

CHARTER

of the Federation of Trade Unions of Kyrgyzstan

Adopted by the XVII Congress of Trade Unions of Kyrgyzstan

on October 6, 1990

Approved with amendments and additions by the XVIII Congress of the Federation of Trade Unions of
Kyrgyzstan

on October 6, 1995

Approved with amendments and additions by the XIX Congress of the Federation of Trade Unions of
Kyrgyzstan

on September 29, 2000

Approved with amendments and additions by the XX Congress of the Federation of Trade Unions of
Kyrgyzstan

on September 29, 2005

Approved with amendments and additions by the XXI Congress of the Federation of Trade Unions of
Kyrgyzstan

on June 24, 2010

Approved with amendments and additions by the XXVI Extraordinary Congress of the Federation of
Trade Unions of Kyrgyzstan

on February 15, 2024

I. General Provisions

Full Name: Federation of Trade Unions of Kyrgyzstan (hereinafter referred to as the Federation, abbreviated as FPSK) – a voluntary association of republican sectoral and inter-union trade union organizations.

Full Name in the State Language: "Кыргызстан кесиптик бирликтер федерациясы" Кесиптик бирликтер уюмдарынын бирикмеси (Association of Trade Union Organizations "Federation of Trade Unions of Kyrgyzstan").

Full Name in the Official Language: Объединение профсоюзных организаций "Федерация профессиональных союзов Кыргызстана" (Association of Trade Union Organizations "Federation of Trade Unions of Kyrgyzstan").

Abbreviated Name in the State Language: КБУБ "Кыргызстан кесиптик бирликтер федерациясы" (КБОВ "Federation of Trade Unions of Kyrgyzstan").

Abbreviated Name in the Official Language: ОПО "Федерация профессиональных союзов Кыргызстана" (ОРО "Federation of Trade Unions of Kyrgyzstan").

Legal Address of the Governing Bodies and Headquarters Location: 720001, Kyrgyz Republic, Bishkek, Chui Avenue 207 (House of Unions).

Organizational Legal Form: Association of trade union organizations.

Form of Ownership: Private.

The Federation is established to unite and coordinate the activities of trade union organizations in the republic to protect the rights and interests of workers and address the common objectives of trade unions.

The Federation conducts its activities throughout the territory of the Kyrgyz Republic in accordance with the Constitution of the Kyrgyz Republic, the Labor Code of the Kyrgyz Republic, the Laws of the Kyrgyz Republic "On Trade Unions" and "On Social Partnership in Labor Relations in the Kyrgyz Republic," other legislative acts of the Kyrgyz Republic, the Universal Declaration of Human Rights, ILO Conventions, other international treaties that have entered into force in accordance with the legislation of the Kyrgyz Republic, and this Charter.

The Federation is independent of state authorities, economic management bodies, political parties, public organizations, movements, as well as other international and foreign specialized organizations. It is not accountable or subordinate to them. Relations with these entities are built on principles of equality and partnership, and, where necessary, the Federation acts as a constructive opponent. Member organizations (committees) of the Federation are entitled to establish relations with international and foreign organizations, provided they inform the Federation in writing about such activities on an ongoing basis.

The Federation interacts with the Jogorku Kenesh of the Kyrgyz Republic, the Cabinet of Ministers of the Kyrgyz Republic, local representative and executive bodies of the Kyrgyz Republic, authorized supervisory and control bodies for compliance with labor and occupational safety legislation, employers' associations, public associations, and non-governmental organizations.

The Federation collaborates with international trade union associations and trade unions of foreign countries to protect the rights and interests of workers (including migrant workers abroad) in coordination with relevant state bodies of the Kyrgyz Republic.

The Federation represents, expresses, implements, and defends the labor, economic, social, and spiritual interests of trade union members, including migrant workers, primary trade union organizations, sectoral and inter-union trade union associations, in their relations with state authorities, economic and administrative management bodies, and employers' associations.

Voting on issues submitted for consideration by the Congress, the Council, and the Presidium of the Federation Council is conducted exclusively in an open form, except in cases provided for by this Charter. In the event of an equal number of votes for or against a decision at the Congress or Council, the decision supported by the Chairperson of the Federation prevails (casting vote). Voting may be conducted in secret or open form when electing or dismissing the Chairperson, First Deputy Chairperson, and Deputy Chairpersons of the Federation.

