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права трудящихся, социальный прогресс!

**CONSTITUTION  
OF THE GENERAL CONFEDERATION  
OF TRADE UNIONS – INTERNATIONAL  
TRADE UNION ORGANISATION**

**MOSCOW  
2018**

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OF THE GENERAL CONFEDERATION  
OF TRADE UNIONS – INTERNATIONAL  
TRADE UNION ORGANISATION**

*Approved by the 1<sup>st</sup> Congress of the GCTU*

*16 April 1992*

*Amended and supplemented by*

*the 2<sup>nd</sup> Congress of the GCTU*

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*the 3<sup>rd</sup> Congress of the GCTU*

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*the 5<sup>th</sup> (Extraordinary) Congress of the GCTU*

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*the 6<sup>th</sup> Congress of the GCTU*

*14 September 2007*

*the 8<sup>th</sup> Congress of the GCTU*

*12 September 2017*

# **CONSTITUTION OF THE GENERAL CONFEDERATION OF TRADE UNIONS – INTERNATIONAL TRADE UNION ORGANISATION**

## **GENERAL PROVISIONS**

### **Article 1**

1.1. The General Confederation of Trade Unions (hereinafter GCTU) is an international trade union organisation established on a voluntary basis by national trade union centres and industrial Trade Union Internationals (hereinafter referred to as «affiliated organisations», «affiliates» or «member organisations»).

1.2. As an international trade union organisation, the GCTU is a non-profit corporate body, an association of legal entities (trade union federations) in the form of a structural and legal union.

Its full name is the General Confederation of Trade Unions – International Trade Union Organisation, abridged name the General Confederation of Trade Unions, and acronym GCTU.

1.3. The GCTU carries out its activity in the territory of the Russian Federation in conformity with its legislation and the legislations of other states where it has affiliated organisations, on the basis of the universally recognised principles and standards of international law, international agreements, and this Constitution.

1.4. The GCTU is a legal entity that has separate assets, an independent balance sheet, bank accounts, a seal, stamps, letterheads, a flag, a pennon, and an emblem as described in Article 12 of this Constitution; it may acquire property and non-property rights and incur obligations. The GCTU establishes and awards the GCTU

Diplomas of Merit and other honourable distinctions and decorations in accordance with the set procedure.

1.5. The Headquarters of the GCTU Council, a standing collective governing body of the GCTU, is situated in Moscow, the Russian Federation.

1.6. The official language of the GCTU is Russian.

## **AIMS, OBJECTIVES, TASKS AND PRINCIPLES OF ACTIVITY**

### **Article 2**

2.1. The principal task of the GCTU shall be to coordinate and assist activities driven by its affiliates to ensure that their interests, statutory goals and objectives are duly represented in interstate and intergovernmental bodies of the Commonwealth of Independent States, and protected in accordance with current legislations.

2.2. The GCTU was built with a view to consolidating the affiliates' struggles to protect the social, labour, professional, economic and other legitimate rights and interests of workers in the CIS countries and other foreign states where the Confederation has its member-organisations, promoting trade union rights and guarantees, and strengthening international trade union solidarity.

2.3. In order to achieve its statutory goals, the GCTU shall:

– promote all-round cooperation and mutual assistance among workers and trade unions in the CIS countries and other foreign states where the GCTU has affiliates;

– ensure interaction and coordination of activities of its affiliates in the spheres of their collective interests;

– participate in the development of integration processes and in the formulation of an advanced regulatory and legislative framework in the social and labour sphere and other work-related areas;

– develop and uphold the solidarity-based position of its affiliates at interstate and intergovernmental levels;

– render information, research, consultative, methodological and practical support to its affiliates, and help them, if requested, maintain cooperation with other international trade union confederations, specialised UN agencies and other international organisations and institutions.

2.4. The GCTU shall carry out its activities on the principles of complete independence and equality of rights and obligations of the GCTU affiliates, self-government, legality, and publicity.

## **MEMBERSHIP AND FORMS OF COOPERATION**

### **Article 3**

3.1. Membership in the GCTU shall be voluntary.

National trade union centres of foreign states and international organisations of industrial trade unions may be affiliated to the GCTU provided they enjoy the status of legal entity and comply with this Constitution.

