

THE GUIDING PRINCIPLES

**MUTTAHIDA QUAMI MOVEMENT
(PAKISTAN)**

Index:

Preface..... 03

Discipline.....05

Code of Conduct.....08

Rules & Regulations.....14

Preface.....

Muttahida Quami Movement (MQM) is not a conventional and customary political party; it is, besides being a political party, also a true revolutionary movement which is being run for the elimination and eradication of the obsolete, exploiting, and oppressing system from Pakistan. Since the philosophy, ideology, and goals of MQM are altogether different from the traditional and conventional political parties of Pakistan, therefore, it is indispensable, on the part of all the leaders, office-bearers, and workers of MQM that their attitude, their character, their way of conducting business, their way of talking, and their everyday lifestyle should be gentle, sober, moderate, pleasant and appealing, so that their personality becomes exemplary not only for their party co-workers, but also for the general public.

Times and again Quaid e Tehreek Altaf Hussain has repeated in his “Intellectual Sessions” that “Talking about revolution is easy; to bring a revolution is extremely difficult”. He has also told many a times that “although it is very difficult to bring a revolution, it is even more difficult to maintain and to keep the status steady after the revolution” and that is why it is very important that the people affiliated with the movement should be strong in their character and practice so that the status after the revolution remains steady and could be maintained. This is the reason that Quaid-e-Tehreek has been teaching from day one of the initiation of the movement that all those who are associated with the movement should demonstrate exemplary character, should be organized, and well disciplined.

Although, there had never been a written code of conduct in MQM, however, in the light of Quaid-e-Tehreek’s instructions, his teachings, and his speeches, an unscripted code of conduct and principles of discipline always remained enforced with full force, and the discipline of MQM is appreciated everywhere just because of observing that code of conduct. Although MQM still has the honor that its workers are exemplary from the view-point of discipline and character, unfortunately, for quiet sometime that level of discipline and organization is not seen in some workers which has been the virtue and specialty of MQM. The seriousness of the situation prompted the members of Coordination Committee (Rabita Committee), Organizational Committee, Muttahida Organizing Committee, and other senior loyal workers to sit together, and they decided that to remedy, on the long lasting basis, the mistakes committed by the office bearers and workers, intentionally and unintentionally on regular basis, the unwritten code of conduct, the code of ethics, and the rules and regulations pertaining to discipline of MQM should be scripted down formally which should be read and consulted by not only the general workers but also the office bearers, on the regular basis, so that they may not violate the rules of discipline of the organization. After making this decision in the light of instructions, lessons, speeches, and teachings of Quaid e Tehreek, these guiding principles are being formulated based on organizational rules and regulations, the basic principles of organizational discipline, and organizational code of conduct and ethics, so that by acting as per these guiding principles, MQM could be shaped up to an exemplary organization and movement. These guiding principles are applicable to, without any exception, all office-bearers, undertakers, workers, and elected officials of the movement.

In the organization the rules, codes, and regulations are equally applicable to everyone in the organization.

In the organization and the movement the rules of discipline, codes of conduct and ethics, and the regulations are equally applicable to each and every one associated with the organization, no matter how high the responsible position anyone is holding in the organization.

The definition of “Organizational Associate” (Tehreeki Saathi) in “The Guiding Principles”:

The word “Organizational Associate” (Tehreeki Saathi), wherever has been used in The Guiding Principles, pertains to all Members, Office-bearers, and workers of Coordination Committee (Rabita Committee), Organizational Committee (Tanzeemi Committee), Elected MQM’s (Haq Parast) Representatives, Provincial Organizing Committees, Zones, Sectors, Units, Labor Division, APMSO, Women’s Division, Medical Aid Committee, Legal aid Committee, Elder’s Wing, and all units of MQM Overseas.

