



# *inform* **contact**

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

No.76

April-June 2012

### **GCTU TO HOLD 7<sup>TH</sup> CONGRESS NEXT SEPTEMBER**

The session of the Council of the General Confederation of Trade Unions (GCTU) held 17 April 2012 decided to convene the GCTU 7<sup>th</sup> Ordinary Congress 12 September 2012 in Moscow.

The Council reviewed the progress of the joint solidarity campaign «Minimum Wages at Least Equal to the Subsistence Minimum» carried out by the Confederation over the last few years. Despite the strong efforts made by GCTU affiliates, the aim of the campaign has not been reached in most countries of the region. The minimum wages are still insufficient to meet the vital human needs. The trade union struggle for higher minimum wages has been recently complicated by the global economic crisis. Some countries have even frozen this minimum state guarantee.

The Council decided to proceed with the solidarity campaign till the target set is achieved.

The meeting also discussed the cooperation between trade unions and veterans' organisations in the protection of socio-economic interests of the elderly.

The Council approved a report on the current ecological situation and environmental protection in the CIS countries, prepared jointly by the GCTU and the CIS Statistical Committee. The GCTU member organisations were encouraged to consider the findings and proposals of the report in their practical activities

Participants endorsed the texts of the appeals to the world trade unions in connection with the 20<sup>th</sup> anniversary of the GCTU, and on the occasion of May 1, the Day of International Workers' Solidarity (see separate articles below).

On the 17<sup>th</sup> of April 2012, prior to the session of the Council, a ceremonial meeting was held in Moscow's Palace of Labour to mark the 20<sup>th</sup> anniversary of the General Confederation of Trade Unions.

## **GCTU EXECUTIVE COMMITTEE REVIEWS RATIFICATION OF ILO CONVENTIONS**

The GCTU Executive Committee met in Moscow 16 April 2012 to examine the organisational issues related to the upcoming session of the GCTU Council.

After they heard the information on the economic and social situation and trade union activities in CIS countries, the Executive Committee urged the GCTU affiliates to advocate for the adoption and implementation in their countries of a new development model – more cost-effective, socially equitable and ecologically sustainable, and aimed at decent work, fair income distribution, respectful treatment of workers, and protection of their rights.

When discussing the ratification and observance of ILO conventions, the Executive Committee members commended the efforts made by affiliates to have the provisions of the basic ILO conventions incorporated in the legislation and labour practices of their countries. Simultaneously, they pointed to the poor progress in the ratification of the conventions. The GCTU member organisations were encouraged to monitor the ratification and observance of ILO conventions in their countries, and identify, remove and expose any violations of labour standards by employers and the governments.

The meeting adopted a statement in connection with the World Day for Safety and Health at Work (see separate article below).

## **GCTU APPEALS TO WORLD TRADE UNIONS**

16 April 2012 marks 20 years of the General Confederation of Trade Unions (GCTU) affiliating trade unions in the New Independent States that emerged on the post-Soviet territory. On this occasion the Confederation launched an Appeal to world trade unions.

«The GCTU was built by the free will of its member organisations, – reads the document, – by their desire to save the decades-old fraternal links and jointly face up to the harsh realities that arose from the need for them to act in the challenging conditions of a transition period. It was largely due to this unification that our trade unions were able not only to survive, stand their ground, and preserve and solidify many of their earlier gains, but also occupy a proper niche in the new socio-political and socio-economic systems of their young states».

From the very beginning, the GCTU has been building its relations with the outside trade union world on the basis of equality, ideological impartiality, and constructive dialogue with trade unions of different orientation. It has always been, and remains, an active champion and supporter of trade union unity in the face of the frontal attack by capital on workers' rights. A reliable basis for such common actions is provided by the objective community or identity of goals and approaches to the solution of burning social issues of our times.