Issues are put to a vote before the Council and the Presidium of the Council if at least two-thirds of their total membership is present, and a decision is deemed adopted if it receives at least 50% of the votes of the total membership of the Council.

The Federation serves as a consolidating body and advocates for:

- A socially oriented economic policy, ensuring necessary social guarantees for workers and their employment;
- Increasing wages, material well-being, and living standards based on production development, efficiency, and strengthened discipline;
- A humane, democratic society, the rule of law, supporting the formation of a legal state, contributing to the spiritual revival of all peoples of the republic and the affirmation of internationalism;
- Mutual respect, mutual assistance, civil peace, and interethnic harmony;
- Ensuring labor, socio-economic, and political rights and freedoms in accordance with international norms and human rights instruments;
- Social partnership, agreements, and contracts, resolving labor and socio-economic disputes and conflicts through constructive dialogue and mutually acceptable compromises;
- Resorting to strikes in a legally established manner only after all other methods of resolving labor and socio-economic conflicts have been exhausted;
- Enhancing the effectiveness of trade union organizations in representing and protecting workers' interests, preventing socio-labor conflicts, and integrating trade union activities based on the principles of association (membership) at every level of social partnership: republican, sectoral, and inter-union;
- Strengthening solidarity and unity among trade unions.

II. Membership in the Federation

1. Members of the Federation may include legal entities—republican sectoral and inter-union trade union associations—that have decided to join the Federation, recognize, and comply with its Charter.

- A republican sectoral trade union association may become a member of the FPSK if it unites at least 3,000 trade union members and has primary trade union organizations in at least four regions of the republic.

- An inter-union trade union association may become a member of the FPSK if it unites at least 3,000 trade union members, includes at least four sectoral trade union associations within its territory (region), and operates based on a Regulation approved by the FPSK Council that does not contradict the Charters of the FPSK and republican sectoral trade union associations.

- Membership in the Federation is voluntary (hereinafter referred to as "member organizations"). Each member organization retains independence in its activities.

Admission to the Federation is carried out by the Federation Council based on written decisions and applications from the entity. An entity is considered admitted if more than 50% of the total membership of the Federation Council votes in favor.

Membership in the Federation ceases upon the liquidation of a member organization or if it decides to withdraw from the Federation, notifying the Federation Council in writing at least one month in advance and fulfilling all obligations imposed on the member organization.

2. Regional and oblast trade union associations are recognized as authorized branches of the Federation for coordinating the activities of oblast primary trade unions and organizing their work in line with the Federation's objectives. Their election and activities are regulated by a separate Regulation approved by the Federation Council.

3. In exceptional cases, the FPSK Congress may admit sectoral or inter-union trade unions that do not meet the specified membership or regional representation requirements.

4. In exceptional cases, membership in the Federation may be terminated if there is an absence of actual committee representatives in the number stipulated by this Charter or if the committee's field of activity becomes irrelevant or unnecessary.

5. A member organization that fails to comply with this Charter, acts to the detriment of the Federation's interests and goals, or fails to pay membership dues for more than three months may be subject to measures such as a directive, warning, suspension of voting rights, or, as a last resort, exclusion from the Federation. Decisions on temporary suspension of voting rights or exclusion are made by the Federation Council and are deemed adopted if more than 50% of the total membership of the Council votes in favor. A member organization disagreeing with such a decision may appeal it at the Federation Congress. Upon elimination of the reasons for exclusion, the Federation Council promptly considers restoring the organization's membership rights following a written application from the organization.

