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NEWS FROM THE GENERAL CONFEDERATION OF TRADE UNIONS

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GCTU EXECUTIVE COMMITTEE DISCUSSES TAXES

At its session held 15 November 2013 in Moscow, the Executive Committee of the General Confederation of Trade Unions (GCTU) discussed the stand to be taken by trade unions on the improvement of tax laws. The question was brought before the meeting on the initiative of the Federation of Trade Unions of Ukraine.

Meeting noted that the current tax systems in most countries of the region were socially unjust and largely fiscal in nature. Meanwhile, the unions are convinced that taxes should be instrumental in solving social and economic problems, and help workers exercise their constitutional right to a decent living standard. The GCTU will insist that the progressive tax on citizens' incomes be introduced throughout the region, and that the funds spent on the expanded reproduction of labour force be deducted from the

tax base. The GCTU affiliates were encouraged to get more actively involved in the work to improve their national tax legislations, based on the union solidarity position, and in close cooperation with women's, youth and veterans' organisations, employers' associations, etc.

The meeting also considered the progress of the solidarity campaigns "The Minimum Wage Not Lower than the Subsistence Minimum!" and "For a Decent Pension!" conducted by the GCTU. Speakers stressed that the Confederation and its affiliates would jointly seek ratification of ILO Convention No.102 "Minimum Standards of Social Security", the establishment of a statutory earnings replacement rate not lower than 40-45 per cent, and the amendment of pension reform aiming to substantially improve the quality of life and health care of retirees.

The Executive Committee was briefed on the outcome of the

sixth World Day for Decent Work in the countries of the region (see below). The resolution adopted on the matter notes that this year's WDDW was distinguished by the active involvement of young people and women. The Executive Committee urged the GCTU affiliates to do their best to promote the Decent Work Agenda in the region.

GCTU SIGNS MEMORANDUM OF COOPERATION WITH EEC

A Memorandum of Cooperation between the General Confederation of Trade Unions (GCTU) and the Eurasian Economic Commission was concluded 25 December 2014 at the GCTU Headquarters in Moscow.

The document was signed by GCTU General Secretary Vladimir Scherbakov and Member of the Board - Minister of Economy and Financial Policies of the Eurasian Economic Commission Timur Suleimenov

GCTU AFFILIATES MARK WDDW-2013

The GCTU urged its member-organisations to mark on a large scale the World Day for Decent Work in 2013 under the common slogan "Stronger Unions - the Key to a Successful Fight for Decent Work!"

The call was heeded, and on the 7th of October or on days around it, millions of union members participated in various solidarity actions in Armenia, Azerbaijan, Belarus, Georgia, Kazakhstan, Kyrgyzstan, Moldova, Russia, Tajikistan and Ukraine.

They demanded that the state authorities eradicate poverty, increase real wages and pensions, introduce progressive taxation; endure gender equality; create healthy and safe working conditions, eliminate social exclusion and all forms of discrimination in the workplace, guarantee trade union rights and freedoms, promote social dialogue, and respect international labour standards.

The actions took the form of demonstrations, marches, rallies, workplace meetings, workshops, round table discussions, flash mobs, motor races, mobile pickets, street disputes, etc. The largest mass events were organised by trade unions of Russia.

AZERBAIJAN: UNIONS AGAINST DRUG ABUSE

The Executive Committee of the Azerbaijan Trade Unions Confederation (AHIK) met for a regular meeting in Baku 24 October 2014 to address a number of pressing issues, including trade union involvement in the implementation of the

National Programme to Combat Drug Abuse in 2013-18.

Addressing the meeting, AHIK President and Deputy of the Milli Majlis (Parliament) Sattar Mehbaliyev said the spread of drugs all over the world was a major disaster. The trouble had, in one way or another, also affected all age brackets in Azerbaijan. In this situation, he stressed, particular attention must be given to school children, especially to the need to organise their leisure time during holidays.

Sattar Mehbaliyev spoke highly about the outcome of the presidential elections held in Azerbaijan 9 October 2013, laying special emphasis on their democratic nature and on the good voter turnout, and thanked union activists advocating for social stability.