If there are several trade union organisations operative in one and the same country, any of them may become a member of the GCTU provided it recognises this Constitution and gets consent from the other trade union organisation(s) of the same country already affiliated with the GCTU.

3.2. Participation of GCTU affiliates in any other international organisations must not conflict with the statutory goals of the GCTU and impair its activity.

3.3. The GCTU shall be open to equal and constructive cooperation with fellow international and national trade union confederations, and other international organisations in what concerns defending workers' labour rights and socio-economic interests and trade union rights and freedoms, and strengthening the international solidarity of trade unions and workers.

3.4. New members shall be admitted to the GCTU by a decision of the GCTU Council on the basis of a written application and a decision of the authorised body of the applicant trade union

organisation, in line with the Regulations of the GCTU Council and Executive Committee. The decision on the application for affiliation shall be considered adopted if the majority of the GCTU Council members present at the session voted for it, provided there was an attendance quorum. The rights and responsibilities of a GCTU member shall arise from the moment the decision is taken by the Council.

Member-organisations of the GCTU shall retain their organisational and property autonomy and the rights of a legal person.

Member-organisations of the GCTU shall enjoy equal rights and meet equal responsibilities.

Member-organisations shall exercise their rights and responsibilities through the agency of their representatives.

Member organisations shall not be entitled to a share of property belonging to the GCTU.

3.5. GCTU affiliated organisations shall have the right to:

- delegate (elect) their representatives to the collective bodies of the GCTU, and recall or replace them;

- participate, through the agency of their representatives, in the work of the GCTU collective bodies, submit draft documents and proposals for their consideration, and be informed of the decisions taken thereupon;

- receive assistance in their contacts with international trade union or any other organisations or institutions;

- take part in the development of draft legislative acts, agreements or any other documents to be submitted by the GCTU for consideration by interstate or intergovernmental bodies;

- claim legal, information or any other type of assistance;

- apply to the collective bodies of the GCTU for the protection of their legitimate rights and interests;

- come out with proposals for awarding the GCTU Diploma of Merit or other decorations and distinctions of the GCTU according to established procedure;

- withdraw voluntarily from the GCTU at their discretion;

- enjoy other rights as provided by current legislation.
- 3.6. GCTU affiliated organisations shall be obliged to:
- comply with the GCTU Constitution, and participate in the realisation of the statutory goals and tasks;
  - implement decisions of the GCTU bodies adopted in accordance with this Constitution and current legislations;
  - pay their affiliation fees to the GCTU duly and in full, as required by the established procedure;
  - notify the GCTU of any changes in their constitutions, compositions of the governing bodies, and principles of activity, or of any fundamental decisions taken by their bodies, submit reports on the numbers of members they organise and financial statements related to the calculation and payment of membership fees and other contributions to the GCTU;
  - promote an exchange of information on the activities of trade unions and their organisations aimed at representing and protecting workers’ rights and interests, developing social dialogue and partnership, and strengthening the trade union movement and international solidarity;
  - keep their members regularly informed of activities carried out by the GCTU and its bodies; and
  - carry out other duties in accordance with the legislation in force.
- 3.7. Affiliation to the GCTU shall be terminated in the following cases:
- voluntary withdrawal from the GCTU;
  - change in the terms and conditions of GCTU membership;
  - liquidation of a member organisation based on the legislation in force;
  - expulsion of an organisation from the GCTU for violating this Constitution;
  - actions taken to the detriment of the objectives and interests of the GCTU;
  - non-payment of membership fees for two years.

The decision to expel a member organisation from the GCTU shall be taken by a majority of GCTU Council members, provided there is a quorum.

An organisation withdrawing from the GCTU shall lose its membership rights starting with the moment it has submitted its application to the Council of the GCTU. In this case no decision by the GCTU Council shall be required.

An organisation expelled from the GCTU shall lose its membership rights starting with the moment the GCTU Council has taken its decision.

