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THE DEMOCRATIC POTENTIAL OF THE TRADE UNIONS IN THE CONTEXT OF GLOBALIZATION (THE CASE OF THE REPUBLIC OF MOLDOVA)

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The goal of this research is to emphasize the role of which trade unions are played in implementation of democratic values. Their democratic potential is due in the inevitably role of trade union as economic and political actors, the relationship between these two roles is complex and contradictory, and the priority assigned to each varies depending on the country and the historical period in which it exists. As a result of the research, essential methodological criteria were identified, which allow to identify and analyze the particularities of the democratic potential of trade unions. An important role in this aspect is the multidisciplinary nature of research. In the research of the topic were used, first of all, the general scientific methods that facilitated the analysis and synthesis of the opinions of different scientists regarding the concept of trade union movement, democracy, democratic potential, democratic values.
Keywords: *trade unions, democracy, democratic principles, globalization, Republic of Moldova.*

POTENȚIALUL DEMOCRATIC AL SINDICATELOR ÎN CONTEXTULGLOBALIZĂRII (CAZUL REPUBLICII MOLDOVA)

Scopul acestei cercetări este de a sublinia rolul pe care sindicatele îl joacă în implementarea valorilor democratice. Potențialul lor democratic se datorează rolului inevitabil al sindicatelor ca actori economici și politici, relația dintre aceste două roluri este complexă și contradictorie, iar prioritatea acordată fiecăruia variază în funcție de țară și de perioada istorică în care acestea există. În urma cercetării au fost identificate criterii metodologice esențiale, care permit identificarea și analizarea particularităților potențialului democratic al sindicatelor. Un rol important în acest aspect este natura multidisciplinară a cercetării. În cercetarea temei au fost folosite, în primul rând, metodele științifice generale care au facilitat analiza și sinteza opiniilor diferiților oameni de știință cu privire la conceptul de mișcare sindicală, democrație, potențial democratic, valori democratice.
Cuvinte-cheie: *sindicate, democrație, principii democratice, globalizare, Republica Moldova.*

Introduction

History has shown that neither authoritarian nor totalitarian regimes are able to ensure the natural and inalienable human rights. This is possible only in a democratic political system. One of the most important research questions is to find out how the trade unions can respond to these priorities of democratic state. Another question is to determine the key role of trade unions as the main organization of civil society. The trade unions are usually studied, in a narrow focus, in terms of their role in organizing and representing workers in the workplace. Or the focus is on the tripartite relationship between workers, unions and employers. But the influence of trade unions goes beyond the workplace and influences society as a whole, making a key contribution to the creation, maintenance and restoration of democratic societies. The whole idea of a labor movement implies a goal, a vision, which transcends the immediate task of representation in the workplace, however important this may be. Participatory democracy emphasizes active membership that understands the procedures and can use them to their advantage. Crucial to a democratic union, in this view, is a well-specified constitution that offers voting rights and periodic, open elections but also additional mechanisms of rank-and-file control to ensure leadership accountability and empowered participation.

The fundamental objective of the trade union movement is to protect workers' rights, increase wages, improve working conditions, grant more rights to trade unions, protect and promote the professional, economic, labor, social, collective and individual rights and interests of employees. Typologically, trade unionism has two forms: yellow trade unionism and revolutionary trade unionism. Thus, yellow trade unionism

is based on the belief that workers and employers have common interests, focusing on the rhetoric of doing the job and a fair day's work on an honest paycheck. Revolutionary trade unionism sees the reality of the relations between workers and employers in a more correct way than the yellow unions see it. He aims to create a universal union, instead of the numerous and small ones.

From an evolutionary point of view, the trade union movement was born in Great Britain, which demonstrates general standards. Respectively, the formation and development of the trade union movement in different countries took place largely according to the British model, but with a delayed effect and at a different level. At the international level, a number of institutions are being set up to regulate trade union activity and protect workers' rights. Thus, at the beginning of November 2006, about 1700 delegates from 156 countries met in Vienna to take part in a unique event in the history of the entire international trade union movement, the formation of the International Trade Union Confederation [7].