Today, in an era of globalisation, the GCTU and its affiliates are also vitally

interested in maintaining a strong and effective ILO. Together with the rest of the world trade union movement, they have been working to further strengthen the role of the ILO and preserve its unique tripartite nature. While commending highly its efforts to analyse and research the most pressing social and labour problems in today's world, the GCTU is convinced that the main task of the ILO should lie in the sphere of standard-setting and advocacy. This type of activity will in every way be encouraged and supported by the Confederation. The GCTU has committed itself to monitor the ratification and observance of key ILO Conventions in lawmaking and labour relation practices of the region's countries.

The GCTU will continue promoting the implementation of the Decent Work Agenda and other basic ILO documents, such as the Declaration on Fundamental Principles and Rights at Work, the Declaration on Social Justice for a Fair Globalisation, and the Global Jobs Pact. The Confederation and its affiliates were enthusiastic about the ILO call for a New Era of Social Justice in the world.

The Confederation highly appreciates and consistently supports the UN efforts to add a social dimension to global politics, and believes it important that world trade unions keep urging the governments to meet the commitments made in 1995 at Copenhagen, and observe the provisions of the UN Millennium Development Goals and other international acts of social value.

The global world of today changes radically the essence of many cus-

tomary problems, and creates new ones, which requires totally different approaches to their solution, – the Appeal goes on to say. – Workers in all parts of the world are increasingly often faced up with challenges that cannot be solved without global combination of trade union efforts. It was the new perception of the need for global solidarity that made it possible for the international trade union movement to stand its ground in the post-crisis period. With unprecedented unanimity, they were rebuffing the attempts by capital to overcome the difficulties by shifting the cost burden on the shoulders of workers, pensioners and other socially vulnerable groups of the population, and on economically less developed countries and regions.'

Within the framework of international trade union solidarity, – the document says in conclusion, – the General Confederation of Trade Unions and its affiliates will continue struggling against any infringement on human rights, workers' rights and trade union freedoms, against any discrimination in the sphere of employment or social policy, for the triumph of decent and socially protected work, for full and productive employment, and for the eradication of mass poverty and social exclusion.

### **GCTU 20 YEARS: RESULTS, LESSONS DRAWN, PERSPECTIVES**

The leaders of the GCTU affiliates, trade union activists, academics, and members of the public took part in the international scientific and

action-oriented conference held in Moscow's Palace of Labour 16 April 2012 to mark the 20th anniversary of the General Confederation of Trade Unions (GCTU).

Speakers said that, on the whole, today's structures, tasks and objectives of trade unions in the countries of the region met the challenges of the times and trends in the economic and social development. The principled stand of the GCTU on the most burning social and political issues has helped to keep the unity of the trade union movement in the region, and find effective ways to address common tasks of protecting workers' economic, social and labour rights. Today, unions occupy their proper place in the political and social life in their countries, and are part and parcel of the democratic civil society.

However, Conference noted that a number of countries in the region were violating legitimate workers' rights and trade union freedoms. There have been cases of interference by public authorities in the activity of trade unions, and attempts to deprive them of their property and restrict their protective function.

Conference participants were alarmed at the declining trade union membership in the region. Organising workers, especially youth, must be a key priority for all trade union bodies. An important role in these efforts must be assigned to an active and purposeful youth policy. Creating youth-specific motivational factors must help provide effective incentives for young workers to join trade unions. Participants called for building a per-

sonnel reserve, with young union leaders forming its basis.

The Conference paid tribute to the significant contribution the GCTU had made to the development of labour legislation in CIS countries, including through its participation in the drafting of framework social laws within the Inter-Parliamentary Assemblies of the CIS and the EurAsEC.

All issues discussed were reflected in the final document of the Conference adopted upon discussion.

### **GCTU CALLS ON MEMBERS TO MARK WORLD SAFETY DAY**

On the occasion of the World Day for Safety and Health at Work observed annually on April 28 in memory of employees killed or injured at work the GCTU Executive Committee issued a special Statement.

