

Effective Realization of Social Partnership and Supply Chain Management in the Russian Federation Economy

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Abstract-This article is devoted to studying of social partnership and supply chain strategy from the point of view of its role and value for the economy of the Russian Federation. The group of authors carried out the analysis of the category "social partnership" and also features of its functioning at the present stage of development of the domestic economy. Social partnership is the necessary instrument of regulation of the market economy, and, at its competent organization serves as a very powerful regulator of social and labor disputes. At a stage of formation of the Russian economy, such economic event as "social partnership" still was insufficiently created according to "new market conditions" and therefore cannot fulfill fully the purpose and function effectively. Here both the feature of "tripartizm", and the existence of the internal social conflict, and not readiness of such subject takes place as businessmen (business in general) fully to fulfill the social obligations to society and workers, being built in process of social partnership as the active participant. At the same time, the state, in turn, does not create due conditions to motivate business more actively to participate in processes of creation of effective cooperation between authorities, businessmen and workers, creating the last incentives for more productive and productive work for the benefit of society and the country.

Keywords- Social partnership, motivation, social groups, supply chain strategy, social and economic consequences.

1. Introduction

Social partnership is rather a new category for the Russian economy. This concept appeared in 1991, after the collapse of the USSR. And if the developed countries created this system decades, then the Russian Federation just tries to build a qualitatively working system of social partnership [1]. It is necessary to pay tribute that this category is at least stated in the Labour Code of the Russian

Federation in article 23: "Social partnership represents the relations between workers, employers, public authorities, local governments aimed at providing coordination of interests of the parties stated above concerning regulation of the labor relations and others directly related .relations" [2]. Collective agreements, in particular, are key regulatory mechanisms that influence its functioning and outcomes [3, 4]. Nevertheless, unions and employer organizations can also play a key role in the making of social policy [5]. Much research has indeed focused on their contributions to social policy reform through the conclusion of social pacts and on the role of unions in distributing unemployment benefits in the so-called Ghent systems [6, 7, 8, 9]. Analyzing such economic category as "social partnership", we conclude that it not an only system but also the process, which is characterized by three approaches to the essence. Therefore, from the economic point of view, the social partnership provides normal functioning of the labor market, eliminating a contradiction between work and the capital, which historically existed and is studied by the economic theory. On the other hand, social partnership acts from the social point of view as it is designed to help to eliminate social tension in society, regulating the conflicts between employers and hired workers, protecting the interests of the last. And, at last, the social partnership represents legal category as governs the legal relations developing in the course of the conclusion, implementation, and cancellation of employment contracts between the employer and the worker, representing a tripartite partnership between the state, labor unions and employers.

2. Research methods

The research methodology is presented by graphical methods of analysis, synthesis, the relation between historical and logical matters, normative and positive analysis, economic and mathematical modeling, as well as expert evaluation methods.

3. Results

In most cases the system of social partnership arises at the level of the organization and is bilateral: the workers and their representatives interested in the high and regular salary, the stable relations in the course of work, receiving social privileges and, the second party, employers and their representatives for the benefit of whom receiving the maximum profit, decrease in costs for production and its organization prevails act as participants. However, seeking to satisfy own interests, but ignoring the interests of the opposite side, the labor relations lose the stability, profit levels and investments decrease [10]. And ryanov A.Yu. writes in the article "Specificity of social partnership" that the principles of "tripartizm" or tripartite cooperation between workers, businessmen, and the state are a basis for the realization of social partnership. Now they successfully are implemented in the countries with the developed market economy under influence by the International Labour Organization (ILO). In Russia originally the principles of social partnership received legislative fixing in the Law of the Russian Federation "About collective agreements and agreements", and then were added in the Labour Code of the Russian Federation [11]. Let's consider separately all subjects of "tripartizm". So, as write Baranov Yu.V in the article "Modern outlook on social partnership system of Russian Federation". And Polyanskaya S.G., merging of employers as the party of social partnership, began to be formed in the early nineties. Today their activity is regulated by the Labour Code of the Russian Federation and the Federal law of November 27, 2002, No. 156-FZ "About associations of employers". The largest organization recognized by structures of the power is the Russian Union of Industrialists and Entrepreneurs (RUIE). The union was founded in the summer of 1990. Today more than hundred branch and regional associations representing the main economic sectors are a part of RUIE: mechanical engineering, heat power complex, bank sphere, defense industry complex, chemical production, construction, food, and light industry and services sector. The Union of Industrialists and

