



# *inform* **contact**

## **NEWS FROM THE GENERAL CONFEDERATION OF TRADE UNIONS**

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### **GCTU EXECUTIVE MEETS IN MOSCOW**

The Executive Committee of the General Confederation of Trade Unions (GCTU) held a session at the Palace of Labour 7 April 2011 in Moscow.

Participants heard information from several GCTU affiliates on the measures they had taken to raise the minimum wages and make them match the subsistence minimum. The Executive Committee decided to proceed with the trade union solidarity campaign «Minimum Pay at Least Equal to the Subsistence Minimum». In the course of their collective bargaining campaigns, the national trade union centres of CIS countries and the industrial Trade Union Internationals will insist on a minimum wage being on a par with the subsistence minimum, and on establishing a linkage between the minimum pay and the consumer price index. The trade unions intend to participate in revising the rate of subsistence minimum, seeking to change its structure and expand the assortment of goods and services that make up the consumer goods basket.

As part of monitoring the ratification and observance of major international standards in CIS countries, the Executive considered the information on the progress made since previous April in the ratification of the eleven ILO Conventions recommended by the CIS Inter-Parliamentary Assembly in 2004 at the initiative of the GCTU. Specialist of the ILO sub-regional bureau in Moscow, **Sergeyus Glovackas**, made a contribution to the discussion.

The Executive Committee appreciated the work done in this area by GCTU affiliates, and called on them to increase efforts to get the ILO conventions ratified. With this purpose in view, they will have to provide for recurrent consideration of the issue by their statutory bodies, initiate discussions in the tripartite commissions and other competent authorities, and raise the problem during their meetings with representatives of the governments, legislatures, and employers' organisations. The GCTU affiliates were encouraged to continue their supervision over the ratification at the national level, detect and analyse violations of ratified

conventions, and report the results to the GCTU Executive.

The GCTU Executive adopted a Message of Solidarity in Connection with the European Action Day and, in particular, with the Euro-demonstration held 9 April 2011 in Budapest, Hungary. The Message sent to the ETUC says among other things: «We support the ETUC line for the consistent protection of workers' interests in the face of the overt attempts by the governments and employers in many European countries to carry out anti-crisis measures at the cost of reducing the living standards of employees, pensioners and all other sections of the population, at the cost of infringing on the legitimate rights of working people. We assure the European Trade Union Confederation and its affiliates of our unfailing solidarity with, and support of, the struggles they are waging in defence of the working masses in the European Union».

### **GCTU COUNCIL SCRUTINISES SOCIO-ECONOMIC SITUATION IN CIS**

The Council of the General Confederation of Trade Unions (GCTU) met in Moscow 8 April 2011 for a session involving representatives of the national trade union centres of Armenia, Azerbaijan, Belarus, Georgia, Kazakhstan, Kyrgyzstan, Moldova, Russia, Tajikistan and Ukraine, and the industrial Trade Union Internationals (TUIs).

The session heard the information on the work done by the GCTU Executive Committee since the previous session of the GCTU Council (April 2010 – March 2011). The

Council recommended that the GCTU affiliates, with due regard to the specific conditions in their respective country or industry, should promote decent work as the basis for development and modernisation strategies. Economic recovery measures should primarily concentrate on productive employment, creation of new and safe jobs, and adequate work remuneration, with equitable taxation.

Participants discussed the current economic and social situation in the CIS countries and trade union actions to help improve it. The reports on the issue were presented by the leaders of the GCTU-affiliated national trade union centres of Ukraine, Moldova, Azerbaijan, Tajikistan, Kazakhstan and Russia, and several industrial Trade Union Internationals. The Council called on trade unions in the Commonwealth countries to rebuff resolutely employers' attempts to solve their problems of development and competitiveness by freezing wages, refusing workers social guarantees, liberalising labour law and using atypical employment, and to oppose the unjust stratification of society.

Upon considering the problem of youth work, the Council invited the CIS trade union centres and the industrial Trade Union Internationals to make wider use of the youth outreach experience gained by the GCTU affiliates in Russia, Azerbaijan, Kazakhstan and Ukraine, by the TUIs of health workers and metal workers, and by other member organisations. Trade unions intend to take an active part in the development of state policies in what concerns the improvement of legislation on the rights of youth.

