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NEWS FROM THE GENERAL CONFEDERATION OF TRADE UNIONS

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GCTU EXECUTIVE: CIS TRADE UNIONS TO MARK JUBILEES

The GCTU Executive Committee met 2 November 2004 to discuss and approve draft decisions on various fields of activity by CIS trade unions to be eventually submitted for consideration by the GCTU Council.

The session heard the reports by the leaders of national trade union centres of CIS states about the socio-economic situation in their countries and activities driven by their trade union organisations.

The Executive adopted a resolution "On the Trade Union Jubilees in the CIS States". In the years 2005-2006, various anniversaries of the emergence of the first trade union organisations will be marked in the Commonwealth countries. The Executive Committee decided that more information reports, research findings and articles on the history and current activity of CIS trade unions should be regularly published in the

GCTU journals, bulletins and other publications, based on the materials furnished by member-organisations. Trade union bodies were called upon to devote increased attention to the needs of trade union veterans and help improve their housing conditions, pension security, health and cultural services, etc.

The Executive Committee also recommended that the trade union centres of the CIS countries and the industrial trade union internationals use every opportunity to press the legislative and executive authorities for enhanced social support for war veterans in the year of the 60th Anniversary of the Victory in the Second World War.

GCTU COUNCIL PROCLAIMS SOLIDARITY CAMPAIGN

The GCTU Council met in Moscow 3 November 2004 to review the topical issues of the Confederation's activity.

The Council considered the application by the Azerbaijan Trade Union Confederation for GCTU membership and granted the request. The Azerbaijan Trade Union Confederation affiliates 25 industrial trade unions and one territorial federation totalling more than 1 338 thousand members.

The session also listened to and approved the report on the GCTU Executive Committee's activity since the Council met last time.

The GCTU Council decided to launch a CIS trade union solidarity campaign "Minimum Wages not Lower Than the Subsistence Minimum!" Collective actions by trade unions to bring the minimum wage up to the subsistence minimum (minimum consumer budget) will be organised during 2005-2007. The forms of the actions will be chosen by the member-organisations themselves, based on the experience gained, prevailing traditions and actual situation.

The GCTU Council has also set the immediate objectives for trade unions in the sphere of labour migration and protection of migrant workers' rights. The Confederation urges its affiliates in the Commonwealth countries to consult with their state authorities about the prospects of signing, as soon as possible, the Convention on the Protection of Migrant Workers and their Families in the CIS States and ratifying the relevant international conventions.

The Council discussed the work safety situation in CIS countries stressing that this problem, still urgent and acute, remains a major concern for trade unions. The national trade union centres and the industrial trade union internationals must cooperate more closely with the state authorities in this field, and keep the issues in mind when elaborating and implementing their collective agreements and industrial wage rate accords.

The GCTU Council issued a statement expressing its indignation with the ongoing encroachment by the Georgian authorities upon the legitimate property of the Georgian Trade Union Amalgamation, GTUA, and with the unlawful actions taken against GTUA President Irakli Tugushi. The GCTU also condemned the unceasing interference by Moldova state authorities in the internal affairs of the Confederation of Trade Unions of the Republic of Moldova and their actions aiming to weaken and split its ranks.

CIS TRADE UNIONS: CAUTIOUS STANCE ON WTO

A GCTU delegation took part in the events in St.-Petersburg 3-4 December 2004 jointly organised by the Inter-Parliamentary Assemblies of the Commonwealth of Independent States (CIS) and the Eurasian Economic Community (Eurasec), and by the parliamentary delegations from the member-states of the Single Economic Space.