If in the first half of the twentieth century the trade union movement reached its peak, then in the second half of the same century it entered a period of crisis. A clear manifestation of the modern crisis of the trade union movement is the reduction in the percentage of workers belonging to trade unions in the most developed countries.

For the country as Republic of Moldova we can identify a significant decrease in trade union membership, on the one hand, due to the lack of confidence of workers in the ability of trade unions to effectively represent and protect their interests in social and labor relations, on the other hand, due to the inability of the trade unions themselves to clearly convey to workers the essence of the trade union ideas and their implementation in everyday practice. Another characteristic is the passivity of the overwhelming majority of trade union members, the reason for which is due to non-compliance with the most important democratic principles of trade union activity as „an organization of self-unification of workers created to protect their rights” [11]. Issues related to democratization and the active participation of workers in the activities of trade union organizations seems simple only at first glance. It may look that, having taken the experience of successful trade unions in foreign countries, we can easily apply it in Republic of Moldova. However, practice shows that, despite the use of the latest technologies for attracting workers to the trade union, they often still remain only passive consumers of its services.

Obtained results and discussions

An excursion into history has shown that neither authoritarian nor totalitarian regimes are able to ensure the natural and inalienable human rights. This is possible only in a democratic political system. Therefore, democracy as an ideal of social and state structure is one of the most attractive.

Today there is not a single influential political or social movement that would not claim to implement democracy would not use this term for its own purposes. For all the seeming simplicity of the question of the essence of democracy, it is far from being so simple. There are several reasons for this. First, democracy is a phenomenon in constant development. The process of democratization of public life is long-lasting, diverse and contradictory. Secondly, the variety of interpretations of the concept of „democracy” and its principles is associated with historical alternatives and directions for the formation of democracy as an idea and practice.

Literally translated, the word democracy comes from the Greek words „demos”, meaning people, and „kratos” meaning power, so democracy can be thought of as „power of the people”. It is also sometimes referred to as „rule of the majority”. The first known democracy in the world was in Athens, Greece, where Athenian democracy developed around the fifth century B.C.E. In the year 507 B.C., the Athenian leader Cleisthenes introduced a system of political reforms that he called demokratia, meaning „rule by the people” [5]. We can define it as:

- As a form, a kind of organization of the state, when not one person, but all citizens enjoying equal rights to govern the state, has power. In this sense, democracy is understood as a type of state and political system of society.

- As a form of organization of any organization based on the equality of its members, periodic election and reporting, decision-making in them on the basis of the majority principle, i.e. we are talking about party, trade union, industrial democracy.

- As an ideal of a social order based on the principles of freedom, equality, respect for the law and human rights, pluralism, etc.

Democracy is the most important achievement of mankind, because it is a method developed and enriched in the course of world history for solving the vital issues of a particular community of people, in which all its members have the opportunity to resolve these issues on an equal footing. Despite all the differences in the understanding and interpretation of democracy, there are a number of principles (basic provisions) without which there can be no democracy in any sense [8].

- The principle of sovereignty of the people, the essence of which is that it is the people who have the constituent, constitutional power, that they elect their representatives to the governing bodies and can periodically replace them, and also has the right to directly participate in the development and adoption of laws through popular initiatives and referendums.

- The principle of election of representative bodies of power. Only that state, that organization, in which the persons exercising power are elected, moreover, elected for a definite, limited term, can be considered democratic.

- The principle of equal rights of citizens to participate in the management of the state and society. This principle provides for a set of rights that give citizens the opportunity to elect, be elected to government bodies, participate in monitoring the activities of those in power, etc.

- The principle of making decisions by the majority and subordinating the minority to the majority in their implementation. Since a decision acceptable to all cannot be found due to conflicting interests, the will of the majority is rightly recognized as the basis for its adoption. However, the minority should have a guaranteed right to express their opinion.