The outgoing affiliated organisation shall have no right to lay claim to the property of the GCTU, including the share of affiliation fees it has paid.

3.8. Relations of the GCTU with national trade union centres of foreign states or international organisations of industrial trade unions that are not affiliated with the GCTU, but interested in co-operation without accession to it may be maintained on the basis of agreements concluded with them by the GCTU Council in consultation with the affiliates.

3.9. Affiliated organisations may have their permanent representatives to the GCTU who shall act in accordance with the Regulations approved by the Council of the GCTU.

## **GCTU REPRESENTATIVE OFFICE**

### **Article 4**

The GCTU may open its representative offices in the territories of foreign states in accordance with the procedures established by their current legislations and upon consultation with the trade union centre of the host country.

A representative office of the GCTU shall be a separate unit located outside the seat of the GCTU that shall represent and protect the interests of the Confederation. It shall be provided with property and act as prescribed by Regulations approved by the Council of the GCTU.



A representative office of the GCTU shall be opened by a decision of the GCTU Council.

The heads of GCTU representative offices shall be appointed by the Council of the GCTU, and act on the basis of authorisation granted by the Council.

## **GCTU BODIES**

### **Article 5**

5.1. The bodies of the General Confederation of Trade Unions shall be:

the Congress (supreme governing body of the GCTU);

the Council (permanent collegiate governing body of the GCTU);

the Executive Committee (permanent collegiate executive body of the GCTU);

the General Secretary (individual executive body of the GCTU);  
and

the Control and Auditing Commission (supervisory and auditing body of the GCTU).

The GCTU bodies shall be formed by the Congress for a period of five years.

### **GCTU Congress**

5.2. The Congress shall be convened by the Council of the GCTU once every five years.

The decision on the convocation of the Congress and on its date, time, venue, agenda and representation quotas shall be taken by the GCTU Council and communicated to member organisations not later than three months prior to its opening.

The Congress representation quotas for member organisations shall be set by the Council of the GCTU based on the criterion of paying membership, while the procedures for electing delegates shall be determined by affiliated organisations.

5.3. The GCTU President, Vice-President, General Secretary, Deputy General Secretaries, and the Chairperson of the GCTU Control and Auditing Commission shall have the status of delegates to the Congress.

Members of the GCTU Council and the Control and Auditing Commission who have not been elected delegates to the Congress may participate in its proceedings with a voice but no vote.

5.4. An extraordinary Congress shall be called on the authority of the Council of the GCTU, at the request of not less than one third of the affiliated organisations, or on the proposal from the GCTU Control and Auditing Commission. The decision of the Council on the convocation of an extraordinary Congress, together with the representation quotas for member organisations shall be announced at least a month prior to its opening.

5.5. Within its exclusive area of competence, the Congress of the GCTU shall:

- approve or amend the GCTU Constitution and the Rules for the GCTU Control and Auditing Commission;
- hear the activity reports from the GCTU Council and Control and Auditing Commission;
- draw up the priority guidelines for GCTU activity;
- based on proposals from affiliated organisations, elect the GCTU President and Vice-President for a period of five years, and terminate their powers;
- form the GCTU Council out of the candidates delegated by member organisations in accordance with the representation quotas established by this Constitution;
- form the Executive Committee from among the number of GCTU Council members;
- form the individual executive body of the GCTU by electing the GCTU General Secretary;
- elect the Control and Auditing Commission;
- decide on an early termination of powers of the GCTU bodies;

- determine the procedures for admission into the membership of the GCTU and expulsion therefrom;
- decide on the procedure for fixing the rate of affiliation fees and the way of their payment, and on additional asset contributions by GCTU member organisations;
- establish the principles of building the GCTU’s assets and the procedures for their use;
- make the decision on the reorganisation or liquidation of the GCTU, on the appointment of a liquidation committee (liquidator), and on the approval of the liquidation balance sheet;
- address any other business attributed by legislation of the Russian Federation to the exclusive competence of the supreme authorities of a corporation.

The Congress may delegate some of its responsibilities to the Council or the Executive Committee of the GCTU, with the exception of responsibilities falling within the exclusive competence of the Congress.

