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THE EFFECT OF WORKER UNIONS ON WORK RELATIONS IN AZERBAIJAN

Keywords: Trade Union, Labor Union, Labor relations, Republic of Azerbaijan

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INTRODUCTION

The nineteenth-century industrial society was characterized by the emergence of social class and class relations in which workers acquired a common sense of identity and class structure in society. This awareness led employees to develop new institutions such as trade unions. Trade unions are one of the most important institutions of modern society, because industrial relations in modern societies require the instrumental role of trade unions. In addition to the modern system, there is a need for trade unions for the workers' movement and workers. However, the social roles of trade unions and awareness for trade unions vary in different societies and at different times. After the industrial revolution, workers needed an institution representing themselves to protect their rights and interests. This collective labor movement was crucial to the formation of working-class identity. In other words, union consciousness was the first step towards class consciousness (Kapani, 2000: 31).

In this article, the relationship between trade union awareness and labor relations in Azerbaijan has been researched and analyzed. In order to make such an analysis, the history, development and practices of workers' movements and trade unionism; political and ideological change both in Azerbaijan and beyond; structural problems of labor process, work organization, economic competition and productivity and globalization factor are taken into consideration in order to understand the formation of trade union awareness and worker identity and relations. By conducting this research, workers' perspectives form a basis parallel to theoretical discussions. The distinguishing feature of this article is to define the awareness and perceptions of workers in terms of trade union and worker identity by combining two groups of workers in the same context for comparison.

The decision to choose this subject as the subject of the thesis was made with the effect of two factors. First, there were allegations about the great collapse of trade unions in Azerbaijan. For years, pessimistic explanations were made in labor and trade union literature. Declining rates of membership in trade unions; democracy-related issues within trade unions, wealth of trade union leaders; minimum interest of workers in trade unions, changing political tendencies of workers, fragmentation within the working class; competition between workers and the hegemonic discourse of neoliberalism has been frequently mentioned in the last few years. (Mahirogullari, 2011: 2). The second factor is limited research on the trade unions of Azerbaijan. This study is thought to be a resource for researchers in the future.

There were some problems in the research part. Since the information about the formation and development of trade unions in Azerbaijan is limited, some difficulties were encountered in obtaining this information. Some historical documents have been lost due to the events in the country (the formation, dissolution of the Soviet Union, the emergence of the Republic of Azerbaijan, the Karabakh war). In addition, the confidential storage of certain documents has created difficulties in obtaining them. Some large companies have been reluctant to provide information about their businesses. Although the documents obtained from the Union of Azerbaijan Trade Unions do not fully cover the issue, these documents have helped us in the research process.

CONCEPT AND THEORIES OF LABOR RELATIONS

Labor relations are considered to be the work of relations between employers and workers in the workplace or between workers, organizations representing employers and workers, the government and other types of institutions in society as a whole (Dunlop, 1958: 124). In addition, labor relations include staff management, collective bargaining, labor law and social insurance systems in the field to promote win-win solutions for workforce problems, as well as to develop a fairness, efficiency and satisfactory relationship between the two parties. Therefore, as mentioned above, understanding all the sub-areas of business relations will provide us with insight into the real business world and how to solve problems in a world such as workplace disagreements between employers and trade unions, strikes and lockouts (Kaufman, 2006: 296).

Other terms such as “capital-labor relations”, “industrial relations”, “labor relations”, “labor relations” and “workplace relations” and “employee relations are used interchangeably (Kay, 1979: 12). But we can distinguish some. The more commonly used term “labor relations refers to an interdisciplinary issue derived from major disciplines such as economics, sociology, psychology, and law, which addresses very narrowly the negotiations between employers and trade unions, trade unions and conflicts.

Labor relations are generally country specific (Caulfield, 2004: 445). That is, labor relations are considered a system and tend to be different between countries. Therefore, understanding the labor relations system as well as the collective bargaining situation in each country will also help our understanding of the nature of the economy, industry, production methods, technological and socio-cultural dimension, as well as its background and development (Kuruvilla, 1994: 98). On the other hand, understanding external developments, economic expansion and other incentives and changes affecting each country also helps us better understand the business relations system in a given country. Therefore, labor relations and collective bargaining should not be overlooked.

