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Title: Al-Qa'ida's Structure and Bylaws

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Synopsis

The document is a detailed outline of al-Qa'ida's internal structure, goals, and bylaws.

Key Themes

Salafi Sunnis now have a jihad agenda. Al-Qa'ida's general goal is to support global jihad. Its general policies include:

1. Shari'a law
2. a commitment to jihad
3. No negotiation
4. No time spent on humanitarian matters
5. Cooperation with other jihad groups
6. Respect for other Islamic movements
7. Independence from political parties
8. Rejection of 'regional fanatics' [ethno-nationalists?]
9. Recruitment of Muslims for jihad
10. Economic independence
11. Secrecy
12. Support for the Afghan jihad.

Next, the document lays out the generalities of the internal structure. The group has a hierarchical structure, with strict rules for moving up and down the structure. It should practice shura (consultation), non-discrimination, and be infused with a spirit of jihad.

The emir is responsible for all the activities of al-Qa'ida. The document lists the requirements and attributes of the emir. The emir must have sufficient experience, education, military competence, physical fitness, a commitment to consultation (shura), and a taste for jihad. The responsibilities are similar to those of a lead executive for a typical bureaucracy, including making executive decisions, and representing al-Qa'ida to other organizations.

The *Leadership Council* (also known as the Executive Committee) is described next. The emir presides over the council when present, and has responsibilities which are somewhat different from those as emir. Members of the council should have high-level qualifications, since the council is the second highest authority in al-Qa'ida after the emir and his deputy. Its role is to plan and follow through on overall orders and decisions, and can in certain circumstances select a new emir or deputy emir. It can also carry out foreign relations. There is a similar council known as the Regional Council.

The document goes into great detail on al-Qa'ida's financial policies. The group maintains both rupee and US dollar accounts. There is to be no overspending, particularly from the fixed budgets that are allotted to specific al-Qa'ida units, and members are to minimize borrowing from those accounts. There are also limits on non-monetary rewards. The president of each council is to spend the unit's budget. In terms of salaries,

those with wives and children are to receive more money. All members are entitled to at least airplane ticket back to their homes or go on hajj per a specific period of time, depending on marital status. Medical care can be provided in the training camps, or barring that, Peshawar or other locations. Members may take out loans for specific needs, such as furniture. Al-Qa'ida also provides disability benefits, and extensive vacation time, as well as severance packages.

Next, the document outlines the structure and activities of the *Military Committee*. The primary function of the committee is to recruit and train fighters, and to engage in actual military operations. The chairman of the military committee should have good qualifications, including military experience and educations. He is assisted by several chiefs of staff, who oversee military planning, and delegate activities as needed. The training supervisor is in charge of training, while the combat supervisor is the actual military commander of Al-Qa'ida.

The *Security Committee* is in charge of protecting the people and facilities of Al-Qa'ida. The leader of this committee should be highly educated, and should speak fluent English. Some pages for this committee may have been inserted into the following section: The Central Division is responsible for counterintelligence and keeping the group's archives. The Security Command Division provides security for leaders and disciplines members. The commanders of the guards of the emir and other leaders must be trustworthy, courageous, and a good manager. He must also not be from the Gulf States or Yemen. The Security Awareness Division maintains a high level of security awareness within al-Qa'ida. The Host Country and Passports Division arranges for passports, and coordinates with the governments of host countries. The leader of this division must be fluent in English, and have excellent communications skills.

The *Shura Council* serves as Al-Qa'ida's forum for discussion among the various divisions of Al-Qa'ida. As such, there are limits on what it can say publicly. Shura Council members must be good at dialogue, and committed to the principle of consultation.

The *Political Committee* extends political awareness, coordinates with other Islamic movements, and trains political cadres. The committee works on the principles of unity among jihad groups, no criticism of Muslims outside of the framework of the Shari'a Committee, and advancing jihad. The committee chairman is apparently able to appoint the deputy leader of the Shura Council, but is responsible to the Leadership Council.