

**CONSTITUTION OF  
THE INDIAN SOCIETY OF LABOUR ECONOMICS, AND EMPLOYMENT STUDIES**

1. The name of the Society shall be the **Indian Society of Labour Economics and Employment Studies**

- 1.1 **Office**

*The working office of the Society shall be at the **Institute for Human Development, NIDM Building, IIPA Campus, IP Estate, Mahatma Gandhi Marg, New Delhi – 110002**. The activities of the Society shall be conducted at the above office and at any other place, as decided by the Executive Committee of the Society*

2. **Aims and Objects**

- (a) *To undertake, promote and facilitate research and teaching in the areas of labour markets, employment and allied subjects.*
- (b) *To disseminate information, knowledge and the results of research on all matters within the scope of the objectives through publications, seminars, conferences, workshops, lectures etc.*
- (c) *To publish and issue papers, journals, proceedings reports and books including e-books and electronic publications on labour markets, employment, employment relations and allied subjects.*
- (d) *To co-operate and network with other institutions having similar objectives.*
- (e) *To take all relevant steps, in pursuance of its objectives.*
- (f) *To organize an Annual Conference of the Society, once in year, anywhere in India.*

3. **Legal Status**

*The Society, by the said name, shall constitute a self-contained entity having perpetual life and succession, and by which it can sue or be sued.*

4. Membership shall be open to persons and institutions interested in labour and employment issues in general and labour economics in particular. It shall be specially open to teachers and students, industrial and other workers, employers, personnel officers and also to trade unions, employers' organisations, organisations of personnel officers, industrial and commercial establishments and government departments dealing with labour issues.

**4.1 The Society shall have following categories of members:**

- a) Life Members;
- b) Ordinary Members;
- c) International Individual Members;
- d) Institutional Members;and
- e) Student Members

**4.2 Eligibility for Membership**

- a) **Life Membership:** Life Membership shall be open to researchers, teachers and other persons interested in labour studies in general and labour economics in particular only once they successfully continue their ordinary membership upto two consecutive years. The Executive Committee in its wisdom may decide to directly accord to any senior academic or professional a life membership of the Society without serving as an ordinary member for two years.
- b) **Ordinary members:**Ordinary Membership on annual basis shall be open to researchers, teachers and other persons who possess at least a post-graduate degree in social sciences and are interested in labour studies in general and labour economics in particular. The Executive Committee in its wisdom may decide to waive the minimum qualifications prescribed for ordinary membership in case of a Senior professional or trade unionist.

- c) **Student Members:** This shall be open to those students enrolled on annual basis for Post-graduate studies in social sciences with an interest in labour studies in general and labour economics in particular.
- d) **Institutional Members:** Institutional membership on an annual basis shall be open to Universities, Colleges, Research Institutions and other Academic Institutions, Government Departments, Trade Unions, Employers' Associations and Associations of HR Officers.
- e) **International Individual Annual Members:** Scholars based outside India, either Indians or other nationals, can join the Society as ordinary members.

4.3 The General Body shall decide the terms and conditions including membership fees of different categories, from time to time.

4.4 **Voting Rights:** A Life Member shall have voting rights in the meetings of General Body. Ordinary members shall be eligible for voting in the General Body meetings on completion of two successive years of their annual membership. Student and Institutional Members shall not have the voting rights in the General Body meetings.

4.5 The Executive Committee shall have the discretion to admit members.

4.6 Institutional Members may send up to two delegates to participate in the Society's Annual Conferences. A sponsored delegate will be entitled to participate in discussions at meetings of the conferences except in business and General Body meetings.

4.7 All Members shall have free electronic access to the copies of papers read at Annual Conferences, and the issues of the Journal of the Society. Additionally, members shall have the option to obtain the hard copies of the Journal of the Society at a concessional price to be decided by the Executive Committee.

## **5. Organs of the Society**

### **5.1 The organs of the Society shall be**

- a) General Body
- b) Executive Committee
- c) Office Bearers

## **6. Composition and Functioning of the General Body**

6.1 The General Body shall consist of all life Members and Ordinary Members

6.2 The General Body shall meet at the time of the Annual Conference of the Society and also at such time as convened by the Hon. Secretary, on the written requisition to the President signed by at least 100 members of the Society with a prior notice of 21 days.

