

THE CARETAKER GUILDS AND THE VOLUNTARY LABOUR CONSTITUTION

Article 81 — Constitutional status of the Caretaker Guilds

1. The United Kingdom Moneyless Society shall establish a decentralised network of self-governing Caretaker Guilds to coordinate applied vocational training, practical certification, professional standards and the voluntary deployment of skilled participants.
2. The Caretaker Guilds shall replace the functions of conventional corporate human-resources departments, private employment agencies and trade unions within the participating Society, to the extent that those functions are lawfully and effectively transferred to the guild system.
3. Guilds shall not replace schools, colleges, universities or independent research institutions. Academic institutions shall retain responsibility for general education, intellectual development, theoretical research and academic qualifications.
4. Guilds shall provide the practical bridge between academic learning and the competent performance of real-world social, technical, ecological and infrastructure responsibilities.
5. No guild shall possess authority to compel labour, impose compulsory deployment, punish lawful refusal to work or deny members access to essential baseline provision.
6. Guilds shall operate under this Constitution, their democratically adopted charters and applicable law.

Article 82 — The four foundational Caretaker Guilds

1. The Society shall establish four foundational nationwide Caretaker Guilds. Their final names, boundaries and membership rules shall be adopted by Parliament following consultation with workers, educational institutions and participating communities.
2. Their proposed functional domains shall be:

Guild I — Ecological and Life-Support Care

Agriculture, food systems, water, habitat restoration, environmental monitoring, ecological recovery and essential resource stewardship.

Guild II — Health, Education and Human Wellbeing

Practical healthcare support, social care, disability support, education-related services, community wellbeing and other approved human-support functions, subject to professional licensing and scope-of-practice requirements.

Guild III — Engineering, Manufacturing and Infrastructure

Construction, housing maintenance, manufacturing, energy systems, transport infrastructure, mechanical engineering, repair and technical operations.

Guild IV — Digital Systems, Logistics and Civic Operations

Software engineering, communications, data stewardship, resource-accounting systems, logistics coordination, cybersecurity and approved administrative and civic services.

3. These four guilds shall constitute the foundational national framework, not an exhaustive list of every profession or specialism.
4. Each guild may establish specialist chapters, local branches, apprenticeship circles and professional standards committees.
5. Cross-guild projects shall be coordinated through joint working groups without transferring ownership of individual members' labour or expertise to another guild.

Article 83 — Guild sovereignty and internal democracy

1. Each guild shall govern its own training programmes, professional standards, membership administration and internal affairs within its constitutional mandate.
2. Guild members shall elect their own leadership and may remove leaders through published democratic procedures.
3. Guild governance shall include:
 - Open and accessible membership procedures.
 - Transparent certification standards.
 - Published training and assessment requirements.
 - Conflict-of-interest rules.
 - Independent complaints and appeals.
 - Periodic review of professional standards.
 - Protection for minority opinions and lawful dissent.
4. Guild leaders shall not possess unilateral authority to allocate mandatory work, remove baseline entitlements or manipulate members' contribution records.
5. A guild shall not monopolise an entire profession merely to suppress competition of ideas, exclude qualified applicants arbitrarily or prevent independent scrutiny of its standards.
6. The Society may recognise multiple authorised training providers and independent assessors, provided that competence, safety and certification integrity are maintained.

Article 84 — The Knowledge Multiplication Engine

1. The Knowledge Multiplication Engine shall connect academic education with practical competence through structured apprenticeships, supervised practice, peer learning and continuing professional development.
2. A student completing an academic programme may voluntarily register with the relevant guild to pursue practical certification.
3. Registration shall not guarantee automatic certification. Certification shall require demonstrated competence against published standards appropriate to the work concerned.
4. The apprenticeship pathway shall include:
 - Recognition of prior learning.

- A documented practical learning plan.
 - Assignment of a suitably qualified mentor.
 - Supervised practice.
 - Competence assessments.
 - Safety and professional-ethics training.
 - A route to challenge an assessment or seek reassessment.
5. Master practitioners shall be recognised for high-quality teaching, knowledge transfer, safety, mentoring and the successful development of competent practitioners.
 6. Mentorship rewards may be incorporated into the Contribution Value system, subject to Article 43.
 7. Guilds shall maintain a lifelong-learning pathway so that certifications remain current where technology, professional standards or safety requirements change.

Article 85 — Mentorship and residual Contribution Value

1. The Society may reward mentors for verified, sustained contributions to the development of other practitioners.
2. A proposed mentorship mechanism may allocate a defined portion of a practitioner's future minted Contribution Value points to qualifying mentors.
3. Before activation, Parliament shall specify:
 - The percentage allocated to mentorship.
 - The maximum number of eligible mentors.
 - The duration of the reward.
 - The circumstances in which the reward ends or is reviewed.
 - Rules for shared mentorship and changes of mentor.
 - Protections against duplicate, fraudulent or coerced certification.
 - The effect on the trainee's own contribution credit.
 - The aggregate impact on the distribution of points.
4. Lifetime residual rewards shall not be implemented solely through an informal guild decision. They require a transparent, democratically authorised rule and an assessment of intergenerational fairness.
5. Mentorship rewards shall not confer ownership over a trainee, their future labour, their professional choices or their personal records.
6. No mentor shall be permitted to obstruct a trainee's independence, demand personal loyalty or retaliate against a trainee for changing guild, mentor or career direction.
7. Mentorship rewards shall recognise actual educational contribution, not merely the existence of a historical association between two individuals.

