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SOCIAL DIALOGUE AND SOCIAL PARTNERSHIP: SIMILAR AND PECULIAR

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Abstract. The importance of a comparative study of social partnership and social dialogue arises from several key factors. In today's society, the regulation of labor relations, the protection of workers' rights, and the maintenance of social stability are critical issues. Both social partnership and social dialogue play a vital role in facilitating agreements between the state, employers, and employees.

The purpose of comparing these two mechanisms is to identify their similarities and differences, as well as to evaluate the effectiveness of each mechanism in regulating social and labor relations.

The study's specific objectives include:

- defining the essence and key features by exploring the concepts, functions, and principles of social partnership and social dialogue;
- identifying similarities and differences by analyzing interaction mechanisms, regulatory instruments, and the levels of their application;
- evaluating effectiveness by assessing the influence of social partnership and social dialogue on social stability, workers' rights protection, and labor market development;
- exploring international experience by reviewing successful practices in various countries to identify and potentially implement the most effective approaches.

The methodology of the study involves scientific approaches, methods, and principles for analyzing social partnership and social dialogue.

- systemic approach views social partnership and social dialogue as components of the broader social and labor relations system, highlighting their interconnections and influence on society;
- comparative approach helps to identify the similarities and differences between social partnership and social dialogue across various countries, industries, and legal systems;
- institutional approach investigates the role of state and non-state institutions in the formation and evolution of social partnership and social dialogue;
- functional approach focuses on the functions that social partnership and social dialogue serve in regulating labor and social relations.

Overall, the study confirms that social partnership and social dialogue are important instruments for regulating social and labor relations, but their effectiveness depends on specific economic and political conditions.

Keywords: social partnership, social dialogue, corporatism, neo-corporatism, tripartism, bipartism.

JEL Classification: J 50, J 52, J 58, J 59

INTRODUCTION

The importance of comparing social partnerships and social contracts comes from the need to get a grip on how social and labor relations work, especially with all the changes happening today in the economy and politics. These two systems are crucial for keeping society stable, safeguarding workers' rights, and finding common ground between groups like the government, businesses, and workers.

By looking at different countries and their methods, we can spot both differences and similarities. This can help us find better ways to manage labor relations and social issues. Globalization caused such crucial shifts in job market like the rise of the digital economy and new job types. The processes enhance the effectiveness of social partnerships and dialogues.

Studying how these systems work gives us insight into how they can adapt to challenges like economic downturns, shifts in social policy, and sustainable development issues. This is vital for making recommendations that can improve how various groups interact, leading to long-lasting peace in society.

Preventing labor conflicts through open communication between workers, employers, and the government can help lower social tensions, strikes, and other protests. Nowadays, social dialogue goes beyond just labor issues to include broader topics like environmental responsibility and corporate accountability.

This study is both theoretically and practically important. It helps create recommendations that can strengthen social partnerships and dialogues, which in turn helps keep society stable and improves labor relations. Analyzing these comparisons gives us a better understanding of how they contribute to economic and social development and shows us ways to improve them.

LITERATURE REVIEW

In the second half of the 20th century, the shift towards a socially-oriented economy and the democratization of public life played a key role in shaping a new ideology within social and labor relations. This ideology is reflected in various forms of social partnership and the provision of social protection for workers.

The development of the concept of social partnership has been a gradual process.

Social conflict has long been a subject of interest for scholars. One of the first to highlight this issue was the English philosopher Francis Bacon (1561-1626). In his writings, he emphasized that the emergence of societal conflicts is often due to the neglect of the interests and views of different social classes. The concept of seeking agreement became central to the idea of the "social contract," which was extensively developed by the renowned philosopher and educator Jean-Jacques Rousseau (1712-1778). According to Rousseau, such an agreement could restore harmony and peace among people. The German philosopher Immanuel Kant (1724-1804) also tackled the problem of compromise in socio-economic relations. He viewed human interactions as mutual actions beneficial to both parties, which necessitate mutual concessions and compromises.

The concept of social partnership emerged in the 20th century within the frameworks of corporatism and social dialogue theories [15; 12; 1].

