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LEGAL AND POLITICAL AFFAIRS COMMITTEE

REPORT*

**ROLE OF THE TRADE UNIONS IN STRENGTHENING ECONOMIC
COOPERATION IN THE BSEC REGION**

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I. INTRODUCTION

1. Trade unions bring significant contribution to strengthening of social partnership and economic development, enhance solutions to pressing economic problems and protect the legitimate interests of employees facilitating improvement of their living standards and of the population in general. The role of trade unions is important in representing the professional, economic and social rights and interests of workers as well as in protecting their rights in labour relations. Trade unions can maintain and enhance labour and intellectual capacity. That is why their role is important in terms of contribution to stimulating the overall progress in the economic cooperation process.
2. The development of market relations is accompanied by significant increase in the human role in economic activity, where a person is a producer and consumer of goods and services and at the same time is an owner of resources (skills, competences, expertise, creative potential). The possibilities to maintain the human capacity largely depends on the conditions in which a person lives and works. To this end trade unions contribute to solving social problems of employees and ensuring their efficiency and competitiveness.
3. Given the fact that trade unions are natural and important partners for the state and business, and the fact that trade unions not only contribute to economic progress but also can effectively mitigate social implications the Legal and Political Affairs Committee at its Fifty First meeting in Tirana on 19 June 2018 decided to evaluate the role of trade unions in the BSEC Member States with a view to strengthening the regional cooperation.
4. In this regard, the Fifty Second Meeting of the Committee in Kavala, Greece, on 17-18 October 2018 is dedicated to the topic “The Role of Trade Unions in Strengthening Economic Cooperation in the BSEC Region” with the aim to prepare the report and the recommendation to submit them to the Fifty Second Plenary Session of the General Assembly in Yerevan in November 2018.
5. The present Report uses the information provided by the national delegations of Azerbaijan, Bulgaria, Greece, Moldova, Romania, Russia, Serbia, Turkey, Ukraine. The necessary additional reference material was received by the PABSEC International Secretariat from the Internet sources and publications.

II. THE ROLE OF TRADE UNIONS IN STRENGTHENING ECONOMIC COOPERATION IN THE BSEC REGION

6. Globalization and integration of economies make the relations between social partners rather complicated. The existence of new global networks of providers and a growing number of transnational companies require new approaches in social dialogue. Trade unions, as participants in social partnerships are of great importance in the context of global transformations and finding new ways of efficient use of available human resources. The search for and popularization of good practices in this sphere, as well as the enhancement of cooperation between social partners in individual states acquire special significance. This increases the role of trade unions also in the BSEC region.
7. Economic progress is the outcome of human labour. The key to the effective economic development and further enhancement of competitiveness is the creation of decent labour conditions, higher productivity and strengthening of human capital, which is an increasingly important factor in contemporary world.