III. Principles of Organizational Structure and Activities of the Federation

6. The Federation builds its relationships with member organizations based on the principles of federalism, democracy, mutual respect, equality, cooperation, and solidarity. This entails:

- Voluntary entry into and freedom to exit the Federation;
- Equality of member organizations in all areas of trade union activity, which is a key condition for upholding federalism principles aimed at achieving common goals;
- Formation of the Federation Council through direct delegation from each member organization;
- Mandatory implementation of Federation bodies' decisions adopted by a majority, provided they do not contradict the charters of member organizations;
- Election of all trade union bodies from the grassroots level upward;
- Accountability of Federation bodies, their leaders, and Council members to the trade union organizations that delegated them;
- Collective discussion and decision-making, with personal responsibility for implementing Federation bodies' decisions and their accountability to member organizations;
- Pluralism of opinions, respect for minority interests, and their right to defend and explain their position;
- Solidarity and unity of Federation member organizations in pursuing its goals and objectives;
- Responsibility of each member organization to comply with the Federation's Charter, implement decisions of its bodies, and ensure financial support for the Federation's activities.

7. The organizational structure of the Federation includes:

- Republican sectoral trade union associations, representing and expressing the interests of trade union members and workers in respective sectors. They are independent in adopting their charters, forming organizational structures, and developing and implementing priority tasks and directions;
- Inter-union trade union associations, representing and expressing the interests of trade union members and workers in respective inter-union sectors. They develop and implement tasks that must not contradict the charters of the Federation and republican sectoral trade unions.

8. Republican sectoral trade union associations and inter-union trade union associations closely cooperate in their practical activities within the framework of their charters by:

- Conducting joint training for trade union cadres and activists;
- Coordinating candidates for election as delegates to Federation congresses;
- Assisting primary trade union organizations and trade union bodies in conducting collective negotiations and agreements;
- Addressing emerging labor conflicts;
- Jointly providing practical, organizational, methodological, and legal assistance to trade union organizations;

- Taking measures to establish unified legal consultations, trade union inspections, and solidarity and unemployment assistance funds under sectoral and inter-union trade union associations;
- Promoting the creation of coordination councils in territorial and administrative centers, consisting of trade union representatives, to jointly address regional issues, establish social partnerships with state authorities, local self-governance bodies, and employers, and unite efforts for social protection and mutual support of trade union workers and members.

IV. Rights and Duties of Federation Member Organizations

9. Member organizations of the Federation have the right to:

- Represent the interests of their organizations and trade union members, including migrant workers, within Federation bodies, elect (delegate) their representatives to these bodies, and recall or replace them;
- Participate through their representatives in the work of Federation bodies on social and labor issues in accordance with statutory objectives;
- Address Federation bodies on any trade union activity matters and receive relevant assistance, support, and substantive responses;
- Submit draft documents for consideration by the Congress and Federation bodies;
- Monitor the activities of Federation bodies and officials, criticize shortcomings in their work regardless of positions held, and propose improvements;
- Regularly receive necessary information from the Federation on its main activities;
- Receive material assistance from the Solidarity Fund in the prescribed manner.

10. Member organizations of the Federation are obliged to:

- Comply with the Federation's Charter, maintain internal trade union discipline, and implement decisions of the Congress, Council, and Presidium of the Federation Council;
- Provide the Federation with necessary information as per the list approved by the FPSK Council;
- Refrain from actions that could harm the Federation or its member organizations;
- Prevent the transfer of primary trade union organizations from one trade union to another without prior mutual agreement, mutually recognize trade union membership, ensure the preservation of membership during transfers, and strictly adhere to the sectoral principle of trade union membership;
- Pay membership dues to the Federation in accordance with the procedure, deadlines, and amounts established by the Federation Council;
- Support, including financially, the activities of the Federation Council;

- Provide unimpeded and immediate access to all documents of the member organization to members of the FPSK Audit Commission during the annual review of the financial and economic activities of the respective member organization or FPSK committee.

V. Supreme and Executive Bodies of the Federation

11. The supreme body of the Federation is the Congress, convened at least once every five years. A regular Congress is convened by a decision of the FPSK Council. The convening of the Congress and its main agenda items are announced no later than one month prior to the event. The Congress is deemed competent if at least two-thirds of the elected delegates are present.

- An Extraordinary Congress of the FPSK is convened by a decision of the FPSK Council, the FPSK Chairperson, or at the request of the FPSK Audit Commission. The convening and agenda of an Extraordinary Congress are announced no later than 20 days before it is held.

- If necessary, a majority vote of Congress delegates may declare a recess in the Congress proceedings, not exceeding one month.