The stated principles of democracy are universal, applicable both for the activity of the state and public organization. The real participation of the people in government (and trade union members in resolving all issues of the activities of trade union organizations), real political equality, social justice, the responsibility of the ruling elite to the people (and trade union leaders to trade union members) - these are the criteria that characterize the content of democracy.

We can correlate the democratic principles with the principles of trade union democratization [9, p. 20]. So for the principle of sovereignty of the people can correspond the principle of solidarity and unity of action of members and organizations of the trade union in the implementation of the goals and objectives which is the fundamental principle of the activity of trade unions. The principle of sovereignty of trade union members finds its expression in the content of other principles (election of trade union bodies, collegiality in decision-making), as well as in the mechanisms for their implementation. So, for example, decisions on the most important issues, such as the creation and ending of the activities of the trade union and its organizations, the approval of the charter of the trade union, the election of trade union bodies, are taken at meetings, conferences, and congresses by members of the trade union.

The principle of the election of representative bodies of power, according to which only an organization in which the persons exercising power are elected, and elected for a certain, limited term, can be considered democratic, is enshrined in the charters of almost all all-Russian trade unions, if not directly, then through the mechanisms of its implementation. And indeed, all the bodies of the trade union and its organizations are elected and are elected by the members of the trade union at a meeting, conference, congress. In addition, the statutes provide for periodic reporting of trade union bodies, including their leaders, to their organizations and higher trade union bodies, that is, the accountability of trade union bodies to the trade union members who elected them.

In small trade union organizations are held reporting and election meetings which provide an opportunity for each member of the trade union to take directly part in the voting. How honestly and independently he can do this often depends on the form of voting - open or closed (secret), which is determined by the meeting itself. It is clear that it is easier to do this with a secret ballot.

In those organizations where it is impossible to hold meetings (with a large number of trade union members, rotational work, large territorial structural units) are held reporting and election conferences. In this case, not all members of the trade union take part in the voting, but the conference delegates elected by

them. How democratic this is depends on how the delegates were elected (should be elected at meetings of structural units - trade union groups, first level organizations), and on whose opinion the delegates express: their own or the trade union members who delegated them. Obviously, during the election of delegates, the members of the trade union at the meeting must also form their position on all issues of the upcoming conference, and it is precisely this position that the elected delegate must defend.

The principle of equal rights of citizens to participate in the management of the state and society in trade unions is implemented through the principles of equality of rights of all members of the trade union and collegiality in decision-making [9, p. 25].

The statutes enshrine the equal rights of trade union members: use the help and support of the trade union in protecting their social and labor rights and interests; make proposals on issues of social and economic policy, programs for the development of the organization; participate in events held by the trade union (primary and territorial organizations); express and defend their opinion, criticize the trade union bodies, their leaders, any member of the trade union; put forward initiatives within the framework of the goals and objectives of the trade union, make proposals to the trade union bodies; apply to trade union bodies with questions related to their competence, and receive an answer on the merits of their appeal; participate in a meeting of a trade union body at which an application, complaint or proposal of a trade union member is considered; elect and be elected to trade union bodies; use the property of the trade union in the manner prescribed by law; receive social support and assistance from the trade union; receive free legal advice on social and labor issues.

The problem is that out of the entire set of rights granted to them, trade union members mainly use those that can be considered consumer: the help of the trade union in the protection of social and labor rights, social support, the opportunity to get free legal advice, use cultural, sports and resort institutions of trade unions. As for the participation of trade union members in the management of a trade union organization, a trade union (the right to make proposals, put forward initiatives, participate in events, etc.), their activity in these matters is much less frequent. The task is to create conditions for the increase and open manifestation of the activity of trade union members, and this is possible only if it can gradually get rid of the consumer attitude towards the trade union in the minds of workers and form an active civic position in them.