Researchers view social partnership as a cooperative effort among the main participants involved in shaping economic and social policies [3]. This definition best captures the core and primary function of social partnership – addressing the country's most pressing issues, ranging from economic management to pension systems. Furthermore, within this framework, more specific topics are examined, such as wage levels, working conditions, and other aspects of social and labor

relations. A comparison of corporatist models of social partnership with liberal systems has helped identify several models based on the principle of social solidarity and the interaction of different social groups.

In Germany, social partnership is practiced through the "co-determination" model (Mitbestimmung), where workers are involved in the management of businesses. In Scandinavian countries, the "democratic corporatism" model is in place, where trade unions and employers collaboratively shape social policy. As far as the Austrian system is concerned there is obviously traced the adherence to collective agreements in industrial sector. [2; 18; 5].

Corporatism as a subject of scientific research explores a wide range of issues, in particular, the genesis of authoritarian models in democratic countries under the influence of globalization and technological progress. While social partnership continues to be an important tool for regulating labor relations, it needs to be adapted to address emerging challenges [17; 10; 13].

As traditional corporatist structures decline, new forms of corporatism, especially in sustainable development and digital labor markets, may influence future economic governance [4; 14; 11; 1]. Transnational corporations reduce the influence of trade unions [16]. The digital economy is creating new jobs like gig work, freelancing, and remote work. This means we need to change how we work together in these areas [7; 8]. At the same time, more automation in production is making it harder for workers to negotiate their pay and conditions [9]. Overall, neoliberal policies are contributing to the weakening of traditional social partnership models [6].

PAPER OBJECTIVE

The purpose of comparing these two mechanisms is to identify their similarities and differences, as well as to evaluate the effectiveness of each mechanism in regulating social and labor relations.

The specific objectives of the study are as follows:

- defining the essence and key features by exploring the concepts, functions, and principles of social partnership and social dialogue;
- identifying similarities and differences by analyzing interaction mechanisms, regulatory instruments, and the levels of their application;
- evaluating effectiveness by assessing the influence of social partnership and social dialogue on social stability, workers' rights protection, and labor market development;
- exploring international experience by reviewing successful practices in various countries to identify and potentially implement the most effective approaches.

METHODOLOGY

The methodology of the study involves scientific approaches, methods, and principles for analyzing social partnership and social dialogue:

- systemic approach views social partnership and social dialogue as components of the broader social and labor relations system, highlighting their interconnections and influence on society;
- comparative approach helps to identify the similarities and differences between social partnership and social dialogue across various countries, industries, and legal systems;
- institutional approach investigates the role of state and non-state institutions in the formation and evolution of social partnership and social dialogue;
- functional approach focuses on the functions that social partnership and social dialogue serve in regulating labor and social relations.

ANALYSIS AND DISCUSSION

Social partnership is all about addressing social and economic issues while making sure everyone has their voice heard. This is what sets it apart from other discussions, like social dialogue. People have different opinions during economic talks, but it's important to keep things straightforward.

The meaning of social partnership can vary depending on whether you're looking at it from a local or global view, so it's useful to understand what it really means. The term "social" refers to the public sphere, encompassing human life and relationships within social processes. The word "partner," derived from the French *partenaire*, translates as "accomplice, companion, or participant in an activity."

Think of partnership as a way for different groups to come together. Even if they have different goals, they are willing to collaborate, find common ground, and follow some agreed-upon rules. To truly get social partnership, we should consider it from different angles.

In simple terms, social partnership is about how employee representatives, like trade unions, employers, and government bodies work together. This includes discussions, negotiations, and efforts to find shared principles that protect everyone's rights and interests.



Figure 1. Social Partnership Model

Source: <https://www.expresscomputer.in/features/making-india-future-ready-for-technology-innovation/19836/>

The main goal of social partnerships is to keep things balanced and steady in society, but there are some tricky points to sort out.

One of the first challenges is figuring out who the partners are and which groups should represent them. In the past, it was mainly just two sides: employees and employers, known as bipartism. But over time, the state got involved, leading to what's called tripartism. In this case, the state partners up by signing agreements with both employee and employer groups.

As social partnerships expanded, things got a little more complex with the introduction of cooperation at different levels. Now, tripartism isn't just for national agreements; it also includes deals at the sector and company levels. For instance, when partners work together on a deal at a company, they need to keep in mind what's been agreed at the sector level. Similarly, for industry agreements, they have to consider the national partnership agreement too.