The session heard a report on GCTU participation in the shaping of migration policies and in the protection of migrant workers. The Council also adopted the GCTU May Day Appeal, the Statement in Connection with 100th Session of the International Labour Conference (see below), and the Appeal to the Participants in the Liquidation of the Chernobyl Disaster Consequences and to the People Living in Radioactive Contamination Areas to be issued in connection with the 25th anniversary of the Chernobyl catastrophe on the 26th of April 2011.

**GCTU STATEMENT  
IN CONNECTION  
WITH THE 100<sup>TH</sup> SESSION  
OF THE INTERNATIONAL  
LABOUR CONFERENCE**

This June Geneva will see the 100<sup>th</sup> Session of the International Labour Conference, the supreme authority of the International Labour Organisation (ILO) which is the only specialised UN agency building on the principles of tripartism with the participation of governments, employers and trade unions.

One hundred annual conferences is a worthy measure to assess the viability of an international organisation, its relevance to the world community, and the durability and continuity of its traditions. Having passed through the Second World War, the arduous post-war development, and the «cold war», the ILO has remained true to its tasks and objectives and entered the era of globalism as an active advocate, architect and vehicle of social dialogue.

The Commonwealth trade unions welcome the fact that the Organisation

has recently set course for an in-depth investigation of social problems crucial for labour relations in the context of globalisation. One major result of this policy was the adoption of the Declaration on Fundamental Principles and Rights at Work (1998) and the Decent Work Agenda for All (1999) that were highly acclaimed by the United Nations and actively supported by the world trade union movement, including trade unions in CIS countries. The development and analysis of these and other problems have placed the ILO among the major actors of today's world development practically assigning it the leading role in the efforts to add a social dimension to globalisation.

The GCTU is particularly appreciative of the ILO's ability to react promptly to novel world developments. Thus, it challenged the increased influence of TNCs with adopting the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy. Responding to the rapid progress of economic globalisation, it set up the high-level World Commission on the Social Dimension of Globalisation that prepared a fundamentally important paper on this topical issue. This was followed by the approval, in 2008, of the ILO Declaration on Social Justice for a Fair Globalisation providing creative interpretation and development of the Philadelphia Declaration principles with regard to the imperatives of our times. The paramount role of employment in overcoming the consequences of the world financial and economic crisis was embodied in the Global Jobs Pact adopted by the ILO in June 2009.

We are positive, however, that the setting and adopting of internation-

al labour standards must remain the principal line of ILO activity, as it has always been. The impressive collection of ILO conventions and recommendations has long become the desk book of every trade unionist, a kind of world labour code with which to check national legislation.

The GCTU is satisfied that, after a certain decrease, the Organisation's standard-setting activity is today coming back on track. Its revitalisation is necessitated by the emergence of several problems that are not regulated or poorly regulated by the international labour standards. This relates, first of all, to the growing spread of atypical employment and agency contract labour, and the increased number of people employed in the informal economy. The problems of regulating labour relations and establishing social dialogue at the global level have long been waiting for their solutions. Above all, this concerns transnational corporations as before our very eyes they are turning into the dominating employer, and their role in the world market keeps growing.

The GCTU and its affiliated organisations spare no efforts to get all fundamental and several other important ILO conventions ratified and observed by the CIS countries. With this purpose in view, for the last six years we have been monitoring this process throughout the region.

On the eve of the jubilee 100<sup>th</sup> session of the International Labour Conference, the GCTU Council expresses its high appreciation of all aspects of the ILO activity, and confirms the willingness of the trade union movement in the

countries of the Commonwealth of Independent States to make their tangible contributions to its work. In particular, we intend to promote further intensification of the ILO's standard-setting activity, and the upgrading and improvement of its instruments, in accordance with the challenges and realities of today's world.

Simultaneously, the Council of the GCTU calls on the governments of the CIS countries to send full-fledged delegations to the 100<sup>th</sup> Session of the ILC, involving delegates of the most representative organisations of trade unions and employers in their respective countries. This will help ensure not only the proper level and effect of this important forum, but also the success of the Governing Body elections.