GCTU General Secretary Vladimir Scherbakov contributed to the discussion about the legal aspects of integration processes in the Eurasec member-states preparing to join the WTO. He outlined the stand taken by the CIS trade unions on the issue of eventual social consequences of accession to the WTO. The GCTU leader emphasised the necessity to block possible negative aspects of this process, specifically, such as closures of national enterprises due to their non-competitiveness, emergence of unemployment, and the dangerous dependence on imports. He specifically focussed on the issues of pay rises and raising the minimum wage to the level of the subsistence minimum. He called for a broad public debate about the consequences of joining the WTO involving not only state structures, but also representatives of business and workers' organisations

GCTU HAILS ICFTU 18TH CONGRESS

The GCTU sent a message of solidarity to the delegates of the ICFTU 18th World Congress. It says, among other things, that "the main motto of the Congress, "Globalising Solidarity – Building a Global Union Movement for the Future", meets with generous response from the GCTU and its member organisations. As the offensive by global capital on workers' legitimate rights and interests grows more impudent and aggressive, the need for unification becomes more

and more obvious to the world's trade unions...

"The GCTU is doing its best to keep abreast with the rest of the world trade union movement. We welcome the intention of the ICFTU and the WCL to join their ranks as a first tangible step on the arduous way towards the future unity of the world's trade unions...

"Today, the GCTU strives for even stronger consolidation of the trade unions of CIS countries, and promotes their fight for decent working and living conditions, higher living standards for workers in our region... For the success of this struggle, we count on support and solidarity from the ICFTU and its affiliates", says the message.

INFLATION HIGH IN CIS COUNTRIES

The CIS Inter-State Statistical Committee has published data on the inflation rates in the Commonwealth countries for the period from January-August 2004. The average rate for the CIS constituted 10 per cent. The highest level was registered in Belarus (19.9%) and the lowest in Kyrgyzstan (4,5%).

With her 10.5 per cent, Russia ranks third as regards consumer price rises. The inflation rate was 13% in Moldova, 8,1% in Armenia, 7,8% in Ukraine, 6,7% in Kazakhstan, 5,8% in Azerbaijan and in Tajikistan, and 5,3% in Georgia.

ARMENIA: COOPERATION WITH ILO GETTING MOMENTUM

A delegation of the ILO Subregional Office for Eastern Europe and Central Asia led by its Director Ms Pauline Barrett-Reid visited Yerevan in October 2004 to meet with leading representatives of Armenia's social partners, Minister of Labour and Social Affairs A.Vardanian, President of the Confederation of Trade Unions of Armenia Martin Harutyunian, and Director of the Industrialists and Employers Union G.Markarian. Attending the meeting were also representatives of public organisations. The discussion focussed on the issues of securing decent work in a globalising environment, creating healthy and safe work conditions in the Republic, preventing industrial injuries, and promoting the occupational health and safety services.

The participants signed a statement on joint efforts to be taken in combating poverty in the Republic.

22 November 2004 the Republic of Armenia and the International Labour Organisation signed the first ever Technical Cooperation Programme for 2004-2005.

The document, developed jointly by the social partners, envisages measures to be taken to promote the ratification of international labour standards, implement the employment reform, and develop social partnership.

ARMENIA: NEW LABOUR CODE SIGNED

Armenian President Robert Kocharian signed 15 December 2004 the Labour Code of Armenia and the Law "On the Enactment of the Labour Code". The Code will come into effect six months after its official publication. Within one year after the enactment, the employers will have to conclude labour contracts with workers who entered into labour relations without signing a work agreement.

BELARUS: GENERAL AGREEMENT UNDER REVIEW

The National Council for Labour and Social Affairs discussed the preliminary results of the fulfilment of the General Agreement for 2004-2005.

All major provisions of the Agreement are being implemented. The real wages have gone up by nearly 15% as compared with the January-August period, while the real monthly pension has increased by 18%.

However, the Federation of Trade Unions of Belarus (FTUB) pointed out to a number of problems.