The document says that the leftover principle of funding the budgetary organisations, and the rapid decline in the living standards have hindered the solution of critical health and safety problems, and the creation of a healthy up-to-date working environment. Meanwhile, according to the CIS Statistical Committee, in 2010 the number of occupational injuries in the region (including lethal ones) amounted to almost 67 thousand, plus another three million cases of temporary disability at work. Particularly high levels of occupational injuries have been recorded in Kyrgyzstan, Moldova, Russia and Ukraine, while fatal accidents most often occur in Armenia, Kazakhstan and Russia

The GCTU called on trade unions in the region to pursue actively reform of the safety and health management system. The main objective should be the establishment of economic mechanisms that would encourage the employers to improve the working conditions and occupational safety. Priority should be given to the prevention of accidents and the implementation of a whole range of preventive measures, rather than to accident response.

The GCTU and its affiliates intend to focus their efforts on creating a decent work environment that would correspond to the needs and requirements of the modern human being.

### **GCTU MAY DAY APPEAL**

On the eve of May 1<sup>st</sup>, the Day of International Workers' Solidarity, the Council of the GCTU adopted a statement which, inter alia, says:

«The global crisis has affected our countries in different ways, and its consequences for them are not tantamount. However, there were some common features, such as the slow-down in economic development, the increased unemployment, the reduced purchasing power of wages and social benefits, and, as a result, the sizeable decline in the living standards. Against this background, there were some cases of infringement of legal rights of workers and trade unions, and attempts to forcibly suppress their protests.

The Council of the GCTU, as it gathered for a meeting in Moscow, considers it necessary to respond en-

ergetically to these challenges with well-organised large-scale manifestations on the forthcoming May Day. We call on our affiliates to hold mass actions in support of their demands, in a spirit of unity and solidarity, involving the largest possible numbers of workers and their families.

These actions may be organised under slogans and demands that are the most relevant for a particular country or locality. However, the Council urges participants in the upcoming demonstrations, marches, rallies, picket lines, and meetings to make use of the following common slogans and appeals:

- Decent work, decent wages, decent working conditions for everyone!
- Keeping and promoting employment is the main condition for sustainable economic growth!
- The minimum wage is not a survival allowance!
- No to attacks on workers' rights and trade union freedoms!
- No to the revision of social policy and labour laws that may infringe workers' interests!
- Stop the anti-union outrage in TNCs!
- No to agency contract work and other forms of atypical employment!
- Long live Work , the source of economic prosperity and welfare!
- Long Live May 1, the Day of International Workers' Solidarity!»

### **GCTU LEADER CONGRATULATES GUY RYDER**

GCTU General Secretary Vladimir Scherbakov sent a congratulatory

message to ILO Director-General-elect, Guy Ryder, which reads as follows:

«Please accept my heartfelt congratulations on your election to the high post of Director-General of the International Labour Office.

Trade unions in the countries of the Commonwealth of Independent States have always known you as a firm and consistent defender of workers' interests.

We are positive that in your new office you will continue advancing the ILO universal values in the global arena, which will further strengthen the tripartite nature of the Organisation, and give greater dynamism to its activity.»

#### **AZERBAIJAN: NUMBER OF ACCIDENTS INCREASES**

«The increasing number of occupational accidents with severe outcome is an urgent problem for Azerbaijan,» President of the Azerbaijan Trade Unions Confederation (AHIK) and a member of Parliament Sattar Mehbaliyev told reporters in Baku.

He believes trade unions must insist that employers raise requirements to their staff responsible for safety and health in the workplace. Public control is necessary over the timely briefing of personnel, warning them of the locations and sizes of potential risks, and the upgrading of personal protection equipment.

#### **PRESIDENT LUKASHENKO MEETS FPB LEADER**

The ways to regulate labour relations through collective bargaining, the involvement of the Federation of Trade Unions of Belarus (FPB) in socially significant national events and activities, and the improvement of workers' health were the main subjects of the working meeting of Belarus President Alexander Lukashenko with the FPB leader Leonid Kozik.

President Lukashenko agreed with the unions about the need to eliminate the gaps in legislation concerning the regulation of labour relations through collective bargaining. They also discussed the work of production teams, and the need to raise wages continually and for restrain the growth of prices and rates of basic services.

Leonid Kozik informed the President about the work to improve the health of employees in health resorts owned by the Federation of Trade Unions, the organisation of summer rest and recreation for children, the charitable activity of the trade union centre, in particular, about the standing campaign «Trade Unions to Children,» and the actions to support lonely veterans.