8. Today the achievement of only economic growth is not sufficient for the prosperity of a society. Other factors, like democratic governance, protection of social and labour rights of people, employment, collective bargaining, conclusion and monitoring of agreements, as well as the settlement of collective labour disputes are also important for progressive economic development in individual countries and broader regions.
9. At present, the role of trade unions is in the centre of attention. Firstly, this is caused by the global transformations and the increased role of enterprises in all spheres of life; secondly, this results from constantly growing competition on international and domestic markets. Enterprises are looking for the ways how to effectively use available resources, including human capital, and how to adapt to the rapidly changing conditions of the global market. According to the data of the World Bank, today the human factor in the development of the state reaches 76%, which makes its effective use particularly important.
10. Increasing economic efficiency through the enhancement of labour potential is a big challenge that requires close interaction between society, business and state as well as their willingness to search and find a balance of interests. Each employee should have the possibility to fully unlock professional capacity and to effectively use the resources, to apply knowledge, skills and expertise, improve qualification and master new competencies. At the same time, every person should feel protected both in terms of social guarantees and in terms of labour safety and security and the work has to be duly and justly remunerated.
11. Trade unions are created for the protection of labour and socio-economic rights and interests of its members. Trade unions are voluntary associations formed by citizens having common interests depending on the type of their activities. Trade unions are largest public organizations aiming at ensuring a better life for workers. Being public organizations, trade unions are based on membership with joint activities and shared interests. They possess broad powers: they monitor the implementation of labour legislation and safety conditions in enterprises, they conclude collective agreements with the administration of the enterprises, resolve labour disputes.
12. There are three main functions of trade unions: (1) protective (relations between trade unions and enterprises), (2) representative (relations between trade unions and state), and (3) economic (increase efficiency of production). The protective function is the most traditional, it is directly related to the social and labour rights of employees. This is an activity aimed at preventing violations and restoring violated rights and legitimate working interests of employees, as well as bringing offenders to justice. The representative function is related to protecting the interests of employees in state and public structures. The purpose of the representative function is to create additional benefits and services (social services, social security, medical insurance, etc.). Trade unions can represent the interests of employees by proposing adoption of laws in social and labour sphere, participating in the elaboration of public policies and government programs in the field of employment, state programs for labour protection, etc. Within the framework of the economic function, trade unions help to streamline governance and increase production efficiency.
13. All trade unions have similar tasks: improving working conditions and ensuring safety, reducing occupational risks, regulation of wages, reduction of unemployment and increase of employment. Being a powerful union of sellers of labour, trade unions significantly affect the mechanism for self-regulation of the labour market by organizing the employees and concluding collective agreements with enterprises. The aim of collective agreement is elaboration of mutually agreed terms for sale and purchase of labour and their inclusion in legal documents.

14. The rights and interests of citizens protected by the trade unions stem from the universally recognized principles of international law. The international legal instruments like the United Nations International Covenant on Civil and Political Rights, based on the Universal Declaration of Human Rights (entered into force on 23 March 1976), the International Covenant on Economic, Social and Cultural Rights, adopted by the General Assembly of the United Nations on 16 December 1966 and entered into force on 3 January 1976, the International Covenant on Civil and Political Rights, adopted by the UN General Assembly on 16 December 1966 and entered into force on 26 March 1976, and the European Social Charter of the Council of Europe (entered into force on 1 July 1999) form strong and comprehensive legal framework in this area.
15. With the creation of the International Labour Organization (ILO) and the development of international legal labour regulations, the ILO Conventions and Recommendations were elaborated to encourage establishment of trade unions in the Member States. The ILO is a specialized agency in the UN system and aims to promote the establishment of social justice, basic human rights, labour administration, industrial relations, employment policy, working conditions, social security, occupational safety and health (*all 12 BSEC Member States are the members of the International Labour Organization*). The main international legal instruments defining the status of the trade unions are: ILO Convention No. 29 Concerning Forced or Compulsory Labour (Geneva, 28 June 1930), ILO Convention No. 87 on Freedom of Association and Protection of the Right to Organize (San Francisco, 9 July 1948), ILO Convention No. 98 Concerning the Application of the Principles of the Right to Organize and to Bargain Collectively (Geneva, 7 July 1949), ILO Convention No. 100 Concerning Equal Remuneration for Men and Women Workers for Work of Equal Value (Geneva, 29 June 1951), ILO Convention No. 111 on Discrimination in Respect of Employment and Occupation (Geneva, 25 June 1958), ILO Convention No. 154 Concerning the Promotion of Collective Bargaining (Geneva, 19 June 1981).
16. At the same time, at the local level the basic rights and functions of trade unions are enshrined in constitutions, labour codes and relevant laws. The laws establish the legal basis for the creation of trade unions, their rights and guarantees of operation. They regulate the relations between trade unions and state authorities, local governments, employers, legal persons and citizens. The legal framework for the activities of trade unions includes the legislation on trade unions, their rights and guarantees of operation, and the labour legislation in general, since it is used by trade unions to protect the rights and interests of employees. The legislation concerning the legal basis for the activities of trade unions is changing according to the development of the social relations they are involved, but primarily from the basic economic relations - property relations, socio-political climate.
17. The common goals of the trade unions of the BSEC Member States, as in other countries, include ensuring the prosperity of the state and its citizens, protecting the social guarantees of employees, and the successful economic development of a state in general. Economic growth, in its turn, is a source of the social well-being for all.
18. The Confederation of Trade Unions of the **Republic of Azerbaijan** was established in 1993 at the Congress of Trade Unions of Azerbaijan. Today the Confederation is the largest union of employees. This organization includes 26 industrial trade unions with about 1.5 million people. The Confederation of Trade Unions of Azerbaijan is an influential public organization, both nationwide and within the international trade union movement. It cooperates with trade unions of many countries in the world including the trade unions of the CIS countries. Since