In particular, a substantial wage gap between the low-paid and the high-paid sections of the population was mentioned. Housing remains very expensive and unaffordable for most citizens. The FTUB proposed that favourable credit terms should be reviewed, with the annual inter-

est rate reduced down to five per cent, and the term of credit extended to 40 years. Measures will have to be taken to improve health and safety at work. Over the first eight months of 2004, the number of lethal accidents has gone up by 27 per cent as compared with the same period of 2003. The FTUB demanded that trade union technical inspectors be included in the accident investigation commissions, which will make it possible to conduct more objective investigation of accidents, and enhance victims' social protection.

BELARUS: FTUB HAPPY WITH ELECTION

Forty-five out of 46 candidates who supported the election platform elaborated by the Federation of Trade Unions of Belarus, FTUB, have been elected Members of Parliament. The FTUB leader Leonid Kozik won the election in his district by collecting 60 per cent of votes.

At its meeting held 28 October 2004, the FTUB Presidium decided to build a trade union group in Parliament.

BELARUS: WAGES AND PENSIONS UP IN BUDGETARY SECTOR

The wages in the budgetary sector were raised as of 1 November 2004. The 22 per cent pay increase concerns mainly the low-paid categories

of employees, and will embrace approximately 720 thousand people. The average monthly old-age pension will be equivalent to US \$83.

BELARUS: UNIONISING SMALL BUSINESSES

The Federation of Trade Unions of Belarus has started organising workers employed in small enterprises, foreign businesses and enterprises with foreign investment, and workforce hired by individual entrepreneurs. There are 350 thousand workers in the republic employed in 26 700 privately owned small enterprises, with 44 thousand working in foreign enterprises and 84 thousand in joint ventures. Most of those enterprises are not unionised.

The FTUB has appealed to the social partners to jointly promote the creation of trade union organisations at enterprises of all forms of ownership. The appropriate legal acts are being drafted now. They include, among others, a draft act proposing that union-free employers should monthly place a sum equal to three per cent of their wage bill to the FTUB account. The means accumulated in this way will be used to protect unorganised workers.

GEORGIA: REGULAR GTUA CONGRESS

The 6th Congress of the Georgian Trade Union Amalgamation (GTUA) was held 19 November 2004.

Among the invited guests of the congress were representatives of the Government and the media, and delegations of the International Confederation of Free Trade Unions, the General Confederation of Trade Unions, and the International Labour Organisation.

The report presented by the GTUA leader Irakli Tugushi gives an analysis of trade union activity and the situation in the sphere of social and labour relations in the country. The period under review saw a continual escalation of the socio-economic crisis. The wage and pension arrears reached 120 million laris (appr. US \$65 million) by 1 January 2004. The subsistence minimum exceeded the minimum wage by 6-7 times, while almost 65 per cent of the working population were self-employed. All this had led to the "revolution of roses".

However, a lot of problems have yet to be resolved. The speaker traced through the process of implementing the tripartite agreements and accords just to discover numerous infringements on workers' rights, particularly, in the course of mass dismissals. Failure by the employers to meet their obligations stipulated by the collective agreements has acquired a total nature. Attempts to interfere in the trade unions' internal affairs and overt attacks against trade union leaders have become all too frequent.

In these complicated conditions, the unions are looking for various forms

of protecting workers' interests. The trade union centre is directly involved in the law-making activity. Special attention is currently paid to the elaboration of a new Labour Code. Protest actions organised by the unions, particularly on the May Day, have been gaining in magnitude and efficiency. The attempts to strip the unions of their property have so far been rebuffed successfully.

Minister of Labour, Public Health and Social Protection V.Chipashvili addressed the Congress. He admitted as correct the criticism expressed in the report and levelled at the Georgian Government and, in particular, at his ministry. He also stressed that in the forthcoming period the Government would cooperate more closely with the trade unions to ensure more effective protection of workers' social and economic interests.

In the course of debate, amendments and additions were introduced in the Constitution and other basic documents of the GTUA. Delegates put forward proposals aiming to improve motivation for organising, increase the unions' numerical strength, and help reforming the trade union activity.