The following rules and regulations will be applicable to the Day-to-Day business of all the departments of Muttahida Quami Movement:

The Discipline (Nazm-o-Zabt)

The “Discipline” in an organization is the backbone of the organization and plays a pivotal role in the success and perpetuation of the organization and movement. While on the other hand, the drifting away from the discipline and violations of the rules and regulation of the discipline may end-result in failure of the movement. Therefore, it is incumbent and mandatory for all office-bearers, undertakers, workers, and elected representatives of MQM that:

- They should strictly follow the rules of discipline.
- They should be punctual at the meetings.
- They should fulfill their responsibilities and discharge their duties with utmost honesty and conscience.
- They should not discuss with irrelevant people the decisions of the organizations which have to be kept secret before its announcement.
- They should accept with open hearts and arms the decision made on the basis of majority’s opinion. MQM is the only political party of the country, the entire organizational structure of which is based on democratic principles. MQM, before making big decisions not only gathers opinion from the organizational undertakers at every level, it also takes the opinion of general workers and even takes the opinion of general public and decides in the light of the opinion of the majority. Accepting these decisions is exactly in accordance with the international democratic principles and democratic values and these decisions should not be opposed just for the sake of opposition and must not be discussed with a non-democratic attitude at irrelevant forums so that the enemies of the movement may not get a chance of making groups and creating disruption in the movement through grouping and lobbying.
- They should respect parents, elders, women, and teachers.
- They should observe organizational discipline in its strict sense in all meetings, from units to center, at all levels. During the meeting must refrain from talking to each other. Every worker should give his/her opinion at his/her turn. At one time not more than one person should talk.
- If any worker has a complaint about or against any other worker, he should talk only to the relevant undertaker, and not to the people or worker who are not relevant to that setup.
- If an organizational associate (worker) is suspended on the charges of violation of the rules of discipline of the party, other workers should not

discuss the suspension and the reasons of suspension in front of irrelevant people and workers and must not pass any sort of remarks about the suspended worker.

- If a worker is suspended on the charges of the violation of the rules of discipline, then the said worker should not contact other workers during the period of the suspension. However, if the suspended worker wants to clarify his position further, regarding his suspension, the worker may submit his version in front of the Disciplinary Committee formed by the party. If anyone from the public, or any worker who meets you by chance, asks you about the reasons of your suspension, you should, instead of non-existent excuses, tell only the correct reason for suspension. If any worker wants to contact you during your period of suspension, you must excuse in a polite way by telling the worker that it is not reasonable for that worker to contact you since you are under suspension.
- Any act or action which reflects discrimination may cause grouping in the organization as well as sense of deprivation in the workers and may hurt some workers. That is why the workers should not indulge in these type of acts and must not make such type of decisions on their own which may cause these types of circumstances to occur. For example, making a decision on their own to take out a procession to celebrate the release of another associate from jail, taking out a procession to celebrate the restoration of a suspended worker.
- If a worker is expelled from the party on the charges of the violation of the rules of the discipline of the party, then the other workers must not contact and keep relationship with that expelled worker.
- If anybody associated with the party is found making false allegations against another worker among workers or in public, will be subjected to disciplinary action. If any worker has an understanding about another worker that the other worker is involved in an act against the discipline of the party, he must not decipher his opinion publicly; instead, as per party discipline, he should inform the relevant undertakers of the party.
- If a worker informs the relevant undertakers in the party about the negative acts or attitude of the other worker, then, the worker who informs must not be retaliated against, and an animosity should not be developed against that worker. Instead, this act should be taken in a positive sense.
- Mentioning self sacrifices in the party is totally against the spirit and ideology of the movement and organization, therefore, the act of mentioning self sacrifices must be refrained from.

Code of Conduct (Zaabita e Akhlaque)

The Use of Word “Bhai” (Brother):

- All workers while addressing their fellow workers or mentioning the name of their fellow workers must add the word “Bhai” (brother) with their names e.g. Abdul Bhai, Azad Bhai, Karim Bhai, etc. etc.
- No worker should address the other worker by only saying “Bhai”.