November 2001, the Confederation is a member of the International Trade Union Confederation (ITUC), which is the largest public organization of trade unions in the world.

19. The legislative acts regulating the activities of trade unions were adopted in the Republic. Namely, the Law on Trade Unions adopted in 1994 determines the place and status of trade unions. The rights of trade unions were recognised in the preparation of legislative acts in the sphere of solving labour, social and economic issues. The Confederation joined the system of international trade unions. With the aim to protect the interests of its members, the Confederation cooperates with other trade unions, strengthens cooperation between the trade union organisations of other countries.
20. As of 1 January 2018, the Confederation includes 16901 trade unions, 61 associations, 501 city and district trade unions and councils. Following the changes in the property relations, the focus is on the establishment of trade unions in foreign, private and joint ventures. The Confederation represents and defends the interests of its members in state, governmental and administrative bodies. The Confederation also evaluates legislative and regulatory acts, prepares relevant projects, solves social and legal problems, as well as protects the interests of employees, elaborates proposals for legislative and administrative bodies.
21. For the conclusion of the General Collective Agreement aiming at expansion of social cooperation between government, employers and trade unions the commission was created, which consists of Chairmen of the Confederations and the Republican Committees of industrial trade unions. A tripartite General Collective Agreement is concluded between the Confederation, the Council of Ministers of the Republic of Azerbaijan and the National Confederation of Entrepreneurs (Employers) Organizations, which ensures the promotion of modernization of economy, including service sector, pay attention to the development of such spheres of the economy as high technologies and infrastructure, to increase the state support for the creation of competitive large-scale cooperation in agriculture, etc.
22. The Confederation together with the ITUC and the ILO is implementing various projects at the national level. At present the Confederation maintains contacts with the trade union centres in almost 60 countries. Over the years, the Confederation has established cooperation and signed joint agreements with the trade union centres of the BSEC Member States, including the Turkish Trade Union Confederations “Turk Is” and “Hak Is”, the Eurasian Confederation of Metallurgy Workers, the Trade Union Federation of Russia and Trade Union Federation of Ukraine, the Union of Trade Unions of Georgia. The business meetings and discussions on the issues of mutual interest are regularly organised with trade unions of Turkey, Albania, Moldova, Serbia, Bulgaria and Greece.
23. Creation of a trade union organization in the **Republic of Bulgaria** does not require prior authorization or approval by the administrative structures. The detailed regulation on functions, activities and status of organisations of workers and employees is contained in the Labour Code (LC). The Document also regulates the rights and obligations of the parties in collective bargaining with a view to concluding collective labour agreements at the level of enterprise, branch and sector.
24. Trade union organizations in the Republic of Bulgaria participate in the preparation of all internal acts of enterprises, in the discussion of labour and social security issues, have the right to represent employees in court, etc. State bodies, local governments and employers create conditions and help trade unions to carry out their activities. They grant them movable and immovable property, buildings, premises and other material conditions free of charge that are necessary to carry out their functions.

