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THEORETICAL JUSTIFICATION TO SOCIAL PARTNERSHIP: CONCEPTS AND CATEGORICAL APPARATUS

The article examines the theoretical aspects of the essence and content of the concept "social partnership". Scientific approaches in defining characteristics of social partnership development are reviewed. The components of the mechanism of social partnership are analyzed, and its effectiveness under modern conditions are identified.

Keywords: social partnership, social dialogue, social and labour relations.

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ТЕОРЕТИЧНЕ ОБҐРУНТУВАННЯ СОЦІАЛЬНОГО ПАРТНЕРСТВА: ПОНЯТТЄВО-КАТЕГОРІЙНИЙ АПАРАТ

Досліджуються теоретичні аспекти сутності та змісту поняття «соціальне партнерство». Розглянуто наукові підходи до визначення особливостей розвитку соціального партнерства. Проаналізовано складові механізму соціального партнерства та визначено напрями підвищення його ефективності в сучасних умовах.

Ключові слова: соціальне партнерство, соціальний діалог, соціально-трудова відносина.

ТЕОРЕТИЧЕСКОЕ ОБОСНОВАНИЕ СОЦИАЛЬНОГО ПАРТНЕРСТВА: ПОНЯТИЙНО-КАТЕГОРИАЛЬНЫЙ АППАРАТ

Исследуются теоретические аспекты сущности и содержания понятия «социальное партнерство». Рассмотрены научные подходы к определению особенностей развития социального партнерства. Проанализированы составляющие механизма социального партнерства и определены направления повышения его эффективности в современных условиях.

Ключевые слова: социальное партнерство, социальный диалог, социально-трудовые отношения.

Statement of the problem. One of the basic principles for the functioning of a modern democratic society and an important condition for the transition to a socially oriented economy is a social partnership, in which the man is the main factor in social progress and economic growth, and the satisfaction of their interests is ensured as a matter of priority the State. The main sphere of realization of social partnership is the sphere of social and labor relations that occupy an important place in the settlement of the national labour market on the basis of their socialization. In the realities of the socio-economic and political situation in Ukraine requires balancing the interests of various social groups and authorities in a civilized manner. Under such conditions increases significantly the need for implementation of scientific search of suitable and effective mechanisms for combining the interests of different social groups with the aim of achieving a favorable social climate in society, preventing the emergence of socio-political stress and decrease social tension [19].

The development of effective social partnership is a necessary condition for Ukraine on the path towards European integration, because it is thanks to social partnership, the European Union countries have reached high economic development and decent living standards. Consequently, attention to the study of social partnership is driven by the need for the emergence and development of new socio-economic and political realities. However, we must clearly realize that given the transitional crisis and domestic economic system, this task becomes increasingly difficult and almost no room for third-party borrowing experience, so it is clear that before scientists and practitioners in the field of State construction raises the urgent task of development

and implementation of national social partnership model preliminary agreement of all its concepts and categories.

System of modern views on the study of such phenomena as social dialogue is essentially a search for synthesis of modern achievements of many sciences, inter alia economic, legal, sociological, pedagogical and stuff. Therefore, their analysis enables to trace the evolution of scientific views, to identify the main provisions in this field, to clarify concepts and category apparatus.

Analysis of recent studies and publications. The problems of interaction between the State and civil society, the theory and practice of social partnership dedicated to a significant number of scientific papers of domestic and foreign scientists. In particular, implementation issues are investigated in a mediatory capacity of public authorities, trade unions and employers ' associations in regulating the relations of social partnership in the field of business. The essence of this mediation, his rational forms revealed in the writings of many lawyers, political scientists, economists and sociologists.

In social partnership were involved in many domestic and foreign scientists. Social partnerships as a factor of political and social stability, one of the first in Ukraine explored T. Lyashenko [12, p. 18]. Lobanova A. raises the issue of the need to justify the development of socio-political partnership in the context of the realities of Ukrainian society [11, p. 716]. Ukrainian scholar O. Yastremskaya and A. Popov reveal the content of the notion of "social partnership", to identify the factors and conditions affecting the effectiveness of its implementation between workers, employers and the State, as well as determine the indicators for which it is advisable to assess the level of manifestations of social partnership [19].

However, despite the increase in the number of scientific publications on this issue, a number of substantive issues related to the improvement of the operation of the system of social partnership, require further study.

The aim of this article is the analysis of concepts and research apparatus of category of social partnership.

Presentation of the basic material investigations. The concept of social partnership, which first began in the late 19th and early 20th centuries as an effective tool for overcoming conflict situations in the social and labour sphere, nowadays becomes a common way to solve various social problems in all spheres of society. Social partnership relations have been developing for a long time, but, despite their apparent effectiveness in reaching an agreement, they are recognized in all countries, not all actors of social and labour relations, governmental bodies, etc. [15, p. 189].