### **6.1 The General Body shall be responsible for:**

- (i) Election of office bearers and other members of the Executive Committee:
- (ii) Consideration of the annual reports and audited accounts of the Society and the Journal.
- (iii) Appointment of Auditor
- (iv) Consideration of any proposed amendments in the Constitution
- (v) *Final decision relating to the Annual Conference*
- vi) Any other relevant business.

## **7. *The members of the Executive Committee and Office Bearers shall be elected by the members of the General Body, as detailed below:***

### **7.1 Elections**

- (a) The following Office bearers shall be elected by the General Body for a period of three years
  - (i) President of the Society
  - (ii) Two Vice Presidents
  - (iii) Honorary Secretary
  - (iv) Honorary Treasurer

- (b) 18 members of the Executive Committee will be elected by the General Body for a period of one year with appropriate representation to different regions of the country.
- (c) Conference President: The General Body on the recommendation of the Executive Committee shall invite an eminent academician/intellectual or well-known professional to be the Conference President of the Society for a period of one year, or till the Annual Conference is over.
- (d) Editor and Managing Editor of the Indian Journal of Labour Economics shall be appointed by the General Body on the recommendation of the Executive Committee for a period of 5 years.
- (e) The Honorary Joint Secretary will be appointed by the President of the Society for a period of three years.

## **7.2 Office Bearers: The following shall be the office bearers of the Society**

- (i) President
- (ii) Conference President
- (iii) Three Vice-presidents (out of which one shall be Local Secretary of the preceding conference for a period of one year only)
- (iv) Honorary Secretary
- (v) Honorary Treasurer
- (vi) Honorary Joint Secretary

## **7.3 Executive Committee**

- a) All office bearers
- b) 18 members of the Society elected by the General Body for a period of one year
- c) Editor of the Journal of the Society (Indian Journal of Labour Economics)
- d) Managing Editor of the Journal of the Society
- e) All former Presidents and Conference Presidents (Ex Officio)
- f) The host institution of the ensuing Conference will nominate the Local Secretary and intimate to the Hony. Secretary of the Society

**g) The Executive Committee shall fill up vacancies, if any, in the Committee during the tenure of Office.**

**8. Functions of the Executive Committee**

*The Executive Committee shall*

- a) Monitor and control the Aims and Objective of the Society*
- b) Provide guidelines for research and structure of research programme*
- c) Receive, consider and evaluate the reports of activities, audited statements of accounts, budgets etc.*
- d) Take decisions relating to the sources of income, soliciting, accepting and utilizing grants etc.*
- e) Take decisions of leasing, purchasing, hiring, constructing, extending, altering, improving, repairing and maintaining of movable and immovable properties and facilities.*
- f) To take policy decisions relating to investments and management of financial assets of the Institute*
- g) To enter into agreements with any Government or Authority, State, Municipality, Local Body, or Collection of Individuals for the purpose of obtaining privileges, concessions that the Society may deem necessary or desirable for attainment of the Aims and Objectives and to carry out exercise and comply with such arrangement, rights, privileges and concessions and corresponding duties allocated there to*

**9. Administration of the Society**

*The Executive Committee shall regulate the procedures of the Society and administer the same, as below:*

- (a) It shall meet at least once in a year.*
- b) All decisions made in meetings of the Executive Committee and the General Body Meetings shall be recorded and the minutes prepared by the Hon. Secretary*

- (c) *The Hon. Secretary shall manage the affairs of the Society and carry out all correspondence, proper records and place before the meetings the Executive Committee, such materials and information as may be necessary*
- (d) *The decisions shall be by majority vote. In case of a tie, the casting vote of the President shall decide the matter.*
- (e) *The quorum for a meeting shall be one-third of members at any point of time, but this rule will not be applicable to an adjourned meeting due to lack of quorum.*