25. Trade union organizations in Bulgaria are actively involved in social dialogue, which is of key importance for the implementation of social policy and building of a stable democratic society. Cooperation and consultations at the national level are carried out by the National Council for Tripartite Cooperation, which discusses and gives expert opinions on draft laws and decisions of the Council of Ministers.
26. The Confederation of Independent Trade Unions of Bulgaria (CITUB) is the major non-governmental organization, which includes 275,762 people. CITUB unites 35 federations, trade unions and associations and associate members. It is managed by collective bodies - Congress, Coordination Council, Executive Committee. With the aim to develop the trade union policy, the CITUB closely cooperates with the Institute of Social and Trade Union Studies. The organization has a network of regional offices and municipal trade union councils. The main mission of the CITUB is to represent and protect the rights and interests of the Bulgarian employees and workers. Since 1995 the CITUB is a member of the European Trade Union Confederation. The “Podkrepa” Confederation is the first trade union organization in Bulgaria, which is part of the International Confederation of Free Trade Unions and has an observer status in the European Trade Union Confederation since 1994.
27. Within the framework of the European Social Fund under the Operational Program for the Development of Human Resources, several projects have been implemented in Bulgaria between 2007 and 2013 under the general title “Increasing flexibility and efficiency of the labour market through active participation of the social partners”. A national network of 28 regional and 10 branch offices has been established. Information portals “Labour, insurance and trade union rights”, “Collective labour negotiations, information and consultations” and Labour-bg.net were created and are functioning.
28. In **Hellenic Republic** the basic rights and functions of trade unions are enshrined in the Constitution and respective laws. According to the Constitution (articles 11 and 12), trade union freedom and the relevant rights to unobstructed resort to collective action are under the protection and supervision of the State. The right to strike is a constitutional right exercised by lawfully established trade union organizations to protect and promote general interests of employees.
29. The strike is the primary means through which workers and their organizations can protect their social and economic interests. However, strikes of any nature are prohibited for employees in judicial and security structures. The right to strike is the subject to the specific limitations of the law regulating this right in the case of public servants and employees of local government agencies and of public law legal persons as well as in the case of the employees of all types of enterprises of a public nature or of public benefit, the operation of which is of vital importance.
30. Trade Union Organizations are divided into the following categories: primary level unions, which are set up by workers employed under private law working contract, including employees of the public sector or legal persons incorporated under public law or local government bodies. Primary level unions have legal autonomy and their operations are governed by civil law. The conditions for establishment of primary level trade union are: decision and membership of at least 20 people of the same profession. The union shall have a Founding Act. Second level organizations consist of federations or regional organizations, known as labour centres. A federation consists of at least two primary level unions, while labor centers are industry/occupationally-based organizations of a local or regional nature. Third level bodies, more specifically confederations such as the GSEE, composed of at least

two second level organizations. They have legal autonomy and their operations are governed by civil law, similarly to the primary and second level organizations.

