



# *inform* **contact**

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

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### **GCTU DEFENDING UKRAINIAN UNIONS' RIGHTS**

GCTU General Secretary Vladimir Scherbakov sent Ukraine's President Viktor Yanukovich a letter which, in particular, says:

«A number of Ukraine's ministries and agencies have recently intensified their attacks on trade unions, special offices have been set up to combat the Federation of Trade Unions of Ukraine (FPU), and local trade union organisations have been receiving instructions as to how 'yellow' unions can be built as a counter to FPU affiliates.

«The war against the unions involved the Prosecutor General's Office and other law enforcement bodies whose requirements to provide them with countless documents and information have actually paralysed FPU's activity.

«Above that, the Prosecutor General's Office has banned the au-

thorised elected authorities of FPU from taking any decisions about union property.

«In accordance with ILO Conventions 87 and 98 ratified by Ukraine, state authorities must abstain from any interference that may restrict the right to organising or hinder lawful trade union activity.

«Given the above said, we ask you as a guarantor of the Constitution of Ukraine to stop the illegitimate campaign against the Federation of Trade Unions of Ukraine and its affiliates, prevent further violations of their rights, and ensure the unconditional observance of the laws and ILO conventions on noninterference in statutory trade union activity ratified by Ukraine».

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

**GCTU:  
BENEFITS & COMPENSATORY  
PAYMENTS NOT PART  
OF MINIMUM WAGE**

The General Confederation of Trade Unions (GCTU) is deeply concerned about the draft proposals and recommendations for work remuneration currently before the Integration Committee of the Eurasian Economic Community (EurAsEC). The document proposes that all additional social benefits and compensatory payments, such as employee reimbursement for medical treatment, meals, the cost of rest home vouchers etc., should be incorporated into the minimum wage concept.

In the GCTU's opinion, payments which the state cannot secure should not be made part of the basic state guarantee, i.e. the minimum wage. They must be referred to the costs of workforce maintenance to be borne by the employer. The Confederation believes the adoption of the document in its current form may lead to major changes in labour relations, and, in particular, give employers the right to set wage and salary rates below the minimum wage. This will be an encroachment on the rights of workers employed in heavy, harmful and dangerous jobs, in special climatic conditions, at night, on weekends and holidays, etc.

Last July the GCTU in conjunction with its affiliates in the EurAsEC countries made clear their position on this issue in a special statement sent to the

Presidents of the Community states and EurAsEC leaders. However, no significant changes have been made in the paper.

In this situation, GCTU General Secretary Vladimir Scherbakov sent a new letter to EurAsEC Secretary-General Tair Mansurov requesting him to inform the members of the EurAsEC Integration Committee about the position with a view to making the necessary adjustments in the draft document.

**GCTU STATEMENT ABOUT  
TERRORIST ACTS IN OSLO**

«The General Confederation of Trade Unions was deeply shocked at the news of brutal and senseless terrorist attacks in Oslo that took the lives of nearly one hundred innocent people.

«Speaking for dozens of millions of workers in the countries of the Commonwealth of Independent States, the GCTU strongly condemns this atrocious crime and expresses its sincere condolences to the victims and their families and friends, and solidarity with the trade unions and the people of Norway.

«The GCTU rejects resolutely terrorism, whatever its forms, whatever the arguments or motives that may be used to justify it. Together with the world public, we hope that the Norwegian government will take effective steps to investigate the situa-

tion, and punish the terrorists to prevent recurrence of any such heinous, barbaric actions in the future».

### **GSTU STATEMENT IN CONNECTION WITH WDDW- 2011**

«On the 7th of October, 2011 the international trade union movement will for the fourth time mark the World Day for Decent Work (WDDW). Initiated in 2008 by the International Trade Union Confederation (ITUC) whose affiliates include a number of national trade union centres from CIS countries, this Day provides an opportunity for trade unions to lend mass support to the ILO Decent Work Agenda adopted in 1999.

«This Document aims to provide all workers in the world with quality jobs, decent and fair wages and reliable social protection, with full respect for the right of workers and trade unions to free organising and collective bargaining in conditions of democracy, equality and strengthening of the dignity of the working person.