The Congress shall be entitled to consider any other issue relating to the Confederation’s activity, including such as determining the seat of the GCTU authorities or handling grievances from affiliated organisations concerning the application of this Constitution.

5.6. The Congress shall be entitled to make decisions if attended by at least two-thirds of elected delegates representing two-thirds of the affiliated organisations.

5.7. The Standing Orders of the Congress shall be determined by its delegates.

5.8. Decisions on matters falling within the exclusive competence of the Congress shall be regarded as carried only if at least two thirds of the delegates present have voted in their favour, provided the quorum is secured.

As regards other matters, decisions shall be carried by a simple majority of votes cast by delegates present at the Congress, provided the quorum is secured.

Congress decisions shall take the form of decrees, resolutions, statements and appeals.

The minutes of the Congress shall be signed by its Chairperson and the Secretary who keeps the minutes.

### **Council of the GCTU**

5.9. The Council of the GCTU composed of representatives of all its affiliates shall be the permanent collegiate governing body of the Confederation in between Congresses.

5.10. The Council shall be formed by the Congress of the GCTU for a period of five years and include representatives delegated by the GCTU-affiliated industrial Trade Union Internationals (one per each TUI), plus a parity number of representatives delegated by the national trade union centres of foreign states. All the trade union centres of foreign states shall delegate an equal number of representatives to the Council of the GCTU.

The procedures for delegating representatives to the Council and their withdrawing therefrom shall be established by the member organisations and approved by the GCTU Congress.

The Council of the GCTU shall be composed of the Confederation's President, Vice-President, General Secretary and Deputy General Secretaries, as well as members elected by the GCTU Congress.

5.11. The Council of the GCTU shall:

- exercise the rights of a legal entity on behalf of the GCTU and perform its duties;
- direct the general activities of the Confederation in between Congresses;
- take measures to give effect to the statutory goals and objectives, and implement decisions of the GCTU Congress;
- report on its activities to the Congress of the GCTU;
- provide for interaction and coordination of activities by affiliated organisations in the spheres of their collective interests;

- work out a solidarity-based position of the GCTU member organisations and represent it at interstate level;
- maintain cooperation with international, regional and national trade union confederations, and other international organisations;
- determine the number of Deputy General Secretaries, elect them for a period of five years, and relieve them of their duties, including ahead of schedule;
- on the recommendation of the GCTU Executive Committee consider, and take decisions on, applications for affiliation, and on the conclusion of agreements on cooperation with the GCTU;
- fix the rates and dates of payment of membership fees by affiliates in accordance with the procedure for determining the amounts and payment method of membership fees and property contributions, as approved by the Congress;
- set up, as necessary, GCTU commissions, approve their Regulations, and form their compositions out of the candidates recommended by affiliated organisations;
- keep GCTU affiliates regularly informed of its activities;
- approve the estimate of GCTU income and expenditure;
- dispose of the GCTU assets and financial means;
- take decisions on the issues related to the possession, use and disposal of the Confederation’s assets, including the approval of transactions aiming to alienate GCTU property;
- decide on the convocation of the GCTU Congress;
- establish the Congress representation quotas for affiliated organisations on the basis of paying membership criteria;
- hear the information on the activities of the Executive Committee and the report of the General Secretary;
- consider grievances from affiliated organisations concerning issues related to the application of this Constitution;
- take decisions on the expulsion of affiliated organisations from GCTU membership;
- in the events provided for in this Constitution, take decisions on early termination of office and dismissal of the GCTU President,

Vice President, General Secretary and his/her Deputies, and also vest the GCTU's President and General Secretary with authority;

- approve the GCTU accounting reports;

- based on the information from the GCTU Control and Auditing Commission on the results of the Confederation's finance and economic performance, make the necessary arrangements to remove the faults revealed;

- establish the GCTU Diploma of Merit, the Honorary Silver and Gold Badges «For the Services to the Trade Union Movement», and other GCTU awards and decorations, and also the Confederation's symbols, flag, and pennon, and approves the regulations for their use;

- establish and close GCTU periodicals;

- consider other issues beyond the exclusive competence of the Congress of the GCTU in accordance with current legislation and this Constitution.

