

**UNION OF FREE TRADE UNIONS OF MONTENEGRO**

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## **PROGRAM OBJECTIVES**

Union of Free Trade Unions of Montenegro as a modern, democratic independent trade union is an essential part of a civil society and uncompromisingly committed to achieving the inalienable rights of human freedom and social justice. Basic activities of the Trade Union in the following period shall be: work and social security, decent life and earnings; quality of life; participation in setting development goals and policies at the micro level (at the institution level – participation in management and decision-making processes) and at the macro level (labor and social legislation, privatization, economic policy, social protection); organizational, personnel action and the development of the Trade Union to act in market conditions, social dialogue, tripartite bodies, collective bargaining and international trade union cooperation.

In the following period, the role and importance of the Trade union must strengthen. This involves the great commitment of the Union of Free Trade Unions of Montenegro as a whole - to be better organized, to use modern and efficient methods, to act and qualify personnel for new challenges, and constantly enrich the work and activities.

Only such approach of the Union of Free Trade Unions of Montenegro could mobilize the membership, trade union organizations and their bodies at all levels of organization and action.

The mood of the membership and activities that were conducted in the previous period, had once again stressed the need for strong trade union centre and the necessity to act in coordination in order to effectively protect the interests of employees as well as improving the situation in the world of labor.

Starting from:

- responsibilities, rights and obligations of trade unions in protecting economic and social status of trade union members and all employees;
- needs for constructing democratic institutions and legal conditions for the safety of employees and employers;
- achieved level of the trade union rights and freedoms and the ILO in the field of social-work legislation;
- negative consequences of transition process for position of employees, retirees and other classes of the population;
- the need for further social changes and democratization, especially because the globalization processes further endanger the „small“ countries, whose only universal defense is quality education;
- difficult financial status of employees and the lack of government concern for their favourable treatment,

delegates of the Foundation Congress of Union of Free Trade Unions of Montenegro adopt

## **PROGRAM OBJECTIVES**

### **UNION OF FREE TRADE UNIONS OF MONTENEGRO**

Considering the rich resources in the history of international labor (trade union) movement, and the rights of the Universal Declaration on Human Rights and the Covenant on Economic, Social and Cultural Rights from 1972 year, then the rights of International Conventions and recommendations of ILO, we want to make it clear that we will strive for their materialization, or the specific application in reality.

In so doing, our objectives will be:

#### **□ *LIFE AND WORK IN FAIR AND DEMOCRATIC STATE***

Union of Free Trade Unions of Montenegro will support and intercede for a comprehensive and overall development of democratic processes and relationships necessary to achieve economic and social revival of the society. The rule of law and accountability of government, contemporary legal and democratic standards, fully respect and promotion of human rights and freedoms, preventing any discrimination, is the only setting for real affirmation of the trade union and its role in the world of labor.

We will insist on further harmonizing legislative framework with the European standards and models.

We will intercede for democratic and human labor legislation in accordance with international standards.

We want to work and live in democratic and socially fair state.

Equally with others, we will build the society of economic, political and civil liberties, with equal opportunities for all, economically efficient and socially just and humane.

#### **□ *EMPLOYMENT, EARNINGS AND SOCIAL SECURITY***

The right of employee to earnings should provide economic security and a dignified life for himself and members of his family. It is our inalienable right and duty to negotiate with employers on the amount of earnings. Price must ensure the satisfaction of basic biological, economic, social, cultural, educational and other needs of employees.

Democratic changes, attained reform level processes of material and social status, employment status and social security of employees have not significantly improved. The cost of living and consumer basket remains in disproportion with the average earnings for the vast majority of employees.

In direct connection with social and material status of employees and quality of life, certainly is a huge problem of unemployment. In the absence of active measures of social policy, the underground economy was one of the major negative economic shocks of social trends.

We will insist on the reform of institutions and infrastructure of the labor markets, as well as the adoption of measures to quickly resolve unemployment, as well as burning economic and social problems.

We will require aggressive measures in the sector of economy and undeclared work, not only repressive but also those that will allow faster inclusion of underground economy in the legal economic flows and greater legal security for employees.

We will pledge to create conditions for implementation and compliance with conventions and recommendations of the ILO concerning the position of employees and the world of labor as a whole.