«These principles have won broad support and understanding in the international trade union movement, and with every passing year, increasingly more people take part in WDDW events. Today, they represent a unique a public show of strength and influence wielded by the trade union and workers' movement, and its commitment to the struggle for

the rights and interests of the working masses on this planet.

«The persisting global financial and economic crisis whose consequences are still felt in different countries and regions has shown that the decent work principles are still relevant. Trade union representatives actively raise the question of their implementation before the G-8 and G-20 leaders, and insist on them being included in the agendas of their summits.

«The ITUC has proposed that this year's WDDW concentrate on the fight against precarious employment that implies temporary, casual and low-paid jobs, unprotected by national labour legislations or social security. Workers in such employment are generally stripped of the right to organise or join the existing unions.

«Implementation of decent and reliable work is also an acute problem in our region. The CIS countries are still hit by a considerably high degree of unemployment, unreasonably low wages, pensions and social benefits, and atypical employment. Discrimination in employment has not been eradicated, and, despite the opposition from trade unions, the use of agency labour is spreading, the social stratification is deepening, and the state of labour migration causes a lot of criticism.

«The General Confederation of Trade Unions calls upon its affiliates

to mark the World Day for Decent Work under the slogans and demands that are most pressing for workers in their respective countries or industries, and give the widest possible publicity to the events in the mass media».

### **GCTU LEADER MEETS WITH UNION ACTIVISTS IN TAJIKISTAN**

On the 2<sup>nd</sup> of September, 2011, members of the General Council of the Federation of Independent Trade Unions of Tajikistan (FITUT) met with GCTU General Secretary Vladimir Scherbakov who came to Dyushambe to attend the session of the CIS Council of Heads of State.

During the meeting, FITUT President Murodali Salikhov spoke about the work done by Tajikistan trade unions to protect workers' socio-economic interests, and about their contribution to the improvement of the economic situation in the country.

The GCTU leader noted with satisfaction that over the 20 years of the country's independence the trade unions of Tajikistan had become much stronger and more united, and acquired a good reputation at home and in the international trade union movement. He also dwelt on the challenges and achievements of the trade union movement in the CIS countries, and on the GCTU's activities to improve the living conditions of working people and protect trade union rights.

### **GCTU DETERMINED TO DEFEND MIGRANT WORKERS IN EURASEC COUNTRIES**

GCTU Deputy General Secretary Natalia Podshibyakina took part in the session of the EurAsEC Council on Migration Policy held 16 September 2011 in Minsk. The session discussed the migration situation in the EurAsEC countries and joint steps to be taken for its regulation. The Council members considered it expedient to establish monitoring of the implementation of the Convention on the Legal Status of Migrant Workers and Their Families in the CIS Member States, and agreements adopted as part of the measures to build a Single Economic Space.

Participants also considered the ways of cooperation with the GCTU in what concerns social protection of migrant workers. Ms Natalia Podshibyakina spelt out the view of the GCTU and its affiliates on migration policies and on how national legislation in this sphere could be improved. She spoke about the unions' activities to protect migrant workers and proposed possible areas of cooperation between the GCTU and the Eurasec Council on Migration Policy.

The Council suggested that proposals for the Main Directions and Forms of Cooperation between EurAsEC and the GCTU in the Area of Social Protection of Migrant Workers be prepared by 1 December 2011, with

a view to concluding a cooperation agreement.

During the discussion of the framework law «On Social Protection of Migrant Workers and Their Families in the CIS Member States», the GCTU representative spoke against the use of agency contract labour and civil-law contracts in migrant workers' labour relations.

### **AZERBAIJAN SCRUTINISES DECENT WORK PROBLEMS IN TNCs**

An international conference «Participation of Transnational Companies in Securing Decent Work at National Level: Basic Purposes and Results» held in Baku 29 September 2011 brought together representatives of the social partners, transnational companies, international organisations, the Ministry of Labour and Social Protection, members of Parliament, etc.

Participants in the conference noted that transnational companies had an important role to play in the national economy, and some of them could boast of positive experience in providing decent work. However, a number of transnationals were violating labour laws and ignoring international labour standards. Union representatives and other participants stressed the importance of preventing and removing such situations

The current social reforms in Azerbaijan are designed primarily to build decent living and working conditions, and ensure the welfare of citizens. The country has been actively cooperating with the authoritative international organisations, including the UN and the ILO, on social rights, and, in particular, on the rights of wage- and salary-earners. The country has joined 18 Articles of the Revised European Social Charter, and ratified 56 ILO conventions, including the eight fundamental ones. The ILO, for its part, intends to support the ongoing efforts to ensure decent work conditions in Azerbaijan.