## **GCTU MAY DAY APPEAL**

The 1<sup>st</sup> of May is drawing near, the date observed annually by the world trade union movement as the International Day of Workers' Solidarity. The main distinction of the forthcoming May Day is that it will mark 125 years since peaceful worker demonstrators were shot and killed in Chicago. It was in their memory that world workers started to observe this day.

Millions of organised workers all over the world, including CIS countries, will take to the streets to participate in mass rallies, meetings, demonstrations and marches in order to place their claims and demands on the authorities and employers, and identify priorities for further actions by trade unions in defence of their members' rights and freedoms.

Today, the world is gradually recovering from a financial and economic crisis that this planet has not seen for decades. Hardest hit by the crisis were workers who are in no way responsible for its emergence. The attempts to come out of the global recession at the cost of infringing on the basic rights of working people met with an unprecedented degree of cohesion and solidarity on the part of the world trade union movement. Consequently, both participants in the summits of the world's most influential states and leaders of the international financial and trade institutions are now paying more heed to the voice of trade unions.

A considerable contribution to this common struggle has been made by trade unions in CIS countries who denied resolutely to accept any anti-crisis programmes that did not take into account the needs and aspirations of the working population.

As it meets in Moscow for its regular session, the Council of the General Confederation of Trade Unions calls on all the GCTU affiliates, all trade union members, all workers in the CIS countries to take part in the events to be organised by trade unions on May 1, and in this way reaffirm their will to strengthen their unity for the protection of workers' interests and the advancement of our countries towards a more equitable and happy future.

We call on our affiliates to mark this May Day by organising marches, rallies, picket lines, meetings and other events under the following slogans:

- Decent work, decent pay, decent work conditions for working people!
- Decent work is socially protected work!

- Creation of new jobs is the right way to economic recovery!
- Minimum pay – not less than the subsistence minimum!
- We reject the attempts to revise labour laws to the detriment of workers!
- No antiunion policies and uncontrolled activities of TNCs in CIS countries!
- No agency contract work, and paid services of private employment agencies!
- Long live International Solidarity of Workers and Trade Unions!

Long live 1 May!

## **CIS UNIONS FOR HEALTHY AND SAFE WORK**

**On the occasion of the World Day for Safety and Health at Work**, in April 2011 the GCTU issued a statement that reads, among other things, as follows:

«The entry of CIS states into the world market economy has created new challenges in ensuring occupational health and safety. At a great number of enterprises, the capital consumption has reached its critical limits, the technologies used are outdated, harmful and hazardous to health, and safety and health measures are underfunded. The poor working conditions not only undermine productivity and the quality of products, but also contribute to the loss of financial and human resources. Consequently, almost 12 million men and women suffer work-related injuries annually.

«Serious concern is also caused by the inadequate working conditions at transnational enterprises operating on the territories of CIS

countries where the employers frequently violate national labour legislations, and safety standards and regulations.

«Trade unions in the Commonwealth support the ILO idea that this year's World Safety Day should be marked under the motto «Occupational Safety and Health Management System: a Tool for Continual Improvement». Guided by the desire to promote healthy and safe working environments at industrial enterprises in their countries, they have identified their priorities for action as improving safety and health schemes, and creating a system of occupational risk management at every workplace, with extensive use of social partnership mechanisms (accords, collective agreements, commissions for regulating social and labour relations, etc.).

In connection with the **World Day for Safety and Health at Work** and the forthcoming 119<sup>th</sup> World Congress on Safety and Health at Work (Istanbul, Turkey, 11-15 September 2011) the GCTU reiterates the need for the Commonwealth trade unions to make maximum use of their statutory right to exercising effective public control over the observance by employers of standards and regulations protecting workers' labour rights and social guarantees, particularly in traumatic industries, such as mining, manufacturing, agriculture, construction, transport, etc.

### **GCTU CONDEMNS TERRORIST ATTACK IN MINSK METRO**

Twelve persons have been killed and over 100 injured as a result of an explosion at the Oktyabrskaya Metro station in Minsk on April 11, 2011.

The Belarus Prosecutor-General's Office has classified the blast as a terrorist attack.

