SUMMARY

Subject matter: Organization of the work of modern trade unions as subjects of the social policy of the state at the regional level.

Author: Tsarikevich V.V.

Supervisor of studies: Astvatsaturova Maiya Artashesovna, octor of political science, professor, chair of creative-innovation of management and law.

Customer organization: The low-level trade organization of the students and post-graduates of Pyatigorsk State University.

Topicality of the research: Modern Russia is lately undergoing serious socio-economic, political and cultural changes related to the democratization of the entire system of public relations, including those between the state and society in the socio-work sphere, substantially actualizing the new role and functions of trade unions as the institute of the social security of the workers. The trade unions as the subjects of the realization of the state social policy are able and should actively participate in the creation of the effective system of the protection of the workers' socio-economic rights and formation of the social infrastructure of the sustainable economic development not only at the level of Russia's national economic system, but also at the level of its regions. However trade unions at present do not exercise proper regulating influence on the socio-work relations which hinders the development and formation of a social state, socially-orientated market economy, and the process of the institutionalization of trade unions as a responsible, independent, enjoying full rights and influential side of the social partnership. The cause of this is not only a lack of regulation of the system of socio-work relations and its subjects, but an ineffective activity of trade unions themselves aimed at the development and strengthening of the system of social security of workers. In this connection the task of the organizational-administrative reforming of trade unions with the determining of the vector of their transformation in the conditions of the development of market relations is very acute. Of great importance is the adoption of topical forms of the organization of trade union activity, their effective staff and information policy, connected with the solution of the problems of the realization of the new role and formation of the image of trade organization as an equal participant in the dialog between the authority and business, and also between public
associations of the civil society aimed at the all and every provision of the conditions of the observance of the individual's economic rights. All this points to the topicality of the subject matter.

**Objective of the research:** summarization of the tendencies, forms and methods of the organization of the activity of trade unions at the regional level.

**Tasks:**
- to clarify the essence, main functions and models of the performance of a modern trade union as the subject of the state social policy;
- to highlight the organizational and legal principles of the activity of modern trade unions;
- to summarize the practice of the organization and realization of the trade organization in the Republic of Bashkortostan;
- to identify the peculiarities of the organization and implementation of the activity of trade organizations in Stavropolsky krai;
- to work out a complex of recommendations for the improvement of the activity of trade unions within the framework of the regional system of social partnership.

**Theoretical significance of the research** is the clarification of the essence, main functions and model of operation of a modern trade union as the subject of the state social policy, and the formation of the organizational and legal principles of the activity of modern trade unions of Russia.

**Practical significance of the research** is connected with the development of a complex of recommendations for the improvement of the organizational structure of trade unions at the regional level, and also the spotting of perspective approaches to the organization of the activity inside trade unions not only in the indicated regions; but also in all the subjects of the RF.

**Conclusions:** Modern trade unions are a permanent form of the organization of the joint work of workers providing the opportunity of a constant realization of the social control over the observance of their economic rights. Also trade unions are as the subject of the state social policy in the sphere of socio-work relations through the assistance in the employment of the population, provision of the social security of the employed and prevention of the appearance of the poor, struggle against
unemployment. The study of the activity of trade unions on the territory of the republic of Bashkortostan and Stavropolsky krai enabled us to establish that the development of the trade union movement at the regional level is hindered by general system problems, namely the undevelopment of the system of compulsory social insurance and provision of social guarantees to workers, shortage of resources for rendering social assistance to all the needy, the undevelopment of the system of self-security of employees and imperfection of the collective-contractual practice.

**Recommendations:**

The introduction of the institute of the representatives of trade union organization in the region. Broadening of contacts between trade unions and public chambers of the subjects of the RF. Assistance in the organizational, personnel and financial consolidation of trade movement. The growth of the role of the regional tripartite commission as the organizational-administrative "hub" of the realization of the collective-contractual practice. Introduction of a trade union card in the form of a discount card for the implementation of discounts for trade union members on goods and services. In order to intensify the motivation for trade union membership it is necessary to introduce the program of mutual benefit funds in all places.