## **□ REFORMS, TRANSITION, PRIVATIZATION**

Slow and incompletely implemented reforms, significantly slowed the resolution of the enormous social and economic problems. Therefore, the Union of Free Trade Unions of Montenegro intercedes that state bodies, as the main protagonists of the reform take over the responsibility, term commitments, and implement reforms. In such procedures of state agencies, the Union of Free Trade Unions of Montenegro sees its duty and responsibility in terms of cooperation with all social actors.

Transition, in which we as a society as a whole entered with a huge delay, huge dilemmas and wanderings, is a painful process which is usually a burden on the shoulders of employees and their families.

Interest of trade union is wide, socially fair and transparent privatization, which will be a powerful tool for initiating economic reforms, investment and cash flow of fresh capital.

## **□ SOCIAL DIALOGUE AND SOCIAL PARTNERSHIP**

Main preoccupation of almost every country, especially where trade unions have proved to be representative, is how to organize a social dialogue. It is a precondition that dialogue, once institutionalized, has a real content. Social dialogue, more than request and antirequest, becomes a place where the ways that society should begin to prepare for the future confront.

For our country, burdened with the legacy of undemocratic past, an authoritarian, social dialogue is a key precondition for the successful establishment of social consensus as well as stable and long-term social peace and economic development. Therefore, it can rightly be considered as the criteria for development of democracy in our country.

It is necessary to develop a culture of social dialogue and social partnership, to apply in practice the philosophy of negotiation, compromise and responsibility within the employers and their associations and trade unions, as fundamental factors of a democratic pluralist system of industrial relations.

We strive that constructive problem-solving should be reached by means of social dialogue and thus avoid confrontation and unilateral solutions. Without the participation of trade unions major decisions, related to the position of employees and other important issues for the world of labor, can not be taken.

The Union of Free Trade Unions of Montenegro will strive for a compromise of all participants in social and institutionalized dialogue that is essential for breaking the overall political and economic instability.

## ❑ **COLLECTIVE BARGAINING**

Collective bargaining is still the most effective and widely accepted instrument for regulating mutual relations, interests and rights of the labor world and the world of capital, which largely enables efficient coordination of different interests of the two social partners and it is based on social peace.

The Union of Free Trade Unions of Montenegro will strive for further development of collective bargaining in the sphere of work, wages, social and labor security of employees. In order to achieve overall social and economic democracy we shall insist on the application and implementation of collective agreements, the mutual complementarity of the system of negotiation and constant exchange of experience in this field.

The principle of regulating relations through collective bargaining has so far given its full recognition, mainly in a way which created conditions that regulate the relations in almost all segments of society, through collective agreements and the autonomy of the will of the parties. It is an expression of the democratization of industrial relations and the freedom to define these relations, whereby it proceeds from the legislative minimum prescribed by the state to increasing levels of protection, through a compromise of trade unions and employers' appreciation of the real economic situation.

## ❑ **LABOR AND SOCIAL LEGISLATION**

In arranging social-working environment, the Union of Free Trade Unions of Montenegro will specifically examine those legal projects that are vital for the achievement of program objectives and tasks of trade unions. Union of Free Trade Unions of Montenegro will insist on further harmonization of economic and social-work legislation and will consistently strive for the introduction of standards and norms of international conventions on labor and other documents.

## ❑ **HOUSING PROBLEMS**

One of the major issues that will occupy the Union of Free Trade Unions of Montenegro in the coming period is to deal with the resolution of employees' housing. Aware that the quality of life of employees can increase with the growth of earnings from a few percent, main activities of the Union of Free Trade Unions of Montenegro will be focused on seeking solutions to resolve most acceptable housing matters of a large number of employees in Montenegro, which are in the pending housing status.

## ❑ **TRADE UNION RIGHTS AND FREEDOMS**

Promotion of trade union freedom and protection of trade union rights will be subject of continuous operation as part of the social status of employees or as an inseparable segment of the human rights and labor-law legislation. On the thematic conferences and debates contentious issues in this critical area will be considered as violations of trade union rights and restrict trade union freedoms and the restrictive provisions governing this matter. We shall not allow that new

legislation and common practice repeal some previously acquired trade union rights and freedoms because it can not be acceptable from the trade union standpoint.