The Attitude:

- All workers of the party (undertakers, workers, and elected representatives) must be polite in the way they talk. They must not raise their voice and use unreasonable tone while talking. This instruction not only applies while talking to the public, it also applies to the mutual dialogues among fellow workers.
- All workers of the party must respect each other and must not attain an attitude which may hurt somebody’s self-respect.
- Nobody associated with the organization should attain an attitude or lifestyle which may reflect feudalistic attitude.
- All workers of the party must refrain from using vulgar language and words.
- The workers of the party must not pass inappropriate remarks and phrases against each other.
- The workers must not (at all) add unreasonable, unnecessary, and self made aliases to the names of other workers (like Chingari, Tanki, etc.).
- The workers must not use the flattering, lackey, and praising words for each other and especially for undertakers, and the flattering and lackey attitude should also be avoided.
- No worker of the party should use the words “Sir” or “Boss” and similar words for the other worker of the party.
- No undertaker and worker should give present to each other. The workers are specially instructed not to give presents to their superiors and elected representatives at all.
- All superiors and undertakers in the party must refrain from giving positions to the people, ascending the people in the hierarchy of the party, grouping in the party, and

enabling the people to reap any benefit from the party on the basis of their personal liking and disliking.

- Similarly these superiors and undertakers must not create hurdles in the just right of a worker of the party on the basis of their personal liking and disliking.
- If a worker of the party has a feast at home, he should not take the food to the houses of the relevant superiors as this act tantamount to flattering, and the flattering acts are against the spirit of the principles of the movement.
- There is no place in MQM for people involved in criminal and unethical activities. The workers of the party should neither be involved in such type of activities, nor should they keep any relationship with people involved in such type of activities.
- This is the basic responsibility of each and everyone associated with the party to stay in touch and contact with the general public. With the same token dealing with the public with a reasonable attitude is also one of the basic lessons of the organization. Lacking in this is equivalent to the violation of the rules of discipline of the party.

Dress & Hygiene:

- Special care should be given to the dressing. The dressing should very clearly reflect simplicity, culture and hygiene.
- Physical hygiene and appearance should also be emphasized upon.

The Conversation:

- If any ambiguity is found regarding policies and decisions of the party, it should be expressed in proper discipline and in proper forum to the undertakers and superiors; passing remarks on organizational policies and decisions among irrelevant people is in violation to the rules of discipline of the organization.
- If a worker deems the act of other worker of the party against the policies and teachings of the organization, he should report it to the relevant superior and

undertaker; he should refrain from discussing this issue and criticizing the fellow worker among irrelevant people.

The Perks and Facilities:

Any perks and facilities, received by anybody in the organization by virtue of superior organizational responsibilities or a position in the government (Ministers, Advisors, Senators, MNAs, and MPAs), must not be abused at all.

Use of Vehicles:

- Party vehicles must be used only for the party business. No undertaker, worker, or the elected representative of the party will procure any vehicle from any government agency or department without any entitlement, nor will use the vehicles without entitlement.
- Rules and regulations have been formulated regarding the use of the party vehicles, and all workers are bound to follow those rules and regulations in that context.

Loans Procurement:

All undertakers and elected representatives of the party must refrain from procurement of loans on the basis of their party positions and political positions from banks and other financial institutions.

Exchange of Gifts:

Exchange of gifts among the workers, superiors, and undertakers of the party is against the spirit, ethics, and traditions of the party. Therefore the party workers should not be involved in exchange of gifts. If any worker wishes to give a gift to another worker, it should be regretted politely by saying that the exchange of gifts is against the party discipline.

Corruption:

There is no space for corruption and no place for corrupt people in MQM. It is incumbent on everyone, associated with the party that they should refrain from indulging in corruption. Anyone, associated with the party, found involved in corruption, familial discrimination, financial misappropriation, and abuse of power and authority vested in him by virtue of his position, and if the investigations will prove this involvement and charges of corruption, will be expelled from the party. It should also be noted that taking bribes, money extortion, collecting contribution without permission, and forced contribution also fall into the category of corruption.

