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## **HARMONIZATION OF INTERESTS IN THE POST-INDUSTRIAL SOCIETY BY MECHANISMS OF INDUSTRIAL DEMOCRACY AND SOCIAL PARTNERSHIP**

The task of the article is to characterize results of the research of industrial democracy and social partnership to ensure harmony of interests in the labour sphere of society in the increasingly post-industrial trends.

The article examines industrial democracy and social partnership in unity and through the prism of the socio-economic processes, in particular, the balance of interests and the creation of sustainable development. The main trends that lead to their occurrence are revealed. It is shown that they need to improve the competitiveness of the economy.

The need to use and improve the mechanisms of social partnership and industrial democracy is associated with:

Firstly, the growing importance of the knowledge economy and society;

Second, the rise of man demands to the conditions and nature of work.

With the globalization of the market, when production flows in regions where labour is the cheapest, the main competitive advantage of (post)industrial countries with high wages and demanding staff (including the nature and working conditions) is highly qualified personnel.

In particular, for a comprehensive assessment of potential and perspectives of (post)industrial democracy, today it is expedient to provide: the level of participation – of (post)industrial democracy (one company) and economic (and in the economic system); the degree of participation – participatory democracy (a minority in government with advisory powers) co-management (equal representation and veto), management (run by the producers now typically on the principle of «one person has one vote»); the form of participation – direct democracy or indirect. In managing the owned industrial democracy is

usually expressed in determining the type, range and scale of production, the ratio of income and costs, in the formation of funds, personnel movements, control over the activities of the Board; in production management – in matters of technology, control, providing rhythm, beautification of internal material flows custody achieving labour discipline; in the management of social sphere – in correction of constant and variable salary parts, forms of stimulation, working conditions, environmental requirements, in the management of residential areas – in the allocation of additional corporate capabilities in addressing recreation, housing, health, education, child care, internal corporate services and more.

One of the key contradictions of today's Ukraine is due to the presence of a fairly competitive political field in the uncertain and contradictory development of the economic sphere (including the inadequacy of existing state employment objectives of sustainable socio-economic growth). However, the development and improvement of industrial democracy, establishing social partnership can provide productive social interaction of basic employment by aligning the interests of their legitimate, democratic, non-violent means. For example, choose the model of social partnership characterizes and largely determines the basic trends of a proper employment and social situation in the country. Accordingly, establishing social partnership mechanisms and improving industrial (primarily industrial) democracy – a way of not only employment, but also the positive transformation vector of social situation.

Realization of balance of strategy and tactics of post-industrial transformation requires priority attention to the forms of comprehensive support of members of the production process (in particular

to overcome the danger of converting economic power into political and ideological plane).

Responsibility of all national actors to society, first of all, concerns the balance of obligations and rights, on the one hand, the state, on the other – workers and entrepreneurs based both on public and private law and the foundations and traditions of a particular cultural and civilization world, stitched inherent cornerstones of value-meaning systems.

And now because of greater range consequences of using the ideas and principles of

social partnership, industrial democracy, enrichment activities, group work organization, flexible working time, corporate culture, design and matrix management and creation on the basis of administrative compositions able to give strategic societal impact by providing quality changing socio-cultural space of society.

Further implementation of scientific studies in this area involves a comparative analysis of the material mutual economic and socio-cultural and economic factors for social and economic recovery.