The union leader also told the President that the FPB had been actively involved in the construction of a new building for the Museum of the Great Patriotic War. The Federation and its affiliates have already donated for these purposes over 400 million Belarusian roubles.

## **GEORGIA: MASS RALLY OUTSIDE HOUSE OF PARLIAMENT**

On the 1<sup>st</sup> of May 2012, the Georgian Trade Union Confederation (GTUC) held a massive action in Tbilisi to mark the Day of International Workers' Solidarity. Nearly a thousand union members and representatives of several left-wing political parties gathered in Roses Square to march down to the House of Parliament.

The marchers organised a rally by the walls of Parliament. Speaking to its participants, the GTUC leader Irakli Petriashvili said that, even according to official statistics, one in six people in Georgia was unemployed.

«Work is not valued duly In Georgia, – he said, – and there is no proper respect for workers. People are not immune from wanton dismissals, most workers get scanty pay, and work standards are not observed.»

Protesters adopted a special appeal to the Government and the Parliament of Georgia highlighting the severe social situation in the country.

## **KAZAKHSTAN: ITUC MISSION GETS ACQUAINTED WITH FTURK**

From 15-17 May 2012, a mission of the International Trade Union Confederation (ITUC) headed by ITUC Assistant General Secretary Jaap Wiene paid a formal visit to Kazakhstan. The aim of the mission was to get acquainted with the activities of the Federation of Trade Unions of the Republic of Kazakhstan

(FTURK) that had applied for membership in the ITUC.

The delegation met with FTURK President Siyazbek Mukashev. During the talks, the parties discussed the issues of strengthening further co-operation between the FTURK and the ITUC in protecting the socio-economic rights, interests and freedoms of union members. Meetings were also held with the leaders of industrial trade unions and union activists of Astana, the capital of Kazakhstan, where Jaap Wiene reported on the ITUC objectives and activities.

Based on the findings of the mission, the General Council of the ITUC will consider the affiliation of the FTURK with the ITUC this autumn.

## **KYRGYZSTAN: NATIONAL LEADERS MEET WITH KFTU PRESIDENT**

Kyrgyzstan President Almazbek Atambayev met with the leader of the Kyrgyzstan Federation of Trade Unions (KFTU) Asylbek Toktogulov 5 April 2012.

The President was informed of the efforts being made by trade unions to protect workers' interests in the present-day hard times, and of the major contribution they were making towards the success of socio-economic reforms, the process of democratisation, and the maintenance of stability in society. He also outlined plans to vitalise and bring up to date KFTU activity, and assured the Head of State that trade unions would continue taking an ac-

tive part in the solution of social and economic problems.

Following the meeting, it was agreed that the parties would develop closer constructive cooperation and social partnership.

Earlier that day Asylbek Toktogulov met with the country's Prime Minister Omurbek Babanov to discuss the relationship between the Government and the unions, and issues relating to coordinated joint work on the draft Labour Code and the draft General Agreement for 2012-14 between the Government, the Federation of Trade Unions, and the republican employers' organisations. They also exchanged views on further development of social partnership.

### **KYRGYZSTAN: UNIONS SET GOALS FOR FUTURE**

The 22nd extraordinary Congress of the Kyrgyzstan Federation of Trade Unions (KFTU) took place 2 June 2012 in Bishkek attracting 131 delegates.

The resolution on the report presented by the KFTU President Asylbek Toktogulov «On the objectives for the development of the trade union movement in Kyrgyzstan» notes that, despite the Federation's efforts to strengthen the system of social partnership, its effectiveness is very low. Dramatic solutions with the view to improving the living standards and countering the impoverishment of the population have to be found. There is still a large income gap between rich and poor, and the number of un-

employed continues to increase. The organising policy of new trade union members faces a lot of hurdles, and the measures to ensure information support of trade union activity are inefficient. The KFTU once again voiced its strong opposition to the proposed legislative innovations aiming to detriment the interests of working people.

In this regard, the Congress instructed the KFTU Council to develop proposals to reform the organisational structure of trade union organisations by 1 November 2012.

