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DEVELOPMENT PROSPECTS OF SOCIAL PARTNERSHIP SYSTEM IN UKRAINE

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Summary. The main trends, problems and prospects of social partnership through the development of corporate social responsibility in Ukraine are analyzed. The organizational-economic mechanism of effective system of social partnership is suggested.

Key words: *social partnership, social responsibility, socially responsible behavior.*

Social partnership is considered to be a necessary condition for civil society formation under the conditions of market transformation. In many countries with transition economy social partnership is still in the stage of development and many social problems are still unsolved not only because of the lack of financial resources but also because of the lack of initiative and coordination between public institutions, authorities and business. At the same time creation of a dialogue platform and cooperation prospects are extremely necessary for the development of social partnerships and determination of its forms.

The effective social partnership is the essential element of labour market and social policy at national, regional, branch and microeconomic level. Its development on the one hand depends, and on the other stipulates the improvement of socio-economic situation, salary growth, reduction of unemployment and poverty, improvement of legislation in social policy sphere. Through the prism of realization of the mechanisms of social partnership the role of social and human capital, degree of integration and development of society, development level of corporate management can be studied.

It should be noted that today the system of social partnership in Ukraine is not fully formed and the traditional reasons for low effectiveness are: the underdevelopment of some social partnership system elements (legislative, organizational, social, economic and etc) both at the state and regional level; low efficiency of trade unions as the primary parts of hired workers interests protection; imperfection

of collective agreements that does not cover all important aspects of socio-labour relations; the failure of employees to influence the formation of socially responsible behavior of employers.

The ways of achievement of outlined goals should be legislative regulation of social responsibility principles implementation into the practice of domestic enterprises, adoption of measures of employers motivation to use the principles of responsible partnership at the micro level, creation of joint programs for monitoring development level of social partnership and continuous informing society about the results of organizations and enterprises activities by these indicators.

Improvement of social partnership at micro level is a process that goes beyond its organization at the enterprise. The development of partnerships at micro level is closely connected with changing of social partnership system at the regional and national levels. At the modern stage of socio-economic development social responsibility cannot be considered as responsibility of business structures, state responsibility or responsibility of trade unions and employees. These categories are interrelated and complete each other. Consensus achieved largely without the help of socially responsible behavior of all partners of labor relationship helps to promote further development and improvement of social partnership mechanisms. The formation of socially responsible behavior in business environment is possible only by support of the state and its active participation in solution of social problems.

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