

ESSENCE AND SPECIFICITY OF SOCIAL PARTNERSHIP

Stovolos N.B., Ph.d.

Sumy National Agrarian University

Social partnership – is a specific type of social relations, in which a certain balance is achieved in the realization of the main interests of the most important social groups in society, and a historically conditioned compromise is achieved in the implementation of the interests of the main subjects of the social and economic processes of the market society.

The essence of this type of relationship is characterized by the following features:

First, it is the relationship between social groups, classes that have significantly different socioeconomic interests, i.e., it is about the relations between social communities whose interests do not coincide in their basis, communities that cannot merge, form a social unity. Each of these communities has its own purpose and a very definite public role.

Secondly, social partnership – such a relationship between classes in which persecuted the goal not a combination the interests, which in itself is impossible, but achievements, an optimal balance in the realization of these interests. It is about creating an economic, social and political situation in which an entrepreneur, an owner, can secure a stable income for himself, and the hired worker receives worthy (according to the standards of his society, country, time) the conditions of existence, for realizing his basic social interests.

Finally, thirdly, social partnership – a mutually beneficial and necessary interaction between these classes, which are objectively interested each of the parties. That is why social partnership is an alternative to any dictatorship (personality or class). On the other hand, social partnership, inherently related to the contract, agreement between partners, mutual, reasonable concessions, contradicts social conciliation, i.e. permanent, principled concessions to one class by another, the

trampling of the interests of one class through the domination of the interests of another class. Social partnership reflects the historically conditioned compromise of interests of the main subjects of modern economic processes and expresses the social necessity of social peace as one of the basic conditions for political stability and economic progress. This is a step towards realizing the rights of workers through cooperation and mutual concessions of the two main social groups: employers and employees.

The degree of aggravation and the nature of the contradictions between employers and employees play, as a rule, a crucial role in the level of social stability of society.

Social partnership is the sphere of predominantly social and labor relations. However, in practice, the range of issues resolved through treaties, agreements between employers, employees, as well as public authorities, is much broader. They include linked with social, labor and economic, and sometimes socio-political problems.

Social partnership promotes the formation of various public organizations and associations, the conclusion of relevant agreements, treaties between these associations and public authorities' power in the center and in the field. All this creates a basis for the emergence and operation of civil society mechanisms in which various social groups having their own specific interests form a stable social community that ensures social stability in society.

The system of social partnership has a very specific public purpose: in the creation and operation of certain bodies, the development and adoption of certain documents, the implementation of ideas and principles of social partnership, the regulation of social and labor and related economic and socio-political relations on the principles of social consensus. This social purpose of the system of social partnership must find its practical expression in the performance of certain tasks. For example, ensuring the development and implementation of a coherent socially oriented policy of economic market transformation, promoting the solution of social and labor conflicts, improving, in the established manner, the legislative base for

regulating of social and labor relations, overcoming the crisis of the economy and society, and on this basis, improving the welfare of the people, achieving social stability in society.

Finally, it can be stated the fact that social partnership is the ideology of a civilized society of a market economy. It is possible only in a market economy society, which is at a certain level of economic, social and legal maturity. At the same time, social partnership is the basis and necessary tool for building a socially oriented market economy.

Literature:

1. Vashchenko N.M. Social management / N.M.Vashchenko.- K.: NISI, 2015. – 214p.