The Congress has defined the main tasks of the KFTU in the coming period, in particular:

- improve work incentives for trade union membership;
- promote domestic production, which would create new jobs and ensure that the citizens have employment;
- insist on the legislative definition of the subsistence minimum, boost social dialogue, within the framework of the Republican Tripartite Commission; and
- seek the adoption of the revised Law on Trade Unions.

Asylbek Toktogulov was unanimously elected President of the Kyrgyzstan Federation of Trade Unions.

### **MOLDOVA: CNSM HOLDS SECOND CONGRESS**

The National Trade Union Confederation of Moldova (CNSM), the country's single trade union centre representing over 500,000 members



in 29 industrial trade unions, held its 2<sup>nd</sup> Congress 7 June 2012 in Chisinau. Attending the event were more than 300 delegates, representatives of the social partners and friendly trade union centres, Prime Minister of Moldova Vlad Filat, Deputy General Secretary of GCTU Albert Potapov, and a representative of the International Trade Union Confederation (ITUC).

The activity report presented by CNSM President Oleg Budza stressed that the CNSM considered improving safety at work to be a priority for the next 5 years, considering that the working conditions in more than 50 per cent of enterprises did not meet the sanitary legislation requirements. «The public authorities and the social partners will have to do a lot to improve legislation», he said. It is important to restore the safety and health system, concentrate on higher effectiveness of its' prevention measures and raise the responsibility of employers, who save on human health.»

Congress adopted a special statement «On the Socio-economic Situation in the Country» which spelled out the position of the trade union movement and gave a specific list of demands to improve workers' wellbeing.

Congress noted that, despite some efforts made by the Moldovan authorities, the situation with the level of worker's income was catastrophic. The trade unions are deeply concerned about both the increased tariff rates and prices of services and essential goods, and the extremely slow growth of wages and benefits. Delegates were against the plan to privatize the strategic state facilities.

«We are concerned about the very real threat of mass layoffs in enterprises which are privatized. There is no way we can allow this», – said Oleg Budza.

Speaking to the Congress, Prime Minister Vlad Filat stressed that the cooperation with trade unions was of a paramount importance to the government. He described as a priority the fight against illegal work which reduces the public revenues annually by more than four billion lei. «Trade unions and the Government, – he said, – are on the same side, and should co-operate for the benefit of society.»

The Congress elected the Confederation's leadership. Oleg Budza was re-elected President of the Confederation by 165 out of total 171 votes. CNSM Vice Presidents Mihail Hincu and Petru Chiriac, and the Confederal Secretary Nicolae Suruceanu also retained their offices.

## **RUSSIA: FNPR DISCUSSES SOCIAL AND ECONOMIC SITUATION**

The General Council of the Federation of Independent Trade Unions of Russia (FNPR) held its session in Moscow 18 April 2012 to discuss the trade union activities in the present-day situation. Attending the meeting were representatives of the Russian government, employers' associations and members of parliament.

The report made by FNPR President Mikhail Shmakov and the speeches

by participants gave an assessment of the political and economic situation in the country after the elections. Speakers said that the unions would rebuff the ultra-liberal attacks on the social state concept and resist the attempts to frustrate the political situation in the country and to impose an anti-social economic model.

The FNPR is also concerned about the aggravating socio-economic problems, the slower growth in real wages, and the significant pay gap. The session warned the business community against attempts to revise the labour, social and tax legislation in order to extract more excess profit, interfere with the activities of independent trade unions or replace them with «pocket» unions.

The General Council decided that the main task for the unions currently was the implementation of the Programme of Popular Initiative of the All-Russia Popular Front that underlies President Putin's electoral programme. This programme envisages, among other things, securing productive employment and fair wages, protecting workers' legitimate rights, combating unemployment, and introducing a system of fair taxation and social equality.

As follow-up to this programme, the General Council proposed that the Ministry of Labour be re-established, agency contract labour be banned, the minimum wage be made equal to the subsistence minimum, and the responsibility of employers for violations of trade union rights be enhanced.