The second main part of a partnership is what the partnership is focused on. Besides the people involved, social partnerships also have specific goals or objects. At first, these objects were mostly about wages. But over time, they grew to cover things like working conditions, job availability, and social security, among other issues.

Next is the strategy and tactics for making the partnership work. This means coming up with a long-term plan that lines up with bigger social and economic goals, along with the steps needed to reach those goals.

The fourth part of partnership relations is how the system operates. This part is important and deserves a closer look.

Lastly, we have the culture and ethics of how partners act. This includes respect, honesty, trust, and being responsible. These traits are crucial for making partnerships work well in society. Without them, it can be tough for a country to stay stable and independent, especially with all the challenges we face today, both from inside and outside.

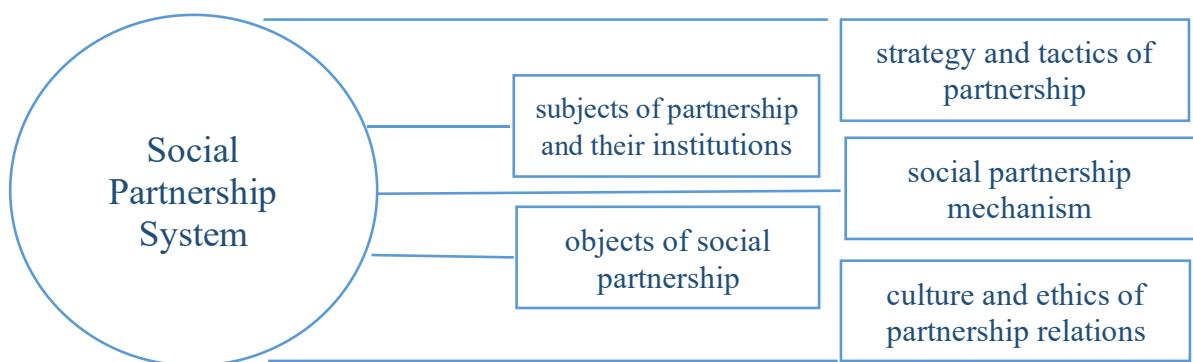


Figure 2. Social Partnership Structure

Social partnerships need all their parts to work together if they want to reach their goals. When these parts connect well, they can help create social harmony and stability.

Social partnership is a process that keeps changing. It happens through talks, meetings, and sharing information about work organization, pay, and benefits. The main players in this partnership help shape and carry out economic policies at different levels of government.

While the same key players are involved in social dialogue, it's not quite the same thing as social partnership. Social dialogue is really about communicating among equals. It's built on values like freedom, tolerance, and working together for a common goal. This makes it an important tool for building stable societies.

Social dialogue is a part of how society works. It deals mostly with the relationships between civil society and the government. It plays a big role in creating strong social partnerships. When everyone involved feels equal, the social system stays stable. But when there's an imbalance, things can get shaky. Laws, history, and culture all play into how well social dialogue works. If these aspects are ignored, it can lead to social unrest and conflicts.

Attempts to equate social partnership and social dialogue stem from the fact that both involve interactions between employees, employers, government representatives, and other social groups, both in the European Union and beyond. These interactions facilitate the discussion of shared issues and the achievement of outcomes that are formalized in agreements. Organizational structures, such as joint advisory committees, negotiating commissions, and working groups, are created based on different forms of partnership.

Social dialogue, like social partnership, comes in different forms. It can be tripartite, involving the government, businesses, and unions, or multipartite, which includes more social groups. Just like social partnership, social dialogue happens at various management levels. At the national and sector levels, it usually deals with issues that matter to everyone involved – like labor market issues and even tax policies.

On the flip side, social dialogue is often seen at the regional level or within specific industries and workplaces. Its main goal is to tackle labor relations and matters tied to the industrial sector.

People involved in social dialogue cooperate to solve labor and industrial problems while keeping the country's political situation in mind.

Social dialogue can be formal, informal, or a mix of both. Sometimes it's controlled by a signed agreement. The process can also be shaped by info from both formal and informal sources, which makes it more influenced by what's happening informally than social partnership is. When looking at social dialogue as a way to negotiate and deal with social and economic issues, we need to think about the negotiation methods, the type of dialogue, how organized it is, and its overall status. Different countries show this process in various ways.