### **BELARUS: FPB INSISTS ON KEEPING UNIONS IN PRIVATISED ENTERPRISES**

The Federation of Trade Unions of Belarus (FPB) strongly insists that the jobs, trade union organisations and collective bargaining be retained in enterprises and organisations subject to privatisation. This position is of fundamental importance and has been repeatedly voiced by the Federation's leaders. In its latest statement on this matter FPB once again drew the attention of the social partners to the importance of respecting workers' social and economic rights.

The privatization of the state company «Novobelitsaavtotrans» where the National Trade Union of Workers in the Environmental

Management and Geo-technology Industries had managed to negotiate the saving, for 5 years, of the number of jobs, the profile of the enterprise, and the terms and conditions of the employment contracts and the collective agreement, was quoted as a positive example to follow.

The Belarus Government is planning to turn 245 state-owned enterprises and organisations into joint stock companies by 2013.

### **BELARUS: FPB WANTS STRICTER SAFETY & HEALTH CONTROL**

The Federation of Trade Unions of Belarus (FPB) is concerned about the growing number of occupational injuries in construction. Over the last eight months, 14 people have been killed there and 39 seriously injured. Measures taken to minimise the tragic toll are not sufficient, and, therefore, stricter control over the observance of occupational safety and health regulations is needed.

The FPB Technical Labour Inspectorate exercises regular public control in enterprises of different forms of ownership in the sphere of construction and installation. As a result, the Federation's safety and health inspectors detect an average of up to 10 violations per one construction site, which, if unfavourable circumstances, could lead to unfor-

tunate consequences. All deficiencies identified by them are removed immediately.

Since falls from a height are the most common cause of death for construction workers, it was decided to pay careful attention to the availability of trapping grids and safety belts at construction sites, and to the adequacy of professional standards of those working at height.

### **GEORGIA: SOLIDARITY WITH HERCULES WORKERS**

About 100 employees called a strike at the Hercules Steel Works in Kutaisi 13 September 2011, demanding better working conditions and the reinstatement of 17 sacked colleagues. Four of them went on a hunger strike. After two days, police broke up the action, arresting 40 its participants. Later, all were released except for the three activists who were sentenced to a ten-day detention.

In response, protest actions were held in Tbilisi and Kutaisi 26 September in solidarity with the detained three workers. They were attended by representatives of trade unions and other NGOs, who demanded release of the detainees and guarantees of workers' rights. They unfurled banners reading, «Hercules – source of slavery,» «Solidarity with the metallurgists – restore the illegally dismissed,» «Slavery is abolished – wake up!»

Those dismissed for being members of the metallurgists' trade union could return to their jobs only after they gave a written undertaking not to not resume their union membership. The reinstated steelworkers do not participate in protest actions, and refuse to communicate with journalists. Representatives of nongovernmental organizations believe this to be the result of police pressures on the workers.

### **KAZAKHSTAN: UNION LEADER MEETS WITH PREMIER**

A working meeting between President of the Federation of Trade Unions of the Republic of Kazakhstan (FTURK) Siyazbek Mukashev and Prime Minister Karim Masimov took place in Astana 1 July 2011. The two participants discussed issues of social partnership and the implementation of the tripartite General Agreement for 2009-2011. They also noted the positive dynamics of wage growth in the budgetary sector.

### **KAZAKHSTAN: WAGES RAISED IN PUBLIC SECTOR**

The Kazakhstan Government decided to raise the wages and salaries of 1.3 million employees in the budgetary sector by 30 per cent as from 1 July 2011.

Starting from 1 July, the average pay of those employed in the public sector will rise from 51,933 to 67,513

tenge (or USD 464), and, in particular from 49,216 to 63,983 tenge (USD 440) for education workers and from 48,650 to 71,045 tenge for health workers.

In addition, the Government increased the health improvement allowance paid to public sector workers as they take their annual leave.

### **MOLDOVA: UNIONS TELL SOCIAL INSURANCE BOSS TO RESIGN**

The National Confederation of Trade Unions of Moldova (CNSM) appealed to the Government of Moldova demanding immediate resignation of the chairperson of the National Social Insurance Office Maria Borta.