#### **10.Finances**

- (a) *The source of finance for the society shall be membership fee of the Society from various categories of members, grants, donations,gifts etc; surplus from publication of the Journal of the Society, and sale proceeds of publications, surplus, if any, out of Annual Conferences etc.*
- (b) *The financial year of the Society shall be from April to March.*
- (c) *All the income/revenues/earnings of the Society shall be solely utilized towards the promotion of the Aims & Objectives of the Society, and no portion thereof shall be paid or transferred by way of dividends, bonus, profits or any manner whatsoever, to the present or past members of the Society. No member of the General Body, Executive Committee, or Office Bearers shall have any personal claim on any wealth or income of the Society or make any profit whatsoever by virtue of membership of the Society.*
- (d) *The accounts of the Society shall be audited by an auditor, recommended by the Executive Committee and approved by the General Body of members.*
- (e) *The Hon. Secretary shall present to the Executive Committee a Report of the activities of the Society, for the year. The audited statement of accounts of the Society along with the Report will be prescribed by the Treasurer, after approval of Executive Committee which, shall be presented to the General Body of members for final approval.*

(f) *He/she shall have the power to open account/accounts in the name of the Society in bank/banks approved by the Executive Committee.*

(g) **Two of the following office bearers shall jointly operate the account of the society:**

**(a) Hon. Secretary (b) Hon. Treasurer and (c) Editor of the Journal**

11. *The Editor of the Journal of the Society shall submit to the Executive Committee the annual report, which after recommendation of the said committee, shall be considered by the General Body for approval.*

**12. Functions of the Hon. Secretary**

*The Hon. Secretary shall be the Principal Executive of the Society and shall be entitled to institute or defend legal proceedings for or against the Society.*

(a) He/she shall have the authority to make temporary or part-time appointments of staff members of the Society subject to subsequent confirmation by the Executive Committee.

(b) He/she shall have such other powers as may be necessary for properly conducting the affairs of the Society, such as carrying out correspondence, signing document etc.

(c) He/she shall have such emergency powers as may be determined by the Executive Committee either by special resolutions or under bye-laws or rules framed for the purpose.

**13. Common Seal**

*The Society shall have a Common Seal of such design, as appropriate to its activities, as the Executive Committee may approve.*



#### **14. Legal Contracts and Proceedings**

*(a) All contracts sanctioned or approved by the Executive Committee shall be signed by the Hon. Secretary.*

*(b) All legal suits for and on behalf of the Society shall be brought in the name of the Hon. Secretary, who shall represent the society in all such matters and engage lawyers, agents etc. for the purpose.*

15. Any proposal for amendment to the Constitution of the Society shall be submitted to the Hon. Secretary in the form of a written notice or motion and, if approved by the Executive Committee, shall be circulated by him/her to all members, with voting rights except student members, for consideration. Such amendments shall require affirmative vote of two-thirds of the General Body members for their adoption.

#### **16. Resignations of Members**

17.1 The Office Bearers of the Society can submit their resignations to President of the Society

17.2 The President can submit his/her resignation to Hon. Secretary of the Society

17.3 Such resignations would be placed in the subsequent meetings of the Executive Committee and General Body

#### **17. Disqualification of Members**

Any member found indulging in unfair activities against the objectives of the Society shall be terminated from the membership by the General Body on the recommendation of the Executive Committee.

#### **18. Dissolution**

18.1 The Society may be dissolved through a specific resolution by a two-thirds majority of the members of the General Body present and voting.

18.2 In case of Society deciding to cease its activities, its assets shall be transferred to institution(s) in accordance with the advice received from a committee consisting of past office bearers of the Society (Presidents, Vice-Presidents, Secretaries and Treasurers) who have held office during the five years preceding the cessation of Society's activities.

### **19. Consequential Arrangements**

19.1 When any Rules, Statues or Regulations are added to, deleted or otherwise amended, the Executive Committee shall by a resolution decide the date from which such changes shall come into force and shall also lay down the transitional arrangement that may be necessary for giving effect thereto, subject to ratification by the General Body.

19.2 The Executive Council shall have power to re-number Rules, Statutes and Regulations in the manner they consider necessary whenever any addition, omission or alteration is made in such changes in the reference thereto. In case of any other ambiguity about the roles, the Executive Committee in empowered to take appropriate decisions.