Labor markets are seen by some as being totally competitive and others as perfectly competitive. Contracts can be open or implicit, economic, psychological or social. Moreover, these different conceptualizations of individuals, employers, states, markets, and contracts can be combined into four basic models of working relationship (egoist, unitarist, pluralist and critical employment relationships) (Budd et al., 2010: 52).

The relationship of egoist employment is closely related to the idea of neoclassical economy. It is assumed that the workers and employers who are parties to this relationship endeavor to maximize their interests. Accordingly, wage and leisure time, employers want profit maximization. Labor is seen as a commodity, no different from other factors of production. Workers should be supervised and motivated by economic incentives because they tend to be laid off. The role of the state is to ensure the functioning of the free market economy and to protect the right to property. Labor markets, on the other hand, are the executives of the employment relationship since wages, social rights and other working conditions are determined by the invisible hand of the labor market (Budd, 2010: 56).

The unitarist employment relationship model of the employment relationship tends to see workers as psychological rather than economic assets and is mostly related to information in the fields of industrial organizational psychology and human resource management. Rational decision-making is emphasized in favor of behavioral elements such as justice, social pressure and cognitive limitations. Limited economic interests are emphasized in favor of psychological interests. He stated that after the physiological and safety needs of his employees are met, they seek love, respect and personalization. Therefore, the literature in psychology on job motivation has focused on internal job rewards and other external rewards. Markets are seen as defective competitive and therefore not entirely determinative. Therefore, maximizing profits encourages employers to implement various strategies to achieve their organizational goals. Moreover, a key assumption is that employees and employers share the unity of all interests, so that the most common employer strategies are those that regulate the interests of employers and employees. In this context, the unitarist working relationship is seen as a long-term partnership between employees and employers with common interests. Profitability and other organizational objectives should be pursued along with job fulfillment, fair treatment and other internal aspirations of employees. Therefore, this model of the working relationship is the basis for contemporary human resource management, as well as creating policies that benefit employees and employers simultaneously (Budd, 2010: 57).

The pluralistic model of the working relationship rejects the egoistic model, in which employees are regarded only as commodities. In contrast, its employees are seen as both economic and psychological actors who have fundamental rights such as equity and the right to speak. The pluralist model also rejects the unitarist model and, instead, believes in the plurality of interests in working relations. In other words, it is thought that employees and employers have a combination of common and contradictory interests (Budd, 2010: 58). The pluralist employment relationship means that between these stakeholders, these sharing conditions are agreed-upon exchange between stakeholders affected by various elements of the environment, including in the states and markets that shape the bargaining power of each stakeholder (Budd et al., 2004: 198).

This critical model emphasizes sharp conflicts of interest and unequal power dynamics. In Marxist and related perspectives, employers see it as the owner and supervisor of a production system that generates higher levels of profit and incentives at the expense of workers' losses. The Marxist point of view suggests that the worker-employer conflict is an element of the unequal power relationship between capitalist and

working classes in society. In this respect, feminist views focus on unequal power relations between men and women, and critical racism perspectives focus on racism discrimination and control (Budd, 2010: 58).

Employees are among the most important resources of an organization and are called the most valuable assets. The quality and quantity of their work has a direct impact on the productivity of an organization. Therefore, maintaining healthy employee relationships in an organization is a prerequisite for growth and success for any organization. Organizations consist of employers and co-workers. In general, the employee is the person who has the labor of an employer who has the right to tell the worker what to do. In the UK, the Employment Rights Act (1996) defines an “employee as a person working under an employment contract; This is sometimes called a 'paid employment contract'.