ARMENIA: UNIONS SUMMING UP

The Confederation of Trade Unions of Armenia (CTUA) summed up the work done by trade unions in 2013 at the meeting of its Executive Committee held 17 December 2013. Speaking to participants, CTUA President Eduard Tumasian said the task of the Confederation's activity over the past year was to enhance cooperation with the affiliated industrial trade unions, build and develop social partnerships, promote unity and solidarity of the

trade union movement, and secure CTUA's affiliation with the global trade union movement.

Trade unions, he stressed, acquire an increasingly important role now that society is deeply stratified, with the unemployment rate being 16.2%, the minimum wage 45 thousand drams (\$ 110) a month, and the average pension 29.6 drams (\$ 65). The country still lacks a mechanism for determining the minimum wage amount and the contents of the minimum consumer basket, and the law on the indexation of wages is missing.

In its appeals to the country's President and Prime Minister, the Chair of the National Assembly, and the Human Rights Ombudsman, the CTUA has repeatedly pointed to the inadmissibility of such a situation. In particular, the Confederation has proposed to amend the draft law on employment by adding a special provision specifying the procedure of establishing and paying unemployment benefits in accordance with constitutional requirements.

In September 2013, the first ever agreement on cooperation with the National Union of Employers was concluded, which will undoubtedly contribute to strengthening social partnership.

The fact that CTUA has become a full member of the International

Confederation of Trade Unions was described as a significant breakthrough in its international activities.

BELARUS: FPB TAKING CARE OF ELDERLY

As part of its policy to protect citizens' labour interests, the Federation of Trade Unions of Belarus (FPB) has taken successful steps to secure legal guarantees for those nearing the retirement age. From now on, if the contract terminates two years before the retirement age of the worker, the employer is obliged to extend his/her contract for this period. A lot of sectoral collective agreements have increased this period to three years.

The unions do not forget retired employees either. When concluding collective agreements at enterprise level, they include special provisions for extra material and social support for this category of citizens. For instance, at dismissal trade unions may pay a pensioner a lump sum compensation based on the length of service in the enterprise, and establish a pension supplement.

FPB regularly provides assistance and support to labour veterans and other elderly people. In the last year alone, over three billion Belarusian roubles were spent by the unions on these purposes.

BELARUS: PRESIDIUM OF FPB COUNCIL MEETS IN MINSK

The Presidium of the FPB Council met in Minsk 28 November 2013 to consider the performance of the legal advice office of the national trade union centre, sum up the summer health campaign for children, and set the date of the Council's 5th Plenary Session.

The meeting noted that, owing to intervention by trade union lawyers, over 558 million Belarusian roubles unlawfully withheld or not paid through employers' fault had been recovered in favour of workers. From 2011 to September 2013, more than 200 petitions, appeals, supervisory complaints, applications to the Commission on Labour Disputes and other procedural documents had been prepared and filed.

It would be worthwhile mentioning that the assistance provided by the FPB legal advice office is free of charge.

BELARUS: NEW GENERAL AGREEMENT SIGNED

30 December 2013, the Government and the national organisations of trade unions and employers signed the General Agreement for 2014-15 in the House of Government.

The draft was prepared by a tripartite working group in a series of mu-

tual consultations. The document is based on a thorough analysis of the current socio-economic situation in the country, and affects the interests of the majority of working population. The main attention is devoted to issues of economic policy, wages, incomes, living standards, social security, labour market development, employment security, and occupational health and safety.

During the drafting period, the Federation of Trade Unions of Belarus (FPB) received over 1.8 thousand proposals, including those that came from non-organised workers. The FPB leader Leonid Kozik said all of them had been thoroughly studied, and the most important ones taken into account.

“The agreement will provide the basis for future sectoral, territorial and enterprise collective agreements”, he added.

BELARUS: PROTECTING WORKERS RIGHTS MAIN CONCERN OF UNIONS

The results of the outgoing year and plans for the forthcoming year were discussed by participants in the 5th Plenary Session of the Council of Federation of Trade Unions of Belarus (FPB) that took place 12 December 2014 at the trade union headquarters in Minsk. Council examined the key socio-

economic indicators in 2013, and considered several issues of concern to all work collectives.