Details of violations and antisocial acts by the Office were presented to Prime Minister Vlad Filat during his meeting with national trade union leaders 5 July 2011.

The unions described the recent actions taken by the National Social Insurance Office as unacceptable and illegitimate. They cited many cases of power abuse, inadequate attention to trade union needs and requirements, arbitrary interpretation of laws, etc.

«The repeated and apparently purposeful actions of the National Office have delayed the issuance of health resort and spa permits designed to improve the health of trade un-

ion members. This has led to chaos disrupting the terms of treatment in health resorts and spas. In a situation where there are dozens of thousands of requests coming from members of work collectives, this is unacceptable,» said the union representatives.

### **MOLDOVA: HEALTH & SAFETY IMPORTANT UNION TASK**

The National Trade Union Confederation of Moldova (CNSM) launched last April a Social Dialogue project including a set of information programmes, workshops, public debates, and round tables. Discussions held in the framework of the project covered topics such as health and safety, wages, regulation of working hours, youth in the labour market, the fight against child labour, social assistance, allowances paid to mothers, pensioners and the disabled, etc.

Participants in the project believe workplace safety and health to be a most important task in the sphere of labour relations today. This was the theme of the public debate on «Occupational Safety and Health at Work: Solutions and Actions» held 26 July 2011. It was attended by CNSM President Oleg Budza, and representatives of the National Labour Inspectorate, the ILO Office in Moldova, the National Confederation of Employers, the media, and civil society organisations.

According to CNSM, about 500-600 workplace accidents occur annually in Moldova, of which 20 per cent end in serious injuries and about 10 per cent in death.

Participants in the debate came to the conclusion that the legislation on work safety, including laws relating to occupational accidents, must be brought into line with their European counterparts.

### **MOLDOVA: UNIONS REJECT HEALTH INSURANCE VIOLATIONS**

The National Trade Union Confederation of Moldova (CNSM) expressed its concern over the refusal of health and sanitary institutions to provide workers with necessary medical assistance guaranteed by the policy of compulsory health insurance unless their employers have paid their contributions to the health insurance fund.

The unions believe this situation to be unfair, as it violates the basic principle of employment regulation arising out of international law and the Constitution of the Republic of Moldova, which guarantees workers the right to compulsory medical treatment.

CNSM urged the Acting President of Moldova, Marian Lupu, to intervene and support the trade union proposal that the law on compulsory health insurance be improved in order to



prevent the recurrence of similar situations.

The trade union centre called on the National Health Insurance Company to delete the law item stating that «the policy of mandatory health insurance shall be suspended if, within two months, the insurance premiums have not been received by the insurer». However, this proposal was not supported either.

For this reason, CNSM intends to send the Government specific proposals for amendments to the Compulsory Health Insurance Law. The unions hope that the legislature will consider the existing problems and take practical steps to improve the situation.

### **RUSSIA: AMENDMENTS TO LABOUR CODE TO BE INTRODUCED ON CONSENSUS BASIS**

Russian President Dmitry Medvedev met with a group of leaders of national trade union centres 21 July 2011.

The meeting covered a wide range of issues, including interference by security services and law enforcement bodies in trade union activities, protection of elected union leaders, improvement of the working conditions and occupational safety, finding additional resources to raise workers' living standards, the estab-

lishment of a special working group on employment and social protection within the G-20 framework, etc. President Medvedev promised to instruct the Government to examine carefully the unions' proposals.

Some participants raised the issue of developing a new Labour Code, but FNPR President Mikhail Shmakov was against the idea. In his view, the existing Labour Code provides ample opportunities for protecting workers' rights and interests. However, he admitted that «it is a living document and needs constant improvement.» The Head of State agreed with him, noting that the Labour Code was a product of compromise and for that reason could not be an ideal document that satisfies all. Nevertheless, it must be amended regularly.

Mikhail Shmakov and President of the Confederation of Labour of Russia (KTR), Boris Kravchenko, had earlier criticised sharply the initiative put forward by a group of representatives of other trade union centres who signed an agreement on «principles of reforming labour legislation» with Mikhail Prokhorov, the multibillionaire chairman of the Committee on the Labour Market and Human Resource Strategies of the Russian Union of Industrialists and Entrepreneurs.