As for the principle of making decisions by the majority and subordinating the minority to the majority in their implementation the opinion of the majority is rightly recognized as the basis for decision-making [9, p. 28]. Since any employee of the enterprise can join the trade union, regardless of his position, political views, nationality, religious affiliation, etc., due to conflicting interests, it is difficult to find a solution acceptable to all members of the trade union organization.

This principle is implemented through the decision-making procedure. Thus, decisions of a meeting, conference are considered adopted if more than half of the meeting participants (conference delegates) participating in the meeting voted for them; the decision of the trade union committee - if more than half of the members of the trade union committee participating in the meeting voted for it, if there is a quorum. One of the signs of a democratic trade union is the creation of conditions for the implementation of the principle of freedom of opinion and discussion, respect for the interests of each member of the trade union, the right of the minority to defend and clarify their position at the stage of discussing issues. But the basic principle of the union - solidarity - requires unity of action after decisions are made.

Trade unions are usually studied in terms of their role in organizing and representing workers in the workplace. The focus is on the tripartite relationship between workers, unions and employers. Such a narrow focus misses the key role of trade unions as the main organization of civil society. In this latter role, the influence of trade unions goes beyond the workplace and influences society as a whole, making a key contribution to the creation, maintenance and restoration of democratic societies.

The link between democratic government (at least as exemplified by the existence of political freedom) and an independent trade union movement is acknowledged in several international instruments. Article 22 of the United Nations Covenant on Civil and Political Rights (1976) provides that ,,everyone shall have the rights to freedom of association ... including the right to form and join trade unions...” Similarly, Article 23 of The Universal Declaration of Human Rights (1948), Article II of the European Convention on Human

Rights (1953), and Article 22 of the American Convention of Human Rights (1969) all recognize this same right to form and join trade unions [2, p. 251].

Trade unions are not just subjects of the economy (or ‚relations of production"), they are necessarily the main actors in the political arena. Regulation of the labor market is a matter of energy resources. However, if trade unions are inevitably both economic and political actors, the relationship between these two roles is complex and contradictory, and the priority given to each varies by country and time. Four factors seem particularly important in explaining these distinctive patterns: ideology, structural capability, organizational capacity, and contextual issues.

The stability of political self-determinations has a material basis. In part, this reflects the possibility of design. In most countries, early trade unions were systematically repressed by the government, and the state inevitably became the target for collective action. Only when the legal status of union activism was secured did „free collective bargaining" become a priority. And only where employers are still vehemently opposed to union recognition, unions, in turn, can still consider pressure on the state as the most effective way to resolve their claims.

The fact that trade unions are political actors is not universally accepted [4, p. 316]. Some of European authors insisted that trade unions adopted political programs only under the destructive influence of (mainly socialist) intellectuals. For a variety of American writers on trade unionism in the 1950s and 1960s, strong political engagement was an index of „immaturity" which would become marginalized with the consolidation of collective bargaining as a central activity. And within many European trade unions today there are substantial numbers of members who criticize their organizations' political attachments, and of other workers who mention this as a reason for non-membership.

Political influence is a function of union viability. The decline in influence in most countries is partly due to the policy constraints of national governments in the era of neoliberal globalization, and also reflects a general weakening of the organizing capacity of trade unions. This, in turn, limits the strategic options of unions, yet „union leaders ... retain some leeway in which they choose the forms of political action they pursue" [2, p. 255].

In an era of declining state capacity - real or merely claimed by governments looking for alibis for unpopular decisions - unions must rethink the relationship between progressive national and international political strategies. Politically informed trade unionism in one country is no longer an option, if it ever was. In the era of globalization, the practical meaning of the slogan of labor internationalism must also be rethought.

A historical view of the development of trade unions, it can be noted that the end of the 19th - beginning of the 20th century was marked by the inclusion of trade unions in most world powers in direct participation in the political processes of the country. In other words, trade unions have become full-fledged participants in institutionalized relations concerning the identification and coordination of the interests of various social groups, attitudes and maintaining the functioning of state power on this basis [10].