The Congress considered the work of the GTUA Council satisfactory and outlined a programme of action for the forthcoming period.

Irakli Tugushi was re-elected President of the GTUA.

KAZAKHSTAN: RESULTS AND PROSPECTS OF SOCIAL PARTNERSHIP

On the eve of the Kazakhstan Social Partners Forum, President of the Federation of Trade Unions of the Republic of Kazakhstan, FTURK, Siyazbek Mukashev gave an interview to the *Kazakhstan Pravda* newspaper. He said the country's social partnership system had gone a thorny path. "We have had every experience possible on this way: we have passed through wild-cat and organised industrial action, hunger-strikes, "rail wars", marches, and other mass protests, and demanded the Government's resignation".

The promotion of social dialogue and collective bargaining and participation in law-setting activity will continue to be FTURK major objectives. The new Labour Code will give an important impetus to the establishment of up-to-date labour relations, said Siyazbek Mukashev.

So far some 16.4 thousand trade union organisations have been set up and operating in various industrial enterprises, with about 13.5 thousand collective agreements concluded. Today, the country has entered a stage of sustainable socio-economic development. The period of crisis is over. This was also due to the beneficial impact of social partnership actively supported by the unions.

The Kazakhstan Social Partners Forum dedicated to the 10th Anniver-

sary of President Nazarbayev's decree "On Social Partnership in the Area of Socio-economic and Labour Relations" was held 6 December 2004. The joint Appeal adopted by the Forum showed its participants were willing to promote dialogue and constructive relations between the authorities, the employers and the trade unions in order to help economic growth, social stability and social consensus.

KAZAKHSTAN: FTURK TO CONVENE ORDINARY CONGRESS

The FTURK General Council decided to convene the 20th ordinary congress of the Federation 31 May 2005 in Astana.

The General Council also discussed the work done by the Federation to get the General Agreement for 2003-2004 implemented. They decided to launch a wide-scale publicity campaign to mark the 100th Anniversary of the Kazakhstan trade union movement in 2005 and the 80th Anniversary of the first trade union congress (May 1925, Kyzyl-Orda).

KAZAKHSTAN: FTURK MAINTAINS ITS STAND

As he met with Prime Minister Akhmetov 13 December 2004, FTURK President Siyazbek Mukashev outlined the Federation's stand on crucial issues of the country's social and economic development.

First and foremost, he stressed, the Labour Code should incorporate the universally recognised rights and freedoms of trade unions as the principal representatives of workers. He dismissed as irresponsible and fictitious the allegations made by some authorities and employers that “un-constitutional discrimination of non-union workers is underway” and that “trade union monopoly is inadmissible”. The unions suggested that the draft Labour Code be reviewed once again before it was submitted for consideration by Parliament. The FTURK would not stand for any infringement on trade union legitimate rights and reserved the right to stage protest actions.

The FTURK believes there is a need to specify and amend a number of provisions in the Programme for Enhancing Social Reforms in 2005-2007.

The Federation disagrees with the proposed subsistence minimum of 7 000 tenghes (US \$54) for 2005 and 7500 tenghes (US \$58) for 2006.

According to scientifically established estimates upheld by the trade unions, the subsistence minimum should amount to 9900 tenghes (US \$76), while a higher social indicator, the minimal consumer budget, should constitute a sum of 11 000 tenghes (US \$85). The Federation proposed that these two indicators should be fixed as a terminal target for the next 3-4 years, and the minimum wage should be gradually brought up to these levels. They

must also be used as the basis for calculating the amounts of fringe benefits.

MOLDOVA: CSRM WANTS BETTER SOCIAL INSURANCE FOR WORKERS

The Confederation of Trade Unions of the Republic of Moldova, CSRM, has submitted its proposals for the draft social insurance budget for 2005 to be considered by Parliament.

The proposals relate mainly to the parts of the draft budget dealing with the protection of low-paid sections of the population, and workers in agriculture and in the budgetary sector.

