



ILO Moscow Office:

## FORTY YEARS, STILL STRONG, YOUNG ... AND USEFUL!

Dear Friends,

We are happy to share with you, through this Special Issue of the ILO Eastern Europe and Central Asia News, some of our enthusiasm and dedication. Forty years of ILO presence in Moscow is indeed a long period of time, full of memories, of changes, of events. But these Forty years are just a prelude to the future. For all countries we cover, staff in the ILO Moscow Office see this Anniversary not as an opportunity to remember only, but as a refreshing challenge, that of doing better what we are here for: promoting social justice, towards achieving lasting peace. The ILO as a unique, quasi-universal tripartite organisation that is equally engaged in a formidable process of renewed commitment. Fundamental objectives are there, for us as for the people and the Nations of the world: promote and realise fundamental principles and rights at work; create greater opportunities for women and men to secure decent employment and income; enhance the coherence and effectiveness of social protection for all; and, obviously, strengthen tripartism and social dialogue.

Dear Friends, those objectives are as much yours as they are ours. With support from all our partners, Governments, trade unions, employers' organisations, colleagues from other international organisations and from other parts of the world, the Staff members of the ILO Office in Moscow feel confident, that they can play their role to help building more social, more human friendly societies. This is the message we wanted to convey, beyond the usual, even though well deserved, congratulations on the occasion of a Fortieth Anniversary.

JV Gruat



*Current Director Jean-Victor Gruat (here with Juan Somavia, the Director General of the ILO) has been heading the Moscow Office since January 1998.*



*In the first row (left to right): Tatiana Dorinskaya, Rimma Kalinchenko, Tatiana Chilingarova, Jean-Victor Gruat, Ludmilla Uskova, Elena Morozova; in the second row: Sergei Aksentiev, Vitali Savine, Rajendra Paratian, Elena Ovchinnikova, Minna Hanhijarvi, Elena Amelina, Olga Mjavanadze, Ekatherina Ivanova, Arina Grazhenskaya; in the third row: Alexei Varenov (the editor), Vladimir Dekhtyarev, Yuri Nefedov, Erwin Blasum, Frank Hoffer, Aleksander Bondarenko. It's next to impossible to take the picture of the entire staff; frankly speaking, we didn't succeed in bringing all the staff members together in one place at the same time. Oksana Grammatikova, Thorsten Bargfrede, Gunter Lochner and James Windell were away on their missions.*

## OUR HISTORY

On April 1, 1959, the ILO Moscow Branch Office is established.

During all those 40 years of existence the Branch Office is located in the centre of Moscow at the address: Petrovka street, 15, apt. 23.

Since 1961 a series of workshops on basic social and labour issues has been conducted in the USSR with active assistance of the Moscow Branch Office.

In 1985 the ILO Encyclopaedia on Occupational Safety and Health (Third edition) is published for the first time in Russian. Work is currently underway to produce a Russian version of the Fourth edition of the Encyclopaedia.

In 1991, in Budapest, the ILO Central and East European Multidisciplinary Team is set up, covering also the CIS countries. This has helped increase considerably the interaction between the Moscow Branch Office and its outside counterparts. Much research is conducted on the social and labour spheres in Russia.

In 1992 the Russian version of the ILO magazine «The World of Work» for general public begins to be published in Moscow.

On September 5, 1997, the ILO and the Government of the Russian Federation sign the Agreement on the transformation of the Moscow Branch Office into the ILO Area Office.

In 1998 the ILO strengthens its Moscow Office by a group of experts: the East European and Central Asian Multidisciplinary Team is formed. This reorganisation is aimed at bringing the ILO closer to its constituents and partners - governments, associations of employers and workers, and also facilitates advisory services to the new members of the ILO, promotes implementation of technical cooperation programmes in the field. Currently the Team's activities cover ten countries of the CIS - Azerbaijan, Armenia, Belarus, Georgia, Kazakhstan, Kyrgyzstan, Russia, Tajikistan, Turkmenistan, Uzbekistan.

**Arina Grazhenskaya**

# TRANSITION AT ILO MOSCOW –

## *A Personal Note on a New MDT*

Almost two years have passed since the establishment of the Eastern European and Central Asian Team in Moscow. Considering that the Office is celebrating its 40th year of existence in Moscow, two years is a short time for stocktaking. But I'll give it a try.

MDT staff members came to a country and to an Office undergoing radical change. The workload of the Area Office had been gradually increasing since Perestroika; with more missions, projects and administrative duties compared to times past. This reflected the ILO's growing interest and concern about developments in the former USSR. At the same time, the Office had maintained a sense of continuity bridging the past with the tumultuous present. The same 19th Century office was occupied — furnished by a Director in fin de siècle style — and the library, stocked with the first International Labour Reviews and Records of Proceedings, was a well-known and well-used meeting place for local scholars interested in labour and social issues. Most of the staff had been with the office for about two decades.

But change is inevitable and change came rather quickly to ILO Moscow. First an additional office had to be found and luckily one in the same building was rented and refurbished. Modern communications systems were installed, greatly facilitating our work in the 10 countries we cover. Then, gradually, new local and international staff began arriving with the full complement largely in place at the end of the first year. From an initial staff of seven, ILO Moscow has grown almost four-fold with six different nationalities represented.