The keynote report was delivered by FPB President Leonid Kozik who spoke of the current situation in the country's trade union movement, and set specific objectives to be addressed by trade unionists in the near future. In particular, the FPB was concerned with the problem of anticipated violation of workers' rights in the course of restructuring and reorganisation now carried out as part of the modernisation of the Belarusian economy, and as a result of changed enterprise ownership. The Federation's principled position consists in the following: there should be enough jobs for all, and there should not be any such thing as “surplus work force” in the country. The leader of the national trade union centre stressed that no reference to economic difficulties could justify infringement on the rights of workers.

Particular attention at the session was paid to cases of discrimination by the owners of newly privatised enterprises against workers who are members of FPB-affiliated trade unions. A number of attempts have been by now recorded aiming to restrict the powers of trade union committees or completely get rid of trade union organisations. The FPB demand to revise the new rules for registering and paying the sick lists has remained unanswered for a long time. Despite the numerous

appeals by FPB to the government, the Ministry of Labour and Social Protection seems to be in no hurry to make amendments to the scandalous decision made on this issue last summer. Participants in the plenary session insisted that the FPB President raise the issue with the Head of State.

GEORGIA: RAILWAY WORKERS DEMANDS MET

Over 2,000 railway workers went on strike in Georgia 14 November 2013. However, late at night on the 15th of November, following negotiations with the Board of Directors of JSC "Georgian Railway" the strike was called off.

The negotiations were wound up with an actual victory of the workers, and the leader of the New Railway Workers' Union of Georgia, Vitali Giorgadze, said with satisfaction that now the pay for overtime hours and for work in hazardous and difficult conditions, as well as the amounts of premiums would be determined, based on the employee's qualifications and length of service.

GEORGIA: RAILWAY UNIONS GET COLLECTIVE ACCORD SIGNED

December 31, 2013 the leaders of the Railway Workers' Union and the New Railway Workers'

Union of Georgia signed a collective agreement for 2014-15 with the management of JSC "Georgian Railway". The signing ceremony was attended by President of the Georgian Trade Union Confederation (GTUC) Irakli Petriashvili, Vice-President Gocha Alexandria, and representatives of the press and television.

The signing of the collective agreement, which provides solutions to a great deal of socio-economic problems of railway workers, completed the stage of confrontation and ushered in a new phase of cooperation between the railway management and trade unions. The unions believe that the launch of social dialogue could develop in close cooperation beneficial to both sides.

As is known, in August 2008 the former managers of the railway withdrew unilaterally from the collective agreement, and attempted to break down the union by putting pressure to bear on the workers. Their destructive actions provoked a split of the union into two organisations in June 2013.

Despite this, being confronted with fierce opposition from the employer, and having gone through numerous court trials and strikes, the Railway Workers' Union of Georgia has survived and managed to restore social dialogue to the industrial sector, thanks to the solidarity and support from all Georgian trade unions,

the GCTU-affiliated International Confederation of Railway Workers' Unions (ICRU), and the European Transport Workers' Federation. The fact that the collective agreement was signed by both trade unions of the sector - new and old, shows they are able to cooperate constructively and overcome their differences.

The New Railway Workers' Union of Georgia has applied for admission to the ICRU.

KAZAKHSTAN: ENLARGEMENT OF BRANCH TRADE UNIONS BEGINS

The Union of Workers in Construction and Building Materials Industry, and the Union of Workers of Housing, Public Utilities and Services of Kazakhstan held their respective plenary sessions 4 October 2013.

Participants considered an acute issue, namely the reform of the country's trade union movement in the present-day conditions. Following the discussion, both sessions decided to merge the two unions and announced the beginning of the unification process.

In conclusion, the trade union activists met with President of the Federation of Trade Unions of the Republic of Kazakhstan (FPRK) Abelgazi Kusainov.

KAZAKHSTAN: NEW DRAFT LAW ON UNIONS PRESENTED

On the 18th of November 2013, the Ministry of Labour and Social Protection of Kazakhstan presented the draft law "On Trade Unions" to the Committee on the Social and Cultural Development of the Majilis (Parliament) of the Republic of Kazakhstan.