This kind of senseless and brutal acts of terror arouse increasingly strong indignation of the world public.

The General Confederation of Trade Unions, on behalf of dozens of millions of workers in the CIS countries, strongly condemns this atrocious crime and expresses its sincere condolences to the victims, and their families and friends.

The GCTU demands severe punishment of the organizers of the terrorist attack in the Minsk metro and appeals to the government of the Republic of Belarus to take efficient measures in order to prevent any such barbaric acts in the future.

### **GCTU HAILS ETUC 12<sup>TH</sup> CONGRESS**

The General Confederation of Trade Unions (GCTU) representing over 50 million union members in the countries of the Commonwealth of Independent States (CIS) sent a message of solidarity to participants in the 12<sup>th</sup> Congress of the European Trade Union Confederation held in Athens from 16-19 May 2011.

«This ETUC Congress, the message says, is of special significance as it is taking place in a complicated, crucial period. Although Europe has mainly overcome the peak of the global economic crisis, many of its consequences, first of all in the social sphere, are far from having been removed and are still keenly felt by the population.

«The countries of Europe are hit by mass, multimillion unemployment. As part of their post-crisis austerity policies, some of them are cutting down or freezing wages and social benefits. The governments are preparing, or have already started to implement, pension and other social reforms that threaten to reduce dramatically the living standards of a huge portion of the population. Wage and salary earners and their trade unions are increasingly often confronted with cases of social dumping. In some of the countries, attacks on the universally recognised rights of workers and trade unions, including the freedom of collective bargaining, have become all too frequent. All these negative effects are also well known to workers in our region.

«The GCTU fully shares the concern of the European trade union movement at the persistent attempts to impose the burdens of overcoming the crisis on workers' shoulders, and considers it important for trade unions to give them resolute rebuffs. We agree with the principal conclusion made by the ETUC that the postcrisis restructuring of the economy must include establishing stronger public control over the activities of TNCs and the international financial institutions, and over international transactions by capital. The world cannot be allowed to return to the business-as-usual precrisis practices that have proven to be inefficient and bankrupt. We support the trade union demand that the European socio-economic policy should currently focus primarily on full employment with the maintenance of all social guarantees, and on measures to improve the working conditions and protect the environment.

«We are positive that the ETUC 12<sup>th</sup> Congress will be able to find adequate responses to these and other serious challenges of our times, and its decisions will provide guidance for the trade union movement in its fight for workers' interests in the new global conditions that have emerged in the aftermath of the crisis.

The General Confederation of Trade Unions confirms its willingness to continue its friendly ties and cooperation with the European Trade Union Confederation in the spirit of mutual support, solidarity, and coordination of efforts in protecting workers' rights and trade union freedoms.»

## **DEFENDING UKRAINIAN UNION RIGHTS**

On the 22<sup>nd</sup> of June 2011, GCTU General Secretary Vladimir Scherbakov sent an appeal to Ukraine's President Viktor Yanukovich urging him to stop the flagrant interference by state authorities and the Procurator-General's Office in the affairs of the Federation of Trade Unions of Ukraine (FPU) and its affiliates.

Over the last few years, the message says, a number of ministries and other government agencies have intensified their attacks on Ukraine's trade unions, special bodies have been established to fight FPU, and grass-roots organisations have been receiving instructions to set up «yellow» unions in their industries.

The Procurator-General's Office and other law enforcement authorities have also engaged in the «hostilities» against FPU, and their constant requirements have actually paralysed the Federation's activ-

ity. The Procurator-General's Office has banned the FPU elected bodies from taking any decisions relating to trade union property.

In accordance with ILO Conventions 87 and 98 ratified by Ukraine, state authorities must restrain from any interference that may restrict the right to organising or hinder the activities of trade unions.

For many years, FPU and its affiliates have been protecting workers' rights and interests from a position of principle. This vigorous activity of FPU has been recognized and appreciated by the international trade union movement.

The GCTU appealed President Yanukovch as the guarantor of the Constitution to halt the unlawful campaign against the Federation of Trade Unions of Ukraine and its member organisations, and ensure unconditional compliance with the laws and ILO conventions on non-interference in statutory trade union activities ratified by Ukraine.