This created its own problems as many of the international staff adapted to the Russian environment and local staff adapted to the quirks of foreigners, many having their first in-depth experience of the CIS. Now the foreigners are fairly well adjusted, are developing varying levels of Russian-language fluency, and cross-cul-



*Tatiana Chilingarova is supervising the library of the ILO Moscow Office.*

## All the Books, Clever & Useful

The library of the ILO Moscow Office began its work 40 years ago - as soon as the office in Moscow was launched. From the very beginning it served as a center of information on various labour issues.

The library focuses on the following subjects: international labour standards, industrial relations, employment, social



Foreigners adapt themselves quickly in ILO Moscow. Here: MDT specialists Jim Windell and Raj Paratian.

tural communication is considerably smoother. All of this occurred at a time of rapidly expanding workloads and demands from constituents and partners. Close to a dozen new projects have been opened and implemented and the MDT, assisted by the Area Office, has largely accomplished its objective of bringing technical cooperation closer to the sub-region.

Much remains to be done and — as elsewhere — resources are not as abundant as we would like to accomplish the tasks at hand. But on the whole it has been a rich and rewarding experience. What the next 40 years will bring to ILO Moscow remains to be seen but it has been a promising start to a new era that, personally, I would not have wished to miss.

**Jim Windell**

security, vocational training, working conditions, technological changes, management etc.

Its collections include more than 1500 books, reports, documents and periodicals on labour and labour-related issues, as well as collections on labour statistics and legislation. The library has publications of the UN specialized agencies. We meet the needs of officials of government departments, workers' organizations, employers' organizations, universities and research institutes, managers of the employment services, social security administrators

and so forth.

The library is computerized now. It has a specialized reading room with an exposition of the new acquisitions and a PC connected to Internet. There is a computerized catalogue; additionally there are new external databases, CD-ROMs and other technologies available for further reading and research. Most of the books can be borrowed from the library. The librarian who speaks two foreign languages and helps you find the needed information as quickly as possible will assist you.

**Tatiana Chilingarova**

#### The ILO Moscow Staff

- Jean-Victor Gruat, *Director*
- Sergei Aksentiev, *Office Car Driver*
- Irina Amelina, *Senior Programme and Administrative Support Officer*
- Thorsten Bargfrede, *Associate Expert, Enterprise Development and Employment Promotion*
- Erwin Blasum, *Senior Employers' Specialist*
- Alexander Bondarenko, *Computer Systems Consultant*
- Tatjana Chilingarova, *Library Manager*
- Vladimir Dekhtyaryov, *Assistant to SPASO*
- Tatjana Dorinskaya, *Secretary*
- Oksana Grammatikova, *Administrative Assistant*
- Arina Grazhenskaya, *Assistant Programme Officer*
- Minna Hanhijarvi, *Programming & Gender Issues Associate Expert*
- Dr. Frank Hoffer, *Workers Activities Senior Specialist*
- Ekatherina Ivanova, *Assistant Programme Officer*
- Rimma Kalinchenko, *Coordinator to the Programme for Immediate Technical Cooperation Activities*
- Gunter Lochner, *Social Security and Protection, Senior Specialist*
- Irina Melekh, *Project Coordinator*
- Olga Mjavanadze, *Secretary*
- Yelena Morozova, *Secretary*
- Yuri Nefedov, *Office Car Driver*
- Yelena Ovchinnikova, *Secretary*
- Dr. Rajendra Paratian, *International Programme Officer, Development Specialist*
- Vitali Savine, *Ph.D., International Labour Standards Specialist*
- Liudmila Uskova, *Public Information Officer*
- James Windell, *Small Business and Management Development Specialist*



*One page is not enough to describe all the types of secretarial work in the ILO Moscow Office.*



*Aleksander Tchistotin joined the crew in 1969, thus being the oldest staff member. After many years of driving the office cars, he agreed to be shot behind the wheel only. He retired several days before the 40th Anniversary, and we're all going to miss him.*

## Publishing Increased in Recent Years

МБТ является крупнейшим в мире информационно-аналитическим и справочным центром по вопросам труда. Исследовательский компонент сопровождает и подкрепляет всю практическую деятельность организации. Она заслуженно считается авторитетным источником информации и по трудовой статистике.

Располагая подобными материалами, МБТ действует и как международный издательский центр. Публикации, выходящие на разных языках, представляют собой исследования важнейших международных трудовых и социальных проблем, нормативные справочные издания, технические руководства по специализированным темам, сборники по охране и гигиене труда, материалы по рабочему образованию, учебные пособия по менеджменту.

Следуя славным традициям МБТ, Бюро Международной организации труда в Москве занимается активной деятельностью по изданию серии публикаций по социально-трудовым вопросам в странах восточной Европы и Средней Азии. Так, уже были изданы брошюры по во-



*Just a small portion of the recent ILO publications in Russian.*

просам социальной защиты, реформе заработной платы, социальному диалогу, о законодательстве в свете кооперативной реформы и доклад Генерального директора о занятости в мире 1998–99 гг. В плане публикаций также «Программа развития потребительской кооперации Российской Федерации на 1998–2000 гг.», переиздание Конвенций и рекомендаций Международной Организации труда. К классическому изданию «Трудового Мира» прибавился Вестник, в изда-

нии которого и найдете эту информацию. Издания Московского Бюро на русском языке пользуются большим успехом, и мы очень рады помогать российским трехсторонним социальным партнерам любой информацией и опытом, которым располагает Международная организация труда.

**Людмила Ускова**

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