31. The main administrative bodies of Trade Unions are General Assembly, Administrative Board, which is the union's executive body, the Audit Committee supervising the union's economic and financial management.
32. Trade union resources include: registration fees, income from donations, inheritances, legacies or from event organization. Union Statute sets the method of establishing and determining registration fees and subscriptions. The competent state authorities have the duty to implement all necessary measures for the unobstructed exercise of right for Trade Union establishment.
33. National Trade Union Confederation of the **Republic of Moldova** (NTUCM) is a cross-industry trade union centre, which unites on a voluntary at national and is independent of the public authorities, parties and other social-political organisations, employers' organisations and public organisations. National Trade Union Confederation of Moldova consists of 25 national-branch trade union centres, uniting about 400 thousand of trade union members.
34. Trade unions unite employees in the fields like education, science, agriculture, food industry, social services, manufacturing, communication, construction, light industry, consumer cooperative, trade, business, chemical industry, energy, culture, as well as employees of the Ministry of Internal Affairs, state institutions and other branches. The NTUCM was established on 7 June 2007, through the merger of two national-branch trade union centres: Confederation of Trade Unions of the Republic of Moldova and "Solidarity" Confederation of Free Trade Unions of the Republic of Moldova. Since February 2010 NTUCM became a member of the International Trade Union Confederation (ITUC).
35. The basic aims of the Confederation are: representation and protection at national level of the social, economic, occupational, collective and individual rights and interests of trade union members; updating and developing social dialogue and social partnership; the achievement of social justice and work dignity, the consolidation of trade unions at all levels and the strengthening of civil society. The Confederation achieves the stated aims by negotiations and conclusion of collective agreements at national level; participation in the drafting of draft programs, laws and other normative acts, which aim to regulate the professional, labour, economic and social rights of the trade union members; providing legal assistance and defending the collective and individual interests of its members at all levels, including in the courts; monitoring compliance with the Conventions of the International Labour Organisation, ratified by the Parliament of the Republic of Moldova.
36. The Strategy of the National Trade Union Confederation of Moldova for the years 2017-2022 sets the priorities for the implementation of the basic mission of the NTUCM. The 5 core objectives identified in the Strategy refer to: (1) improving the living and working conditions of trade union members; (2) increasing the effectiveness of social security for trade union members; (3) strengthening the real social dialogue that will lead to solving the problems faced by employees; (4) creating opportunities for employees to provide decent jobs and incomes; (5) the development of a representative and powerful trade union movement.
37. In this connection, the activity and policies of both the NTUCM and the relevant public authorities are focused on: promoting wage growth; involving employees' representatives at all levels, in the process of developing occupational policies; increasing awareness on the negative effects of informal employment; promoting continuous vocational training; improving the legal framework setting out the mechanism for informing and consulting the

trade unions in line with EU directives; facilitating the development and strengthening of the social partnership; the non-admission of the diminution of the rights and legal safeguards of the trade unions, stipulated by the norms of the international law, the Constitution of the Republic of Moldova, the Labour Code, the Law on the Trade Unions, as well as other normative acts in the field.

38. The legal framework governing the activity of the trade unions in **Romania** is represented by the Law of social dialogue (62/2011). In the country, the employees with an individual labour agreement, the civil servants and the public servants with special status under the law, members of the cooperative and the farmers employed have the right, without any containment or prior authorization, to set up and/or join a trade union.
39. At the same time, the Labour Code (Law no. 53/2003) deals with the status of the trade unions, which are established by employees on the basis of the right of free association in order to promote their professional, economic and social interests, and to protect their individual and collective rights provided in collective and individual labour agreements or in collective agreements and employment relationships, as well as in national legislation, in the international covenants, treaties and conventions to which Romania is part.
40. In Romania, the most representative trade union confederations, recognized by the Economic and Social Council are: the National Federation of Romanian Free Trade Unions "Frăția" - the largest national organization, comprising 800 thousand unionists; the National Trade Union Block, which is one of the most active trade union confederations in Romania; the National Trade Union Confederation "Cartel Alfa"; Confederation of Romanian Democratic Trade Unions and the National Trade Union Confederation "Meridian". All these national trade unions are assembled in the Alliance of the Trade Union Confederations of Romania.
41. The government of Romania aims to amend the Law on Social Dialogue. Since 2017 the consultations with social partners have been restarted. The proposed amendments encourage trade union membership by lowering the number of members need for establishing a trade union and expanding the union' association and affiliation.
42. Enhancement measures for trade unions include: strengthening the organizational capacity of the trade unions in order to adopt legal measures; strengthening the capacity of expertise to participate in tripartite dialogue, collective bargaining and joint partnerships by involving the social partners in national and cross-border partnerships, in the framework of European projects conducted for supporting the transfer of the practices and expertise, tripartite participation in the construction of an inclusive labour market, for the employment of young people and migrant workers.
43. The labour force in the **Russian Federation** accounts for 76 million people and trade unions are important institutions that allow to build a system of representation and protection of social and labour rights and interests of working citizens. The activity of trade unions is carried out in accordance with Article 30 of the Constitution of the Russian Federation and is regulated by the 1996 Federal Law No 10-FZ "On trade unions, their rights and guarantees of activities". The Document establishes the legal framework for the creation of trade unions and the rights and guarantees of their activities, regulates the interaction of trade unions with state authorities and local governments, employers and their associations, legal entities and citizens. In accordance with Federal Law No 10-FZ all trade unions have equal rights. Every individual, who has reached the age of 14 and is engaged in labour activity, has the right to create a trade union for the protection of his/her interests, join the union, engage in trade union activities and leave the trade union. This right is realized freely, without prior

