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THE CONCEPT OF TRADE UNION FUNCTIONS AND THEIR IMPORTANCE AT THE PRESENT STAGE OF MARKET RELATIONS

The concept of “trade union functions” is defined. Functional direction of the trade union’s activity in the market economy is investigated. Analysis of scientific positions relative to the system of trade union’s functions is held. The list of functions of trade unions at the present stage is proposed. Evidence-based classification of trade unions is developed.

In modern conditions the trade unions play an important role as social regulators in society. Since independence of Ukraine legal regulation of the trade unions has undergone significant reform. This resulted in a change in the economic and regulatory framework for trade union activities. Unions lose some features numerous trade union rights and powers undergone some transformation, changed the legal form of the trade unions. All this makes the urgency of a qualitatively new understanding of the major functional activities of trade unions in the Ukrainian society.

Based on the above considerations, the logical conclusion is that among the

main functions of trade unions is a function of two levels:

1) functions of the first level – protective and representation – that contribute to the existence of other functions of trade unions;

2) functions of the second level – organization and production, control and supervision, socio-economic, cultural, educational, consulting and function of international cooperation – which are derived from the functions of the first level.

The classification of functions of trade unions is quite content reflects the legal nature and content of the main areas of influence of trade unions on social and labor relations and must be taken into account in the improvement of modern Ukrainian legislation.

From our point of view the definition of legislative confirmation “function of trade unions” and a clear definition of the functions of trade unions will improve the legal regulation of trade unions, and therefore, more effective protection of labor rights and interests in the current development of market relations.