

SOCIAL PARTNERSHIP AS A FACTOR OF SMALL BUSINESS DEVELOPMENT

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The purpose of the article is to determine the impact of social partnership on the functioning of small business and the development of proposals for the development of small business in Ukraine, based on the strengthening of social partnership institutions.

The experience of developed countries shows that satisfaction of the needs caused by new ideas about the standard of living can be achieved quite successfully with the active participation in the economic process of the developed small business. However, it should be noted that such a high level of social partnership in these countries contributes to such participation. Social partnership can be one of the promising directions for the development of small business. As practice shows, the successful operation of social partnership institutes contributes to the development of various types of business to a large extent. Therefore, social partnership can be considered an effective mechanism for the development of small business in Ukraine and its becoming a leading element in strengthening the economy.

In order to increase the influence of social partnership on the development of small business in Ukraine, we consider it expedient for the state to develop institutions of social partnership. This requires:

1. To establish in Ukraine a center for studying the problems of industrial democracy and the socialization of labor relations in order to determine the ways of forming and improving the mechanism of social partnership, including small business.

2. To summarize and analyze the positive and effective practice of social partnership abroad.

3. To ensure the freedom of creation and activity of independent trade unions of all levels as the main advocates of the interests of hired workers in a social partnership with the aim of creating a truly free functioning of these unions.

4. To consolidate legislation on the creation of small and medium-sized enterprises of production advisory committees from representatives of employees and employers in order to increase the influence of workers on the management and development of small enterprises.

5. To stimulate the legislative social orientation of small business.

6. To legislate the responsibility of the participants of social partnership for failure to comply with laws, as well as agreements and treaties.

7. To promote the introduction of such forms of human resources management that encourage the increase of the personal contribution of each employee to the tasks of the enterprise, in order to increase the personal interest of each executor in the results of his work.

8. To expand the access of small businesses to the implementation of state projects, programs and development of state-owned objects with the aim of mutual reconciling the interests of the state and small business as social partners.

9. To create, within the bodies of local self-government and the supreme republican electoral body, working groups, which provide purposeful lobbying of interests of small business in these bodies.

10. To undertake a profound assessment of the impact of any changes in the legislation on the activities of small enterprises and to take into account this circumstance when making decisions on amendments.

11. To form motivational mechanisms for attracting entrepreneurs to improve the working conditions of workers and protect the environment.

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