial , city councils members and congress ( General assembly ) members shall be elected by free, direct, open or secret votes through elections.

**Article 14 :-** By request from 2/3 members , and consent from NUEA higher authority , extraordinary meetings can be conducted in the union organs.

**Article 15:-** Meeting of union higher organs shall be conducted with the presence of majority of union members, and also NUEA congress meeting and NUEA executive council conference shall take place with the presence and consent of majority of representatives. Decisions taken by these conferences shall be implemented by all members.

**Article 16:-** Open and free discussions are allowed in all these meetings provided that, they not interrupt the meetings' environment. Decisions taken in these meetings shall be approved by the majority votes of their present members.

**Article 17:-** Permission for activities (activity license) shall be issued on the name of the organization.

**Article 18:-** Person who is leading NUEA conference or congress ( general assembly ) meetings, shall be appointed by the executive committee from the secretariat members.

**Article 19:-** The following commissions shall work along side the central council under the guidance of secretariat.

Paragraph(1):- Central inspection commission.

Paragraph(2):- Human rights , environmental protection, and women laborer commissions.

**Article 20:-** NUEA Director General.

Paragraph(1):- NUEA Director General shall be elected by NUEA congress (General Assembly –GA ) for a period of 5 years.

Paragraph(2):- Director General shall be elected for only one period.

Paragraph(3):- In case of permanent or temporary absence of Director General all of his duties and obligations shall be delegated to his deputy ( head of secretariat ), and if, his deputy was also not present , in such cases the duties of director general by the approval of executive committee till conduct of NUEA conference shall be delegated to one of the secretariat members

Paragraph(4):- NUEA General Directorate is a post who shall supervise NUEA performances and is responsible and answerable to the executive committee, NUEA general assembly, and to the congress.

**Article 21:-** NUEA Director General shall be selected on the bases of the following criteria:

Paragraph(1):- Completed 35 years of his / her age.

Paragraph( 2):- Shall be member of NUEA central council . This council is elected by NUEA congress. Director General shall at least have five years of NUEA membership.

Paragraph(3):- Candidate to the above post shall be a person with fair and good character , pious , righteous, having social knowledge, in favor of majority decisions and be a known person

Paragraph(4):- Candidate shall not have discriminatory approaches toward other members based on tribal , racial and religious affiliations.

Paragraph(5):- candidate to NUEA general directorate post shall not committed any criminal offence , and not be defiled with corruption and embezzlement.

**Article 22 :-** NUEA Director General has been authorized to superintend the following issues:

Paragraph(1):- Represent NUEA in all International associations.

Paragraph(2):- Shall lead executive committee and NUEA general conference meetings and present report to the NUEA congress.

Paragraph(3):- All sanctioned laws, regulations, manuals, contracts, protocols and other regulatory measures shall take effect after confirmation from secretariat and ratification by the executive committee.

Paragraph(4):- All executive committee arbitrations shall be ratified by the majority votes of NUEA general conference present members.

Paragraph(5):- He shall coordinate and supervise works at the NUEA central offices also secondary units.

Paragraph(6):- He shall protect NUEA revenues and financial resources from larceny. If he identifies such abusers, after getting views of central inspection commission, interrogate them. The issue shall be submitted to the NUEA executive committee and its secretariat for taking final decision.

Paragraph(7):- He shall supervise the implantation of the provisions of NUEA charter and manifesto (strategy ).

Paragraph(8):- In case, the secretariat and executive committee members including their leadership positions came under suspicion by executive committee for misusing of financial resources, or violate NUEA organizational affairs and of charter provisions they shall be deprived from power in the NUEA executive committee and secretariat and shall be dismissed from the membership of these two leadership organs. Their membership in the NUEA central council shall be suspended till decision taken by the NUEA general conference about their fates.

## **CHAPTER FIVE**

### **NUEA central council higher organ**

**Article 23 :-** General Assembly ( congress ) is the highest organ of NUEA, which in normal conditions shall be invited once in a five years.

**Article 24:-** Decision regarding invitation of congress and its working agenda, ways of representative's election shall be decided by NUEA general assembly at least 10 months prior to commencement of NUEA congress.