Article 86 — Digital Caretaker Pass

1. Each participating practitioner may hold a Digital Caretaker Pass recording verified professional qualifications, practical certifications, permitted scopes of practice and relevant renewal requirements.
2. The Pass shall support portable recognition of skills between participating guilds and chartered organisations.
3. Certification records shall identify the issuing body, assessment standard, date of issue, scope, expiry or review date where applicable, and any relevant restrictions.
4. Cryptographic signatures may be used to verify the authenticity and integrity of certification records.
5. Cryptographic verification shall not be treated as proof that the underlying assessment was accurate. Independent assessment, quality assurance and appeal procedures shall remain necessary.
6. Practitioners shall be able to access their records, request correction and challenge an unjustified suspension or revocation.
7. The Pass shall disclose only the information necessary for the intended verification. Public disclosure of personal information shall not be the default.
8. No single guild shall be able to erase a person's entire professional history without a documented and reviewable process.

Article 87 — Chartered organisations and the separation of functions

1. Public projects shall be executed by organisations chartered or otherwise authorised under the Society's internal governance arrangements.
2. Such organisations may include participating community bodies, infrastructure trusts, public-service organisations and approved project authorities.
3. A chartered organisation shall not hire workers or purchase labour through conventional monetary wages within the Society's proposed internal allocation model. Instead, it shall submit its required skills, capacity, location, schedule, safety conditions and resource needs through the approved coordination system.
4. A Material Allocation Pass shall concern the authorised allocation of physical resources. It shall not, by itself, constitute proof that the project has sufficient labour, legal permission, safety approval or technical feasibility.
5. Before a project is declared ready for execution, the responsible authority shall separately confirm:
 - Material availability.
 - Ecological feasibility.
 - Required legal and safety permissions.
 - Available skills and certifications.
 - Voluntary workforce interest.
 - Tools, facilities and supervision.
 - Maintenance and completion arrangements.

6. The guild shall assess the professional requirements and publish the project opportunity to eligible members.
7. The chartered organisation shall remain accountable for project objectives, safe working conditions, coordination, equipment, quality and the lawful execution of its responsibilities.
8. Guild membership shall not make a practitioner personally responsible for organisational failures beyond their actual role and conduct.

Article 88 — Voluntary deployment and the Labour Veto

1. Every deployment shall be based on informed and voluntary participation.
2. Guild members may express interest in project assignments according to their skills, geographical proximity, availability, personal interests and other lawful preferences.
3. A project opportunity shall clearly disclose its purpose, anticipated duration, location, required competence, foreseeable risks, working arrangements and contribution-credit rules.
4. No individual shall be penalised for declining an assignment, withdrawing from a proposed deployment in accordance with applicable safety and transition procedures, or refusing work they reasonably consider unsafe.
5. If a project receives no qualified volunteers, its status shall become **Labour-Unconfirmed**.
6. A project that remains at zero confirmed engagement shall not automatically proceed to physical execution. The responsible authority shall review whether it should:
 - Be redesigned.
 - Be divided into smaller tasks.
 - Receive improved training or safety arrangements.
 - Be rescheduled.
 - Be offered to other eligible guild members.
 - Be automated where appropriate.
 - Be postponed or cancelled.
7. The system shall not respond to a lack of volunteers by compelling deployment, secretly reducing essential entitlements or manipulating contribution records.
8. The collective refusal of a guild to undertake a project shall trigger a documented review of its purpose, ethics, risks, conditions and social priority.
9. A review shall not automatically invalidate the refusal or require members to accept the project. It shall establish whether a legitimate alternative exists.
10. Emergency projects shall remain subject to voluntary participation and applicable professional duties. Any exceptional legal obligation must have a valid legal basis and comply with fundamental rights; it shall not be created by an AI instruction or internal administrative declaration.

Article 89 — Contribution accounting for verified work

1. The Society may award Contribution Value points for verified work, training, mentoring and other democratically recognised contributions.