The formation of trade unions as political institutions and their rejection of unconventional strategies of political activity, which were imposed from the outside, coming from political parties, led to a withdrawal from direct participation in the struggle for power and the distribution of power. Directly such a position can be argued, among other things, by the resources that trade unions have the right to possess and dispose of.

Trade unions are a key element in maintaining a stable democracy. They are the voice not only of workers in the workplace, but also for citizen workers within the state. Trade unions are one of the best mechanisms for genuine and effective representation of citizen workers. A society interested in maintaining a viable democracy must take care to maintain the conditions necessary for a dynamic trade union movement.

It is obvious that trade unions, as an institution of civil society, protect the most important rights of workers - to work, health, decent wages, and a fair distribution of the results of labor. To protect workers, trade unions use various mechanisms and forms of social influence - from political to normative.

The most important mechanism for implementing the protective function of trade unions is social partnership. Among the main forms of social partnership are collective negotiations on the development and signing of collective agreements. This ensures the regulation of social and labor relations, the protection of the rights and interests of the labor person, and improves the norms of labor legislation.

Civil structures and the state need to influence business to ensure a fair distribution of the results of labor among the various participants in this process, increase the price of labor, and stimulate the introduction of labor-saving technologies. However, the dialogue between the employer and trade unions is not equal, which leads to deformation of labor relations. There is a low awareness of citizens (even a number of experts) about trade unions, and the importance of contacts with them in the development of social policy is assessed by many as lower than with employers.

Based on the strengthening the role of civil society structures, the creation of tripartite labor arbitration for the prompt identification of emerging conflicts and the beginning of their legal regulation, it is necessary to simplify entry into a collective labor dispute and improve the procedure for its regulation as a whole. Actual areas of interaction between civil society and the government are to ensure the openness and reliability of the pension system, increasing public confidence in it.

The role of trade unions in civil society depends on three main points: on the state of this society, on the state of the trade union movement, on the state and policy of the state. Having historically emerged as an organization of the working class, the trade unions, through their activities, contributed to a change in the nature of civil society. Initially, it was formed as a society of owners and for owners. The right of private property was fundamental. Owners had a rather wide range of civil and democratic political rights. The masses of non-owners, who made up the majority of the population, were excluded from liberal civil society. It took a long time and a stubborn struggle of the disadvantaged majority to change the character of civil society. Trade unions as organizations of hired workers played a huge role in this transformation, in the acquisition by modern civil society, on the one hand, of the quality of universality, universality, and on the other, of the social dimension, along with the civil-political one.

Republic of Moldova collaborates with a number of international bodies: the International Labor Organization, the International Trade Union Confederation, the European Trade Union Confederation, as well as national: the National Trade Union Confederation of Moldova, the Labor Institute etc. Thus, a major challenge for Moldovan trade unions is the promotion of various international projects. They are intended to develop the functional, social and professional skills of the trade union movement. In addition, they strengthen the self-determination skills of trainers and form a new generation of trade unionists. For this reason, the Moldovan trade unions have established a number of priority directions in order to ensure the international rights of workers, such as: socio-economic protection, ensuring decent and fair wages, international cooperation, social dialogue, youth strategies. Today, these directions have become a priority and are on the agenda of National Confederation of Moldova Trade Unions (CNSM).

The stable and progressive development of society depends on the interaction of many political, economic and social factors. A special place in this process is occupied by the sphere of work, which ensures the human right to work, thus highlighting the effectiveness of democratic institutions. Research on the most pressing issues of the labor market and social development of the Republic of Moldova should include the study of labor migration processes, gender aspects of labor relations and the exclusion of discrimination in the workplace. The existence of strategies in the field of labor protection is oriented in order to ensure a decent work and to minimize some phenomena such as gender inequality in the field of work, insecure work, poverty.