Similar letters were sent to Ukraine's Prime Minister Mykola Azarov and Procurator-General Viktor Pshonka.

### **BELARUS: FTUB WORRIED ABOUT ECONOMY**

The Federation of Trade Unions of Belarus (FTUB) called the leaders of its affiliates in Minsk 25 May 2011 to discuss the current economic and social situation in the country.

According to participants, workers' collectives were most concerned with the rising prices of essential goods and the consequent sharp drop in the purchasing power of their wages.

FTUB President Leonid Kozik told the meeting that all those problems would soon be raised before the Government at the upcoming session of the National Council for Labour and Social Issues. «The Government will have to tell the unions as workers' representatives what plans they have in store to take us out of this situation», he concluded.

The Belarus Government accepted the FTUB proposal that the National Council for Labour and Social Issues should be convened without delay to consider the current situation and outline the ways of solving the problems. On the insistence of the Federation, the meeting will also discuss the measures taken by the Government and the National Bank to normalise the state of the economy and the consumer market, and ensure social protection for the population, first and foremost for the low-paid categories of workers.

The FTUB requested that Prime Minister Mikhail Myasnikovich instruct the relevant government agencies to introduce the Federation to the Government's plans for priority actions to stabilise the economic situation and the currency and consumer markets, save jobs and provide social protection to workers and pensioners.

### **GEORGIA: CENTURY-OLD DEMANDS STILL TOPICAL**

The Georgian Trade Union Confederation (GTUC) marked the May Day under the slogan «1901-2011: Time Goes by, Problems Remain».

Workers gathered for a May-Day manifestation at the Salt Lakes near



Tbilisi, the place where 100 years ago their predecessors held one of the first protest rallies.

«Freedom of strikes!», «Freedom of assembly!», «Freedom of speech and the press!», «Higher wages!», «8-hour working day!», «Human work conditions!» – such were the demands of protesters who took to the streets in Georgia at the beginning of the last century.

«Decent Labour Code!», «Real jobs!», «Non-interference in trade union affairs!». «Real taxes to self-employed!», «Full-value health insurance!», «Higher maternity leave pay!» – such were the demands of Georgian workers on May Day 2011.

«Organising the May Day protest action in this area has historical significance for us», said GTUC President Irakli Petriashvili. «The demands that workers put forth over a hundred years ago are still topical, actually they are no different from what we want today. It is to be regretted that nowadays we have to deal with the same problems and make the same demands as trade unions did a century ago. To emphasise this fact, we've chosen this place».

The participants in the action adopted an appeal to the Government, Parliament, and the civil society of Georgia.

### **UNIONS OF KAZAKHSTAN, KYRGYZSTAN, TAJIKISTAN POOLING EFFORTS TO DEFEND LABOUR MIGRANTS' RIGHTS**

According to ILO data, the number of illegal migrants in Kazakhstan

ranges from 300 thousand to one million. They pay no taxes, but have no rights or guarantees either.

These statistics were published in an ILO survey presented at the tripartite symposium on regulation of labour migration held in late March 2011 in Astana, the capital of Kazakhstan, as part of the ILO regional project «Regulating Labour Migration as an Instrument of Development and Regional Cooperation in Central Asia». In conjunction with ILO experts, high representatives of trade unions, employers and Ministries of Labour from Kazakhstan, Kyrgyzstan, Tajikistan and Russia discussed the ways of improving national laws on regulation of labour migration.

ILO experts criticised the Kazakhstan legislation and, in particular, its provisions defining labour migrants as persons who come to the country solely under the foreign workforce quotas. According to a Deputy Minister of Labour and Social Protection of Kazakhstan, Parliament were already considering a new version of the law on migration with the aim of mitigating it. There are plans to simplify the legislation so that Kazakhstan employers are not constrained by interstate agreements and are free to invite guest workers from any country they choose provided they can ensure them acceptable working and living conditions and medical service.

On the final day of the symposium, bilateral agreements on protecting the rights of migrant workers were signed by the Federation of Trade Unions of the Republic of Kazakhstan, the Kyrgyzstan

Federation of Trade Unions, and the Federation of Independent Trade Unions of Tajikistan.