The CSRM suggests that the payroll deductions to the social insurance fund be reduced from 29 to 15 per cent for agricultural businesses and worker landowners. The Confederation also proposes that a special compensation fund should be stipulated in the State Budget for 2005 to reimburse the losses sustained by the Social Insurance Fund and to provide indirect subsidies to agriculture. This trade union initiative is meant to boost the development of the agrarian sector and improve the well-being of its workers.

The CSRM advocates more effective measures to encourage the creation of new jobs.

The budget provides for funds promoting the employment of young specialists who graduated from

state-financed higher education institutions. Since they are entitled to pay not lower than the minimum wages, the CSRМ believes the expenses under this budget item should be increased at least 2–2,5 times.

Besides, the CSRМ pointed out that the sums allocated in the draft budget for paying pensions to various population categories would be enough to cover only 30 per cent of the subsistence minimum, or 14-15 per cent of the consumer basket.

RUSSIA: BUDGETARY WORKERS DEMAND HIGHER PAY

Strikes, rallies, marches and other forms of workers' struggle for their rights swept over Russia 20 October 2005. They were organised by the Association of Trade Unions of Workers in the Non-Productive Sphere affiliating health, education and cultural workers' unions. Nearly 2.5 million protesters participated in the action. A one-day strike on 20 October involved 1 018 thousand workers from 23 434 education, culture and health establishments. Demanding a pay rise were also 1 410 thousand other workers in the non-productive sector.

President of the Association, Mikhail Kuzmenko, told a press conference held 20 October 2004 that the Government promise to raise the wages of budgetary workers by 30 per cent in 2005 did not meet the union de-

mand for a 50 per cent indexation of wages already in the current year.

The resolution adopted by the rally held outside the House of Government in Moscow urges further negotiations with the Government "on issues of pay rise for budgetary workers with a view to increasing their pay by 50 per cent before 1 January 2005 and by 100 per cent in 2005".

FNPR Vice-President Alexey Surikov said that workers in many other industries were in solidarity with the budgetary workers and even took part in the mass protests. Alexey Surikov expressed the hope that the pay issues could be gradually resolved by the Russian Tripartite Commission for Regulating Social and Labour Relations.

RUSSIA: PROTESTS BY AGRARIAN WORKERS

The Central Committee of the Agro-Industrial Workers' Union organised a protest rally outside the House of Government in Moscow 28 October 2004 as part of the all-Russia protest action of the industry's workers. The event gathered over three thousand people representing half of Russia's administrative regions.

Addressing the rally, the union's leader Alexander Davydov highlighted the principal demands put forth by the industry's workers: allocation from the budget of an additional sum of 100 billion roubles (US \$3640 million) to support the agricultural producers, protect

them from imported goods, and the remove the price disparities. The trade union also demands that Russia be stopped from joining the WTO on conditions unfavourable to its own agro-industrial complex, and that a system of measures be taken to raise the living standards of the rural population and improve their health, cultural, consumer and trade services.

The claims of the rally participants were submitted in writing to Russian Vice-Premier Alexander Zhukov who met with the union's delegation.

RUSSIA: TRIPARTITE COMMISSION MEETS

The Russian Tripartite Commission (RTC) noted at its session 2 November 2004 that the total pay arrears in the country amounted to 21 056 million roubles (US \$766 million). The RTC appealed to the regional tripartite commissions to jointly amend the situation.

The parties came to the conclusion that the negotiations on pay rises for budgetary workers should continue. In the meantime, the Government promises an additional wage increase in the second half of 2005 that will bring the total pay rise up to 30 per cent, something the unions cannot accept.