A special joint statement by FNPR and KTR says: «We are dealing with the ongoing attempts to frustrate public opinion by disseminating out-

right lies and reduce the level of social guarantees under the pretext of modernising labour laws. It is noteworthy that the loudest supporters of these attempts are those employers who violate the current Labour Code, namely those who unlawfully reduce their workforce, fail to pay wages on time, and harass union activists. Should this kind of «modernisation» be implemented, all current violations of the Labour Code would become a provision of law.»

The two largest Russian trade union centres stated firmly that any changes in the Labour Code would, as previously, be discussed on a tripartite basis through the Russian Tripartite Commission.

#### **RUSSIA: FNPR INVOLVED IN DRAFTING ONF ELECTION PLATFORM**

The leader of the Party «United Russia», Prime Minister Vladimir Putin met with FPNR President Mikhail Shmakov 29 August 2011 to discuss the draft Program of the All-Russia People's Front (ONF).

The Federation of Independent Trade Unions of Russia (FNPR) was among the first public organisations that supported the creation of ONF, actively participated in its primaries, and contributed to the development of its policy documents.

Commenting on the section of the draft Programme «Social justice: to-

wards a society of equal opportunities,» Michael Shmakov expressed the opinion that work in Russia was undervalued. «We have talked a lot about it in the Tripartite Commission for Regulating Social and Labour Relations,» he said. «Despite the global crises, we expect that, in the Russian Federation, we will be able to join efforts in order to prevent further falls and negative moments that hit some other countries, more prone to this crisis.»

Vladimir Putin expressed his satisfaction with the active contribution made by FNPR to the development of the Programme of the All-Russia People's Front.

#### **TAJIKISTAN: UNIONS AND PROSECUTORS TO JOINTLY MONITOR HEALTH & SAFETY**

On the 12<sup>th</sup> of August 2011, representatives of the Federation of Independent Trade Unions of Tajikistan (FITUT) participated in the enlarged meeting of the College of the General Prosecutor's Office that examined the issue of compliance with the Law «On Safety and Health at Work».

FITUT President Murodali Salikhov told the session that the Labour Inspectorate functioning as part of the Tajikistan trade union structure had been making purposeful efforts to check and detect violations of labour legislation. Over the last five years, the labour inspectors have

identified 16 850 violations of labour legislation and laws on occupational safety and health, of which 13 185 cases have been removed by the employers within the deadlines set by the inspectors.

To raise the efficiency of control over the strict implementation of safety and health laws, it was decided to conduct regular joint inspections by the trade unions' labour inspectorate, public prosecutor's offices and the State Service for Work Surveillance.

Employers who interfere with or refuse to enter into collective bargaining, or who do not comply with the requirements of collective agreements, will be penalised in accordance with the laws of Tajikistan.

### **TAJIKISTAN: NEW LAW ON UNIONS APPROVED**

A new law on trade unions was adopted in Tajikistan to replace the previous one that had been effective in the country since 1992.

The new law regulates the legal basis for setting up trade unions, their rights and guarantees of their activity, and their relations with state authorities, employers' associations, other public organizations, legal entities and individuals.

The President of the Federation of Independent Trade Unions of Tajikistan, Murodali Salikhov, be-

lieves the introduction of the new law will considerably expand the powers of trade unions, specify their functions, and open up additional opportunities for them to protect workers' rights and interests.

### **UKRAINE: UNIONS REBUFFING ATTACKS ON PROPERTY**

The Federation of Trade Unions of Ukraine (FPU) issued a statement protesting strongly against the ongoing illegal interference by the Prosecutor-General's Office in the internal affairs of this most massive trade union organisation in the country.

The increased wave of numerous lawsuits recently initiated by prosecutor's offices is aiming to prove, without any grounds, that trade unions' health and holiday resorts are allegedly part of state assets. Moral pressure is being exerted on trade unionists at enterprise level, they are continuously summoned for interrogations, and fabricated criminal cases are being filed.

The Federation of Trade Unions of Ukraine, the statement says, has been and remains the lawful owner of its health and holiday resorts and other socially important facilities, as confirmed by the rulings of courts of justice and decisions taken by other authorised state agencies.