You can talk about the same issue at different levels of social dialogue. For example, when it comes to cutting down working hours, you might discuss it at the industry level, while more detailed points can be worked out at the company or even the office level. Pay and working hours are always hot topics in these discussions across the board.

When looking at these issues from a larger perspective, like national economic policy and social security, it's important to consider how the state views them at both the national and industry levels. To really understand the difference between social partnership and social dialogue, it helps to look at corporatism, which is all about how labor and business interests are represented and how they can work together in making policies and decisions.

Table 1.
Comparative analysis of social partnership and social dialogue

Criterion	Social partnership	Social dialogue
Essence	A system of relationships between employees, employers and the state to regulate labor relations.	The process of interaction between various social groups to discuss and agree on socially significant issues.
Goal	Reaching a compromise on issues of working conditions and social security.	Exchange of opinions and search for solutions on socio-economic issues.
Scope of application	Mainly the sphere of labor and employment.	May cover a wider range of social issues.
Implementation levels	Local, industry, regional, national, international.	Mainly at national and international levels, but also possible at other levels.
Form of interaction	Formalized mechanisms (collective agreements, agreements, labor codes).	It can be both formal and informal (discussions, consultations, negotiations).
Regulatory framework	Legislation, collective agreements.	Can be legally established or voluntary.

Corporatism refers to a system of public life where the interaction between interest groups and the state occurs through associations of individuals and legal entities, such as corporations. In various forms, corporatism is seen as a "third" path for societal development, where the economic system of a country is designed to formalize the achievements in organized labor, reached through joint discussions within social dialogue and social partnership frameworks, with the goal of further advancing the capitalist economy.

In the mid-20th century, corporatism evolved into neo-corporatism [15; 1; 12]. In this concept, individuals can influence government decisions by participating in corporate structures, such as trade unions, professional organizations, political pressure groups, lobbying entities, and voluntary associations. These organizations, as part of civil society, work to achieve their objectives not through public policy like political parties but by directly influencing government agencies. By

using a variety of methods and strategies, these corporations push for the adoption of necessary decisions by governmental bodies and departments.

The state does not engage with all corporations, but only with those that are most significant or have particular importance in society. These selected corporations are granted greater influence in the decision-making process. In this system, political competition between organized interest groups is replaced by the dominance of certain privileged associations [15].

Corporatism really revolves around how the government works with public organizations. This teamwork shapes political decisions, aiming to improve society and find common ground. In a corporatist system, dialogue between the government and organized groups, like trade unions and business associations, plays a big role in shaping public policy.

Corporatism is about how the government works together with public groups. This teamwork influences political decisions, aiming to make society better and find common ground. In a corporatist system, the government interacts a lot with organized groups like trade unions and business associations, which helps shape public policies.

Right now, there are a couple of trends in corporatism:

1. Neo-corporatism is a way of governance that works well with parliamentary systems. In this situation, representation and interventions are clearly defined, but they come together in a corporatist manner. Organizations represent their members' interests and help carry out government policies while keeping communication open with the government to find solutions that everyone can agree on.

2. Neo-corporatism also provides a new way to organize interests and work with the state, and supporters often say it's different from pluralism.

3. Some people see neo-corporatism as a mix of political and economic ideas, differing from capitalism and socialism. It offers an alternative for society's development, inspired by another group from the 1920s and 1930s who wanted the state to be free from private interests and replace market forces with more regulated systems. The goal is to limit the freedom of private capital and push for more government involvement, focusing on ideas like unity, order, nationalism, and success.

Neo-corporatism often involves teamwork between the government, trade unions, and businesses to tackle issues related to labor and distribution. While social partnerships are a part of this, corporatism is a broader concept that encourages different ways for people to engage with the government and society.

The goal of social partnerships is to create some stability in politics. It doesn't just manage labor and business relationships; it also tries to address pressing problems like inflation, unemployment, and social security. There are newer types of corporatism, like demand-side and supply-side corporatism.

Demand-side economics, often linked to economist John Maynard Keynes, suggests that economic activity relies on demand for products and services. This means that if people and businesses aren't spending enough, the government can step in to boost that demand. On the other hand, supply-side economics promotes growth through cutting taxes, reducing regulations, and supporting free trade, with the idea that increased supply of goods and services at lower prices will benefit consumers and create job opportunities.