UNION CONCEPT AND UNION TYPES

The term “union” derives from the Latin word “Syndic” which means the ruler of cities and states. Beginning in the 19th century, the word syndicate describes a group of people who have been created to protect and defend the common interests of a particular group. In short, to define a definition, the grouping created to protect and develop the different rights and interests of employees and each other is called trade union. For the first time, union understanding was explained by Sidney and Beatrice Webb, the founders of Fabian School” as a continuous community of employees to develop and maintain working conditions ((Mahiroğulları, 2011: 2). Trade union, German “gewerkschaft, which means labor union instead of “union”, is used in states such as England and Germany. Employees 'and employers' unions in these countries are described in various words. For example, in the UK, the trade union is referred to as the trade union, while the employer union is described as “employer’s union. In states such as France and Turkey per employee understanding of the trade union or employers bringing such an organization it is indicated (Tokol, 2000: 25-26).

II. After the end of World War II, the paradigm has changed for social policy, workers and trade unions. The new economic policies of Keynesianism and the “threat Soviet of the Soviet invasion strengthened the power of trade unionism in Europe. Great Depression and II. After World War II chaos, Keynesian economic policies were established, defending the distribution of wealth in favor of labor as a way out of stagnation. Wages of workers increased during this period and collective bargaining processes were implemented. In this regard, II. The post-World War era was the golden age of unionism. The union was the pioneer social institution that had significant political power as well as social power. During this period, the unions had a strong influence and control over the workers and socialist parties. The elections of the executive committee of these parties were under the influence of the union during this period. For example, this influence continued until the leadership of Tony Blair of the Labor Party in England in the 1990s. (Foner, 1972: 58).

A union is defined as workers' organizations whose main purpose is to regulate the relations between employees and employer or employer associations of one or more definitions (Trade Union and Labor Relations (Consolidation) Act 1992). Each provides a broad definition of a wide range of organizations with different commitments to the general principles and ideology of trade unionism. The formation of the trade union structure started as discussion groups formed as professional organizations with the following functions by negotiating for better wages, working hours and working conditions. Labor movement has emerged as a result of the difference between the power of employers and the weakness of individual employees (Wrigley, 2009: 78).

Trade Union Types by Scope

Many authors have tried to distinguish three or four different types of trade unions (Jackson 1983: 49). These were, first, the oldest craft unity, followed up to the model trade unionism of the nineteenth century. Second, the industrial union (business unionism), of which two types can be defined: one is the monopoly industry association, which organizes all workers in one sector, and the other is the only sector union, which does not organize all workers in one sector, but restricts their hiring in this sector. Third, the general unity: ideally open to all employees, regardless of industry, degree or geographical region. Fourthly, it is a professional association which differs from the craft association on the grounds that entry to the profession is based on academic qualifications. Jackson explained these trade union types as follows (Jackson, 1983: 50):

Craft unity: The oldest form of trade union was a type of craft in which having certain trade skills was the basis for organizing and could be identified by jobs that could be distinguished from others. For example, all carpenters belong to the “union of carpenters; plasterers belong to the “plasterer association. The tendency to form trade union unions has been the strongest in countries such as the Bahamas, Trinidad and Tobago, where skilled and educated workers want to develop trade unions for themselves. A number of craft

associations remain for a single craft, and since different regions of crafts face difficulties during modernization, they tend to be more crafts for economic survival.

Industrial associations: These unions include the ranks of all skilled and unskilled workers in a particular industry (railway, steel, etc.). They are often referred to as vertical organization because they involve a population of skilled or unskilled workers in a sector. Leading labor and industrial workers in the world are examples of this type. Like trade unions, industrial unions depend on changes in the economy. Some unions in areas such as sugar and oil and port labor suffered severely as a result of technological changes (Jackson, 1983: 50).

Professional and white-collar trade unions: professional or industrial-oriented units that belong to non-blue-collar workers, ie non-manual workers. It may have some qualifications as a professional association. For example, police, bank employees, teachers and so on. Although some professional organizations, such as the British Medical Association, do not consider themselves to be trade unions, they also perform trade union functions on behalf of their membership, as well as other activities such as research promotion and publication of professional journals. In Finland, AKAVA is a trade union for professional and administrative staff, a union for university, professional or higher education white-collar professionals. White-collar trade unions are among the most active and successful in the Caribbean. Most of these are public sector unions and, apart from periods of structural adjustment, members often benefit from financial security as they can pay union fees cut from a central source. There are still many white-collar workers in many areas of the Caribbean, especially in the unions that are not yet organized in the trade unions (Jackson, 1983: 50).