**Article 25:-** Extra ordinary congress meetings in emergency situations shall be summoned by the ratified decision of NUEA general council and by the presence of 3 quarter members of general council.

**Article 26:-** NUEA members who shall participate in congress are comprised of cities , provinces and other central unions elected members with consideration of the executive committee manual and after ratification by NUEA general assembly they can participate in congress sessions.

**Article 27:-** congress sessions shall be conducted with the presence of 2/3 central council members( NUEA conference ), and the decisions will be taken by the majority votes of its present members.

**Article 28:-** In case of need, extra ordinary sessions of general assembly (Congress) shall be summoned if approved by NUEA executive committee, and if 2/3 members of central council (NUEA conference) proposed them.

### **Article 29:- The congress has the followings duties and authorities:**

Paragraph(1):- Hearing work reports of NUEA central council (NUEA conference), and NUEA central inspection commission.

Paragraph(2):- Shall bring changes , adjustments , and completion to the NUEA charter.

Paragraph(3):- Shall Select and dismiss NUEA Director General.

Paragraph(4):- Shall select and dismiss head of the NUEA central inspection commission and its members.

Paragraph(5):- Shall Prepare NUEA activities' program ( strategy and main action lines).

Paragraph(6):- Shall take appropriate decisions regarding socio- economic development issues, labor norms, and NUEA international relations.

## **CHEPTER SIX**

### **NUEA central council conference**

#### **Article 30 :- NUEA Central council conference duties & authorities:**

Paragraph(1):- NUEA central council conference is an elected organ by NUEA congress and is the highest NUEA body between two congress sessions. It is comprised of 75 elected representatives from NUEA city and provincial and central council leadership, senior NUEA member and senior bodies from sector ministries and private organizations.

Paragraph(2):- Shall hear report prepared by NUEA central council executive committee.

Paragraph(3):- Shall hear financial report.

Paragraph(4):- In the exceptional cases NUEA executive committee shall appoint one of its member to lead the central council meetings.

Paragraph(5):- Shall select or dismiss NUEA executive committee and central council secretariat members.

Paragraph(6):- Shall appoint NUEA central council secretariat's head ( central council deputy).

Paragraph(7):- Shall invite congress and propose its agenda and norms for the selection of representative bodies for congress.

Paragraph(8):- Shall appoint commissions for disposing NUEA congress.

Paragraph(9):- Shall submit list of those members to be expelled from the NUEA central council who violated NUEA labor disciplines, and by their this act undermined NUEA interests. This conference shall also present names of those members of executive committee, and secretariat to the congress whom are proposed by executive committee to be expelled from these two boards.

Paragraph(10):- NUEA central council conference is not authorized to accept membership of new members in the central council.

Paragraph(11):- NUEA central council conference is authorized to revised its working strategy in accordance with new conditions.

## **CHEPTER SEVEN**

### **Central council executive committee**

**Article 31:-** Executive committee has been responsible to soundly implement provisions of this charter and decisions ratified at the NUEA conference. It shall lead the activities of NUEA congress meetings and undertake duties between two NUEA central council conferences. This committee has also been responsible of its conduct to the central council conference.

Paragraph(1):- NUEA Executive committee is a collective organ composed of 15 members and conduct its regular meetings once in a period of three months

Paragraph(2):- Executive committee extra ordinary meetings shall be conducted whenever 2/3 members of NUEA secretariat propose them. All decisions shall be approved with the majority votes of its present members.

Paragraph(3):- Executive committee is composed of secretariat members, some members from central head offices ( organizations for defense of employees' right ), editor in chief of labor gazette(newspaper), head of Kabul city council, two heads from provincial councils, and NUEA prestigious and experienced personalities.

Paragraph(4):- Head of central inspection commission shall participate in the executive committee meetings only by giving a consoling vote.

Paragraph(5):- In case of need, heads of the provincial and cities unions shall be invited to the executive committee regular meetings.

**Article 32 :-** Executive committee has the following duties and authorities:

Paragraph(1):- Shall approve NUEA organizational structure (Tashkeel), budget and action plan.

Paragraph(2):- Shall determine NUEA membership's fees.

Paragraph(3):- Shall take decisions for the integration of other similar unions in NUEA organizational structure.