2. Contribution rules shall be published in advance and shall distinguish the type of contribution, its verification method, the applicable rate and any approved modifiers.
3. Completion of a shift or task shall be recorded through appropriate evidence, which may include attendance records, supervisor confirmation, task records, equipment logs and relevant Digital Product Passport events.
4. A Digital Product Passport shall primarily record an asset's identity, composition, provenance, maintenance, repair, inspection and lifecycle information. It shall not, by itself, prove that a named individual completed work.
5. A verified work record may reference a relevant asset record, but the worker's contribution shall be confirmed through a separate, proportionate process.
6. Contribution credits shall be calculated under a published rule version and entered into:
 - The spendable Liquid Wallet, where the contribution qualifies under the applicable rules.
 - The permanent Retirement Ledger, where the contribution qualifies for lifetime recognition.
7. The same contribution shall not be credited twice unless a published rule expressly permits separate recognition for distinct activities.
8. Members shall receive a record of credited points and be able to challenge errors.
9. Automated crediting shall occur only after the required verification conditions have been satisfied. Disputed records shall be flagged for review rather than silently accepted.
10. No contribution-credit process shall turn essential access into a penalty for disability, unemployment, caregiving, lawful refusal or circumstances outside a participant's reasonable control.

Article 90 — Stewardship and Social Reliability

1. The Society may maintain records concerning the responsible use, maintenance and return of shared equipment.
2. Such records shall be based on verifiable conduct, proportionate evidence and a fair opportunity to respond.
3. Damage shall not automatically establish negligence or misconduct. Ordinary wear, equipment defects, inadequate training, unsafe instructions, disability and other relevant circumstances shall be considered.
4. The preferred approach shall be to maintain a stewardship record for the relevant asset and its maintenance history, rather than construct a broad personal score.
5. If a Social Reliability measure is retained, its purpose, inputs, effects, retention period and review procedure shall be published.
6. No such measure shall determine a person's inherent worth, suppress lawful dissent, control voting eligibility or independently deny essential services.
7. Adverse findings shall be contestable, and correction of an inaccurate record shall propagate to dependent systems.

Article 91 — Labour planning and the Resource Treasury

1. The Resource Treasury shall maintain a distinct record of voluntary labour availability alongside physical inventories and ecological constraints.
2. Labour availability shall be measured by relevant skills, qualifications, location, time, capacity and confirmed willingness to participate.
3. A forecast of potential labour shall not be treated as a confirmed commitment.
4. The AI Advisor may identify shortages, predict training needs and recommend changes to project sequencing.
5. It shall not convert predicted availability into an instruction compelling individuals to work.
6. When labour availability is insufficient, the responsible organisation shall reassess the project plan and publish the resulting decision.
7. The Society shall recognise that an unmet labour requirement is a real constraint, just as an unmet material requirement is a real constraint.

Article 92 — Rights and protections of guild members

1. Guild members shall be entitled to safe conditions, suitable training, accessible equipment, appropriate supervision and clear responsibility boundaries.
2. Participation shall not be used to evade applicable employment law, occupational safety obligations, professional licensing requirements or other statutory protections.
3. The Society shall distinguish voluntary civic contribution from situations that legally constitute employment or another regulated working relationship.
4. No guild shall conceal exploitation by describing a compulsory or economically coercive arrangement as voluntary.
5. Apprentices shall receive appropriate supervision and shall not be used as substitutes for qualified practitioners where competence is required.
6. Guilds shall provide procedures for reporting unsafe conditions, harassment, discrimination, fraud and professional misconduct.
7. Complaints shall be assessed independently of the person accused wherever practicable.

Article 93 — Oversight and review of the guild system

1. Parliament shall periodically review guild performance against published indicators.
2. Indicators may include:
 - Training completion and demonstrated competence.
 - Time required to fill voluntary project opportunities.
 - Safety incidents and corrective actions.
 - Mentor effectiveness.
 - Distribution of training opportunities.
 - Unfilled labour demand.

- Certification appeals and reversals.
- Member satisfaction and retention.
- Accuracy of contribution accounting.
- Quality and durability of completed projects.

3. Indicators shall not be used in isolation to rank the moral worth of guilds or their members.
4. An independent review shall examine whether the guild structure creates excessive professional gatekeeping, concentration of power, unfair access to certification or barriers to entry.
5. Guild charters shall be amendable through democratic procedures, subject to constitutional rights and appropriate professional safety requirements.

Article 94 — Implementation

1. The guild system shall be established progressively through voluntary pilot programmes.
2. The first implementation stage shall define guild boundaries, governance, membership, certification standards and the relationship between academic institutions and applied training.
3. The second stage shall develop the Digital Caretaker Pass, a voluntary project board and a basic labour-availability register.
4. The third stage shall pilot the full workflow from project request to skills assessment, voluntary assignment, verified completion and contribution accounting.
5. Lifetime mentorship rewards and Social Reliability measures shall remain inactive until their rules have been published, tested and independently reviewed.
6. Expansion shall depend on evidence of training quality, safety, fairness, reliable accounting and meaningful voluntary participation.
7. No proposed function shall be represented as operational until it has been implemented and independently tested.

Constitutional principle: The Caretaker Guilds shall organise competence, not own people; coordinate voluntary service, not compel labour; recognise stewardship, not rank human worth; and supply skilled practitioners to public projects without recreating the coercive authority of the conventional employer.