UKRAINE: UNIONS WANT FAIR GLOBALISATION

On the initiative of the Federation of Trade Unions of Ukraine, FTUU, a

round table was held in early October 2004 entitled "ILO and Non-Governmental Organisations: Co-operation, Neutrality or Confrontation?" Over 60 representatives of non-governmental public organisations, research institutions, industrial and regional trade unions, and international organisations attended the meeting. Having discussed the socio-economic consequences of globalisation, participants agreed that a radical readjustment and democratisation of the "global governance system" was needed today. Therefore, the establishment of social institutions to add a fairer orientation to globalisation was considered to be an imperative of the day. The participants decided to set up a coordinating council at the national level comprising representatives of public organisations and associations "For a Fair Globalisation", and worked out the appropriate recommendations. They also decided to inquire President of Ukraine and the Supreme Rada (Parliament) about their evaluations of the commitments undertaken by Ukraine at the ongoing talks on the country's joining the WTO, and about their conformity to the national interests.

UKRAINE: FTUU ADVOCATING PEACE AND CIVIL ORDER

The extraordinary meeting of the FTUU Presidium held 26 November 2004 reviewed the political situation that had evolved in the country following the announced outcome of the presidential elections, and formulated the Federation's position.

In an appeal to the country's President, Chairperson of the Supreme Rada and deputies, the FTUU said that the political confrontation had become possible owing to the neglect of the national electoral legislation. The result was that "the right of many trade union members to a free choice has not been realised". The supreme authorities did not manage to respond properly to the acute conflict situation. The Appeal stresses the necessity for the Ukrainian supreme authorities to use whatever means they had to reconcile the conflicting parties in the interests of the Ukrainian people and guarantee the citizens' constitutional rights. The Federation would be ready to take part in a constructive dialogue with a view to preserving peace and civil order.

The Presidium admitted that the FTUU leadership, including the Presidium, had failed to react promptly to the new situation in the country.

Olexander Stoyan was removed from the office of FTUU President, while First Vice-President of the FTUU Grigory Osovy was appointed acting President of the Federation.

The Presidium issued an appeal for the consolidation and preservation of trade union unity.

UKRAINE: JOINT POSITION BY UNIONS AND EMPLOYERS

In a common statement, the FTUU and the Federation of Employers of

Ukraine (FEU) stressed that the social partners should do their utmost to prevent the developments in Ukraine from escalating into a crisis in society, curtailing the realisation of workers' constitutional rights to work, its timely remuneration and pension coverage, and from causing technological or ecological disasters.

The FTUU and FEU demanded that the President, the Supreme Rada and deputies of all levels should:

- urgently intervene in the political situation in order to resolve the conflict by peaceful political means;
- respond adequately to the decisions and appeals that threaten the integrity of the State;
- bring to administrative and criminal responsibilities all those who violated legislative standards in the two election rounds, and take other effective measures to prevent any such violations in the future.

They urged the owners and managers of enterprises, trade unions, and work collectives to ensure stable production and social consensus in the collectives, as well as fulfilment by the enterprises of their obligations before the State, the pension fund and other social insurance funds.

The statement was signed by FEU First Vice-President V.Grischenko and FTUU Acting President Grigory Osovy.

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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, UZBEKISTAN, AND UKRAINE, AS WELL AS 32 BRANCH TRADE UNION INTERNATIONALS.

THE GCTU IS READY TO CO-OPERATE WITH ANY OTHER NATIONAL TRADE UNION FEDERATIONS, IRRESPECTIVE OF THEIR BEING MEMBERS OF OTHER INTERNATIONAL ORGANISATIONS. ON THE OTHER HAND, THEIR PARTICIPATION IN GCTU ACTIVITIES DOES NOT IN ANY WAY RESTRICT THE INDEPENDENCE OF ITS AFFILIATES.

THE CONFEDERATION ENJOYS OBSERVER STATUS WITH THE CIS INTER-PARLIAMENTARY ASSEMBLY, 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 , UN DPI AND ECOSOC.

THE GCTU SUPREME BODIES ARE THE CONGRESS, CONVENED ONCE 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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