FPRK President Abelgazi Kusainov believes the adoption of the new Law "On Trade Unions" will help provide a legal framework for the present-day institutions of trade union movement, extend their coverage of employees, and enhance their representation and negotiating capacity in their efforts to solve key issues, such as improving production efficiency and promoting social protection.

KAZAKHSTAN: FPRK GENERAL COUNCIL MEETS IN ASTANA

The General Council of the Federation of Trade Unions of the Republic of Kazakhstan (FPRK) gathered in Astana 20 December 2013 for a regular meeting to consider the current situation and priority measures to be taken to upgrade the country's trade union movement.

The meeting was addressed by FPRK President Abelgazi Kusainov who said the crucial role in reforming the trade unions was to be

played by the new draft law “On Trade Unions”. The principal aim of the document is to make trade unions stronger and better organised, enhance their rights and powers, and raise the level of their responsibility.

One of the important tasks is to optimize and improve the structure of sectoral trade unions. The need for their reform is explained by the fact that the unions have not been able to keep place with the large-scale changes that recently took place. In the meantime, various sectors of the economy have merged, new government bodies and management structures have appeared, etc. As a result, sometimes unions cannot find a social partner for themselves! Five trade unions have not concluded collective agreements for years. The staffs of many unions lack essential specialists. In this situation, the issue of trade union mergers has become particularly acute, and a number of steps have been made in this direction. Thus, the Union of Workers in Construction and Building Materials Industry, and the Union of Housing, Public Utilities and Services Workers have decided to merge. Efforts are being made to unite trade unions in the nuclear industry.

The expansion of the membership base of trade unions is another urgent concern. The situation is really grave, the membership base of many trade unions has

shrunk by 50-60 per cent, and some of them are on the verge of being eliminated for want of members. However, there is still room for union membership motivation, and painstaking efforts should be made to involve workers in the union ranks by increasing motivational work in the field. “If we don’t do this job, somebody else will do it for us”, stressed the FPRK leader.

KYRGYZSTAN: MINIMUM WAGE NOT LESS THAN SUBSISTENCE MINIMUM

In a letter to the country’s Prime Minister, President of the Kyrgyzstan Federation of Trade Unions (KFTU) Asylbek Toktogulov raised the issue of bringing up the minimum wage to the subsistence minimum level.

“Today, the subsistence minimum for the able-bodied person is 5,060 Soms”, the letter says. “The minimum wage is 840 Soms, and can only cover 16.6 per cent of the subsistence minimum for the able-bodied Kyrgyz citizen, whereas in Belarus it covers 145 per cent, in Kazakhstan and Ukraine 100 per cent, in Azerbaijan 75 per cent, in Russia 72 per cent, and in Moldova 39 per cent”.

“The situation is exacerbated by the prevailing practice to set the minimum wage, with the decision being taken solely by the Government,

without prior consultations with trade unions and employers in violation of the principles of ILO Conventions 26 and 131 ratified by the Kyrgyz Republic. As a result, the minimum wage in Kyrgyzstan is the lowest among the CIS countries. For example, in Russia the minimum wage is equal to US \$165, in Ukraine to \$144, in Kazakhstan to \$124, in Azerbaijan to \$134, in Armenia to \$86, in Moldova to \$49, in Tajikistan to \$42, while in Kyrgyzstan to a mere \$18”.

Since the minimum wage serves as a social floor, the Government’s reluctance to raise its amount to the subsistence minimum level sends a clear message about the permissible degree of labour exploitation to employers that use cheap workforce, and allows them to pay undeclared wages in envelopes and evade fair taxation. The cheap labour policy leads to losses in human capital and its qualities.

Reminding that, when signing the General Agreement for 2013-2015, the Government pledged to “increase the minimum wage to the level of the subsistence minimum”, the KFTU leader asked Prime Minister to issue relevant instructions to remedy the situation.

KYRGYZSTAN: KFTU COOPERATING WITH ILO

On the 26th of September 2013, KFTU representatives met in

Bishkek with the officials of the ILO donor mission represented by the Minister of Foreign Affairs of Finland, and the Finnish Ambassador to the Kyrgyz Republic.

