

M.S. Ponomar'ova, Professor Assistant, PhD in Economics
Kharkiv national agrarian university named after V.V. Dokuchayev

I.I. Chernega, Professor Assistant, PhD in Economics

Yu.S. Chernega, Post-graduate student
Uman' national horticulture university

STAGES OF SOCIAL AND LABOR RELATIONS DEVELOPMENT IN UKRAINE AND STATUS OF THE WORLD TENDENCIES UNDER MODERN CONDITIONS

Statement of a problem. A specific representation of labor relations is cooperation or a mutual relations conflict and competition. Under production conditions such forms of social and labor relations manifestation act either for the welfare of an enterprise or damage the interests of it. Social and labor relations are the relations between social associations and individuals in the process of work and cooperation.

The analyses of the latest researches and publications. The first realization of social and labor relations form in production conditions was a strict model developed by American engineer F. Taylor from «Midvale Steel» company at the end of XIX century. That system demanded a strict labor regulation, a concrete performing method, the consequences, a rate of labor actions, and order of work and rest interchanges. There also existed a direct connection between labor payment and complicated tasks performing.

The result of its implementation was a rapid increase of labor intensity and effectiveness. V. I. Lenin called this system “a sweated labor scientific system”. A man in that system was treated as a mechanism, whose interests were not taken into an account by an employer. The ideal worker was a person who performed all the tasks in the prescribed manner. Later because of the contradictions between scientific and technical processes which gave a birth to “technocratic approach” to personnel and contradictions in the sphere of labor, and these contradictions made the obstacles for effective activity of a managerial section and ordinary workers, there arose a need in a new highly skillful worker who would be able to take independent decisions and be interested in the goals of an enterprise.

At the modern stage social processes and relations in the sphere of labor became the main factor of raising its effectiveness. Wherein the attention is given to the primary nature of labor in which sphere social processes are arising,

taking place and developing. In many ways labor activity determines a man's position in a society, his material and cultural wealth, faculties development and demands increasing. Motivations for achieving common activity goals and making a career are also taking into an account.

Statement of a task. So, social and labor relations and labor social processes are becoming an essential part in labor economy. The main idea of the article is analyzing the ways of labor activity effectiveness increasing under the conditions of providing workers development, their demands satisfaction and formation of positive labor relations at modern stage.

Statement of the research basic material. Modern world tendencies in the sphere of occupation and social and labor relations are conditioned, in the first turn, by national economies globalization and rapprochement of labor norms, rights and warranties in different countries. The most characteristic tendencies in the developed countries that dominate in globalized environment are the followings:

- new quality of labor force formation and increasing of highly qualified work formation in the sphere of production, especially in production of scientific and technical products;
- introduction of an integral system of state social warranties for engaged workers;
- increasing the role of personnel management;
- formation of new management philosophy under which social functions of an enterprise are much more determined and underlined by economic functions;
- changing of force confrontation in social and labor relations onto contractual basis of social partners agreed interests;
- increasing the role of hired workers in management process;
- refusal from Taylor and Ford system of labor organization and from authoritarian management style;
- development of the system under which workers take part in the enterprises earnings and their ownership;
- expansion of "transparency" in the relations between workers and employers;
- gradual increasing of workers' real incomes and "socialization" of relations between labor and capital.

The real answer to new world tendencies in the sphere of occupation and social and labor relations became the formation of contemporary models of their regulations: European (continental), Anglo-Saxon and Chinese [21; 39].

European (continental) model is characterized by high level of legal protection, strict norms of labor law oriented at job vacancies warranties and expansion of tariff regulation with light wages differentiation.

That model was highly evaluated by the specialists of IOE though it has certain drawbacks; i.e. unemployment increasing, complicated approach to labor market for youth and other underprivileged citizens, weakening of wages stimulated role and decreasing of social and economic growth rates.

Anglo-Saxon model of social and labor relations regulation is characterized by lower level of social guarantees, wider rights of employers to hire and dismiss workers, high wages differentiation and making collective agreements at an enterprise level rather than at the level of a sphere or a region. At the same time the advantages of this model are higher growing rates, activity in new job vacancies creation and reduction of an unemployment level. The practice shows that this model has found the most successful introduction in the USA. The disadvantages of this model are society polarization and poverty growing.