General union: A trade union with no restrictions on the categories of workers that can participate. In the UK, general unions include the GMB and TGWU. A good example in Australia is the Australian Labor Union. In some cases, trade unions move away from their main areas and become like general trade unions. For example, the British-based EETPU association has now merged with the AEU Engineering association and was initially the AEEU, a craft association. Many trade unions, starting as crafts or trade unions, have expanded to include other types of members and thus have become general unions.

Trade Union Types According to Qualifications of Members

Unions are divided into several groups according to the qualifications of their members. Trade unions involving physical workers are divided into groups such as trade unions involving intellectual workers. It is known that in the formation of trade unions, it is firstly spread among the people working their bodies by using arm forces. Among them, those with certain qualifications or professions have formed trade unions, and unqualified workers have turned to general or branch trade unionism over time. These workers, who use their bodies or hand labor in the industry, are called workers blue workers blue.

There was a time when trade unions and strikes were only known to Blue-collar workers in factories, mines, and railways. White-collar workers and professional people, such as doctors, engineers, lawyers, professors, senior executives and executive staff, thought it was worthy of their dignity to join trade unions, walk high streets and shout slogans. Today, this situation varies (Bell 1973: 123). Most of the unions are among professional, white employees, civil servants, senior managers and executives. Banks, Life Insurance Corporation, and many other organizations are organizing high-wage employees, which include Central Government and semi-government employees. Both blue- and white-collar workers are employees, but they have different status and different positions at different levels. (Gambling 1978: 211).

DEVELOPMENT PROCESS OF WORKER UNIONS IN AZERBAIJAN

Pre-Independence Period

Workers' unions started to emerge in Azerbaijan from the first years of the XIX century. The first union formed in Azerbaijan was established during the 1905-1907 bourgeois democratic revolution that emerged in Russia. In 1905, as in the different industrial zones of the Russian tsarism, the first trade union was established in Baku. For the first time in Azerbaijan, on October 17, 1905, the union of railway workers and servants was established in Baku. In 1905, political labor unions of engineers and technicians, doctors, teachers, lawyers emerged. In this process, bureau officials, city, mine workers, trade workers 'workers' trade unions were active (Mehdiyev, 2005: 48).

In the history of the Azerbaijan Union, the establishment of an alliance is considered an important stage. At the end of 1905, the Alliance Unity Bureau was established in Baku. This was an attempt to unite the unions that emerged during the 1905-1907 revolution. However, this step was extremely weak, and unions could not be achieved. However, the process of establishing trade unions continued in 1906. In January and February 1906, the union and ship repairer personnel of Baku City and regional offices started to work. In 1906, the Central Bureau of the Trade Unions Center was established to lead the Bolsheviks'

trade unions in Baku. During the 1905-1907 revolution, the Bolsheviks and the Mensheviks had difficulty in dealing with trade unions. The Bolsheviks thought that unions engaged in revolutionary activities (Arslan, 2001: 98).

Before 1991, the trade union movement in Azerbaijan had its own characteristics. Under the conditions of the Soviets, the organization of trade unions did not provide complete legalization that limited the possibilities for the growth of the members. After the fall of the autocracy, the trade union movement lasted only a few months under the capitalist economy. This period was characterized by the rapid growth of trade unions and their impact, including in the political sphere. The October Revolution marked the beginning of this particular stage, which some writers saw as the development of trade unions and the gradual disappearance of others. The unions made almost all talented employee's members. He gathered people from different backgrounds around him. Their organizational unity has reached a high level. At the same time, trade unions were actually subordinated to the ruling party and over the years they lost the ability to actively defend workers' interests (Geybullayev, 1994: 48).