Friendship:

In an organization the relationship of friendship may prove lethal and poisonous, which can harm the movement and the party by creating disruption in the structure of the party. Therefore, in order to refrain from this practice it is incumbent on all workers that:

- They should maintain ideological and party working relationship among each other and this relationship should not transform, at all, into personal friendship.
- Party business should be settled in the party offices and in the houses of the workers and should not visit each other's house without any reason.
- Care should be taken while making friends outside the circle of the party and the party matters should not be discussed with personal friends.

Egoism:

Egoism and the egotistical attitude of a party worker are lethal for the movement and the party. All workers of the party must drop down their personal ego and refrain from egotistical attitude. Egoism promotes selfishness, self-centeredness, and arrogance in that person.

Promotion of Teamwork:

Individualism is harmful for any organization and it can be extremely damaging for the party and organization. If a responsibility or a department is assigned to an individual on permanent basis, then the person who is assigned, due to having non-ideological thinking, assumes he is the sole proprietor of that department. He may start thinking that no matter what right and wrong he will do, nobody can move him from that responsibility and department. To save the workers from this detriment, the teamwork should be promoted in the party and all party decision should be taken through mutual reconciliation.

Learning Process:

To bring improvisation in the party business, every worker, and specially the undertakers and the superiors in the party, must continue with the learning process and should learn everything related to party business and work like movie making, photography, use of computers and copying machines, sending and receiving faxes, writing press releases, etc. etc. so that an ample number of workers must always be available for any work related to party work and business.

Those who violate the rules of discipline of the party should be reprimanded in a sophisticated and polite manner:

If any worker of the party acts in a manner which is in violation to the rules of the discipline of the party contained in this "The Guiding Principles" booklet, then it becomes the duty of all loyal workers of the party that they should reprimand the violating workers in a refined, sophisticated, and courteous manner.

Rules and Regulations (Usool-O-Zawabit)

Conditions for Membership:

There are some conditions, criteria, and principles which must be met and observed to become a member of Muttahida Quami Movement (for example, having good character, and being not involved in criminal activities, etc.). Anyone who meets these criteria is eligible for the membership of MQM. Nonetheless, those members who want to become a registered and regular member of the party, must get themselves involved in party activities and program for a least six months in the respective units/wings.

This is an agreed principle that whenever somebody becomes member of a party, he cannot continue his membership in any other party. Therefore, anyone who joins and becomes the member of MQM cannot continue his membership in any other political or religious party.

Authority of Suspension and Expulsion from the Party:

- No member of Provincial Committee, Zonal Committee, Sector Committee, Unit Committee, or any other undertaker of any subsidiary wing has the authority to suspend or expel any worker or undertaker by himself from his responsibilities. Likewise, no any undertaker can suspend any worker and cannot expel from the party. Regarding suspension and expulsion, The Coordination Committee (Rabita Committee) has set procedure, and a worker can be suspended and expelled only as per that procedure. If any central or regional undertaker, or any responsible for any subsidiary wing suspends/violates a workers violating the rules of discipline, a disciplinary action will be taken against that undertaker or responsible person.
- If any worker is suspended in Pakistan, then that worker cannot work even in any overseas unit of MQM, unless he is allowed officially to do party work from the "Center".
- Any Provincial Committee, Zone Committee, Sector Committee, or the In-charge of any subsidiary wing has no authority of adding any member to Provincial, Zone, Sector, or Unit Committee. For any administrative changes or additions at these levels, a written permission must be obtained from the "Center".
- For any changes and additions at these levels, individual opinion and recommendation is not acceptable. Therefore, the undertakers must prepare recommendations through mutual reconciliation.