Since the 1990s, the Republic of Moldova has been in a period of transition with a weakened market economy. As a result of the socio-economic crisis, many companies, institutions, organizations and institutions have been liquidated and their staff laid off, further increasing the unemployment rate, which is currently estimated at 3.0% [3]. Lack of a job and a stable wage has led to a decline in the standard of living of the population and a considerable increase in the number of citizens who emigrate in search of a job and livelihood. Thus, the Republic of Moldova has become one of the poorest countries in Southeast Europe, and its population one of the most vulnerable in terms of labor emigration.

It is obvious that certain rules implemented on the labor market in the Republic of Moldova were possible due to the support of international bodies in the field. For this reason, special emphasis is placed on international cooperation. External achievements will be structural and sustainable only if they are acted upon promptly, in various ways, in order to strengthen the capacity of trade unions in terms of international

cooperation and to remedy the problems facing the trade union movement. Cooperation with external partners is seen as a platform for deepening knowledge exchange. Topics covered during the promotion of various international projects, trainings, debates actively stimulate opportunities for cooperation and exchange of experience [1].

Thus, the trade union movement in the Republic of Moldova concentrates its efforts to infiltrate responsibly in all areas of activity of global trade union structures with which it has cooperative relations after integration into the international trade union circuit. CNSM's cooperation with international trade union partners covers the following bodies:

International Labor Organization (ILO). The joint actions of the trade union movement with the ILO Regional Representation in Budapest, at the center of the activities of which the Decent Work Agenda, international labor norms predominate, will focus on meetings with its experts to address issues of assistance to promote social dialogue as a tool which avoids social dissension in the Republic of Moldova.

International Trade Union Confederation (ITUC). CNSM, as well as its members, will harmonize its foreign policy by virtue of the ITUC's statutory obligations. CNSM will channel a significant part of its activity to the ITUC-PERC networks aiming at human and trade union rights, the economic field, safety and health at work, the information system. The process of integrating CNSM sectorial federations into international trade union federations (ISPs) is to be accelerated.

Pan-European Regional Council (PERC). CNSM will participate in PERC activities, including Executive Committee meetings to promote ITUC strategies, priorities and policies in order to contribute to social development, the strengthening of democracy and human rights, and trade union rights at the regional level. It was also agreed that PERC would invite three CNSM people to a working meeting in Brussels, with the aim of initiating cooperative relations between the CNSM Labor Institute and the European Trade Union Institute (ETUI).

Regarding bilateral co-operation, national trade unions are calling for increased co-operation with similar institutions in Western Europe, Central and Eastern Europe, the Baltic States, with countries in Asia, the CIS and the Balkans in order to address socio-economic regional issues. For example, CNSM is developing bilateral cooperation with one of the national trade union centers in the Scandinavian countries - the Swedish Trade Union Confederation (LO), through various actions on social dialogue, collective agreements, and labor tribunals, based on the Swedish model. An important emphasis is also placed on the Partnership between CNSM and the Confederation of Christian Trade Unions of the Netherlands (CNV) etc.

Democratic political potential must be developed on the basis of structures such as trade unions, unions and mutual aid groups, various social and non-governmental organizations that are independent of the state. To this must be added the preparation and competence of citizens to participate in political life, to decide issues with full responsibility, or to understand the leading goals in politics. Motivation and activation of individuals is needed, as well as coordinated collaboration in state and non-state institutions. Awareness of the need to participate actively in the political process, competence, increased accountability, fair understanding of the major goals of democratic transformation depends, of course, not only on the work of state institutions, but also on the functioning of civil society institutions such as trade unions, interest, non-governmental organizations. Although political theory includes trade unions and political parties in civil society in the Republic of Moldova, the latter have become more constituent parts of politics than civil society. The trade unions, in the last decades, are more of a „domain" or „vassal" of the Government [6, p. 66].