- The representation quota and procedure for electing delegates to the Federation Congress are determined by the FPSK Council. The FPSK Chairperson, their deputies, and the Chairperson of the FPSK Audit Commission are ex officio delegates to the Congress.

12. The Congress of the Federation:

- Defines long-term and immediate objectives for the Federation's activities;

- Adopts and amends the Federation's Charter and the Regulation on the Federation's Audit Commission;

- Confirms the composition of the FPSK Council, formed through direct delegation of representatives from each member organization. The Council includes, by virtue of their positions, the Federation Chairperson, First Deputy Chairperson, and Deputy Chairpersons. Delegation of representatives to the Federation Council from member organizations is carried out at their congresses, conferences, or plenums, with recall and replacement occurring in the same manner;

- Hears reports on the activities of the Federation Council and the findings (conclusions) of the Federation's Audit Commission;

- Elects the Federation Chairperson (who also serves as the Chairperson of the Council and Presidium of the Federation Council). The Chairperson's candidacy is nominated by at least five FPSK member organizations, must have at least one year of trade union membership, and be a citizen of the Kyrgyz Republic;

- Elects the First Deputy Chairperson and Deputy Chairpersons of the Federation. Candidates for Deputy Chairperson are nominated by at least three FPSK member organizations from among trade union employees or individuals with at least one year of trade union membership, who are citizens of the Kyrgyz Republic;

- A delegate nominating themselves for the position of FPSK Chairperson must have served in elected trade union positions for at least five years;
- Elects members of the Federation's Audit Commission;
- Resolves other issues included in the Congress agenda;
- Decides on the reorganization or liquidation of the Federation;
- Exercises other rights and duties established by this Charter.

13. Between Congresses, the highest governing body of the Federation is the FPSK Council, with a five-year term of office from the date of its election by the FPSK Congress. It consists of all committee chairpersons, the Federation Chairperson, and their deputies, who, during their term, may not be members of the governing bodies of political parties. The Council convenes plenary sessions as needed, but at least once a year, by decision of the Presidium of the FPSK Council or at the request of at least one-third of the Council members. Decisions of the Council are adopted by a simple majority of votes of its members, with at least two-thirds of the total Council membership present. The Council is elected and provides operational leadership of the FPSK in accordance with the FPSK Council Work Regulations, approved by the Council.

14. The Federation Council:

- Unites and coordinates the activities of member organizations, develops and implements a unified trade union policy, consolidates the efforts and actions of member organizations to address key social issues, and takes measures to implement tasks defined by Congresses;
- Considers issues of admission to and withdrawal from Federation membership, except in exceptional cases of admission;
- Submits proposals to the Federation Congress for amendments and additions to the Charter after discussion in member organizations;
- Decides on convening Federation Congresses and representation quotas;
- Engages in social partnership, expresses and defends the legitimate rights and interests of workers and member organizations in state authorities, local self-governance bodies, and employers' associations at all levels;
- Submits proposals to state and administrative bodies of the republic on labor, employment, living conditions, culture, leisure, income indexation based on changes in consumer goods and services prices, housing provision, healthcare, and other issues related to the living standards and quality of life of workers, students, pensioners, and other population groups; conducts independent sociological research, participates in developing programs and measures on these issues, ensures their implementation in legislative acts, economic and social development plans, and upholds principles of social justice; negotiates and concludes agreements with the Cabinet of Ministers of the Kyrgyz Republic on these matters;
- Hears reports from Federation and member organization leaders on the implementation of the Charter and decisions of Federation bodies;