The Soviet trade union model was completely different from traditional trade unionism. The tasks of the trade unions were very wide and varied. In a typical industrial organization, the union had 170 functions, from struggles to increase labor productivity to child summer holidays. Most importantly, it was the Soviet trade unions involved in the de facto defense of workers' rights and workers' interests. Their protective function was to carry out worker protection and security measures together with the state and economic bodies, and mainly to control formal compliance with labor legislation by administrative and economic organizations. However, such activity was clearly not the main focus of efforts to resolve the tasks of production and redistribution of income. Theoretically, it was tried to be defended on the grounds that the means of production belong to the workers and therefore there is no other sector to protect the rights of these workers (Hacıyev, 2002: 89).

Post-Independence Period

The Azerbaijani unions are organizations that protect and express the economic, social, labor, legal and moral rights and interests of union members and the people of wage labor. The Azerbaijan Trade Union Confederation was established at the congress of the Azerbaijan trade unions held on February 5-6, 1993. On February 5, 1993, the Azerbaijani Trade Union Council gave its powers to the newly established confederation type AHİK (Azerbaijan Confederation of Hemcars' Alliance). With the establishment of this organization, the administrative-estate methods of the trade unions were abolished and the powers of the trade unions in the agricultural sector were restored to them, entrepreneurship, innovation and participation in world trade unions were achieved.

As an integral part of the International Trade Unions Movement, AHİK (Azerbaijan Confederation of Hemcars Alliance) is increasingly developing solidarity and cooperation with trade unions in foreign countries and joining international alliances. AHİK has already been proved to be a strong, active and innovative national union center. As a result, the Confederation is a member of the Board of the International Trade Unions Confederation (IPCC), which is the largest union organization in the world and participates in 328 unions - 176 million members from 162 countries. Thus, the AHİK III Congress was elected as the AHİK representative and vice president of the organization. 46 international organizations and international union unions have been established so far (Kymlička, 1998: 100). Bilateral agreements have been signed with 10 foreign trade unions and cooperation agreements have been signed with International Labor and International Migration Organizations (Hacıyev, 2002: 89).

During the years of independence, the ICRC's international relations expanded, and the organization became a member of influential international organizations such as the International Labor Organization and the International Trade Union Confederation (Geybullayev, 1994: 89).

The President of the Republic of Azerbaijan İlham Aliyev stated that it is important to increase the role of trade unions in society. The issuance of decrees and orders and the award of high government awards to workers in the field of trade unions have been suggested to be a manifestation of the constant attention and care of the president in this field. On the other hand, progressive changes in national legislation, including the Labor Law at that time, were thought to create new opportunities for trade union organizations to better protect workers' rights (Geybullayev, 1994: 90).

Azerbaijan's existing labor legislation, labor law and social legislation, which responds to market realities, provides only minimum level of social security and labor security, thus enabling employers and workers to establish contractual labor relations. In this context, the role of trade unions as a legitimate

representative of workers' interests increases significantly, both because it directly affects workers and because of negotiations between trade unions and employers (Bünyadov, 1994: 63).

Considering the objective of ensuring human rights and freedoms, the Azerbaijani state has given great importance to the protection of the economic and social interests of the trade unions of Azerbaijan citizens and the protection of workers' rights in modern times. The Cabinet of Ministers of the Republic of Azerbaijan, the Confederation of Trade Unions of Azerbaijan and the Confederation of National Entrepreneurs (Employer) Organizations of the Republic of Azerbaijan sign the General Collective Bargaining Agreement, which defines the position and joint activities of the country in the realization of the country's socio-economic policy (Cavadov, 1998: 38).