Entrepreneurs of Russia unites more than 320 000 representatives of various enterprises and the organizations in all regions of the country. The enterprises which are a part of RUIE produce over 60% of GDP of the Russian Federation. According to Baranov Yu.V. and Polyanskaya S.G., today the Trade-union movement in Russia endures serious transformation. Traditional labor unions, in particular, the Federation of Independent Trade Unions of Russia (FITUR), promptly lose the positions. Zaposledny years the member base of the Russian labor unions was considerably reduced. Given to the General Confederation of Labor Unions (GCLU), in 1997 the number of members of FITUR equaled to 85 million, in 2001 it was reduced to 61 million people, and in 2005 made 53 million. According to data for January 1, 2008, the number of members of FITUR decreased since 2006 by 700 thousand people. At the same time, the number of separate labor unions decreased by size from 10 to 25%. The labor union of shipbuilders lost 25.3% of members, employees of the agrarian and industrial complex – 17.1%, workers of textile and light industry – 14.7%, auto transport workers of - 14.1%, civil personnel of rocket troops – 10.4%, workers of consumer cooperation – 10.1%. According to FITUR, in 2016 the number of members continued to decrease and made 20.7 million people since 1997 the number decreased more than by 4 times. In 2005 the number of members of a labor union was 77.5% of total number occupied in the economy, in 2013 - 29%, in 2016 – 27.9%. Only for 2013-2016, the number of members of FITUR decreased more than by 1, 3 million people [12]. The involvement of workers into the activity of labor unions is the indicator of the level of development of the labor market in the modern economy. On the other hand, we note that it is the labor market is the main source of capital accumulation and wealth in the country, and hence the incentive for interest from investors [13]. Partially identified imbalances are associated with the multi-structural nature of the Russian economy and its territorial extent [14]. If to speak about the role of the state in social partnership, then here the tendency is caused by the regularity of development of the economy of the former USSR when the role of the state was prevailing. The specifics of the state as a subject of the social partnership are caused by this feature. Nevertheless, authors of the article "Social partnership as a type of social cooperation", Krivykh S.V. and Zaitseva G.A., write that the state:

- Acts as the catalyst of the changes happening in social and economic life, formulating the social order;
- helps (financially and standardly) to support the public initiatives and undertakings realizing social interaction;
- forms a legislative basis for the realization of innovations, facilitates municipal authority and also the non-commercial sector, charity;
- introduces the target state programs and initiatives contributing to the development and improvement of the social sphere, staticizes charitable resources;
- attracts business structures, local government for implementation of target programs, offering attractive mechanisms.

Municipal management:

- represents the interests of local self-government institutions;
- promotes the most effective solution of current problems of the local community through the implementation of social projects;
- promotes the joint activity of public organizations, representatives of the business community, the charitable organizations who are interested in the social development of the city [15].

If all listed to function are adequately performed, then the Russian model of social partnership with confidence will be able to compete with world models of the developed countries. Thus, we agree with the opinion of authors of the article "Social partnership as a mechanism for regulating social-labor relationships at Russian enterprises" that positioning social partnership as a system, it is possible to note that the essence of social partnership is a coordination the interests of the parties, i.e. at the heart of social partnership as a process the conflict lies, and, so are inherent in the system of social partnership characteristic properties of conflict processes and specific properties: weak predictability, system stability, reserve, At the implementation of the social and labor relations can arise a set of disputable, conflict situations, studying and which research will promote their success settlement. The social and labor conflict is the conflict which arises in the course of the social and labor relations between employer, hired worker, their representatives, and state. The reasons, as well as the nature of this conflict, can be various: from nonpayment (delay) of the salary and non-compliance with working conditions to the political-economic problems connected with the distribution of material benefits between workers and employers [16]. Also, we

agree that so-called "misunderstanding" can arise not only between work and the capital but also between the state and the capital (businessmen). It can be explained with the fact that the level of social responsibility of business for the present, unfortunately, is low. On the conducted survey VCIOM in 2010 from 1200 interviewed businessmen of 55% gave a low mark to the level of social responsibility in our country and only 17% from respondents acknowledged social responsibility of business of satisfactory. Some recognized (30%) that they at all never gave social support, not to society, not authorities. In it, the opinion on a social partnership of workers and businessmen coincides. By the way, if to speak about the reasons for such a situation, then it is possible to note that most businessmen and representatives of business perceive social responsibility as some compulsory measure. Those businessmen who render assistance in the matter, unfortunately, do it or on a habit, or being afraid of the emergence of problems in case of refusal. It is explained by rooting of the model of the prevalence of the power over the business which settled in the Russian practice. The power, in turn, expresses fears that from business social obligations will be poorly fulfilled. Moreover, to increase the mutual level of credibility, after all the power has to create conditions for a mutually advantageous social partnership that will be perceived by businessmen, not as some kind of "duty", and to be a necessary and natural condition of development of business. Such conditions include:

- Effective motivation;
- The decrease in payback periods of investments;
- Simplification of organizational procedures;
- And others [17].