- Seeks the cancellation or suspension of decisions by state authorities, local self-governance bodies, and economic entities that contradict legislation and infringe on workers' interests until appropriate amendments are made;
- Supports just demands put forward by member organizations in state authorities to protect workers' rights and interests, organizing rallies, demonstrations, pickets, strikes, and media appearances in a legally established manner;
- Monitors and oversees compliance with labor and housing legislation, ensuring healthy and safe working conditions, environmental safety, and the fulfillment of socio-economic agreements;
- Collaborates with economic entities and state bodies to promote health and improve medical care for workers and their families, establishing procedures for distributing treatment and recreation vouchers to trade union sanatoriums in accordance with a Regulation approved by the FPSK Council;
- Resolves issues of dismissal or voluntary resignation of the Federation Chairperson and their deputies. A decision is deemed adopted if more than 50% of the total Council membership votes in favor;
- Interacts with public and political organizations, associations, and movements acting in the interests of workers;
- Provides methodological, organizational, advisory, and legal assistance to trade union bodies, organizes training for trade union cadres and activists, and conducts inter-union events;
- Establishes subordinate enterprises, institutions, and economic entities to fulfill the statutory duties of trade union bodies, approves their regulations, monitors their activities, hears their reports, suspends or cancels decisions contradicting the Charter, goals, and interests of the Federation, and, if necessary, abolishes or reorganizes them;
- Regularly hears information and proposals from the Federation's Audit Commission on matters within its competence;
- Annually hears reports and conclusions from the Audit Commission on the Federation's financial and economic activities;
- Confirms the authority of newly delegated Council members between FPSK Congresses;
- Approves the FPSK Council Work Regulations;
- Elects members of the Presidium of the Federation Council and defines its powers and operating procedures;
- Approves the structure and staffing plan of the Federation's Apparatus;
- Approves the trade union budget;
- Conducts rotation of Presidium members (excluding the FPSK Chairperson and deputies) in accordance with a Regulation approved by the FPSK Council;
- Regulates financial and property matters upon the withdrawal or exclusion of member organizations from the Federation;
- May have its own press organ and engage in publishing activities, actively utilizing other mass media;
- Informs member organizations and trade union members about its activities;
- Performs other functions delegated by member organizations.

15. The Presidium of the FPSK Council is the executive body ensuring the implementation of decisions of the Congress and the Federation Council. It includes the Federation Chairperson, First Deputy Chairperson, Deputy Chairpersons, and representatives of the three largest and two smallest member organizations from among the Federation Council members. Presidium meetings are convened at least once per quarter and are deemed competent if at least two-thirds of its members are present.

16. The Presidium of the Federation Council is elected for a five-year term and provides operational leadership of the FPSK in accordance with the Regulation "On the Powers and Procedures of the Presidium of the FPSK Council" and the FPSK Council Work Regulations, including:

- Ensuring the practical implementation of measures and tasks outlined in the Charter;
- Preparing proposals to coordinate member organizations in addressing inter-union tasks, reviewing issues related to protecting workers' labor, socio-economic, and legal interests at its meetings, and submitting relevant trade union activity issues to the FPSK Council;
- Reviewing applications for admission of new members to the Federation and withdrawal from it, with subsequent approval by the Federation Council;
- Conducting nationwide trade union events;
- Convening the Federation Council and determining its date and venue;
- Approving the composition of authorized representatives to the Republican Tripartite Commission for Regulating Social and Labor Relations;
- Nominating trade union workers and activists for state and other awards in the prescribed manner, and awarding trade union organizations and members with FPSK certificates of honor, diplomas, and other distinctions;
- Annually publishing information (reports) on financial and economic activities based on the FPSK Audit Commission's work on the Federation's official website;
- Performing other functions delegated by the Federation Council.

17. The FPSK Chairperson has all the rights and duties of a legal entity head and performs other functions delegated by the Congress, Council, Presidium of the Council, and this Charter, including:

- Organizing the practical implementation of decisions of the Federation Congress, Council, and Presidium;
- Leading the work of the Federation Council and its Presidium, chairing their meetings. The Chairperson and their deputies are full representatives in state and public management bodies. In the Chairperson's absence, their duties are performed by the First Deputy Chairperson upon their instruction;
- Ensuring the fulfillment of statutory tasks and decisions of the Congress, Council, and Presidium;
- Being accountable to the Congress and, between Congresses, to the Council and Presidium;

