

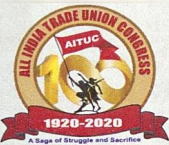
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SECRETARIAT OF THE AITUC,

PAPERS FOR DISCUSSION/CONSIDERATION

1990



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Folder Code: 5 File No. AC-88 S. No. _____

A1-88

Digital File Code: _____

File Title: JOINT VENTURES OF TRADE UNIONS

Year: 1989-90 / _____ / _____

Metadata:

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Comrade Homi Baji
General Secretary
All India Trade Union Congress
24 Canning Lane
New Delhi.

September 4, 1990

73 Váci ut.
1139 Budapest
Hungary

RECEIVED
11 SEP 1990
A. I. T. U. C.

Dear Comrade,

I reached Budapest on 24th

August 1990.

The Hungarian Railway representative
Cde. Joseph Toth has joined the TU9
Transport office on 28.08.1990. At a

meeting of the Secretariat held on
29.08.1990, he has been nominated
as the Acting General Secretary

replacing the Soviet representative &
It is decided to convene and
hold a meeting of the Administrative
Committee sometime in February 1991

which will elect the Hungarian
as the new general Secretary. The
issue of Sy. General Secretary's Post
being offered to Indian Secretary may
arise then, if the understanding
so works out.

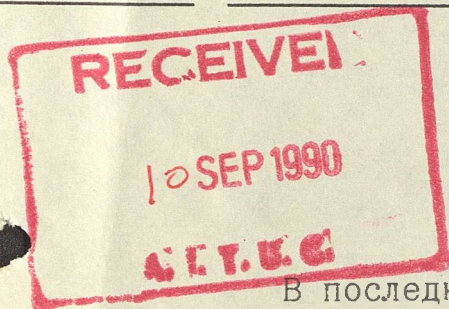
The Hungarian Railway Union has
agreed to bear some portion of the
TU9 office expenditure, approx. 25% of
the present level of cost. Hope to meet you
in Moscow during WFTU Congress. With regards
S. Basu

117119, Москва, Ленинский пр., 42
тел. 938-81-48

Leninski prospect, 42
117119, Moscow, USSR

29.8.90 N 1/88

На N _____ От _____



Президенту Всеиндийского конгресса профсоюзов
Чатуранану Мишра
Дели
Индия

В последние годы в СССР получил широкое развитие процесс создания совместных предприятий с участием иностранных фирм. Это вызвало необходимость поиска новых форм и методов работы профсоюзов в условиях совместного предпринимательства.

В связи с этим в конце 1989 года в СССР при содействии ВЦСПС создана Всесоюзная федерация профсоюзных организаций совместных предприятий (ВФПО СП), утвержден ее Устав, избраны руководящие органы (прилагаются). Федерация основывается на добровольном коллективном членстве, имеет статус самостоятельной и независимой организации и призвана осуществлять работу по защите трудовых, экономических и социальных прав и интересов трудящихся совместных предприятий, созданию для них и членов их семей дополнительных возможностей для удовлетворения потребностей в отдыхе, лечении, решении жилищно-бытовых и других социальных вопросов.

Учитывая, что положение трудящихся на совместных предприятиях в Советском Союзе во многом зависит от иностранного партнера, а также недостаточный опыт работы профсоюзов в новых для них условиях, Исполком ВФПО СП приступил к работе по установлению деловых контактов и развитию международных связей с профцентрами, отраслевыми профсоюзами и другими общественными формированиями различных стран для координации совместных действий по улучшению положения трудящихся на совместных предприятиях.

Если Вы проявляете интерес к вышеназванным проблемам и выражаете согласие установить взаимные контакты, то мы готовы организовать встречи, консультации, обмен опытом и информацией по вопро-

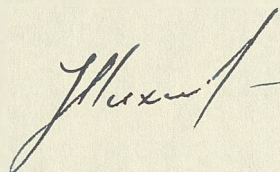
сам специфики деятельности профсоюзов в условиях совместного предпринимательства, в том числе в области трудового законодательства, оплаты труда, разработки и заключения коллективных договоров, обеспечения социальных гарантий трудящимся на совместных предприятиях.

Эти мероприятия, на наш взгляд, мы могли бы осуществлять как в рамках Плана связей ВЦСПС с зарубежными профцентрами (согласие Международного отдела ВЦСПС имеется), так и путем прямого обмена целевыми делегациями нашей Федерации и Вашего профцентра или заинтересованных отраслевых профсоюзов по взаимному приглашению.

В свою очередь мы будем рады рассмотреть Ваши предложения по сотрудничеству и признательны за содействие в установлении контактов с заинтересованными партнерами в Вашей стране.