Paragraph(4):- Shall establish permanent and temporally commissions and cells to regulate NUEA activities and to supervise how the ratified decisions are being implemented.

Paragraph(5):- Shall ascertain and regulate the directions of union central council policies and labor strategies. Based on the decisions taken in the central council conference and congress of NUEA shall try to fully implement NUEA manifesto and charter.

Paragraph(6):- In accordance with NUEA charter and working strategy, shall prepare NUEA main activity lines , action plan for NUEA central union organs, provincial and cities councils.

Paragraph(7):- Executive committee has been authorized to appoint or dismiss heads of NUEA central organs, and an editor in chief of labor gazette.

Paragraph(8):- IF the provisions of this charter were violated by the heads of unions' organization , executive committee has the right to take decision for the suspension of posts of head of unions, secretariat's members, and NUEA provincial and cities council members.

Paragraph(9):- Executive committee has been authorized to introduce those members who violated NUEA rules to the central inspection commission for interrogation.

Paragraph(10):- Based on the approval of NUEA executive committee similar unions and similar volunteer organizations can be established or previously established ones can be integrated into the NUEA and also can abrogate themselves.

Paragraph(11):- Independent or professional unions who regulate their work under NUEA management can on the bases of the norms of election have their members in NUEA congress.

Paragraph(12):- If independent unions were negligence in their performance, and not meet NUEA objectives, in such cases, NUEA executive committee shall take action to suspend the membership of such unions in NUEA and ban their activities.

Paragraph(13):- Leadership of independent unions( suspended or expelled) can submit their objection letters in a month period prior to the NUEA central council conference.

Paragraph(14):- If any elected member in higher organ cancel its membership in the primary union unit, his membership in the elected and leadership organs would be nullified.

Paragraph(15):- If any independent union ( professional ) with approval from the NUEA executive committee dispelled from NUEA membership its assets are also come under NUEA ownership.

Paragraph(16):- Any NUEA member who has leading positions or simply being a NUEA member and is expelled from NUEA membership by the ratified decisions of NUEA executive committee, if he removed the reasons for his expulsion can regain NUEA membership provided that repay the membership fees. The same rules are also applicable to Independent unions (professional).

**Article 33:-** Considering the high interests of the country and also the union, NUEA executive committee has been authorized to get NUEA membership in the political and social oppositions and introduce NUEA representation to such organizations.

Paragraph(1):- Executive committee has been authorized to introduce a single candidate in all elections.

Paragraph(2):- NUEA after approval from the executive committee can get membership in similar regional and international laborer organizations.

Paragraph(3):- Executive committee shall have authority to accept foreign delegations as well as send its delegations to other countries.

Paragraph(4):- NUEA executive committee shall try to strengthen NUEA financial status, creates economic establishments which designed to yield profit, take care and using properly NUEA assets..

Paragraph(5):- Executive committee is authorized to sign as well as rescind agreements and contracts.

Paragraph(6):- Executive committee shall actively participate in the process of layout and preparing of laws, wages normative, collective work contracts and participate in the meetings of higher labor council.

Paragraph(7):- Executive committee shall participate in preparing decent work indicators and their realization process and as well as observe and implement ILO work standards.

Paragraph(8):- executive committee shall have the right to encourage union's activists materially or morally and can ascertain retributions and punishments for them.

## **CHEPTER EIGHT**

### **UNEA Central council's secretariat**

**Article 34:-** UNEA central council's secretariat as an executive organ, shall be permanently working under NUEA central council.

Paragraph(1):- NUEA secretariat shall have 5 members comprised of head of secretariat and two secretariats from NUEA central council.

Paragraph(2):- In the absence of head of secretariat one of its members shall lead the secretariat activities.

Paragraph(3):- Head of secretariat shall manage ,organize, supervise and assess work of all union's sections.

Paragraph(4):- Secretariat in between two executive committee meetings shall lead NUEA activities and it has the reporting responsibility to the executive committee.

Paragraph(5):- UNEA central council secretariat shall implement executive committee and UNEA general directorate ratified decisions and is responsible for their implementation..