KFTU President Asylbek Toktogulov informed the guests of the activities carried out in 2012-13 with the support of the International Labour Organisation.

Thus, from 22-23 October 2013, the KFTU organised a seminar on “Motivation to join trade unions through health and safety: safe work as a component of decent work” sponsored by the ILO. The seminar held in Bishkek gathered together 35 participants, including nine labour inspectors from the country’s regions.

The discussion helped identify the priorities in the development of trade union labour inspectorates in Kyrgyzstan.

MOLDOVA: PRIVATISATION SHOULD NOT KILL JOBS

“Privatisation of state-owned enterprises and joint-stock companies where the state owns controlling or blocking stake should lead neither to employee layoffs and losses in social protection, nor to increased rates and prices, or payment of undeclared envelope wages”, said the President of the National Confederation of Trade Unions of Moldova (CNSM)

Oleg Budza, as he met with the new chief of the IMF mission in Moldova Max Aliers 1 October 2013 in Chisinau.

He also said that the country's trade unions, in conjunction with Government experts, had developed an action plan to minimise the payments of undeclared envelope wages. In this connection, amendments had been introduced to the Labour Code, and from now on the employer must approve his/her list of employees and make it available to the regional labour inspectorate. These changes are estimated to bring annually an additional 15 million lei to the national budget.

RUSSIA: FNPR HOLDS EXTRAORDINARY CONGRESS

The Federation of Independent Trade Unions of Russia (FNPR) held its 8th (Extraordinary) Congress in St. Petersburg 29 October 2013.

The delegates heard a report by FNPR President Mikhail Shmakov on the implementation of decisions taken by the Federation's 7th Congress and on the tasks to undertake in the period up to 2016.

He said that, based on the Programme adopted by the FNPR 7th Congress "Decent work, the basis of the people's well-being and the country's progress", the unions had developed propos-

als for a package of decent work standards for Russia. The proactive line pursued by FNPR had successfully blocked a whole deal of government decisions that could infringe on worker's rights and legitimate interests. In particular, the Federation had managed to prevent the amendments to the Labour Code Concept, and the adoption of regulatory legal acts reducing the current level of social guarantees.

However, in the context of an increasingly tough dialogue with employers and state authorities, there is a need for trade unions to consolidate their organisational unity, implement a well thought-out programme of structural adjustment, improve their staffing policies, and enhance the performance discipline.

Having considered a number of principal questions related to improving the Federation's structure, the delegates decided to amend the FNPR Statutes. In addition, Congress adopted resolutions "On the fundamentals of the Statutes of an all-Russia interregional trade union"; "On the procedures of the FNPR report and election campaign", and other documents.

The delegates changed the very idea of conducting trade union report and election campaigns. They decided it would be more practical to start with a FNPR Congress that

will hear the General Council's activity report and set strategic tasks for the Federation, and only after that the affiliated organisations will hold their congresses and conferences.

"The main objective of the innovations adopted by the FNPR 8th Extraordinary Congress is to strengthen the union ranks and make them more militant and effective", said Mikhail Shmakov.

Strong trade unions must have a structure matching the structure of the present-day economy, be optimal in terms of organisational resources, have a highly professional staff, a solid financial base, and strict performance discipline.

RUSSIA: FNPR COUNCIL REVIEWS DRAFT ACCORD

The FNPR General Council held a session 11 December 2014 in Moscow which was also attended by the Deputy Prime Minister of Russia Olga Golodets, the Minister of Labour and Social Protection Maxim Topilin, senior officials of the Government's socio-economic bloc, and deputies of the State Duma.

Participants reviewed the draft General Agreement for 2014-16 to be signed by the national trade union centres, employers associations, and the Government. Addressing the session on the issue, FNPR

Vice President Nina Kuzmina and other General Council members informed the audience that despite the acute socio-economic problems that hit the country, the parties had managed to settle many differences over several important provisions in the draft General Agreement.

In particular, these differences were over the need to develop a kit of measures promoting decent work; the methods of calculating the minimum consumer budget for working population, the improvement of mechanisms for increasing the real value of wages and salaries in the budgetary sector, the ways of implementing wage indexation, and the establishment of a linkage between the wage raises and the growth of labour productivity.