- Issuing orders regarding the FPSK Apparatus, granting powers of attorney on behalf of the Council or delegating this right to Deputy Chairpersons, defining their functional duties by order with subsequent approval by the Presidium;
- Representing the Federation in state bodies, employers' associations, public organizations, other entities, mass media, and international organizations;
- Making statements, appeals, and petitions on behalf of the Federation Council as needed;
- Conducting negotiations to conclude agreements on relations with trade union organizations, employers' associations, executive bodies, and international organizations, with subsequent approval by the Federation Council;
- Providing overall leadership of the Federation Apparatus, defining its functions, appointing heads of structural units, and submitting their candidacies, as well as those of heads of subordinate organizations, for approval by the FPSK Council;
- Hiring and dismissing FPSK Apparatus employees, applying moral and material incentives, and imposing disciplinary measures;
- Managing the Federation's property and funds within the powers defined by the Council;
- Annually informing the Federation Council about budget execution based on the Audit Commission's findings and conclusions;
- Performing other functions delegated by the Council and Presidium.

18. Members of the FPSK Audit Commission are elected by the FPSK Congress and are accountable to it. Member organizations may delegate one representative each to the Audit Commission, with one representative per three committees, increasing the number to achieve an odd total. The Audit Commission is authorized to conduct an annual review of the financial and economic activities of the FPSK, republican sectoral, and inter-union member organizations (committees). It operates based on the Regulation "On the Audit Commission," approved by the FPSK Congress. The Chairperson of the Audit Commission is elected by the Federation Council upon the Audit Commission's proposal.

19. Members of the Audit Commission may participate in the work of the Federation Congress, FPSK Council, and Presidium with an advisory vote.

20. The term of office for members of the Council, Presidium, Chairperson and their deputies, Audit Commission members, and heads of FPSK member organizations is five years.

21. The same individual may not hold the positions of FPSK Chairperson, their deputies, Council members, Presidium members, Audit Commission members, or heads of member organizations for more than two consecutive terms.

22. In case of a conflict in determining the authorized body to make a decision, the decision is delegated to a higher Federation body.

VI. Primary Trade Union Organizations, Their Rights and Duties

23. The foundation of trade unions consists of members united in primary trade union organizations. Primary trade union organizations operate in accordance with the charters of republican sectoral and inter-union trade unions.

- Membership dues from primary member organizations to higher trade union bodies are paid monthly via non-cash transfer through the enterprise or organization's accounting department.
- Monthly trade union membership dues are set at no less than 1% of monthly wages or scholarships.

24. The procedure and amount of dues contributions by member organizations to the Federation are determined by the Federation Council in accordance with a Regulation approved by the Council. Issues of exemption from trade union dues for non-working pensioners, unemployed women, those temporarily not working due to childcare, students, and trainees not receiving scholarships are resolved by primary trade union organizations in accordance with sectoral trade union charters.

VII. Funds and Property of the Federation

25. The Federation, as a legal entity, owns, uses, and disposes of property and funds, which constitute collective trade union property. The Federation owns land, sanatoriums, resorts, rest homes, health centers, children's recreational facilities, buildings, structures, hotels, tourist bases, sports complexes, vehicles, monetary funds, shares, securities of joint-stock companies, and other movable and immovable property.

26. All property of the FPSK, its committees, and member organizations is considered a national treasure of the Kyrgyz Republic and the heritage of the people residing in its territory.

27. The FPSK may establish various funds aimed at the social protection of trade union members.

28. The list of immovable property, shares, securities of joint-stock companies, and other Federation assets is reviewed, considered, and approved annually by the FPSK Council.

29. The immovable property of trade unions is indivisible, inviolable, and not subject to exchange, corporatization, pledging, donation, sale, or other forms of alienation.

30. Alienation, pledging, or corporatization of immovable trade union property is prohibited.

31. The leasing of immovable property is conducted in accordance with a Regulation approved by the FPSK Council, without the right to sublease. If subleasing of Federation property is detected, the lease agreement between the Federation and the lessee is unilaterally terminated by the property owner. Leasing Federation property to individuals currently or previously holding leadership positions in the FPSK or their affiliates is prohibited. The Federation notifies the tax authority within five working days of concluding any agreement for the temporary use of its property in accordance with legal requirements.