С уважением,

Председатель Правления ВФПО СП



Н.А.Михайлов

Mr. Chaturanan Mishra
President
All India Trade Union
Congress (AITUC)
24, Canning Lane
New-Delhi -110001
India

Translation

Dear colleague!

Recently in the USSR was largely developing the process of establishing joint ventures with the participation of foreign firms. It necessitated a search for new forms and methods of trade unions' work in the context of a joint enterprise.

In this connection at the end of 1989 in the USSR with the assistance of the AUCCTU was created the Federation of Trade-Union's organisations of joint ventures (FTUOJV), adopted its Statutes and elected its leading bodies (enclosed). The Federation is based on the principle of the collective voluntary membership, it has the status of an autonomous and independent organisation and is called to carry out activities aimed at defending professional, economic and social rights and interests of joint ventures' workers, to create for them and their families additional possibilities to satisfy their needs in the field of rest and leisure, medical treatment, living conditions and other social problems.

Taking into account that the situation of joint ventures' workers in the USSR depends to a large extent on their foreign partners as well as insufficient experience of trade unions' work in conditions which are new to them, the Executive Committee of the FTUOJV has taken up to establishing practical contacts and developing international relations with trade union centres, branch unions and other social organisations to coordinate common actions aimed to improve the situation of joint ventures' workers.

If you are interested in the above-mentioned problems and agree to establish contacts with us, we are ready to organise meetings, consultations, exchange of experience and information concerning specific questions of trade union activities in the context of a joint enterprise, including problems of labour legis-

lation, wages, collective bargaining, social guarantees to joint ventures' workers.

In our opinion, these initiatives could be realised both in the framework of the AUCCTU plan of international relations and by direct exchange of delegations with specific purpose between our Federation and your trade union centre or branch unions concerned on the basis of reciprocal invitations.

In our turn, we would be happy to examine your proposals regarding our cooperation and would be grateful to you for your assistance in establishing contacts with respective partners in your country.

Respectfully,

N. Mikhailov,
President of the FTUOJV
Board of Administration

File
HS

July 17, 1989.

Com. K.C. Mathew,
Secretary General,
Trade Union International of Transport
Workers,
Vaci ut 73 Budapest 1139,
HUNGARY.

Dear comrade,

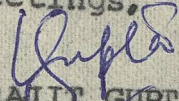
This is to confirm that Comrade Sailo Bose of Eastern Railway Workers' Union can be nominated as your successor. This was your suggestion also.

I have had detailed talks with him at Calcutta, and asked him to make his technical preparations, like giving due notice to the Railway authorities of his resignation, etc. Since his wife is employed and his daughter is in college (he has a younger son also), his family may, or may not, accompany him to Budapest at a later date, depending on what their future can be if they go abroad. Your suggestions on this matter would be welcomed by him.

I have told him to be ready to reach Prague/Budapest by January 1990 or so, so that he can learn the ropes before he takes over. If you want him even earlier, kindly inform.

You may convey this information to Comrade D.K.Ganguly at Prague.

Greetings,


(INDRAJIT GUPTA)
General Secretary.

29.6.1989

Comrade Indrajit Gupta,
General Secretary,
All India Trade Union Congress,
24 Canning Lane,
New Delhi

Dear Comrade,

I understand from Comrade Sri Krishna
that Comrade Sailo Bose from the Indian Railway Workers
Federation is to be nominated my successor in the
post of General Secretary of the ITU. I think that the choice
is quite good.

If you could formally intimate us we
could take steps to see that he is inducted for some sort
of training in the WFTU headquarters from 1st January 1990
for 2 months. After this he could be properly briefed about
his duties and responsibilities in the ITU headquarters
and he will be enabled to participate in the work connected
with our 10th Conference to be held in Sofia 23-28 April 1990.
In the Conference he can be elected General Secretary and
he can take charge on 1st May 1990 releasing me.

Kindly write a line.

I am doing well and hope that this will
find you in the best of health.

yours affectionately

K. C. Mathew

K. C. Mathew,
General Secretary,
ITU - Transport.

R U L E S

of the All-Union Federation of Trade Union
Organizations at Joint Ventures

1. General

The All-Union Federation of Trade Union Organizations at Joint Ventures (AUFTUO JV) is a voluntary association of trade union organizations at joint ventures operating on the USSR's territory whatever the nature and size of the economic activities of foreign participants in joint enterprises. It shall be and regardless of the nation they work, abroad or

R U L E S

OF THE ALL-UNION FEDERATION OF TRADE UNION
ORGANIZATIONS AT JOINT VENTURES

(AUFTUO JV)

The Federation acts as a representative and defends the interests of its members vis-a-vis employers in governmental, cooperative, economic bodies and public organizations directly or through the AMCCM, Union Central Committees and Trade Union Councils; decides matters relating to the specific program of trade union activities at joint ventures.