Protecting its legitimate rights, FPU initiated a number of legal proceed-

ings aimed at getting prosecutor's offices to stop this outrage and respect the property right guaranteed by the Constitution. The unions also demanded that the President and the Prime Minister of Ukraine defend the legitimate rights of working people and veterans who have personally contributed to the creation of the unique system of health resorts in Ukraine.

### **UKRAINE: FPU URGES PRESIDENT TO VETO PENSION LAW**

The Federation of Trade Unions of Ukraine (FPU) has sent a letter to the country's President Viktor Yanukovich drawing his attention to the fact that the Law of Ukraine «On measures to ensure the legislative provision of reforming the pension system» adopted 7 July 2011 is not consistent with the concept of pension reform agreed upon with the social partners.

This document, the letter says, has caused strong reactions in the work collectives, the trade unions and in society as a whole, since a considerable number of its provisions are unconstitutional and will lead to a deterioration of citizens' pension security.

The unions urged the President to veto the legislation as it stands, return it to Parliament for revision, and take measures to protect citizens' constitutional right to an adequate

level of pensions and to equity in pension security.

On the 15 of July 2011, trade unions held a protest march in Kyiv and placed pickets outside the House of Presidential Administration with the banners «No to Anti-popular Reform!»

### **UKRAINE: NEW REPRESENTATION CRITERIA FOR PARTIES IN SOCIAL DIALOGUE**

Article 6 and 7 of the Law «On social dialogue in Ukraine», defining the criteria for the representativeness of the parties in social dialogue, came into effect as from 18 July 2011.

The new procedures establish that an all-Ukraine trade union centre shall be recognised as being representative at the national level provided it numbers no less than 150 thousand members, and has its branches in most of the country's administrative territorial units and in at least three national industrial unions.

An all-Ukraine industrial trade union shall be considered representative provided it organises not less than three per cent of workers employed in the relevant industry or activity.

At the territorial level, a representative trade union organisation must affiliate not less than two per cent of the employed population.

## **TIMBER & FOREST WORKERS HOLD CONGRESS**

Trade union delegates from Azerbaijan, Belarus, Kazakhstan, Kyrgyzstan, Moldova, Russia, and Ukraine attended the 4<sup>th</sup> Congress of the Federation of Timber and Related Industries Workers' Unions of the CIS held in Moscow.

Reporting on the activities of the Federation in 2006-11, its President Victor Karnyushin, told the Congress that the Federation and its affiliates had jointly taken steps to mitigate the negative effects of the global economic crisis on the industry's workers, struggled to keep jobs, participated actively in negotiations with the employers, and adopted additional crisis-response programmes and agreements. The anti-crisis measures taken had made it possible to reduce underemployment, cut the arrears of wages, and prevent several enterprise closures.

In the five-year period to come, the Federation will pay serious attention to the issues of safety and health at work. Congress paid particular attention to liquidating the consequences of the Chernobyl disaster.

Participants noted the significant drop in union membership that had taken place over the past five years. On the whole, the Federation lost 182.5 thousand members and 245 primary trade union organisations. In this context, the need to improve organising, strengthen the financial

position of the unions, and enhance their accountability for implementing the decisions adopted remains an important challenge.

The delegates listened to an address by General Secretary of the General Confederation of Trade Unions, Vladimir Scherbakov.

The Congress adopted the Guidelines for the Activity of the Federation in 2011-16, and elected its governing bodies.

Viktor Karnyushin was re-elected President of the Federation for the coming five years.

## **INTERGOVERNMENTAL COUNCIL MEETS IN ASTANA**

A delegation of the Federation of Timber and Related Industries Workers' Unions of the CIS, headed by its President Viktor Karnyushin, attended the 11<sup>th</sup> session of the Intergovernmental Council for the Timber Industry and Forestry of the Commonwealth of Independent states held from 25-26 August 2011 in the Kazakhstan capital of Astana.

Bro Viktor Karnyushin addressed participants with information presenting a trade union assessment of the wage situation in the timber and forest industries of the Commonwealth and stressing the need to provide a safe working environment for forest workers engaged in woods exposed to radioactive contamination.

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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

The GCTU information bulletin "Inform-Contact" is also distributed by E-mail. Apart from that, the English and French versions of our publication are available on our web site: [www.vkp.ru](http://www.vkp.ru)