The term "partnership" with respect to social relations between workers and employers used the English philosopher John Stuart Mill, that is proving in his study "Foundations of political economy and some aspects of their applications to social

philosophy (1848), that the development of social relations will occur by combining working with capitalists and through the Association of workers". He wrote that the position of the working class can be improved only by changing relations of magnitude means for distribution among workers in favour of the latter. Proposed positive reform programme of bourgeois society, one of the points which had such a meaning: the transition from enterprises with paid employment to cooperative production associations, that is, a gradual shift of capital in the hands of workers [13, p. 19].

With the development of society, the problem of social partnership goes well undersocio-labour relations in a socio-political and social partnership as a mechanism for constructing a system of democratic governance. Therefore, in many countries, social partnership methodology are guided by experts with a view to establishing cooperation at all levels of the authorities with non-governmental non-profit organizations of the "third sector".

So, in the UN partnerships are "voluntary and collaborative relationships between various parties, in which all participants agree to work together to achieve a common purpose or undertake a specific task and work together to overcome adversity, have overall responsibility to provide, on a reciprocal basis and knowledge resources and benefits" [21]. The reason why the definition of social partnership are so fuzzy, is the nature of the phenomenon-in an extraordinary variety of partnership and forms that can take a partnership. Multi-stakeholder partnerships very widely differ in terms of objectives, scope, complexity, level of activity (from local to global), the number and diversity of partners " [4]. Finally, the "social partnership may include a different number of stakeholders and therefore differ according to the degree of diversity, and increased diversity provides both new opportunities and new challenges means the appearance" [21].

Partnership implies not only the need for understanding and recognition of the interests of the opposite side, but its perception as reality of social development, that must be acknowledged. An important aspect that determines the status of state power is how it reproduces, in its activities, common needs, interests, goals and the will of the citizens. The scope and nature of the proliferation of citizen participation in the processes of formation and realization of public administrative decisions depends on how the system works, "the state-civil society", since that has been the most appropriate form orientation to use dialog forms of political participation by citizens. The role of the State as one of the social partners is to create conditions that meet public needs by aligning the interests of the "second" and "third" sector on socio-economic policies. The State is the centre of economic and social development, but not as a direct source of growth, and as a partner, catalyst and facilitator. Therefore,

such a large value is given to the role of the State in the national system of social partnership [5].

To experts' opinion of the International Labour Organization, the social partnership should be defined as a mechanism through which entrepreneurs, workers and governments are developing a set of agreed and multilateral ways to deal with all important issues of economic and social policies at the national level by finding compromises [21]. Social partnership as a scientific category is characterized by multiple, multiplicity and breadth of understanding and interpretation. It can be also represented in many areas of public relations, its various definitions reveal the other side of the social partnership, which is of interest to the researcher that solves a specific problem.

Some understands it as a specific type of social relations among social groups, layers, classes, and other social structures; others-like mechanism of the relationship between the public authorities, workers ' representatives and employers, others as a special type of socio-labour relations inherent in a market economy, providing, based on equitable cooperation of employees and employers an optimal balance and the realization of their fundamental interests [17 p. 36].

It is worth noting, as the relationship between social partners, social dialogue and labor relations, which are often used in the law and even in legal science as synonymous concepts. In academic legal literature has developed three viewpoints on the ratio of the concepts of "social partnership" and "social dialogue":

- 1) they are identical in meaning;
- 2) social dialogue supported element of social partnership, the relationship between a process and its purpose;
- 3) social dialogue includes social partnership.

Most scientists support the first two viewpoints. In particular, the opinion of an identical grace-social dialogue and social partnership shared by M. Surocichin, who comes to this conclusion based on the analysis of ILO instruments and contemporary legislation of the European Union [16, p. 411]. Scientists V. Trunova and A. Arsentyeva argue about the incorrectness of such concepts as synonyms. According to A. Arsentyeva, national law occurred the erroneous notions: social partnership is the aim of resolving the socio-labour relations. This is why social dialogue is only part of the system of social partnership [1, p. 226-227].

From the point of view of M. Stadnik's the Constitution, social partnership and social dialogue represent only the shape of the relations of the subjects of collective legal regulation in the settlement of collective labour relations, consultation, negotiation, therefore, is a social dialogue. Conclusion of the agreements between the subjects of legal relations in the sphere of application of wage labour is a social partnership [18 p. 180]. We agree with this scientist's point of you.

According to Mikheyev, under social partnership understands civilized system of social relations in the social and labour sphere, based on a harmonization of interests of employees, employers, entrepreneurs, public authorities, local self-government on the basis of agreements, compromises, consensus in addressing the urgent problems of economic and political life of societies [14, p. 448].

Another Russian scientist A. Kudryachenko defines social partnership as an effective form of regulation of social and labour relations, which appeared as a result of the evolution of society and which resulted in irreconcilable class confrontation of contradictions and conflicts are transformed into considerably lower levels that are organizations, trade unions and employers' associations in the context of state control. The main condition for forming partnerships is the congruence of the objectives of the employees and owners' businesses. If this occurs at the level of vision, perhaps long and sufficiently sustainable partnerships. If it occurs at the level of private purposes that means such a partnership would be temporary. However, all other things being equal, make up the social partnership is impossible without combination and overlapping objectives.