The AUFTUO JV is a juridical person. It has its head and stamp as approved by the Federation Board.

11. Qualification for activities

The All-Union Federation of Trade Union Organizations at Joint Ventures shall:

R U L E S

of the All-Union Federation of Trade Union Organizations at Joint Ventures

1. General

The All-Union Federation of Trade Union Organizations at Joint Ventures (AUFTUO JV) is a voluntary association of trade union organizations at joint ventures operating on the USSR's territory whatever the nature and aims of the economic activities of foreign participants in joint entrepreneurship might be and regardless of the nation they might belong to.

The Federation complies in its activities with the USSR Constitution, Soviet legislation, international conventions and agreements on questions of work and labour relations, social insurance and social security, ratified by the Soviet Union; with intergovernmental agreements on joint entrepreneurship and the present Rules.

The Federation acts as a representative and defends the interests of its members vis-a-vis employers in governmental, cooperative, economic bodies and public organizations directly or through the AUCCTU, Union Central Committees and Trade Union Councils; decides matters relating to the specific character or trade union activities at joint ventures.

The AUFTUO JV is a juridical person. It has its seal and stamp as approved by the Federation Board.

II. Guidelines for activities

The All-Union Federation of Trade Union Organizations at Joint Ventures shall:

- elaborate and submit in an approved way to legislative and directive bodies proposals for the protection of rights and interests of employees at joint ventures; improvements in the existing laws on questions of labour and wages; social and legal guarantees for employees in conditions of joint entrepreneurship and, first and foremost, that of the right to work in case of the bankruptcy, liquidation or reorganization of joint ventures leading to the loss of jobs by employees
- initiate, on behalf of trade union organizations, negotiations with the Association of Joint Ventures, International Amalgamations and Institutions and other organizations which represent employers' interests, with a view of drawing up the fundamental terms of labour relations at joint ventures.
- give information-methodological, mediatory, consultative and other forms of practical assistance to the trade union committees at joint ventures and its territorial branches;
- arrange the study, analysis and dissemination of experience acquired by trade union organizations at joint ventures, training and retaining of trade union officers and activists, enlisting for this purpose the services of qualified experts;
- render a practical, legal and financial aid to trade union organizations and their members in achieving a settlement of labour disputes with management;
- carry out independent commercial activities; set up cost-accounting units including on the basis of the joint ventures' resources being involved in a voluntary way for the construction of rest homes, boarding houses, housing and other social welfare and cultural projects to be provided to the members of these collectives;

- create, by means of deductions from the profits yielded by its commercial activities, the voluntary allocations of resources by joint ventures, mediatory services and other measures, special funds designed for payment of lump sum allowances to employees when they meet with an accident or joint ventures go bankrupt, as well as for financial support to be rendered to joint ventures' work collectives on strike and trade union actions take.. if approved by the Federation;

- maintain, in cooperation with the AUCCTU and Union Central Committees, international relations with trade unions abroad;

- determine independently other areas of its own activities, proceeding from the aims and tasks of the Federation.

In defending the interests of employees at joint ventures the Federation uses all the legitimate methods available and if any work collective whose trade union organization is a collective member of the AUFTUO JV resorts to a strike as an extreme measure for the settlement of a labour dispute, the Federation cooperates with the body leading the strike, which is empowered by the work collective.

III. AUFTUO JV MEMBERSHIP. THE RIGHTS AND RESPONSIBILITIES OF THE FEDERATION'S MEMBERS

The AUFTUO JV is based on the principle of voluntary collective membership. A trade union organization at any joint venture or its subsidiary (department) being a juridical person, whose members accept the AUFTUO JV Rules, may be a collective member of the Federation.

Affiliation, as a collective member to and withdrawal from the Federation are based on ^{an} appropriate decision of the joint venture's trade union meeting if more than half of the members of the trade union organization there have voted in favour of it.

Any trade union organization affiliated to the Federation, independently decides the question of joining an appropriate branch union. It is guided by the USSR Trade Union Rules and by the Rules of the trade union to which it belongs.