In the world there are various and different levels of organized surveillance and control mechanisms to ensure respect for the content of international conventions, covenants, charters and contracts. In order to inform domestic and international publicity with cases of violating trade union rights, it is very important to ensure all means and ways which will inform that. Submission of complete and detailed information about what happened will enable the national trade union headquarters and other international, national, professional and trade union organizations to react promptly and to launch a joint campaign or a campaign for the protection of trade union rights. Therefore, it is important to report any case of trade union rights violations and to report regularly.

## □ **ORGANIZATIONAL AND PERSONNEL BUILDING ALLIANCES**

### ❖ *MEMBERSHIP*

Membership in the Union of Free Trade Unions of Montenegro is based on the principle of volunteerism.

Membership is for us one of the main goals. Reaching the higher levels of representation and success in recruiting more employees, is the goal of each trade union organization. Trade Union membership is the power that trade unions need in order to be given the authority to act in front of the employers or the Government. Registration of members and increasing the level of representation is a vital concern of every trade union. This is actually the main reason of its existence.

### ❖ *RELATIONSHIP WITH OTHER TRADE UNIONS*

Starting from similar conditions of action and problems, and the need for coordinated action in resolving them, we will continue to strengthen cooperation and links with other unions in Montenegro.

Mutual informing, consulting and exchange of ideas, respecting and overcoming of differences and pursuit for similarities, obligingness in the implementation of an agreed and uniform performance in response to the aggressive policies of state agencies and representatives of capital, is the only successful way to achieve our roles.

Union of Free Trade Unions of Montenegro will remain open for cooperation with all trade unions on major issues and major actions concerning the reform process, a consequence of transition, trade union rights and freedoms and prosperity in the world of labor. Consensus on common activities and a unique bargaining position represent clear signal to the authority to accept the Union of Free Trade Unions of Montenegro as a strategic social partner.

### ❖ *INTEREST GROUPS*

Practice increasingly imposes the need to form specific groups: women's section and section of youth within a trade union. These interest groups significantly contribute to the work, mobility and modernization of trade union activities.

## ❖ *TRANSPARENCY*

In addition to traditional methods, we shall pledge for the exclusive method of transparency. Closed cabinet methods will be unknown to the Union of Free Trade Unions of Montenegro.

## ❖ *LEADERSHIP*

We shall strive for participatory – democratic way of leadership. We shall try to avoid standard methods of leadership at all levels, which essentially means that one person decides on all important matters of the Union of Free Trade Unions of Montenegro. It is important to find a way to delegate tasks, to make people actively participate in decision-making and to hear views of members before they take something concrete. Democratic style will surely increase the activity of membership, but we must have in mind that it will take some time, patience and a lot of effort.

## ❑ ***INTERNATIONAL COOPERATION***

Along with the affirmation of our country at the international level, its involvement in international organizations and institutions and strengthening its positions in relations with the world, the Union of Free Trade Unions of Montenegro will seek to be actively involved and be more present in the actions and relations with unions in Europe and the world.

We will develop international trade union cooperation to strengthen mutual understanding, exchange ideas and experiences, trade union solidarity, and the spread of integration processes and implementation of trade union rights and freedoms. We are particularly encouraged with the processes of globalization. Vital interests of employees and the Union of Free Trade Unions of Montenegro are participation in appropriate international institutions and projects: regional, subregional and wider European cooperation, especially within the European Union.

## ❑ ***INFORMING AND EDUCATING***

We will pledge, within the financial capability, to inform trade union membership about initiatives, policies, actions and conclusions of the Union of Free Trade Unions of Montenegro. We will do this by advertising thematic publications, the trade union conferences, round tables and conferences, as well as through the website.

We will give the special attention to information, exchange of information within the trade union structures and understanding the trends in the international trade union movement. Therefore, we insist on a timely and comprehensive information, and better technical equipment and seeking for new ways to hear the word of trade union on important issues related to the position of the world. In order to get acquainted the international trade union activities with the activities of the Union of Free Trade Unions of Montenegro, its objectives and tasks, it will strengthen information towards foreign countries.

We will pay the special attention to organizing the training and educating of the trade union members and commissioners.

**Secretary General**  
Srdja Kekovic