5.12. The Council shall be convened by the Executive Committee of the GCTU as necessary, but not less than once a year, at the written request of at least one third of the Council members, or on the proposal of the Control and Auditing Commission of the GCTU. The session of the Council shall be considered qualified if attended by at least two-thirds of its members.

5.13. Decisions of the Council shall be taken by a majority of votes cast by its members present at the session, provided the quorum of two-thirds of its members is secured, unless otherwise provided for in this Constitution.

The GCTU Council may take decisions without holding a meeting, by absentee voting (polling) in accordance with the procedure prescribed by legislation of the Russian Federation and the Regulations of the GCTU Council and Executive Committee through an exchange of documents based on up-to-date technologies and communication means, with subsequent execution of the minutes report, as required by law.

The procedure of voting shall be determined by the Council.

The Council shall take its decisions in the form of decrees.

The minutes of a Council session shall be signed by the chairperson and by the secretary keeping the records.

5.14. Sessions of the Council shall be chaired by the President of the GCTU, and, in his/her absence, by the Vice President.

### **Executive Committee**

5.15. The Executive Committee of the GCTU shall be the permanent collegial executive body whose responsibility shall be to ensure the current performance of the Confederation and its Council.

The Executive Committee shall be composed by Congress for a period of five years from among the members of the Council, and shall consist of delegated representatives from the GCTU-affiliated national trade union centres of foreign states (one for each such trade union centre), plus a parity number of representatives delegated by the GCTU-affiliated industrial Trade Union Internationals.

Personal nominations for Executive Committee membership shall be determined by GCTU affiliated independently.

The Executive Committee shall be composed of the GCTU President, Vice-President, General Secretary and, if the Council decides so, Deputy General Secretaries, as well as the members elected by Congress.

5.16. The Executive Committee shall be accountable to the Congress and the Council of the GCTU.

5.17. The Executive Committee shall:

- carry out activities aimed at fulfilling the statutory aims and tasks, and decisions taken by the GCTU Congress and Council;
- convene the Council of the GCTU, and submit proposals as to the agenda, the date, the time and the venue of the session;
- make a preliminary examination of issues relating to affiliation of new members, conclusion by the Confederation of contracts and agreements, and expulsion from the GCTU, and prepare proposals thereupon for consideration by a session of the GCTU Council;

- delegate representatives to various international trade union and other nongovernmental organisations;
- set up, as necessary, permanent or provisional working bodies of the Executive Committee, vest appropriate powers in them, and establish the procedures for their functioning;
- organise joint events for affiliated organisations and conduct trade union training courses;
- approve the General Secretary’s proposals on the structure of the Executive Committee staff, the number of personnel to be employed, and nominations for the heads of its structural units;
- ensure and supervise the implementation of decisions taken by the Congress and the Council, as well as the observance of this Constitution;
- carry out economic and finance activity, dispose of the Confederation’s assets, including the cash resources, within its competence, and budget estimates approved by the GCTU Council, and perform any actions with GCTU property that do not contradict legislation and are in keeping with the statutory goals set by the Congress, in accordance with the procedure established by the Council;
- based on the information from the Control and Auditing Commission about the results of GCTU finance and economic performance, take measures required to eliminate the faults revealed;
- take decisions on awarding the GCTU Diploma of Merit, the Honorary Silver and Gold Badges «For the Services to the Trade Union Movement», and other GCTU awards and decorations;
- arrange for the work of GCTU publications; and
- on the instructions of the GCTU Congress and Council, perform other functions that are not contrary to this Constitution and current legislation.

5.18. The Executive Committee shall be convened as may be necessary, but not less than two times a year, or at the written request of at least one third of the Executive Committee members,



or on the proposal of the Control and Auditing Commission of the GCTU.

The decision to hold a session of the Executive Committee shall be taken by the President following consultation with the General Secretary.

Executive Committee sessions shall be chaired by the GCTU President or, in his/her absence, by the Vice-President.