On the whole, the General Council approved the work done by the trade union constituent of the Russian Tripartite Commission (RTC) for Regulating Social and Labour Relations, and instructed the union representatives in the RTC to sign the document on the terms and conditions agreed.

RUSSIA GETS NEW GENERAL AGREEMENT

The General Agreement for 2014-16, the 12th in succession, has been signed by the national trade union centres, the national as-

sociations of employers and the Government, at the House of Government 25 December 2013.

The singing ceremony was honoured by Prime Minister Dmitri Medvedev who said that “this document will directly affect the lives of a huge number of citizens in this country, namely 72 million. Our task is to build for them a safe and most favourable working environment, provide conditions for professional growth of workers, and, of course, ensure them with decent living standards after retirement”.

The development of the document was a long and toilsome process. The last differences were removed actually on the eve of the event, which made it possible to sign the General Agreement without attaching a protocol of disagreements. However, the absence of such a protocol does not mean the absence of disagreements. While acknowledging the existence of certain problems, the social partners differed about the ways to solve them. In particular, the employers wanted to make the real wage growth dependent on the growth of labour productivity, thus trying to establish a linkage between them. This idea was flatly rejected by the unions who believe wage rates should be determined by the cost of living, whereas labour productivity rates by the technological and organisational capacities of the enterprise.

According to FNPR President Mikhail Shmakov, the new General Agreement will hardly solve all problems, because “you can’t shove them all into the Procrustean bed of a single document”. Nevertheless, the unions consider it to be well balanced, and will do their best to get all the commitments implemented.

UKRAINE: FPU STAYS OUT OF POLITICS, ITS TASK IS SOCIO-ECONOMIC PROTECTION

“The Federation of Trade Unions of Ukraine (FPU) supports the policy of the Ukrainian Government towards economic integration with Europe, and considers the socio-economic protection of workers to be its top priority”, FPU President Yury Kulyk told a press-conference held 28 December 2014 in Kyiv.

The union leader added that FPU stayed out of politics and did not support any of the political parties. Its affiliates determine their political preferences independently. “We support the domestic producers; and stand for creating new jobs, for increased wages and their timely payment. Our top priority is the socio-economic protection of union members.”

For humanitarian reasons, from 2–25 December 2013 FPU rendered assistance to peaceful Euro-Maidan protesters, providing them

with facilities for temporary accommodation, warming themselves up, cooking meals, and getting medical care. FPU Acting First Vice President Grygory Osovy said the decision was taken because there were quite a few union members among the protesters.

“However, he went on to say, for almost a month now the House of Trade Unions has been used or, rather, misused as a hotel and a medical facility. Moreover, mass media report they have located the National Resistance headquarters in the House, which is incompatible with the activities driven by trade unions”. All that has led FPU to the decision not to renew the agreement with Euro-Maidan participants on further use of a number of offices in the trade union headquarters.

Simultaneously, FPU will never deny assistance to trade unionists exercising their right to free will expression.

COMMUNICATION WORKERS MEET FOR A SESSION

The main point on the agenda of the 5th session of the Central Committee of the Communication Workers' Union of Russia held 10 October 2013 in Moscow was to review the activities of its regional and interregional organisations aimed at ensuring the functioning of the union's information

system and to set the tasks of its improvement.

Bro Valery Yuryev, a Deputy General Secretary of the General Confederation of Trade Unions, attended the session and contributed to the debate.

Participants decided to proclaim 2014 A Year of Information Work, and adopted a Programme for Building and Development of the Information System.

CC OF SOYUZ-METALL HOLDS SESSION IN MOSCOW

The Executive Committee of the Federation of Mining and Metallurgical Workers' Unions (TUI Soyuz-Metall) held its regular session 20 November 2013 in Moscow.

The Executive Committee stressed that today it was increasingly important for trade unionists engaged in collective bargaining with employers to possess a high level of professional knowledge, competence and expertise.

Participants were satisfied that the establishment of the Institutes of Trade Union Instructors in the Mining and Metallurgical Workers' Union of Russia and in the Metallurgical and Mining Workers' Union of Ukraine had made it possible to intensify the training of trade union activists at local level.

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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 28 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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