Strategies and tactics of the trade union movement in the Republic of Moldova, aimed at solving the problems of labor in the context of globalization and related to the tasks of integration, it should be noted that, based on the theoretical approaches and practices of the ILO and the ICFTU, the trade unions of Moldova are developing strategies and implementing specific actions and measures aimed at solving global problems:

- the object of trade union policies in the context of globalization is the upholding of the right to work and guaranteed employment, decent pay and working conditions, social security in the workplace, the opportunity to organize trade unions and participate in negotiations with the employer;

- using the experience of the international trade union movement and the principles of the ILO on the protection and legalization of informal labor, the implementation of gender and youth policies, against the exploitation of child labor and the protection of migrant workers;
- increasing the effectiveness of trade union tactics contributes to the use of the potential of democracy in promoting inter-trade union dialogue and expanding the representation of workers' interests in dialogue with the employer at all levels - national, sectorial, territorial and production;
- the inclusion of a democratic mechanism of social partnership in solving labor problems means the participation of civil society and international organizations based on the principle of solidarity and support;
- the complexity of global problems requires trade unions to involve and use science, information and technology resources, the media in daily trade union practice, in order to form a global network of international trade union solidarity.

Conclusions

We can emphasize that the role of trade unions in implementation of democratic values are very important. Their democratic potential is due to their role as economic and political actors, the relationship between these two roles is complex and contradictory, and the priority assigned to each varies depending on the country and the historical period in which it exists. The democracy is a form of structure of a public organization based on the equality of its members, periodic election and accountability of the governing bodies, participation of members in the management of the organization, decision-making on the basis of the majority principle, publicity. The main components of the mechanism for implementing the democratic principles of the activities of a public organization are: normative consolidation of the rights of its members, democratic elections, freedom of discussion, separation of management bodies, and independence of control and audit bodies.

The trade union is a public organization whose management is based on a balance of centralism and democracy. The basic principles of activity, reflecting this balance, are enshrined in the charters of trade unions. The fundamental principle of the activity of the trade union is the solidarity and unity of action of the members of the trade union and trade union organizations in the implementation of its goals and objectives. The main principles of trade union democracy include: voluntary entry into the trade union and free exit from it; electivity of all trade union bodies and their accountability to trade union members; equality of rights of all members of the trade union; collegiality in decision-making; subordination of the minority to the majority; freedom of opinion and discussion, respect for the interests of each member of the trade union, the right of the minority to defend and explain their position.

Speaking about the Republic of Moldova in international relations, we can mention that the trade union movement is making considerable efforts to intensify the international partnership. Thus, the trade unions in the Republic of Moldova are concentrating their efforts to infiltrate responsibly in all areas of activity of the global trade union structures with which it has cooperation relations after integration into the international trade union circuit. Respectively, our trade union movement is part of the network of the International Trade Union Confederation, the General Confederation of Trade Unions in Moscow. National trade unions are also calling for increased cooperation with similar institutions in Western Europe, Central and Eastern Europe, the Baltic States, and Asian countries in the CIS, the Balkans and the French-speaking world.

A permanent concern of CNSM is to become a strong organization, recognized and respected nationally and internationally, well prepared for any challenge and open new horizons, in order to contribute to improving the quality of life of its members. For this reason, CNSM is actively involved in working with state institutions, in order to adopt and implement various strategies on the labor market in the Republic of Moldova.

For a higher efficiency of the activity of the trade union movement in the Republic of Moldova, it is necessary for its leaders to start solving the problems arising from the need of the workers. Only through a close collaboration with the social environment, state institutions and workers will be able to achieve a successful activity in order to ensure better living and living conditions for employees. Thus, the intensification of the social partnership would be a step forward towards progress in the field of work. Existing

trade unions in the Republic of Moldova should not be limited to discussions, but should be more actively involved in the policy-making process and various work programs. They should know the most pressing issues and provide concrete solutions to them. I also believe that their work should not be limited to office work, but should also include field visits, which would allow a more accurate assessment of the situation throughout the country.

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