

в сотрудничестве с другими глобальными федерациями профсоюзов и Международной конфедерацией профсоюзов (МКП). В их числе: разработка глобально согласованной программы выхода из кризиса при устойчивом росте рабочих мест и доходов трудящихся, а также новых правил регулирования мировых финансовых рынков; прекращение политики снижения зарплат и их неравенства, реализация программы масштабных инвестиций в инфраструктуру, включая экологическую.

«Новое время ставит новые задачи», — сказал в своем выступлении на первом пленарном заседании конгресса председатель Роспрофжелеза Н. Никифоров. «Проблемы преодоления экономического кризиса, все более ошутимое влияние изменений климата, продолжающиеся процессы либерализации транспорта, терроризм — с этими и многими другими вызовами всему человечеству сталкиваются в полной мере профсоюзы транспортников мира. Это требует адекватной реакции международного профсоюзного движения» [2].

На конгрессе другими участниками также отмечалось, что кризис нарушает сложившийся баланс сил между профсоюзами и работодателями, влияет на содержание и формы производственных отношений, подвергает испытанию способы социального диалога, который неизменно учитывает реальный базис экономики и ее региональные особенности. Это в значительной степени кризис общественных догматов, самой концепции социальной ответственности бизнеса, нередко остающегося в плену представлений прошлого или даже позапрошлого века.

Профсоюзы железнодорожников постсоветского пространства, как правило, выражают категорическое несогласие с идеей сокращения государственных бюджетов за счёт снижения социальных гарантий и замораживания заработной платы трудящихся. Попытки представить эти меры необходимыми для повышения производительности труда и ускорения экономического роста, считают профсоюзные лидеры, есть очередная экономическая утопия и предлагают в массовом порядке выступать против дерегулирования рынка труда, снижения зарплат, пенсий и пособий по безработице. В этих условиях задача им видится в том, чтобы отстаивать на всех уровнях те политические и экономические решения, которые дадут ско-

рейший выход из кризиса и создадут предпосылки к высокой занятости и сохранению социальных гарантий [3, с. 3].

Отмечая важность стратегического подхода к защите профсоюзных прав, стоит четко подразделять особенности тех секторов экономики, стран, регионов или субрегионов, в которых ведутся непрерывные и жёсткие атаки правительств и работодателей на интересы трудящихся, и где — уже как альтернатива — давление профсоюзов оказывает положительное влияние на рынок труда.

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## WE ARE GLOBALIZING ECONOMICALLY — WE ARE ORGANIZING GLOBALLY

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## ABSTRACT

In a global economy, the tasks of trade unions acquire a new meaning; require greater consolidation of the organizing forces, and eventually coherent, strategically verified activity of trade unions association at the international and regional levels. On the example of the International Transport Workers Federation and railway trade unions the authors show trends of cooperation and confrontation between governments, employers, trade unions, forms of cooperation in the struggle for workers' rights and their interests in the labor market.

## ENGLISH SUMMARY

**Background.** Experience gained by railway trade unions in a globalizing world, shows the need to expand their cooperation not only among themselves but with the related transport organizations within international organizations. At the global level there is now International Transport Workers' Federation (ITF), uniting industry unions with centrist and social democratic views, and International Association of Transport Workers of General Federation of Trade Unions. In addition to global, there are regional groupings such as European Transport Workers' Federation (ETF), and subregional, in CIS that is International Trade Unions Confederation of Railway Workers and Transport Builders (ICTURWTB) [1].

**Objective.** The authors aim at analyzing international cooperation of railway trade unions within International Transport Workers' Federation.

**Methods.** The authors use analysis, historical method and descriptive method.

**Results.** ITF was established in 1896 on the initiative of UK trade unions, which acted in support of the striking dockers in Rotterdam. The strikers won, and established contacts led to the creation of the International Federation of seafarers, dockers and rivers, later renamed in ITF.

This organization unites today 760 trade unions, which represent about 5 million workers from 154 countries. It is necessary to emphasize that in global associations of trade unions the membership base is usually done by the so-called stated numbers, which are set by membership fees, the number of votes in the decision-making and the like, so actually ITF represents more than 20 million workers of the transport complex.

ITF brings together trade unions to develop joint strategies and actions aiming at:

- protection of human rights and trade union freedoms, social justice and decent work for peace throughout the world;
- dialogue with international financial institutions and employers' organizations, transnational corporations (TNCs);
- participation in the development of international labor standards in the ILO, monitoring their compliance;
- protection of full, productive employment, decent living wage, struggle for safe and healthy working conditions;
- environmental and working environment protection and ensuring sustainable development in the world in the face of climate change;
- struggle against all forms of discrimination – based on gender, age, religion, color, nationality, political opinion, social origin and degree of disability, as well as racism, xenophobia and social dumping;
- solidarity campaigns and actions. [7]

Railway trade unions form their own section of ITF. There are almost 1.3 million members of 177 unions from more than 80 countries.

Activity of railway section is aimed at implementing the strategy of «Organizing globally, fighting for workers' rights», approved by Congress in Durban in 2006 [4,

p.8]. Particular emphasis is put on organizational work in transnational transport corporations.

