

THE PROBLEMS OF ESTABLISHING TRIPARTISM AND SOCIAL PARTNERSHIP IN THE REPUBLIC OF ARMENIA

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Introduction. The gradual liberalization of the economy, the use of technological means in production as a result of the industrial revolution contributed to the transformation and development of traditional economies. In parallel, traditional ideas were transformed and lead to the growth of civic self-awareness. In labor relations, cooperation in a tripartite format based on the culture of cooperation began to take the path of step-by-step formation and establishment, which was of starting importance for the establishment of tripartism. The article assesses the importance of social partnership through the study and analysis of tripartism. Tripartism is considered an important means for the regulation of social and labor relations. It is shown that although a sufficient legal and civil environment has been formed in RA, the culture of social partnership does not have sufficient representation in social-labor relations and the field is practically on the way to establishment. The article highlights the realization of the concept of "Universal welfare state", it is considered necessary to introduce a culture of discourse, in other words, negotiations between the state, employers and labor groups. The establishment of tripartism is considered as a priority condition for increasing the efficiency of the tripartite format of cooperation. In the context of identifying the problems in RA, the article considers the need for some legal regulations and the insufficient political will of the participating parties.

Methodology. Research of scientific materials was conducted. Using the comparative method, commonalities between the realities of social partnership in post-Soviet countries were pointed out. Through the systematic method, the problem was considered as a set of many elements, and apart from the influence of the external environment, the importance of the transformation of the internal environment of RA was presented.

Literature review. S. Hayer referred to the inevitability of the transformation of social cooperation as a result of the development of technologies [Hayer, 2015, 4-5]. In the work of Russian researcher Nazarchuk, the development of communication using discourse is emphasized [Nazarchuk, 1993, 4]. Furs referred to the discourse theory of the famous German scientist Haberman, considering it as a means for social solidarity [Furs, 2000, 221]. Russian researcher Linde Nikolayevich emphasizes the factor of honesty as a precondition of social alliance through the analysis of Haberman's discourse [Linde, 2016, 4]. "The current tripartism is a proof of the establishment of political democracy and market economy," says Russian researcher Chernyshov [Chernyshov,

2015, 5]. A. Chernyshov and A. V. Chernyshova believe that for the establishment of tripartism, it is necessary to ensure expansion of the capacities of the interested entities [Chernyshov & Chernyshova, 2011, 9]. N. Hill and S. Lords emphasize the corporate approach and give the definition of corporatism [Hill, Turner, 1997, 140]. Krivoshsev presents the consequences of the negative influence of the bureaucratic apparatus in the light of the Russian reality [Krivoshsev, 2004, 12]. F. Khshoffer also puts forward the necessity of reforming or forming institutions in the context of the analysis of the post-Soviet reality [Hoffer, 1999, 77]. Political scientist Mariam Margaryan considers the modernization of cooperation between the state, employers and trade unions to be one of the success factors of political modernization [Margaryan, 2016].

Scientific novelty. The idea of "negotiation culture" was put into circulation through discourse for the establishment of tripartism in RA. Tripartism is viewed as an opportunity for the establishment of social solidarity and was considered as one of the key instruments for the implementation of the concept of the "Universal Welfare State".

Analysis. In most Western countries, the tripartite format of cooperation is visible in social-labor relations, where the established social partnership traditions date back to the 19th century, when partnerships based on tripartite principles began to be formed in European countries. The term tripartism (lat.-tripartitus) was introduced by the International Labor Organization (ILO). It was planned to settle socio-economic problems in labor relations using the format of cooperation. Mega changes are taking place in the world today, and as a result, they are raising concerns about the traditional notions of social dialogue, questioning its effectiveness. Entrepreneurial society and work collectives face new challenges, which necessitate new institutional changes. [1] Technological advances and transforming socio-economic relations bring new ideas of modernization and form the theoretical and practical foundations of new changes. The main commonality of tripartism is the development of means of communication. Processes carried out through communication become a decisive factor for the development of society. Discourse is a form of communication where participants can influence the transformation of historical processes and become one of its real subjects. [2] The theory of communication or discourse development can be associated with the name of the German philosopher and political scientist Jürgen Habermann. According to Haberman, the democratic social order itself creates an opportunity for the formation of discourse. Discourse is a means of reaching consensus through compromise. According to Haberman, the effectiveness of the development of communication technologies is related to the degree of its publicization. Free associations or autonomous unions should have the ability to form a platform for discussion of issues of public interest and to come to the solution and re-evaluation of problems through discourse. [3]

In order to reach a real consensus, Haberman believed that the "external constraints" of reality, social position, and the influences of different groups and citizens cannot influence the views of the participants. [4] Thus, the establishment of tripartism

implies the introduction and deepening of a culture of cooperation. As a result of introducing the culture of discourse, it becomes possible to avoid seemingly conflicting issues, to reach mutual understandings and agreements.