permissions. Trade unions have the right to create their associations based on sectoral, territorial or other professional features - all-Russian, interregional, territorial associations of trade union organizations. Trade unions and their associations also have the right to cooperate with trade unions of other states, join international trade unions and other associations and organizations, conclude treaties and agreements with them.

44. Since the activities of trade unions are directly related to the labour relations, the Labour Code of Russian Federation, adopted on 30 December 2001, establishes a norm on the representation of workers' interests by primary trade union organizations. The Code also regulates the mandatory participation of the elected body of the primary trade union organization in considering issues related to the termination of the employment contracts at the initiative of the employer; establishes guarantees for employees elected to trade union bodies; determines the duty of the employer to consider the demands of workers, trade unions and their associations. Some provisions related to the activities of trade unions, as one of the types of public associations, are regulated by Federal Law No 82-FZ of 19 May 1995 "On Public Associations".
45. With the aim to coordinate social and labour relations and to harmonize the social and economic interests of the all-Russian associations of trade unions, all-Russian employers' associations and the Government of the Russian Federation, the Russian Tripartite Commission for the Regulation of Social and Labour Relations is established, which is the coordinating body of the Government of the Russian Federation. Among the priority areas of the Commission's activities are negotiations and consultations related to the drafting of federal laws in the sphere of labour relations; examination of international experience in this field, as well as participation in events held by relevant international organizations on social and labour relations and social partnerships. One of the important documents adopted in 2018 was the General Agreement between national associations of trade unions, employers and the government of the Russian Federation for 2018-2020.
46. The largest trade union organization is the Federation of Independent Trade Unions of Russia (FITU), which unites 122 affiliated organizations, comprising of more than 20 million people (about 95% of all trade union members in Russia). The FITU cooperates with the ILO and the relations are enlarged with more than 100 national professional centres from 70 countries. The FITU is also one of the largest members of the International Trade Union Confederation and is a member of the Confederation of Trade Unions of the CIS countries, the All-European Regional Council of the International Trade Union Confederation, which cooperates with the Federations of the Global Union and the European Industrial Federations.
47. In the **Republic of Serbia**, the Labour Law sets rights and guarantees of trade union organisation operation. A trade union is considered to be an independent and democratic organisation of employees that they join voluntarily. A union is registered with the ministry competent for the field of labour. The Labour Law does not prescribe a minimum number of employees as a condition for the establishment of trade unions, but it is left to be regulated by the founding act of trade unions. An employee becomes a member of a trade union by signing the registration form.
48. The Article 2 of the International Labour Organisation Convention No 87 on Freedom of Association and Protection of the Right to Organise Convention Act states that workers and employers, without distinction whatsoever, shall have the right to establish and, subject only to the rules of the organisation concerned, to join organisations of their own choosing without previous authorisation.