The Federation's collective member has the right:

- to participate in the elaboration and consideration of the basic terms of labour relations drawn up by the AUFTUO JV jointly with the Association of Joint Ventures, International Amalgamations and Institutions and other organizations which represent employers' interests;

to take part in all events held by the Federation, such as seminars, conferences and concerted trade union actions;

- to refer to the AUFTUO JV proposals for improving the legal basis of defending the interests of employees at joint ventures with a view to have these proposals agreed upon with the AUCCTU and State administration bodies and to ensure that the required amendments are made to the norm - setting acts now in force; to submit for consideration to the Federation and its governing bodies other proposals and initiatives concerning its institutional functions and to demand that decisions be taken on them;

- to enjoy in full all sorts of information and services offered by the Federation; to receive from it explanation and

consultation regarding the organizational and legal questions of trade union activities at joint ventures; to make use in its work of the experience of other trade union organizations affiliated to the AUFTUO JV;

- to participate, through contributing its money and property, in the realization the Federation's programmes, projects and undertakings;

- to apply to the AUFTUO JV for assistance in case of a labour dispute with the joint venture management in compliance with the arrangements established by the USSR's legislation as well as for a moral and material support to be rendered when taking strike actions agreed upon with the Federation;

- to receive a material aid for the members of its trade union organization from the Federation's budget or the special funds being instituted by it;

- to use the Federation's material base to meet the needs of its trade union members with regard to the provision of recreation facilities and medical treatment, solution of every day life and housing problems.

Every member of the Federation shall be obliged to comply with the provisions of the present Rules, to promote the achievement of the Federation's tasks envisaged therein, to help trade union organizations at other joint ventures in their activities aimed at the protection and representation of employees' interests.

IV. The organizational structure of the AUFTUO JV

The All-Union Federation of Trade Union Organizations at Joint Ventures is built on a territorial basis; it operates in close cooperation with the AUCCU and Union Central Committees while its territorial branches closely cooperate in their work with appropriate trade union councils and committees.

The Union Republics may have their Republican federations of trade union organizations at joint ventures.

Where there is a considerable number of joint ventures local organizations may be formed: territorial, regional, town branches of the AUFTUO JV, as well as trade sections.

The Federation's supreme leading body is the Conference of AUFTUO JV. Such conferences shall be convened by the Federation Board at least once a year. Conferences held to hear reports and elect new officials, shall take place once every three years. Extraordinary conferences shall be convened if not less than one third of the Federation's collective members press for them.

The date of calling and the agenda of a conference shall be announced by the Federation Board at least three months before its opening day. The norms of representation and the procedure of electing delegates to the Conference shall be determined by the Board. The Conference shall be considered to be competent if not less than two thirds of delegates participate.

THE AUFTUO JV CONFERENCE

- elects the Board and the Auditing Commission of the AUFTUO JV;

- elects the President of the AUFTUO JV board. No person shall be President of the Board continuously for more than two consecutive terms of office;

- hears and approves the reports of the Federation Board and Auditing Commission;

- approves the Federation's budget and reviews its execution;

- approves the Rules of the AUFTUO JV Rules, amends and supplements them.

In the intervals between conferences the Board of the AUFTUO JV directs the activities of the Federation. It elects from among its members a Vice-President of the Board-Secretary of the Executive Committee.

Decisions of the Board are adopted by a majority vote. For this purpose both forms: voting by show of hands and a secret ballot - may be used.

The Board meets whenever it is felt necessary and at least once every three months.

To direct all the current work of the AUFTUO JV the Federation Board sets up an Executive Committee of the AUFTUO JV, headed by a Secretary who is at the same time the Vice-President of the Board. The Executive Committee is composed of experts and technical personnel who carry out functions of organizational and executive nature, targeted at achieving the institutional

tasks of the Federation and implementing the decisions of its conferences and the AUFTUO JV Board.

The Federation Board determines the staff of the Executive Committee, its terms of reference, functional responsibilities, the working conditions and levels of labour remuneration for its personnel.

The Auditing Commission of the AUFTUO JV checks the proper execution of the Federation's budget, exercises control over the financial and economic activities of the Federation and institutions subordinated to it, and the spending of its special fund's resources. The Auditing Commission elects from among its members a Chairman and a Secretary.

V. The resources, material and technical base and property of the Federation

The Federation has financial resources, a material and technical base and property required to achieve its institutional tasks.

The AUFTUO JV's resources are made up of contributions paid by its collective members, incomes from its own commercial activities and the Federation's undertakings and other sources. The collective members pay their contributions from the sum of trade union fees that is allocated by them to higher-ranking trade union bodies.

The AUFTUO JV's money is spent for the purposes envisaged by the present Rules, according to the estimates approved by the Federation Board.

BUCAC
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