According to A. N. Chernyshev's Tripartism is considered a transition to social relations based on the principles of political democracy and market economy, the basis of which is the freedom of participants, pluralism. [5]

In another work, A. N. Chernyshov and A. V. Chernyshova believe that the effectiveness of tripartism is related to the capabilities of the subjects included in the partnership and their motives and goals for cooperation. [6] In other words, if we consider the factor of capabilities as a means of establishing an effective dialogue, the capacities in RA are distributed, on the one hand in the hands of the state, and on the other hand, the employers, and as a result, the workers' collectives are seen as the side that does not have the necessary tools and opportunities.

N. Hill and S. Lords also find that the corporate approach is effective, and consider corporatism as a structure of social organization, within which key economic, social and political decisions are made by corporate groups, sometimes with the joint efforts of these groups and the state. [7]

It should be noted that the researchers of the post-Soviet countries are also concerned about the challenges resulting from the changed social-labor relations. Discussing the gaps in tripartite cooperation in post-Soviet Russia, Vladimir Krivoshev notes that most of the collective agreements at regional levels are not implemented, as a result, guarantees for the payment of wages are not given in the business environment, decisions are often made in closed formats, and labor collectives are deprived of opportunities to influence them. [8]

According to F. Hoffer, a necessary condition to overcome the deep institutional crisis in Russia is to improve the quality of management in the business environment, improve management at the federal and regional levels of government, form a system governed by predictable decisions, fight against crime and corruption, establish the rule of law and create institutions that enjoy the trust of the population. [9]

After independence, RA has the problem of being included in free economic relations. Among the structural reforms of the economy, diversification of the economy is important. The rule of law is one of the cornerstone principles of economic development. Nowadays the problem of introducing technological advantages in Armenia remains topical. The effectiveness of economic reforms depends on the extent to which there is dialogue between different social strata within the country, the extent to which labor resources are used and what steps are taken to improve their professional abilities. One of the main problems of the economy of the post-Soviet countries is the raw material based specialization of the economy, and as a result, the technological advantages

have not yet been fully available. Increasing cooperation with labor collectives on the part of employers and the state can contribute to the spatially-proportional development of the economy in RA, as well as to the increase of professional resources and competitive abilities. One of the ways to achieve it can be the interest of labor collective groups, the increase of expert potential, as well as the voluntary features of the state and employers. According to political scientist Mariam Margaryan, the modernization process does not imply a mechanical reform of the public administration model, but a purposeful modernization of the relationship between the traditional governing body, the employer body and trade union (Tripartism) leaders, according to the principles of new public administration. [10]

Conclusion. Perhaps, mechanical reforms are currently underway in Armenia, legal regulation mechanisms have been developed, there are non-governmental organizations that have the right to be involved in the ongoing processes within the framework of Tripartism, but there is still no visible progress. We consider it essential that the parties involved in tripartism in RA respect fundamental rights, express themselves freely regarding collective agreements, withdraw from agreements if desired, appeal the decisions made in court. We find it expedient to specify in the constitutional law (terms, duration) the powers of the labor collective groups to organize strikes, their possibilities to apply legislative initiatives to state and local authorities. By granting additional freedoms to working collective groups and increasing their influence levers, an opportunity will be given to make tripartism more effective and practical in Armenia. We believe that the establishment of tripartism can contribute to the establishment of the concept of a "prosperous state".

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The article refers to the nature and the functions of Tripartism, highlights its importance, considering it as one of the main means of establishing social partnership. Tripartism is perceived as a landmark and an opportunity by to solve problems accumulated in socio-economic relations. The article refers to the means by which Tripartism can be achieved. It emphasizes the importance of the culture of negotiations as a means of civilized dialogue, and in this context, the conceptual approaches to discourse put forward by the famous scientist Habermas are valued. He perceives the discourse as a starting point for the formation of the culture of negotiations. Emphasizing the development of social partnership in RA, the article considers the low degree of establishment of labor collective groups and the insufficient manifestation of the existing political will for the use of potential and resources for overcoming the existing concerns. Although the civil legal regulations are considered sufficient, the presence of some legal obstacles is also pointed out. The result emphasizes the establishment of Tripartism in RA as a starting point for social partnership, for qualitative improvement, considering the results outlined by the ILO, it is considered possible to reduce income inequality, increase the gross domestic product and support the implementation of the concept of a «prosperous state».