5.19. Decisions of the Executive Committee shall be taken by a majority of votes cast by its members present at the session, provided the quorum of two-thirds of its members is secured, unless otherwise provided for in this Constitution.

The GCTU Executive Committee may take decisions without holding a meeting, by absentee voting (polling) in accordance with the procedure prescribed by legislation of the Russian Federation and the Regulations of the GCTU Council and Executive Committee through an exchange of documents based on up-to-date technologies and communication means, with subsequent execution of the minutes report, according to the procedure established by law.

The procedure of voting shall be determined by the Executive Committee.

The Executive Committee shall take its decisions in the form of decrees.

The minutes of an Executive Committee session shall be signed by the chairperson and by the secretary keeping the records.

### **General Secretary of the GCTU**

5.20. The General Secretary of the GCTU shall be the individual executive body of the Confederation elected by the Congress from among the nominations received from affiliated organisations, for a term of five years.

5.21. The General Secretary shall:

– give effect to decisions taken by the Congress, the Council and the Executive Committee of the GCTU;

- be accountable to the Congress, the Council, and the Executive Committee;
- represent the Confederation in the international arena;
- make proposals to the GCTU Council concerning the election of the Deputy General Secretaries, early termination of their powers and cancellation of their labour contracts;
- approve the distribution of powers and responsibilities among the Deputy General Secretaries;
- dispose of the Confederation’s assets and cash resources within his/her terms of reference and the budgets approved by the GCTU Council;
- based on the information from the GCTU Control and Auditing Commission about the results of the Confederation’s finance and economic performance, take measures required to eliminate the faults revealed;
- act as a spokesperson for the GCTU and represent its interests without a power of attorney in state bodies, courts of justice, public organisations and other agencies and organisations, and sign agreements, contracts and other such documents on behalf of the GCTU, in full accord with this Constitution and current legislation;
- issue letters of attorney on behalf of the GCTU;
- form the staff of the GCTU and direct its work, issue decrees concerning the employment and dismissal of personnel, the rendering of material assistance, and on other issues within his/her competence;
- perform other functions as delegated by the Council and the Executive Committee; and
- be a member of the GCTU Council and Executive Committee in accordance with current legislation.

A fixed-term employment contract shall be concluded with the General Secretary, signed on behalf of the GCTU by a person authorised by the Congress of the Confederation.

## **GCTU PRESIDENT AND VICE PRESIDENT**

### **Article 6**

6.1. The President of the GCTU shall be elected by the Congress from among the leaders of the affiliated organisations, for a period of five years.

6.2. The President of the GCTU shall:

- chair the sessions of the Council;
- chair the sessions of the Executive Committee;
- represent the GCTU in the international arena;
- be a member of the Council and the Executive Committee of the GCTU; and
- be accountable to the Congress and the Council of the GCTU.

6.3. The President of the GCTU shall be entitled to:

- take part in all meetings, sessions and other events held by the Confederation, with a right to vote; and
- request and receive information concerning the Confederation’s activities, the formation of the GCTU staff, accounting records and other documents, the expenditure of funds and the disposal of property.

6.4. The Vice President of the GCTU shall be elected by the Congress from among the leaders of the affiliated organisations, for a period of five years.

6.5. The Vice President shall:

- be accountable to the Congress, the Council and the President of the CGTU;
- act as the President of the GCTU in the latter’s absence and on his/her written instructions;
- be a member of the Council and the Executive Committee; and
- carry out the President’s instructions.

6.6. The offices of President and Vice President of the GCTU shall be honorary posts.

6.7. In the event a leader of a national trade union centre is elected GCTU President, a leader of an industrial Trade Union International shall be elected Vice President, and vice versa.

**DEPUTY GENERAL SECRETARY  
(DEPUTY GENERAL SECRETARIES)  
OF THE GCTU  
Article 7**

7.1. The Deputy General Secretary (Secretaries) shall be elected by the Council of the GCTU, for a term of five years.

The nominations for these posts shall be proposed by the General Secretary following consultation with member organisations.