49. The Articles 218-239 of the Labour Law regulate the representativeness of a trade union. A trade union shall be considered representative if it has been set up and active on the basis of principles of freedom of trade union organisation and activity, if it is funded mostly from membership fee and private sources, if it is registered in conformity with the law and regulatory framework.
50. In the framework of the Labour Law the trade unions may unite and create associations at various levels, cooperate with other trade union organisations, join international trade union associations. The activities of the trade unions are regulated basically by themselves as self-supporting public organizations. These issues are regulated by the general provisions of the relevant regulatory documents.
51. Professional associations have always played a significant role in the socio-economic and political life of the **Republic of Turkey**. The strengthening of the trade union movement started in the 1930s with the development of industry and the increase in the number of factories and plants. The first Labour Code was adopted in 1936. In 1947 the Law No 5018 “On Trade Unions of Workers and Employers and Trade Union Associations” was adopted.
52. Until 1983, the legal status of Turkish trade unions was regulated by the Law No 274 “On Trade Unions”, the Law No 275 “On Collective Employment Contracts, Strikes and Lockouts” adopted in 1963, and the Law No 1317 “On Amendments to Certain Articles and Additions to Law No 274”, which entered into force in 1970. These laws recognized the workers’ right to strike and conclude collective agreements for the first time and turned the trade unions into a powerful force, introducing new economic and legislative levers.
53. In 1983, new Law No 2821 “On Trade Unions” and the Law No 2822 “On Collective Employment Contracts, Strikes and Lockouts” were adopted. At the same time, the activities of trade unions of employees and civil servants are regulated by 2001 Law No 4688 “On trade unions of civil servants” and the Law No 6356 “On trade unions and the collective labor agreements” of 2012.
54. Following the results of the 2010 referendum, the amendments were made to articles 53 and 54 of the Constitution, which gave a new impetus to the activities of trade union organizations. In addition, the amendment to Article 128 of the Constitution envisages that the issues relating to the financial and social rights of public officials may be regulated by a collective agreement.
55. Legislation gives trade unions the right: to participate in the settlement of labour disputes and to conclude collective labour contracts; to participate in the consideration of the issues related to the social security system; to send representatives to take part in the work of international organizations, conferences and symposiums; to take decisions on conducting strikes; to create funds with the aim to provide material assistance to union members in case of unemployment, loss of ability to work, diseases, strikes, as well as for other social and cultural purposes; to study social issues and improve the level of professional training of its members.
56. The activity of trade unions in **Ukraine** is regulated by the Constitution of Ukraine, the Law of Ukraine “On public associations”, the Law of Ukraine “On trade unions, their rights and guarantees of activities”, the Law of Ukraine “On collective treaties and agreements”, the Law of Ukraine “On social dialogue in Ukraine”, the Labour Code of Ukraine, the respective normative-legal acts.
57. The largest all-Ukrainian trade union association is the Federation of Trade Unions of Ukraine with more than 5 million members. It unites 44 all-Ukrainian trade unions and 25 territorial trade union associations. It consists of 55.500 primary trade union organizations operating in

enterprises, institutions, organizations of various ownership and management types in almost all sectors of the economy. Trade union organizations at enterprises are the initiators of the conclusion of collective agreements, which contribute to creating a favourable atmosphere for the effective economic activity of the enterprise.

58. With the aim to ensure participation in the legislative process, the Federation of Trade Unions of Ukraine (FTUU), within the framework of the Joint Representative Body of Trade Union Associations, elaborates the draft normative legal acts in the field of social, economic, labour relations and social security, which are submitted for approval by the central executive authorities. Therefore, in 2017 and the first half of 2018, Joint Representative Body of Trade Union Associations has elaborated almost 1.300 draft laws out of which about 850 were negotiated, while in others some suggestions and proposals are envisaged.
59. The main tasks of trade unions in the field of employment are: to maintain existing and create new high-performance jobs, to provide conditions for the realization of labour potential, to improve its quality through development, investments in human labour for the acquisition of professional skills and educational and qualification progress that correspond to the latest technological requirements in the labour market. Guided by the provisions of the respective law, trade unions represent and protect labour, socio-economic rights and interests of trade union members in state and local government bodies, in the relations with employers, as well as with other public structures.
60. The FPUU, in the framework of social dialogue, conducts analytical studies: draft laws and other regulatory and legal acts in the field of labour protection and social security, which are submitted for approval by the central executive authorities and are expecting proposals from the committees of the Verkhovna Rada of Ukraine. Every year, the FPUU organizes seminars and trainings for trade union representatives on labour protection, involving representatives of state supervision bodies, international experts, scientists and high-level specialists. It also conducts field training sessions in assessing the level of safety at workplaces where proposals are made to improve security and working conditions. According to the results of the examination, the technical labour inspectors and other representatives of trade unions receive appropriate certificates confirming their right to exercise public control on the state of labour protection.