Negotiation and conclusion of collective agreements is an important element of social partnership, which, however, is not limited to this, it is a much more complex phenomenon, which is based on a particular ideology, combines the two largest social class relations in society-owners and employees [9, p. 135].

As a special institute of market economy and social state of law, social partnership performs the regulatory functions of the various aspects of labour relations, provides a resolution of labour disputes, conflicts, contradictions, promotes harmony in society. According to Lebedev I.V., social partnership has a strategic character, because it allows us to create and implement applications and long-term objectives of the Government, aimed at ensuring socio-economic development [10, p. 13].

Ukrainian researchers N. Buryak and N. Grigorishina under social partnership understand the mechanism of a civilized solution to the socio-labour disputes and resolve contradictions between the interests of employees and owners, the social contract between employees and employers on the basis of the realization of the rights and interests of the parties. Collective bargaining and agreements is an important element of social partnership [4].

Social partnership is recognized international practice as a form of co-ordination of interests and increase the social responsibility of the parties and actors of social dialogue (employees, business (employers), states, civil society). Under the "business" in the social partnership system refers to the owners, employers, entrepreneurs their authorized persons as well as the totality of the structures and institutions of a market economy, providing manufacture, distribution of goods and

services, meeting the needs of individuals, social groups and society as a whole. For participants in the social dialogue, and especially business and government structures, it would be useful to remember about the existence of the so-called "iron law of responsibility", that was formulated in 70-ies of the 20th century by the famous American scientist K. Davis. The essence of this Act is as follows: "ultimately, those who use the power of the image which society considers responsible, may lose its" [8, p. 352].

According to Kolot A. in his academic writings clarifies the concept of "social partnership" and defines it as a special type of relations in the social and labour spheres, which involves the application of various forms and methods of harmonizing the interests of employees, employers and their representative bodies by the desire for joint agreements, consensus formulation and joint implementation activities of various areas of socio-economic development. The researcher noted that social partnership involves regular dialogue between actors in the field of labour relations, the negotiating process of co-ordination of interests [8, p. 230]. Other domestic researcher A. Sawchuk says that in real life social partnership serves as an alternative to any dictatorship of the class or personality and is a civilized way to resolve social conflicts on various levels, pointing out such parties of social partnership between government, employers and trade unions. But the main condition for forming partnerships is the congruence of the objectives of the employees and owners' businesses [15, p. 190].

Borisov B. treats social partnership as a system of institutions, mechanisms and procedures designed to maintain a balance between the interests of the parties involved in the negotiations about pay and conditions of employment (employers and employees) to contribute to the achievement of a mutually acceptable compromise for them for the sake of realizing both corporate and general social goals [3, p. 69].

Defining the role of social partnership in civil society researcher N. Didenko said that the ideology of social partnership is based on recognized peaceful co-existence among social groups with different socio-economic interests; the possibility of resolution of conflicts through mutually acceptable compromises; the interaction between the social partners in the civilized, constructive forms [6, p. 25]. The main purpose of social partnership in society is to achieve national material and spiritual wealth, sustainable evolutionary development of society. Harmonization of interests of employees, employers, government agencies promote the active involvement of citizens in the governance process, and a new type of property relations is the formation of a middle class, polarization, smoothing the massive involvement of the different social groups and strata in market relations [2, p. 54-55].

Regarding the theoretical substantiation of perspective directions of social dialogue in Ukraine can be noted that today the scientific interest of modern

researchers extend to examining the content of the institutional nature of the formation and development of the social dialogue as the real prerequisites for achieving new standards in civil society (Davydenko), analysis of social partnership as a factor of political and social stability in Ukraine (T. Lyashenko), defining features of institutionalization of social partnership in two spheres: civil society and the rule of law (D. Nelipa), exploring issues of social partnership in the context of the welfare State (A. Sylenko).

For the formation and effective existence of the Institute of social partnership, as noted in his writings, domestic researchers lack the proper legislative and legal security. In particular for quite a while before the Verkhovna Rada of Ukraine there are bills: "on social partnership", "the workplace" and "employment contracts and agreements. Therefore, the theoretical direction of scientific substantiation of perspective social dialogue in Ukraine must be deployed in a plane of prospective studies concerning improvement of legislative support for this process. In addition, for the implementation of scientific research today substantially updated such theoretical aspects of this problem, as the definition of the role of the State in the regulation of social and labour relations under the new economic conditions; justification of modern concepts of the development model of socio-labour relations, establishment of laws and principles of social dialogue; analysis of the subjective structure of the parties who engaged in social dialogue; study of mechanisms to ensure the full implementation of the agreements reached; formation and development of industrial relations service, etc. [19].

Conclusions. The subjects of social partnership is relevant to scientific developments in the field of public administration, because it has many conceptual issues and empirical nature. Having democratic development vector Ukraine needs shaping ideology of social partnership, which is a form of social interaction of many public institutions and civil society groups, which allows them to freely express their interests and find civilized ways of their harmonization and implementation. An important task is to develop social partnership, enhance its effectiveness, and that will be the subject of further research.

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