Paragraph(6):- Secretariat shall supervise activities of NUEA central organs, provincial councils, cities and provinces organizations and collects their performances report and after compiling them shall submit them to the executive committee.

Paragraph(7):- Secretariat shall provide protection for NUEA assets, properties , revenues, and valuable documents.

Paragraph(8):- Secretariat shall approve employees recruitment and shifting procedures ,including professional staff, office deputies above procedures provided that such changes were proposed by the respected organs. Dismissal of staff could only be done by secretariat if it was authorized to do so.

## **CHEPTER NINE**

**Article 35:-** General Directorate of NUEA is a first leadership position.

Paragraph(1):- NUEA Director Generals hall be elected through NUEA general assembly ( congress ) for a period of five years by an open votes of the present members of congress.

Paragraph(2):- NUEA Director General can candidature right to the leadership position of NUEA central council and can be elected as head of this council for only one period of time.

Paragraph(3):- If NUEA Director General has continuous sickness, or be absent permanently or temporarily from his duty all his responsibilities and authorizations till conducting NUEA central council conference shall be transferred to NUEA head of secretariat, and if head of secretariat was also not present one of secretariat members shall lead Director General duties provided that it has been approved by NUEA executive committee.

Paragraph(4):- NUEA Director General shall be responsible to NUEA conference and executive committee.

Paragraph(5):-NUEA Director General or candidate to this post shall, at least, have completed 35 years of his age.

Paragraph(6):- Candidates to the post of NUEA director general or other candidatures to the NUEA leadership positions shall have, at least 5 years NUEA membership.

**Article 36:-** NUEA Director General has been entitled to the following duties:

Paragraph(1):- NUEA Director General shall represent NUEA in all national and international gatherings.

Paragraph(2):- Shall implement all sanctioned laws, manuals, contracts, protocols and other regulatory measures after ratification from NUEA secretariat and its executive committee.

Paragraph(3):- Shall implement all approved decisions of executive committee ratified by the majority of votes at the NUEA conference.

Paragraph(4):- Shall secure bilateral coordination and cooperation among different NUEA central set up and secondary units.

Paragraph(5):- Shall protect NUEA revenue sources, funds and assets from unauthorized utilizations and misuses. Members who are found guilty in this regard shall be interrogated and punished if NUEA central inspection commission confirmed such misuse of fund. For this the approval and ratification of NUEA secretariat and executive committee is necessary.

**Article 37 :-** NUEA general manger , as well as any secretariat's member without official consent of secretariat and approval by executive committee is not authorized to candidate himself for the political posts. Getting membership in any government oppositions set up and participation in election need the approval the above committees.

Paragraph(1):- With consent from secretariat and approval by executive committee , NUEA general manger shall get side with government oppositions set up and civil society institutions.

## **CHEPTER TEN**

**Article 38:-** Consultation or advisory board which is composed from informant personalities who are professional in legal, economic and unions issues can be established.

Paragraph(1):- NUEA secretariat shall support and administer plans and programs prepared and design by the advisory board.

Paragraph(2):- The number of advisory board shall not exceed of 7 members.

Paragraph(3):- Advisory board shall be leading by senior advisor of NUEA central council.

Paragraph(4):- Advisor of central council is leading the advisory board meetings conducted one in a month.

Paragraph(5):- Norms for payment of salary , remuneration and other allowances for the advisory board members shall be , on the bases of recommendation of NUEA advisory board , ratified by NUEA executive committee.

**Article 39 :-** Advisory board shall have the following duties:

Paragraph(1):- Shall contribute toward preparation of NUEA strategy.

Paragraph(2):- Shall give legal opinions on how to implement NUEA charter.

Paragraph(3):- Shall give views and provide consultations for the decent implementation of NUEA objectives and goals.

Paragraph(4):- Director general and secretariat leader of NUEA shall participate in advisory board meetings.

Paragraph(5):- NUEA advisor ( head of advisory board ) shall participate in the secretariat and executive committee meetings.

Paragraph(6):- NUEA advisor shall provide consultations in all NUEA legal and economic issues.