Monthly Contribution:

- As per the traditions of the organization, all workers should, voluntarily, contribute on monthly basis, as per their capacity, regularly, so that the party expenses could be met collectively. This monetary contribution gives a sense of participation in the party matters to every worker from the unit level to the center.
- All members of The Coordination Committee (Rabita Committee), Organizational Committee (Tanzeemi Committee), Muttahida Organizing Committee, and elected representatives from MQM must contribute 1% of their income in the Muttahida Quami Fund (MQF).
- No member of The Coordination Committee (Rabita Committee), Provincial Committee, Zone, Sector, and Unit, or any subsidiary wing can collect contribution from public without prior permission from “The Center”. If any worker found involved in collecting contribution without permission, or without official receipt, will be subjected to disciplinary action.
- All Provincial Committees, Zones, Sectors, Units, and other departments of the organization will maintain a log book for the contribution and will submit the collection/expenses to the relevant superiors/undertakers for monitoring purposes.
- If “The Center” gives permission for collecting contribution, in this case, the contribution should be collected solely on voluntary basis, which means, neither anybody should be insisted on contributing a specific amount, nor a receipt should be written for a specific amount and insistence be made for that amount. If proved upon investigation, the worker who demanded specific amount, or who wrote a specific amount on the receipt and insisted on that amount will be expelled from the basic membership of the party. This must be noted that, in these types of violations, there will be only expulsion and no suspension.

Organizational Meetings:

- The Coordination Committee (Rabita Committee) will hold its meeting every 15 days to review its performance and to plan future strategy.

- All Provincial Committees, Zones, Sectors, and Units will hold their meetings regularly every 15 days to review organizational performances. The report of these meetings will be submitted to “The Center”.
- At the unit level, workers meetings will be held every 15 days.
- All Zones, Sectors, Unit, and Subsidiary Wing Committees will hold their meetings weekly and will submit performance report to “The Center” on bi-monthly basis.
- All Provincial Committees will hold their meeting on monthly basis and will submit their performance report to “The Center”.
- The undertakers of all Provincial Committees, Zones, and sector will visit their relevant sub-units to review and monitor their performances and will submit their reports to “The Center”.
- Any Provincial, Zone, Sector, or Unit Committee will not follow the above instructions and guidelines, will be subjected to the disciplinary actions.

Meetings of Elected Representatives of MQM:

- Elected representatives from MQM for The Senate, National Assembly, and Provincial Assemblies will hold meeting of their parliamentary group every month, on regular basis, in which their parliamentary performance will be reviewed and future strategy will be planned with general reconciliation. The relevant parliamentary leader will submit a report of these meetings to “The Center”. Every elected representative will also submit a monthly individual report of his own performance.
- Parliamentary Leaders will also submit the attendance and performance report of elected representatives from MQM in each of their respective parliamentary sessions.

Organizing “Training Session” (Tarbiyati Nishist):

- All Units and Sector will arrange “Training Session” (Tarbiyati Nishist) on regular basis in which the designated seniors, superiors, or undertakers will apprise the workers of the ideology, cause, and goals of the organization.
- This must be made sure that the duration of these Training Sessions (Tarbiyati Nishist) should not be unnecessarily long.

Intellectual & Training Sessions (Fikri & Tarbiyati Nishist):

The session, which is arranged for the intellectual and ideological training of the workers, and to which Quaid e Tehreek address, is called “Intellectual Session” (Fikri Nishist); while the sessions to which the other seniors, superiors, or undertakers of the party address, is called “Training Session” (Tarbiyati Nishist).

Keeping the Literature of the Organization in the Party Offices:

In every office of the Provincial Committees, Zones, Sectors, Units, and subsidiary wings, the party literature, and literature concerning other revolutionary movement should be kept. Furthermore, those newspapers should also be kept in these offices who publish party news prominently and in its entirety.

Birthdays and Other Festivities:

- If any senior/ superior/ undertaker, or an elected representative of the party wants to celebrate his own birthday, his marriage anniversary, or his children’s birthdays, he may organize in a simple way by inviting his relatives and people from his neighborhood. However, he cannot invite the seniors/undertakers of the party, elected representatives of the party, workers of the party, government and administration officials, and political personalities.
- The party seniors, undertakers, and the elected representatives should maintain simplicity in their other personal events and festivities and should refrain from inviting party seniors, undertakers, workers, government and administration officials, and political personalities in these events too.