7.2. The Deputy General Secretary (Secretaries) shall:

- perform functions as determined by the General Secretary and fulfil his/her assignments;
- be accountable to the Council, the Executive Committee, and the General Secretary of the CGTU;
- act as the General Secretary of the GCTU by proxy in the latter's absence;
- act on behalf of the GCTU under the power of attorney issued by the General Secretary; and
- be a member of the GCTU Council, and a member of the Executive Committee if appointed by the Council;
- provide for the preparation of documents for GCTU bodies; and
- in accordance with his/her authority, carry out the general management of the relevant GCTU structural units.

A fixed-term contract (fixed-term contracts) shall be concluded with the Deputy General Secretary (Secretaries), signed by the General Secretary on behalf of the GCTU.

7.3. The powers of the Deputy General Secretary (Secretaries) may be terminated early by a decision of the GCTU Council taken on the proposal of the Executive Committee or the General Secretary of the GCTU.

## **EARLY TERMINATION OF POWERS OF GCTU ELECTED LEADERS**

### **Article 8**

8.1. The President, the Vice Presidents and the General Secretary of the GCTU may be early relieved of their offices by a decision of the GCTU Council taken at the written request of at least one-third of the Confederation's affiliates, and also if they themselves request resignation or prove unable to perform their duties. Such decisions shall be regarded as carried if not less than two-thirds of the Council members representing at least two-thirds of the affiliates attending the session have voted in their favour, provided the quorum is secured.

8.2. Should the President or Vice President be unable to perform their duties, the GCTU Council shall decide on imposing their authority on other elected leaders of the Confederation who shall exercise their powers till the convocation of an extraordinary congress of the GCTU. The extraordinary congress shall be convened not later than six months after the assigning of authority on them.

In the event of early termination of the powers of the General Secretary the GCTU Council shall decide to confer his/her authority on a Deputy General Secretary who shall act on behalf of the GCTU without a power of attorney for not more than six months after the assignment of powers to him/her, till a new General Secretary is elected by the extraordinary congress of the GCTU.

8.3. The decision on early termination of the powers of the GCTU's President, Vice President or General Secretary for violating provisions of this Constitution shall be taken by the GCTU Congress.

8.4. The issue of early termination of the powers of Deputy General Secretaries and relieving them of their offices for violating this Constitution, or on the grounds stipulated by law, may be considered by a session of the Council called at the written request of at least one-third of the Confederation's affiliates or on the proposal

of the GCTU General Secretary. The decision shall be regarded as carried if more than half of the Council members attending the session have voted for it, provided that the quorum is secured.

## **CONTROL AND AUDITING COMMISSION OF THE GCTU**

### **Article 9**

9.1. The Control and Auditing Commission of the GCTU shall be an auditing body exercising control over GCTU finance and economic activities, the correct calculation and the full and timely payment of membership and other fees, the proper and rational expenditure of cash resources, and the use of GCTU property. The Control and Auditing Commission shall act in accordance with this Constitution and the Regulations for the GCTU Control and Auditing Commission approved by the Congress of the GCTU.

The Control and Auditing Commission shall be elected by the GCTU Congress for a period of five years based on proposals from affiliated organisations, and be accountable to the Congress.

Members of the GCTU Council, the Executive Committee, and the staff of the GCTU shall not be members of the Control and Auditing Commission.

9.2. The activities of the GCTU Control and Auditing Commission shall be directed by the Chairperson elected by the decision of the Control and Auditing Commission from among its members for a period of five years.

Sessions of the Commission shall be convened by its Chairperson as may be necessary, but at least once a year. Meetings of the Control and Auditing Commission may be held in absentia in accordance with the procedure prescribed by legislation, with the use of electronic means of communication.

The voting procedure shall be determined by the GCTU Control and Auditing Commission.

9.3. The Control and Auditing Commission shall annually conduct planned (and eventual unplanned) inspections (audits) of the financial and economic performance of the GCTU.

9.4. Decisions of the GCTU Control and Auditing Commission shall be taken by a majority of votes, provided that more than half of its members are in attendance.

The minutes of the Control and Auditing Commission shall be signed by its Chairperson and the secretary who keeps the record.