## **CHEPTER ELEVEN**

**Article 40:-** NUEA financial resources are derived from the followings sources:

Paragraph(1):- membership fees and relief fund

Paragraph(2):- In accordance with the currently effective laws of the country NUEA financial resources shall include the revenues from production, services, publications, cultural institutions activities, and also from the financial assistance of internal and external organizations.

Paragraph(3):- Shall include revenues from NUEA assets.

Paragraph(4):- NUEA central council shall acquire aid and assistances from similar regional and international organizations, ILO, and similar foreign unions who are supportive of labor and laborers issues.

Paragraph(5):- NUEA central council and its secondary units shall create profitable institutions for the strengthening of NUEA financial status.

**Article 41 :-**

Paragraph(1):- NUEA central council and its secondary provincial councils shall use from the reserved cash and revenues to funding expenditures of NUEA central , provincial and city staff and current administrative costs and also can give financial assistance to NUEA members from these funds. These expenditures shall be run in accordance with NUEA financial regulations.

Paragraph(2):- NUEA council shall , in accordance with staff law, or in an exceptional cases on the bases of collective decisions of NUEA permanent employees can render cash assistance to the needy members.

**Article 42:-** Monthly membership fees shall be regulated and be paid by a separate manual.

**CHEPTER TWOLVE**

**Article 43 :-** In order to have full control on NUEA financial resources and efficiently use them considering the provisions of this charter and other financial regulatory measures the following commissions shall be established:

Paragraph(1):- Central inspection commission which its members are elected in the congress of NUEA

Paragraph(2):- provincial and cities inspection commission councils and their members who shall be determined by the provincial and city council conferences.

Paragraph(3):- Inspection commissions and their numbers in union units shall be determined by a separate regulations.

**Article 44 :- Duties and responsibilities of central inspection commission**

Paragraph(1):- NUEA central inspection commission shall select its leader and secretariat from the commission members.

Paragraph(2):- NUEA central inspection commission shall report to congress from the NUEA performances and activities between two congress meetings.

Paragraph(3):- NUEA central inspection commission till conducting of congress meeting shall submit NUEA performance report to the NUEA central council conference in which NUEA performance shall be detailed.

Paragraph(4):- Central Inspection commission of NUEA shall oversee financial activities of NUEA, protect and maintain the NUEA property and assets. It also shall take decisions about complaints and petitions of NNUEA members. This commission shall insure itself that the assets and other organizational issues of NUEA have been registered and is supervising their statistics.

Paragraph(5):- Activities of NUEA central inspection commission and similar commissions at the provincial and city and independent unions levels shall be regulated by the executive committee's separate manuals.

Paragraph(6):- Central commission shall submit specific report to the executive committee on the violations of charter, misuses, poor work of employees at the central, provincial and city levels. This report shall be supported by providing sound reasons.

## **CHEPTER THERTEEN**

**Article 45 :-** NUEA central, provincial and city councils shall have their publications, publicity and can create units for performing cultural activities.

Paragraph(1):- NUEA central council shall have its publication organ; on the name of "labor gazette" which it will be published after approval from NUEA executive committee. This organ shall undertake its activities under the supervision of editorial board.

Paragraph(2):- Labor gazette publication shall be subjected to the publication needs, publication facilities and bulk of publication materials and shall be decided by NUEA executive committee.

Paragraph(3):- Labor Gazette publication and other leaflets costs shall be funded from the NUEA budget.

Paragraph(4):- NUEA Provincial and cities union councils shall have similar publications provided that ratified by the NUEA executive committee.

## **CHEPTER FORTEEN**

### **Miscellaneous provisions**

Article 46 :- NUEA central council's members shall have the following qualifications:

Paragraph (1):- Believing on national unity, having good background, virtue and honesty, be in favor of majority views in decision making, be in favor of creation of labor unions, and completed 25 years of his age.

Paragraph (2):- Shall not have been convicted to any crime, not have any connection with left and right extremists and conflict creators who are risking high interests of the country and NUEA structural build.

Paragraph (3):- Shall have merits, competency with having sufficient work experiences.

Note : This charter has fourteen (14) chapters and 46 articles approved in NUEA central council third congress dated 1387 / / , and registered under no ( ) of the registration book of social organizations. And also registered with the political and social parties coordination department of the ministry of justice.

**With god strength**