III. CONCLUDING REMARKS

61. Trade unions constitute important link in the mechanism for protecting labour rights of employees and strengthening human capital. The mission of trade unions is not limited to protecting the interests of employees and influencing labour relations. Accumulating and reflecting the public aspirations, trade unions reveal the reaction of population towards the state socio-economic policy and help to timely amend them. Trade unions have collective voice on behalf of their members in resolving labour disputes and discussing the improvement of working conditions.
62. Today trade union organizations face wide range of important tasks: supporting employment, promoting the dynamic development of productive capacity, ensuring job security, collective and contractual regulation of labour remuneration and increasing the welfare of employees, creating new jobs, training and retraining of young professionals, control over the implementation of labour and social legislation.
63. Representing the interests of millions of workers, trade unions play an important role in maintaining solidarity, participate in the improvement of labour legislation and the

strengthening of social partnership mechanisms, in cooperation with the state and business, contribute to improving the quality of life of citizens. It is necessary to keep pace with the time and ensure that the achievements of societies are distributed evenly between its members and contribute to the development of sustainable and socially just societies.

64. Trade unions play a key role in achieving sustainable development in the context of ensuring the quality of working life. People judge differently about the quality of life and it is very difficult to standardize this approach. In every country and community these approaches are different depending on cultures that reflect the most diverse facets of peoples' lives. However, a general understanding of the quality of work life implies the improvement of production process, compliance with labour safety standards. The quality of work life is an integral indicator that totally characterizes society in terms of economic and social development.
65. Human factor has decisive role in the development of a society. The main function of both state and trade unions is related to the development and implementation of a long-term strategy for enhancing human capacity with a view to market mechanisms. That is why when preparing collective agreements and treaties trade unions pay special attention to the issues of training and qualifications, career development, mastering related professions in high demand at labour market, as well as the problems of socio-economic conditions.
66. At present, globalization and regional integration are characterized by various features of new stage in the world economy. The impact of globalization on socio-economic processes varies in the rapidly changing global economy. On the one hand, globalization opens up new opportunities for many countries in information, technological and communication development. On the other hand, these processes lead to the obvious economic and social polarization of the world community and to the increase of social tensions.
67. Lately, trade unions in all countries pay greater attention to the labour migration, since at the international labour market the competitors of the workers are not only their unemployed compatriots but also the huge number of workers from other countries. Labour migrants, possessing almost the same skills, are ready to fulfil the same work for much lower salary. At the same time, increase in illegal migration affects the labour market.
68. Economic globalization requires greater international consolidation of trade unions. International trade union cooperation is gradually gaining momentum. Along with the strengthening of national structures, it is necessary to enhance cooperation at the regional level also in the countries of the Black Sea Economic Cooperation. To this end, it could be expedient to consider the proposal to establish a mechanism for regional cooperation between the trade unions of the BSEC states with a view to developing a dialogue on the issues related to economic, social and labour relations.
69. In terms of their social functions and challenges, trade unions find support in all segments of population, in all regions. They in their organizational structures reach the smallest sections of society. Therefore, an important aspect of strengthening economic cooperation in the BSEC region can be greater participation of trade unions in the process of the Black Sea Economic Cooperation.
70. Development of new initiatives with the participation of trade unions, as well as the creation of a new partnership in the region, will support establishing links between various sectors of civil society for the benefit of economic cooperation and development. It is important that trade unions become more active players in the region, directing their efforts to best mobilize their resources and strengthen their consultative role.

71. The concept of sustainable socio-economic development defines a strategic goal for the future as a dynamic improvement of well-being of present and future generations. This is directly linked with the activities of trade unions and involves the main areas of their current activities having in mind that the employees who are confident in their future can qualitatively perform the tasks facing the countries, regions and the whole mankind.