The first form of corporatism involves associations and partnerships in the process of macroeconomic regulation, including managing government spending and wages. The second form of corporatism, on the other hand, focuses on the role of social partnership in regulating socio-economic relations and addressing issues at the micro level.

CONCLUSION

A comparative analysis of social partnership and social dialogue involves exploring the similarities and differences between these two mechanisms. The goal is to assess how each one

contributes to the regulation of social and labor relations, highlighting their advantages and limitations, and understanding their role in fostering social stability and addressing socio-economic challenges. By comparing these frameworks, researchers can gain insights into their functioning in various contexts, such as diverse legal, political, and economic settings.

This analysis also examines the different levels at which these mechanisms operate, ranging from national to sectoral and workplace levels, and evaluates their effectiveness in achieving consensus among key social actors, including the state, employers, and employees.

Common aspects of social partnership and social dialogue can be outlined as follows:

Regulation of labor and social relations: both mechanisms aim to establish agreements among different social groups, especially within the labor sector.

Involvement of key stakeholders: employers, employees (or their representatives), and the state are all actively engaged in both processes.

Ensuring social stability: the main goal of both frameworks is to prevent social conflicts and promote a cooperative and constructive environment.

The distinctions between social partnership and social dialogue can be outlined as follows.

Nature of Interaction. Social partnership is all about formal agreements and legal commitments, while social dialogue is more about having conversations, whether they're formal or informal.

Scope of Application. Social partnership mainly deals with issues like labor relations, working conditions, and rights of workers. Social dialogue takes a broader approach, discussing a variety of topics including social and economic policies and corporate responsibility.

Regulatory Framework. Social partnership is usually set up through laws, collective agreements, and discussions between multiple parties. Social dialogue might not have the same legal structure and can depend on the situation and how people are engaging with each other.

Level of Implementation. Social partnership can happen on different levels, including at the workplace, sector, national, or even international levels. Social dialogue is more common on national and international stages but can also take place at regional or company levels.

End Goal. The aim of social partnership is to come to specific agreements that control labor relations. Social dialogue, however, focuses on promoting communication and understanding, and may not always lead to legally binding agreements.

So, when we look at social dialogue and social partnership as important tools for developing social and labor relations, we need to think about their different forms and how corporatism plays a role. We should identify how they work together to tackle socio-economic issues in various contexts. In short, the research shows that both social partnership and social dialogue are important for managing social and labor relations, with their success depending on the economic and political situations they operate in.

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СОЦІАЛЬНИЙ ДІАЛОГ ТА СОЦІАЛЬНЕ ПАРТНЕРСТВО:
СПІЛЬНЕ ТА ВІДМІННЕ

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Важливість дослідження порівняння соціального партнерства та соціального діалогу випливає з кількох факторів. У сучасному суспільстві регулювання трудових відносин, захист прав працівників і забезпечення соціальної стабільності набули надзвичайної значущості. Соціальне партнерство та соціальний діалог є основними механізмами досягнення домовленостей між державою, роботодавцями та працівниками.

Метою порівняльного аналізу соціального партнерства та соціального діалогу є дослідження на предмет спільного та відмінного, а також оцінка ефективності кожного з механізмів управління соціально-трудовими відносинами.

Методологія дослідження передбачає наукові підходи, методи та принципи аналізу соціального партнерства та соціального діалогу:

- системний підхід розглядає соціальне партнерство та соціальний діалог як складові ширшої системи соціально-трудових відносин, висвітлюючи їхні взаємозв'язки та вплив на суспільство;
- порівняльний підхід допомагає визначити схожість і відмінності в контексті між соціальним партнерством і соціальним діалогом, зокрема, у соціокультурному контексті;
- інституційний підхід досліджує роль державних і недержавних інституцій у формуванні та еволюції соціального партнерства та соціального діалогу;
- функціональний підхід фокусується на функціях, які соціальне партнерство та соціальний діалог виконують при регулюванні трудових і соціальних відносин.

У цілому дослідження підтверджує, що соціальне партнерство та соціальний діалог є важливими інструментами регулювання соціально-трудових відносин, але їхня ефективність залежить від конкретних економічних та політичних умов.

Ключові слова: соціальне партнерство, соціальний діалог, корпоративність, неокорпоративність, трипартизм, біпартизм.