- Likewise there is a ban on giving gifts by a worker of the party to another worker of the party on the terms of their individual relationship.
- On marriages, from the level of workers to the level of undertakers in the center, and elected representatives, instead of individual gifts, workers should give combined gifts. Similarity in the monetary values of gifts on these marriages should be kept in mind too.

The Use of the Word “Guard”:

- There is a prohibition on the use of the word “Guard”.
- Those workers who accompany the seniors/superiors/undertakers of the party during travel etc. will be called “Assistants”.

Investigations of the Complaints:

- In case of a complaint against any person/persons, associated with the party, being involved in corruption or any other wrong-doings, the persons who should be appointed for the investigation of that matter must be of good moral and character, and must be abiding by the organizational discipline so that the process of investigation remains transparent.
- The duration of investigation should not exceed three days. However, in some unavoidable circumstances, this duration of investigation can be extended to a maximum of seven days.

Helping Fellow Party Workers:

It has been a very common observation that some seniors/ superiors/ undertakers of the party, in order to help out a fellow worker who is in need of help, set aside all the rules of discipline of the party, and provide help to that worker, intentionally or unintentionally at their own discretion. The result of this approach is that the workers with immature ideological minds become fan of that undertaker and start praising him, which, in turn, nurtures the element of ego, unnoticed, in that undertaker who helped, and this becomes harmful for the party in the long run. Therefore, including

members of The Coordination Committee (Rabita Committee), no undertaker in the party is allowed to help out a party worker on his own or from party resources without following the standard procedure in this context. Help, provided in case of emergency situations, must be reported to “The Center” after its provision.

Employments:

The party has a set procedure for employments and no worker (no matter how senior he is) is exempt from this procedure. Therefore all the workers of the party are required to follow the procedure and should refrain, by virtue of their positions, from providing their families, relatives, and friends, with the employments directly. If you think that anyone from your family, relatives, or friends is really entitled and eligible for that employment, you should follow the system in the party and submit the application through the process.

Appointment at Profitable Positions:

The post, position, and designation have great impact on human psychology. If anybody is appointed to a position where it is easy to earn illegitimate money without any efforts, then, usually, in these types of situations, it is difficult for that person to keep himself off of the temptations, and he gets deeper and deeper in the quagmire of corruption.

In order to avoid the workers and especially the undertakers of the party from these types of vices, this principle has been established that no undertaker of the party will accept any position where there is availability and abundance of illegitimate income and where one can be tempted for the bribe, for example, land department etc.

Interference with the Non-Organizational Matters:

- Deterioration starts in the party and the organization when, instead of concentrating on and promoting the ideology and philosophy of the organization, the domestic matters like marriage problems, divorce issues, tenant and landlord scuffles, and matters pertaining to money transactions in the business are heard in the party offices (Provincial, Zonal, Sector, and Unit). Sometimes in these matters, a partisan behavior of an undertaker of the

party is deemed party decision. And, hence, the person who gets an adverse decision averts from the party. Therefore, it is very important that the undertakers of the party must avoid interfering with the personal and domestic matters.

- In any office of the party, there is a prohibition on hearing the personal and domestic matters. All these type of matters can only be heard by the elected representatives.
- Nobody associated with the party is allowed to interfere in the government offices and to visit these offices unnecessarily. This rule applies to labor division and other organizational units too.

Organizational Leave:

If a worker of the party or an undertaker at any level cannot participate in the organizational activities for a few days or for a specified period of time due to inevitable personal preoccupations, must inform the relevant undertaker in writing. Without prior intimation or a valid reason, the worker of the party who is not discharging his organizational duties will be subjected to disciplinary action.

Smoking:

- During the sessions of all organizational meetings, smoking, use of tobacco, and betel chewing is prohibited.
- Smoking and use of tobacco is prohibited in party offices.
- In all party offices, there should be a designated place for smoking.
- Ministers of MQM, elected representatives, and special representatives should also observe these rules while discharging their official duties.