Trade unions are the only social structure in Azerbaijan that has hardly changed since the Soviet period. Changes in the labor market due to privatization, the rapid growth of the private sector, the spread of secondary (informal) employment, self-employment agreements, individual temporary contracts and an oral agreement did not affect the structures and functions of trade unions. A number of functions have changed, but this change has been caused by the disappearance of some of the old functions that are often transferred to the authority of the state; At the same time, new features never appeared. There is no union employment policy that reflects trends in the development of the labor market. The unions are still seeking a political solution. Regional committees and regional federations are reluctant to perceive the new, and this is seen as the reason for the privatization of the primary organizations of the economically most advanced enterprises. The regional organizations took very little attitudes to the experience of alternative trade unions. Rather, they tended to adapt to local government, which identified a niche called social partnership. In general, the picture that emerged in Soviet times is as follows: trade unions have now sought to gain their high status in the post-Soviet period after independence. Social partnerships and political lobbying endeavor to bring the credibility of both the union and the state to society by providing social services to the trade unions themselves. (Cavadov, 1998: 35).

Among other factors, integration processes will affect the modernization process of political systems, because it determines the state of the labor market relations, the development and realization of the labor force potential of workers, and the social stability. Regional unions need to develop strategies and tactics to reflect the changes brought about by European social integration. Trade unions have become particularly important for Azerbaijan, where the majority of workers and unemployed think that they are to some extent victimized by the new social and economic order and the country's integration into the global economy (Geybullayev, 1994: 89).

Currently, the Confederation of Trade Unions of Azerbaijan includes numerous trade union committees and federations covering economic, cultural, educational, health, public service and other fields of activity. The unions around the confederation are about 2 million. This shows that the Azerbaijani trade unions are the largest and the most organized social force. The Confederation of Trade Unions of Azerbaijan conducts consistent and regular actions on social partnerships, social security, labor protection and protection of labor rights (Kymlichka, 1998: 101).

As a result of liberal economic reforms, investment promotion and the implementation of targeted state programs in Azerbaijan, the country's economy has grown more than threefold in the last 10 years, unemployment and poverty have fallen by 5%, social and economic infrastructure has been recovered in the republic and population welfare has increased greatly. Since 2003, thousands of production plants have been established in Azerbaijan and 1.4 million new jobs have been created. Most of the newly created works belong to the private sector. Considering all these realities, it can be considered that the AHİK should take consistent and purposeful measures to improve working conditions, solve social problems and secure job rights of citizens participating in the working process. According to Geybullayev, the Confederation of Trade Unions should focus on cooperation with transnational corporations operating in Azerbaijan and examine and apply advanced international experiences in the organization of labor and social issues (Geybullayev, 1994: 91).

According to Bünyadov, in such a case, it is difficult to answer questions such as how to really protect the socio-economic rights of employees in front of a foreign employer and how to prevent negative situations in transnational corporations. The authorities of the country should take into consideration the opinions of the workers when dealing with trading contracts when doing business with international companies and should not be taken into consideration without participating in the social conditions of these contracts (Bünyadov, 1994: 63).

After the independence of the trade unions in Azerbaijan, important additions and amendments to the Labor Law, the Law on Administrative Offenses increased the reputation of the trade unions in the

institutions, created hundreds of new members, prevented thousands of workers from losing their jobs and also improved the work of the trade unions. It has caused a decrease in their dependence on employers (Efendiyev, 1998: 14).

CONCLUSION AND DISCUSSION

The labor market and organizational transformations have reshaped the underlying relationships. Work relationships include rights, obligations, expectations, and values that shape the interaction between employees and colleagues, between employees and employers, and between self-employed and customers. (Lowe et al., 1999: 25).

In the history of the Azerbaijan Union, the establishment of an alliance is considered an important stage. At the end of 1905, the Alliance Unity Bureau was established in Baku. This was an attempt to unite the unions that emerged during the 1905-1907 revolution. In 1910, coastal and coastal workers in Astara and fishing unions in the Lankaran accident were born. The activities of the more sophisticated and oppressive unions in the tsarist period expanded in the conditions of democracy that existed in the period of the Democratic Republic of Azerbaijan in the 1918-1920s. The formation of trade unions that brought national-minded people together at that time had gained momentum, but the fall of Azerbaijan under the Soviet empire did not allow these organizations to strengthen.

Most of the trade unions established in Azerbaijan during the 1905-1907 revolution were under the influence of the Bolsheviks. There was no unified headquarters for trade unions, the provisions of their lists generally complied with the program requirements of the Bolshevik Party. In addition to economic demands, trade unions also called for political content calls. The multinationals of the Baku Proletariat influenced the activities of the unions.