As the object of such a strategy company Deutsche Bahn is selected. ITF intends to conduct in Deutsche Bahn a number of intersectional trade union activities, in which road transport workers unions want to participate. In 2009, representatives of trade unions Transnet (Germany) and FNV Bondgenoten (Netherlands) started setting up trade union network [5, p.259].

Problems they are trying to solve with the help of union network are multi-faceted and complex. For example, the company Railion, cargo compartment of corporation Deutsche Bahn Logistics AG, realizing its ambitious international plans, offers itself as one of the agents of complex supply, providing non-stop crossing of borders. It seeks to make structural transformation and establish a system of train drivers, which would not be restricted to the territory of the country. Transport unions opposed this process, for fear of social dumping by attracting drivers from countries with weaker labor movement and low wages.

Among the activities of the section in terms of the strategy of «Organising Globally» a special place is taken by female part of railway industry. Organizational work is conducted in the form of seminars and meetings, publication and dissemination of analytical materials on the situation of women on the railways.

In December 2008 Brazilian city of Curitiba hosted the first World Summit of women working on the railways. More than 40 representatives of trade unions from different countries discussed the challenges they face in the workplace, including those related to pregnancy and motherhood, violence, sexual harassment and discrimination.

In November 2009, the ITF released bulletin «Women on the railroad» – a publication that provides information on trade union activities and initiatives that promote the creation of employment opportunities for women in the industry and their representation in trade unions, as well as information about the solved problems together with the results achieved [12].

Traditional and well-established form of railway section work became the organization since 2002, of the annual international days of action, which are normally held in March-April. Day of action is common to all railway unions, members of ITF, and is intended to demonstrate the paramount importance of world trade union solidarity in a rapidly globalizing economy. For a long time its main slogan was «The main thing – safety!», then the slogan «Fighting for the future of the railways!», and since 2012 – «Organising globally – solidarity and sustainable transport».

Large scale had International Day of railway workers actions on April 13, 2010. In Luxembourg there was a meeting of unionists from Belgium, France, Germany and Luxembourg. Around 375 participants called for an end of liberalization, which, in the opinion of the audience, leads to a deterioration of public transport and public services and undermines job security.

In Germany, trade unionists of Transnet and GDBA distributed leaflets near several train stations. They explained provisions of national collective agreement, and European and regional requirements.

For the Bulgarian trade union day of action began with a press conference, which was attended by heads of railway companies, in all divisions roads union activists held meetings with business executives, identified the problems associated with health and safety. Letters were sent to the Ministry of Transport, Communications and Information Technology, National Committee on

Transport and Communications, the Bulgarian members of the European Parliament.

On Action Day events were held in Africa, Asia and Latin America.

Milestone, which defined the future direction of the section, was 42 ITF Congress, held on 4–12 August 2010 in Mexico City (Mexico) [7]. The analytical report of the Federation Secretariat noted that over the past three decades, trade unions around the world are on the defensive because of privatization, liberalization and deregulation and new hiring practices, which increasingly leads to the replacement of permanent workers by temporary ones with use of outsourcing and transfer of workers locations to offshore. Many governments, the document says, are attacking the rights of trade unions, employment and working conditions. All this seriously weakens the unions and reduces their numbers. The global economic crisis has had a negative impact on employment and income in both developing and developed countries. ITF trade unions intend to respond to the crisis by vigorous organizing and strengthening their strike power.

In the globalized world economy transport workers hold key positions. In this regard, the strategy of ITF activities until the next congress in 2014, calls for the strengthening of trade unions, the struggle for the rights of trade unions and labor standards, as well as sustainable development of transport. This includes, of course, cross-border organizing work, the fight against social dumping.

Of course, the importance of measures to comply with trade union rights and labor standards related to the global economic crisis is highlighted, which

will be undertaken in collaboration with other global union federations and International Trade Union Confederation (ITUC). They include: the development of a globally agreed program to go out of the crisis with a steady growth of jobs and incomes of workers, as well as new rules for regulation of global financial markets; termination of policy of reducing wages and inequality, the program of large-scale investments in infrastructure, including environmental.

Crisis violates the existing balance of power between unions and employers, affects the content and form of industrial relations, tests methods of social dialogue, which always takes into account the real foundation of the economy and its regional characteristics.

Railway unions on post-Soviet space, usually express strong opposition to the idea of reducing government budgets by reducing social security and wage freezing. Attempts to introduce the measures necessary to improve productivity and economic growth, according to trade union leaders have another economic utopia and offer en masse to oppose deregulation of the labor market, reducing salaries, pensions and unemployment benefits.

**Conclusions.** Noting the importance of a strategic approach to the protection of trade union rights, it is necessary to subdivide clearly especially those sectors, countries, regions or sub-regions, where there are continuous and hard attacks on governments and employers' and workers' interests and where – as an alternative – the pressure of trade unions has a positive impact on the labor market and the global threat of the economy.

**Keywords:** global economy, labor market, rights of workers, employers, transport trade unions, international solidarity, global organization.

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