9.5. Members of the Control and Auditing Commission may participate in the Congress of the GCTU, and the Chairperson of the Commission or his/her Deputy also in the sessions of the Council and the Executive Committee of the GCTU, in a consultative capacity.

The powers of a member of the Control and Auditing Commission shall be terminated early if the affiliated organisation that nominated him/her has been expelled or has withdrawn from the GCTU, or in the case of his/her voluntary resignation, inability to perform his/her duties or violation of this Constitution.

## **PROPERTY AND FINANCE OF THE GCTU**

### **Article 10**

10.1. The GCTU is the lawful successor to the Council of the GCTU of the USSR.

10.2. The GCTU may own plots of land, buildings, structures; recreation homes and resorts; tourist, sporting and other health rehabilitation facilities; cultural and educational institutions; research and training centres; housing stock; publishing and printing houses and other institutions, and also monetary funds, shares and other securities and assets that shall be necessary for supporting its activity as stipulated in this Constitution.

The monetary funds and other assets of the GCTU shall be composed of the membership fees, the returns from civil transactions and from commercial, foreign trade and other types of activity;

voluntary contributions and donations, and any other revenues not prohibited by law.

The GCTU shall own, use and dispose of property belonging to it by right of ownership, including monetary funds necessary for it to fulfil the statutory goals and objectives.

The GCTU shall have the right to perform, at its discretion, any actions in relation to its assets as long as these actions are not inconsistent with the legislation of the Russian Federation.

The GCTU shall carry out income-yielding administrative, economic or other types of activities through the legal entities it shall establish to achieve the goals set out in this Constitution, in accordance with the procedure established by current legislation.

The resources of the Confederation shall be spent on the basis of an income and expenditure budget that shall be approved annually by the Council of the GCTU.

10.3. Expenses arising from the participation of their representatives in the work of the GCTU bodies shall be normally borne by the affiliated organisations.

10.4. The affiliated organisations shall not incur any liability for the Confederation's obligations, nor shall the GCTU be liable for the obligations of its affiliates, except for the cases provided for by law.

## **REORGANISATION OR LIQUIDATION OF THE GCTU**

### **Article 11**

11.1. The decision on the reorganisation or liquidation of the GCTU shall be taken by the Congress. The reorganisation of the GCTU shall be carried out in accordance with the procedure established by current legislation of the Russian Federation. In the event of reorganisation, the Congress shall appoint a successor in accordance with the procedure established by current legislation.

Should it be decided to liquidate the GCTU, the Congress shall, in accordance with established legal procedures, appoint a



liquidation commission (liquidator), and, in compliance with this Constitution, determine what shall be done with the property that may be left over after all creditors have been squared.

In the event of the GCTU's liquidation, the official registration of the fact shall be carried out as prescribed by current legislation of the Russian Federation. The GCTU shall be considered liquidated from the moment the respective entry about it has been withdrawn from the Uniform National Register of Legal Entities.

11.2. The suspension or liquidation of the GCTU may also be enforced by a court ruling, in accordance with the procedures established by legislation of the Russian Federation.

11.3. In the event of the GCTU's liquidation, all documents concerning its staff members shall be placed in the custody of the Public Record Office as prescribed by law.

## **GCTU SYMBOLS**

### **Article 12**

12.1. The GCTU symbols shall be an emblem, a flag and a pennant.

12.2. The GCTU emblem shall be an ellipsoid in form. Along its circumference, there shall be the name 'General Confederation of Trade Unions', written in capital block letters of white colour, in Russian and English. In the centre of the emblem, there shall be the acronym 'BKII' (the Russian for GCTU), with a red flag inside the letter 'B'. The background of the emblem shall be blue. The GCTU emblem may also be used in a black and white version.

12.3. The GCTU flag shall be a rectangular blue cloth with a width-to-length ratio of 2:3. In the upper corner near to the pole, there shall be the GCTU emblem. The size of the flag shall be 135 cm by 202 cm.

12.4. The GCTU pennant shall be two-sided. On the one side, there shall be a white GCTU emblem on a blue background, and on the other side a blue GCTU emblem on a white background, with the address of the Confederation in the two languages.