32. The Federation Council, without the right to alienate or encumber FPSK property, may establish enterprises, organizations, societies, participate in the creation and activities of joint ventures, establish a trade union bank, conduct lotteries, acquire and sell shares, and engage in other activities aligned with the Federation's goals and objectives. To assist member organizations, workers forced to strike, those affected by natural disasters, or in extreme situations, the Federation Council establishes a Solidarity Fund.

33. The activities and financial support of the Solidarity Fund are regulated by a special Regulation approved by the Federation Council.

34. The Federation's funds are derived from: entrance fees, member organization contributions, proceeds from entrepreneurial, educational, publishing, and other activities, cultural, educational, sports, and other events, additional targeted and shared contributions, voluntary donations from member organizations, employers, other organizations, and individuals, proceeds from subordinate organizations, direct income, monthly rental payments for Federation immovable property, and other sources not prohibited by Kyrgyz Republic legislation.

35. FPSK bank and other settlement accounts may only be opened in state banks of the Kyrgyz Republic or, in their absence, in commercial banks with Kyrgyz Republic participation.

36. All financial and other settlement transactions are conducted exclusively via non-cash methods; cash transactions are prohibited. Accounting, the operational accounting system, and financial management of the FPSK are conducted solely based on Kyrgyz accounting standards under the FPSK Council-approved Regulation "On FPSK Accounting Policy," using an accredited (licensed) automated accounting system, with simultaneous access provided to Kyrgyz Republic social and tax authorities.

37. The procedure and amount of membership dues contributions by FPSK member organizations and the leasing of Federation immovable property are determined by the FPSK Council, with decisions requiring the support of two-thirds of all Council members.

38. A member organization that fails to transfer trade union dues to the FPSK for more than three months without valid reasons loses its voting rights. In cases of systematic non-payment without valid reasons, it may be excluded from the Federation in accordance with this Charter.

39. Ownership, use, and disposal of FPSK property are carried out in accordance with the FPSK Charter and Kyrgyz Republic legislation. Member organizations do not retain rights to property transferred to the Federation, including membership dues. The inviolability and protection of the Federation's property rights and financial independence are guaranteed by Kyrgyz Republic legislation.

40. The Federation is not liable for the property and financial obligations of its member organizations, nor are member organizations liable for the Federation's obligations.

VIII. Termination of Federation Activities

41. The activities of the Federation of Trade Unions of Kyrgyzstan may be terminated by a decision of the Congress. The decision is deemed adopted if at least two-thirds of the delegates present at the Congress vote in favor. Upon termination, the Federation's funds and property, remaining after all settlements, loan repayments, interest, and other mandatory payments, are used for purposes determined by the Congress or distributed among its member organizations. Following the liquidation decision, the Congress appoints a liquidation commission.

42. The liquidation of the Federation as a legal entity, as well as the suspension or prohibition of its activities, may be carried out by a court in the manner prescribed by Kyrgyz Republic legislation.

IX. Effect of the Charter

43. The Charter of the Federation of Trade Unions of Kyrgyzstan is drafted in the state, official, and English languages and takes effect upon its adoption and registration with the justice authorities of the Kyrgyz Republic.

44. In case of discrepancies between the versions of the FPSK Charter, the version in the state language takes precedence.

45. Member organizations (committees), founders, and members of the FPSK must align their charters with this FPSK Charter within six months of its adoption.

X. Final Provisions

46. The Federation has the rights of a legal entity. These rights are exercised by its collegial bodies and leaders within the powers established by Kyrgyz Republic legislation, this Charter, and decisions of the Congress, Council, and Presidium of the FPSK.

47. The Federation of Trade Unions of Kyrgyzstan has a seal, stamps, bank accounts, letterheads with its name, symbols, and attributes in the state and official languages.

48. The governing and executive bodies of the FPSK Council ensure accounting, record-keeping, document preservation, and their timely transfer for responsible (state) storage as prescribed. Personnel records are submitted to institutions preserving the National Archival Fund of the Kyrgyz Republic at the Federation's legal address location.

49. The exclusive right to interpret this Charter belongs to the FPSK Council, while amendments and additions are made by the FPSK Congress.

50. If necessary, the Council is authorized to correct technical, orthographic, semantic, or other errors in the Charter text that do not alter its overall or partial essence during registration with the justice authorities of the Kyrgyz Republic.