After gaining independence, the unions in Azerbaijan became involved in the process of transformation from totalitarian unions to democratic unions. In 1991, as well as Azerbaijan, which regained its independence, significant changes were made in the activities of trade unions in all areas of the country's life and the principles of democracy and promotion became widespread. On February 5, 1993, the Azerbaijan Trade Union Council gave its powers to the newly established confederation-type AHİK. With the establishment of this organization, the administrative-emirate methods of the trade unions were abolished and the powers of the trade unions in the agricultural sector were restored to them, entrepreneurship, innovation and participation in world trade unions were achieved.

In Azerbaijan, the union is an official workers' association that supports the common interests and the interests of its members. Employees join unions with the aim of improving working conditions, so unions have been formed from organization level to national level and international level.

Social, economic and industrial changes affect the power of trade unions in various ways. For example, the transition from manufacturing to the service industry has led to the employment of a large number of women, young and part-time, contractual and temporary workers who tend to disagree with trade unions. This led to a decrease in the rate of unionization and the power of unionization. Automation, which is one of the most important effects of social, economic and industrial changes, is also an important challenge that can affect the power of trade unions in many countries such as the former Azerbaijan. Globalization is another issue that affects the power of trade unions because privatization, deregulation, employment insecurity and low wages from globalization have led to the loss of trade unions. In addition, fluctuations in business cycles, inflation and unemployment rates play an impressive role in the power of trade unions in various countries of the world (Gevişli, 1990: 6).

Based on the findings, it can be concluded that trade union labor unions play an active role in maintaining the quality of life of employees. In fact, the security of workers' life seems to be an indispensable component of the functions of this union. However, they maintain good and harmonious working relationships.

Trade unions should provide added value to their members in the work they do. In addition to implementing security and improving working conditions, the union should try to give more importance to bringing new values to its members. Its membership should focus on education and training. The union provides training to members on labor rights and collective bargaining. Trade union density is the fundamental force of any union. High-intensity trade unions can put pressure on management levels and have a positive impact on the lives of employees. The analyzed data showed that after the independence, a union with a strong relationship with the workers of the Azerbaijani trade unions was more powerful in influencing the management and ultimately benefiting the workers. In addition, the Azerbaijani union should meet with workers to meet the needs and increase their voice in order to increase productivity. Union members are generally satisfied with the work carried out by the Republic of Azerbaijan.

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Azərbaycanda işçi münasibətlərinin Həmkarlar İttifaqlarının qurulmasında rolu

Xülasə

Həmkarlar ittifaqları müasir cəmiyyətin ən vacib təşkilatlardan biridir, çünki müasir cəmiyyətlərdə sənaye əlaqələri həmkarlar ittifaqlarının instrumental rolunu tələb edir. Bununla yanaşı həmkarlar ittifaqları cəmiyyətdə sosial rol oynayır. Həmkarlar ittifaqlarının məlumatlılıq səviyyəsi müxtəlif cəmiyyətlərdə və fərqli vaxtlarda dəyişir. Başqa sözlə, birlik şüuru sinif şüurunun inkişafına doğru ilk addım idi. Məqalədə Azərbaycanada həmkarlar ittifaqı maarifləndirmə və əmək münasibətləri arasındakı əlaqə araşdırılıb təhlil edilmişdir.

Роль профсоюзов в установление трудовых отношений в Азербайджане

Резюме

Профсоюзы являются одним из важнейших объединений современного общества, потому что в современных обществах промышленные связи требуют инструментальной роли профсоюзов. В то же время, они играют важную социальную роль. Их информированность различно в разных обществах и в различные времена. Это коллективное рабочее движение сыграло важную роль в формировании рабочего класса. Другими словами, сознание единства было первым шагом к классовому сознанию. В этом исследовании была исследована и проанализирована связь между профсоюзным образованием и трудовыми отношениями в Азербайджане.