### **KAZAKHSTAN-UKRAINE: UNIONS AGREE ON JOINT ACTION**

Trade unions of the Arcelor Mittal transnational enterprises operative in Kazakhstan and Ukraine concluded an agreement on cooperation, mutual support and mutual help 27 April 2011. The news came at a press conference given by the trade union leaders of the Steel and Coal Departments of the Joint Stock Company «Arcelor Mittal–Temirtau».

«We went to Ukraine and visited the Arcelor Mittal–Krivoy Rog enterprise. We exchanged experience, discussed the situation, and concluded an agreement on trade union cooperation. Its purpose is to elaborate common strategy and tactics in relation to our employer», said Vladimir Dubin, chair of the metallurgists' trade union committee «Zhaktau» (Kazakhstan).

According to him, the Ukrainian unions are concerned with the same problems as their Kazakhstan counterparts. «We've got common problems, he went on to say, and these are understaffing, excessive burdens on workers, inadequate pay, and the system of the so called voluntary redundancies imposed by the employer. The bulk of the equipment is outdated, and the people are also morally and physically worn out. For this reason, we must jointly develop common approaches, and define work standards».

«The arrival of transnational corporations in our countries, particu-

larly such a giant as Arcelor Mittal, is the result of the objective process of economic globalisation, on the one hand, and the processes of denationalisation and privatisation in the mining and metallurgical industries – on the other. In this context, the trade union movement needs to be more aware of the new reality and learn how to act effectively in the prevailing socio-economic circumstances in order to ensure observance of workers' basic rights and interests through social dialogue and collective bargaining with the employer», reads the joint statement by participants in the meeting of trade union organisations of Arcelor Mittal enterprises in CIS countries.

The unions intend to work out a single package of requirements to the employer that will be outline in a document entitled Framework Agreement. «Our task is to summarise the problems and solve them together with the employer. The coordination committee of trade union organisations we have set up aims at a constructive dialogue with the Arcelor Mittal World Council», said Marat Mirgayazov, President of the Kazakhstan Union of Mineworkers «Korgau».

### **RUSSIA: FNPR JOINS ALL-RUSSIA POPULAR FRONT**

At its session held in Moscow 20 May 2011, the Executive Committee of the Federation of Independent Trade Unions of Russia (FNPR) decided that the Federation should join the All-Russia Popular Front (ARPF) established on the initiative of the leader of the United Russia Party Vladimir Putin in view of the upcoming elections to the

State Duma due to take place late in the year.

FNPR President Mikhail Shmakov described the establishment of the Front as a new step in the development of democracy in Russia, and explained that membership in this bloc would open the door to Parliament for civil society organisations, which will enable them to impact directly on the process of decision-making on key issues. »This project, if implemented, will help make trade union proposals actual of», he concluded.

The Executive Committee delegated Mikhail Shmakov to the ARPF Central Coordinating Council, and instructed the FNPR affiliates to provide for the Draft APRF declaration to be discussed in trade union organisations, recommend their candidates to the regional APRF bodies, and discuss trade union candidates for deputies of all levels to be included in the electoral lists of the United Russia Party.

### **RUSSIA: MINIMUM PAY RAISED**

In accordance with the amendments to the Federal Law on the Minimum Work Remuneration, the minimum wage will be raised by 6.5 per cent as from June 1 to reach the level of 4 611 rubles (\$166) a month.

The previous increase in the minimum wage from 2 300 to 4 330 rubles took place 1 January 2009.

Over the last decade the minimum wage has risen 32-fold (1 July 2000 it amounted to 132 rubles).

The subsistence minimum for able-bodied population in Russia is currently 6 367 rubles a month.

The Russian trade unions, as their counterparts in other CIS countries, insist on a minimum wage at least equal to the subsistence minimum.

### **TAJIKISTAN: COOPERATION IN FAVOUR OF DECENT WORK**

The leaders of the Federation of Independent Trade Unions of Tajikistan (FITUT) met with the ILO consultant Michel Sologoub to discuss the country's work remuneration system with a view to preparing recommendations for its phased reform. The meeting took place 17 May 2011 in Dushanbe as part of the measures to implement the Programme of Cooperation Between the Tripartite Constituents of the Republic of Tajikistan and the International Labour Organisation on Decent Work for 2011-2013.