Thus, we consider that the elimination of the revealed restrictions and creating favorable conditions will promote an increase in efficiency of social partnership as a regulator of labor processes. The opinion of Orlova T.S is also interesting. And Sharova E.N., who writes: "The phenomenon of social partnership is one of the most important elements of the modern public system. The effective functioning of a system of social partnership allows to remove many contradictions between various social groups and to achieve more dynamic and forward development of the Russian social, economic, and socio-political system. The social partnership represents the specific social institute which is characterized by all necessary attributive qualities". According to Orlova T.S. and

Sharova E.N. social partnership is represented as a social institute, first of all, because along with what splits and separates participants of the system of social interaction, in practice of development of social communications there is always also what promotes their association and interaction. And this consolidating factor dominates at this social institute. First of all is equal opportunities which are recorded by the Labour Code of the Russian Federation (for example, equal opportunities at revenues to work - Art. 16; and equality in work terms of payment - Art. 77) [18]. Low wage level does not stimulate a person to active actions, intensive labor, and even more so, to self-improvement [19, 20]. Social equality as an initial condition of formation of a system of social partnership assumes a prevalence in its structure of those motives and incentives, which consolidate society but do not separate it [18].

4. Discussion

If to understand pluses and minuses of social partnership, to consider its positive and negative sides, then it is possible to argue (on the basis of the carried-out analysis) about what after all is its cornerstone? Whether really it is the instrument of regulation of the social and labor relations or just a game in democracy from power structures? If to speak about the instrument of regulation of labor processes, then, really, the essence of the category "social partnership" assumes it. The main function of social partnership, even proceeding from the definition, consists in the creation of effective interaction of three subjects: the states, business, and workers for effective regulation of the labor relations. As we already found out above, certain moments of this interaction are carried out. For example, the state legislatively governs the labor relations, acting as the guarantor of the right for work, rest, working conditions, etc. In turn, employers, though have an interest, opposite with workers, nevertheless create jobs, grant leaves, social package, preferential housing, etc. And, labor unions in spite of the fact that remained are small and "weak" in comparison with command economy of times of the USSR, after all, kept a part of the functions. Treat them: providing financial support, preferential permits, medical services, cultural and mass and improving actions for workers, members of a labor union. Generally all this. However, for example, in the European countries where the trade-union movement is more developed, they often advocate the infringed interests of workers, representing their interests in

court. However, to be fair it should be noted that at most the domestic enterprises where there are primary trade-union organizations collective contracts are signed. This document which is officially signed by representatives of employer and the worker and certified can serve as a certain guarantor of the observance of the conditions registered in it. If these conditions are violated by the employer, then the worker can appeal to the court. This that, as for social partnership as the instrument of regulation of labor processes in Russia.

5. Conclusion

However, as we already know, there is also another party to this question. That aspect means that some scientists call social partnership only "a game in democracy". Namely, social partnership performs the majority of the functions stated in the Constitution and the Labour Code only is formal. In domestic economy labor unions, unfortunately, not such powerful legal and social organization as in the developed countries. And, as we already noted above, extremely seldom represent the interests of workers in court, protecting their rights and interests. But in order that the worker felt that he lives in a modern democratic society, labor unions exist with the minimum set of the carried-out functions. If to argue sensibly, then the social partnership is not a moderator of those conflicts and contradictions between the worker and the employer which he is called to settle. So far not all resources are involved and not all tools which would help the system of social partnership to function effectively are found, but to exist not formally. Undoubtedly, steps in this direction are taken, but it is necessary to consider both a lack of financing and a lack of responsibility and also just unavailability of subjects (for a variety of reasons) to constructive dialogue and a compromise in the field of regulation of labor processes. As a result, at the moment the economy of Russia needs time and experience of the developed countries. To the domestic economy, there is a sense to make efforts on the organization of the effective social partnership working for the benefit of society that anybody had no desire to compare it to "a game in democracy".

Acknowledgments

The work is carried out according to the Russian Government's Program of Competitive Growth of Kazan Federal University.

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