Chinese model is based on centralized regulation of employment at state enterprises and considerable freedom of this process in private and commercial sectors. Owing to such an approach, low level of unemployment is retained in China in spite of a tremendous number of human resources. In particular, one of its regulating directions is the practice of additional job vacancies creation for surplus labor force at the enterprise that keeps out from numerous dismissals under certain changes. Each of these models has its own advantages and disadvantages, which should be taken into an account while building national model of social and labor relations development. Such model would be able to adjust to international and national economies and political situation changes, so it should be a symbiosis of a liberal direction and social orientation. A liberal direction gives an opportunity to create the circumstances for self-realization and self-providing of economic entities under the conditions of state financing shortages.

Scientific theories and world practice are aimed at creation of perfect partner and effective social and labor relations. Constructive practice activity of world developed countries in this sphere became one of the most important achievements of world civilization.

Under modern conditions it is impossible to gain a success in social and labor policy of the country in the isolation from the world association. That is why while transferring to market relations it is very important to return to the initial values laid in the basic labor norms, recommendations and rules that

accumulate the experience of world associations and are checked by the practice of their usage in many countries.

In order to regulate social and labor relations, our state takes into consideration international and regional labor standards and creates its own legislative and rulemaking system that encompasses the problems of occupation, job payment, social policy, labor conditions and protection, working time optimization, migration and demographic policy, etc.

The Constitution of Ukraine, in accordance with the universal principals and international labor laws, guarantees to the citizens the rights to work, to entrepreneurship which is not forbidden by the law and the right to social protection. Protection from forced labor, creation of equal abilities in a chosen profession, a kind of job, the right to safe and healthy work conditions and the payment not lower than that fixed by the legislation are also guaranteed. The Ukrainian citizens have equal rights and freedoms protected from discrimination at each stage.

Employer-employee relationships are regulated by the acts of state competent bodies at all levels in accordance with the Constitution of Ukraine.

Under the conditions of formation new market relations in our country the labor legislative system is developing constantly. According to article 9 of the Constitution of Ukraine the international agreements which were approved by the Verkhovna Rada of Ukraine became a part of our national legislation. Practically at all directions that form the base for social and labor relations, national legislation of Ukraine guarantees to its citizens –entities of social and labor relations wider rights than those fixed in international laws. In a great number of international labor laws the right of working people to annual paid holiday is only declared. At the same time articles 74 and 75 of Ukrainian Labor Code say that the citizens who have labor relations with the enterprises, institutions and organizations despite their form of ownership, kind of activity and sphere of activity and also the citizens who work by the contract with a natural person, have the right to annual (tariff and additional) holiday. Therefore, their places of work and wages are saved during this period and annual tariff leave given to the workers lasts not less than 24 calendar days per each worked year since the time of making a labor contract.

Though, a row of acts of Ukrainian national legislation in the sphere of social and labor relations in some aspects don't correspond to the norms of international labor laws which are also in force in the territory of Ukraine.

Conclusions. Serious obstacles on the way to developing of perfect and transparent social and labor relation are the tremendous scales of shady economic sectors in Ukraine. In particular, the practice of avoiding taxation and

conducting “double bookkeeping” have been extended almost in all spheres of activity with only a small exception. As a result, there is not only economic indices disfigured and mass nonpayment into the budgets in different levels but also there is a more serious problem. This problem is the deformation of peoples’ psychology and consciousness and this deformation influences qualitative characteristics of social and labor relations.

As for the world tendency of development and conditions of social and labor relation it is necessary to stress that despite the changes that took place in economic and social spheres of modern west society, there still exist contradictions between the interests of hired employees and employers and class divergences in the world of market economy.

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Ponomar'ova M.S., Chernega I.I., Chernega Yu.S. Stages of social and labor relations development in Ukraine and status of the world tendencies under modern conditions. The stages of social and labor relations development are examined in the article. At present this question is very important, it will allow concentrating an attention on the problem of formation and improving of normative and legal base of social and labor relations development. Solving of this problem will enable Ukraine and other countries of the world to create a proper environment while conducting a policy of labor market development.

Пономарьова М.С., Чернега І.І., Чернега Ю.С. Этапы развития социально-трудовых отношений в Украине и состояние мировых тенденции в современных условиях. В статье рассмотрены этапы развития социально-трудовых отношений, что на сегодняшний день является крайне необходимым, что сосредоточит внимание на проблеме формирования и совершенствования нормативно-правовой базы развития социально-трудовых отношений, и решение которых даст Украине и странам мира, создания надлежащей среды в ведении политики развития рынка труда.