FITUT President Murodali Salikhov briefed the guest on the wage situation in different sectors of the national economy and the measures being taken by trade unions to improve it.

Vice President of the Federation Karchi Karimov made a detailed report on the present-day system of work remuneration in Tajikistan and expressed his concern about the low pay rates in the budgetary sector. Over 70 per cent of the country's population, he said, lived and worked in rural areas where there is no clear-cut mechanism of determining the price of workforce, particularly in farms.

Michel Sologoub informed the FITUT representatives of the challenges facing this area of activity in France and some other European countries.

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THE GENERAL CONFEDERATION OF TRADE UNIONS, GCTU, IS AN INTERNATIONAL TRADE UNION ORGANISATION THAT WAS FOUNDED AT ITS FIRST CONGRESS ON 16 APRIL 1992.

ITS CONSTITUTION, WHICH WAS APPROVED BY THE FIRST CONGRESS, WAS AMENDED AND SUPPLEMENTED BY THE SECOND CONGRESS OF THE GCTU 22 SEPTEMBER 1993, THE THIRD CONGRESS OF THE GCTU 18 SEPTEMBER 1997, AND THE FIFTH (EXTRAORDINARY) CONGRESS OF THE GCTU 26 MARCH 2004.

THE BASIC OBJECTIVES OF THE GCTU ARE:

- CO-ORDINATION OF ITS AFFILIATES' ACTIVITIES ON THE PROTECTION OF SOCIAL RIGHTS OF WORKERS, STUDENTS AND PENSIONERS;
  - ASSISTANCE IN THEIR PROTECTION OF TRADE UNION RIGHTS AND GUARANTEES;
- AND
- ORGANISING TRADE UNION SOLIDARITY AND CO-ORDINATION OF ITS AFFILIATES' INTERNATIONAL POLICIES.

THE GCTU BUILDS ITS ACTIVITIES IN CONFORMITY WITH THE UNIVERSALLY RECOGNISED STANDARDS OF INTERNATIONAL LAW, WITH FULL RESPECT FOR ITS AFFILIATES' COMPLETE INDEPENDENCE AND THE EQUALITY OF THEIR RIGHTS AND DUTIES.  
THE GCTU AFFILIATES NATIONAL TRADE UNION CENTRES OF ARMENIA, AZERBAIJAN, BELARUS, GEORGIA, KAZAKHSTAN, KYRGYZSTAN, MOLDOVA, RUSSIA, TAJIKISTAN AND UKRAINE, AND ALSO 30 INDUSTRIAL TRADE UNION INTERNATIONALS.

THE GCTU IS READY TO CO-OPERATE WITH ANY OTHER NATIONAL TRADE UNION FEDERATIONS, IRRESPECTIVE OF THEIR AFFILIATION WITH OTHER INTERNATIONAL ORGANISATIONS.

THE CONFEDERATION ENJOYS OBSERVER STATUS WITH THE CIS AND EURASEC INTER-PARLIAMENTARY ASSEMBLIES, THE CIS COUNCIL OF HEADS OF STATE, THE CIS COUNCIL OF HEADS OF GOVERNMENT, THE CIS INTERSTATE ECONOMIC COMMITTEE, ETC.

INTERNATIONALLY, IT IS IN CONSULTATIVE RELATIONS WITH THE ILO , THE UN DPI AND THE ECOSOC.

THE GCTU SUPREME BODIES ARE THE CONGRESS, CONVENED EVERY FIVE YEARS, AND, IN THE INTERVALS BETWEEN THE CONGRESSES, THE COUNCIL AND THE EXECUTIVE COMMITTEE.

CONTROL OVER FINANCIAL ACTIVITIES IS EXERCISED BY THE GCTU AUDITING COMMISSION.

PRESIDENT OF THE GCTU IS MIKHAIL SHMAKOV,  
GENERAL SECRETARY OF THE GCTU IS VLADIMIR SCHERBAKOV

## DEAR READERS

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