### **TAJIKISTAN: GENERAL AGREEMENT FOR 2012-14 SIGNED**

The General Agreement for 2012-14 was signed by the Government, the Union of Employers, and the Federation of Independent Trade Unions of Tajikistan (FITUT) 24 April 2012 in Dushanbe.

This agreement aims to improve the contractual methods of regulating social and labour relations, and strengthen the coordinated activity by the government, the unions, and the employers.

### **UKRAINE: UNIONS WANT HIGHER MINIMUM WAGES**

Speaking on behalf of all Ukrainian trade unions at a conference held in the Ministry of Social Policy of Ukraine 24 April 2012, Vice President of the Federation of Trade Unions of Ukraine (FPU) Serhy Kondryuk addressed the employers side with the proposal to drastically raise the minimum wages. Given the enormous social importance of this issue, the unions believe that already in 2013, it will be necessary to raise the minimum wage by at least 25-30 per cent!

The unions believe it is high time to establish cooperation between the actors in social dialogue on the issue of minimum pay in a new format. Therefore, it would be appropriate for trade unions and employers' associations to conclude a pact on the minimum wages. This would help the social partners to more thoroughly examine the ways of calculating the

minimum wages. The unions insist that in the future these calculations should be based on the consumer budget of the working person.

### **UKRAINE: NATIONAL TRIPARITE AGREEMENT SIGNED**

The National Tripartite Agreement on Employment and Jobs was signed 1 June 2012 by the parties of social dialogue represented by Mr. Serhy Tyhytko, Minister of Social Policy, Mr. Yury Kulyk, President of the Federation of Trade Unions of Ukraine and also Head of the Joint Representative Body of All-Ukrainian Trade Unions and Trade Union Associations, and Mr. Dmytro Firtas, Head of the Joint Representative Body of Employers and President of the Federation of Employers of Ukraine.

The document outlines the ways for coordinated actions by the government, trade unions and the employers aimed at stimulating economic growth, increasing employment, implementing citizens' right to decent work, and protecting the labour potential of Ukraine.

«The unions are satisfied with the successful and efficient development of social dialogue between the public authorities, employers and trade unions. The agreement which we are about to sign is the imperative of our time, a possibility of legislative regulation of several pressing problems facing the national labour market, and promoting the legalisation and formation of the decent work principles» – said Yury Kulyk at the signing ceremony.

### **CIS OIL AND GAS UNIONS HOLD SEMINAR**

The GCTU – affiliated International Confederation of Trade Unions of Workers in the Oil and Gas Industries, and Construction Workers in the Oil and Gas Complex held a seminar on «Trade Unions and the modernisation of today's world. The forms and methods of improving trade union activity in the oil and gas industries at the present stage of social development». The seminar which took place from 26 May to 2 June 2012 in Antalya (Turkey), gathered together 230 trade union leaders and activists in the oil and gas complex from Azerbaijan, Belarus, Kazakhstan, Moldova, Russia, and Ukraine.

The report «The unions and modernisation» was delivered by the General Secretary of the Confederation, Melik Mirzoyev. The lecturers included prominent scientists and experts in the field of social and labour relations, trade union leaders, Vladimir Scherbakov, General Secretary of the General Confederation of Trade Unions who made a report on the activities of the GCTU since its 6th Congress in September 2007.

Seminar participants shared experience on the issues under discussion, and made proposals for further strengthening the trade union solidarity and cooperation.

The seminar was followed by a gala event to mark the 20th Anniversary of the General Confederation of Trade Unions and the International Confederation of Trade Unions of Workers in the Oil and Gas Industries, and Construction Workers in the Oil and Gas Complex.

PUBLISHED BY  
GCTU INTERNATIONAL DEPARTMENT AND  
GCTU PUBLIC RELATIONS CENTRE  
42 LENINSKY PROSPEKT  
119119 MOSCOW, RUSSIA  
TELEFAX +7(495) 938-2155  
PHONE +7(495) 938-0112  
Web site: [www.vkp.ru](http://www.vkp.ru);  
E-mail: [inter@vkp.ru](mailto:inter@vkp.ru)

---

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

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)