

THE IMPORTANCE OF SOCIAL AUDIT IN THE CONTEXT OF ESTABLISHING SOCIAL PARTNERSHIP

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Introduction

By "diving" into research on the origins of social audit, we see its roots in mid-20th century thinking. In those periods, theories were already being developed to study the business environment in order to understand to what extent the declared social goals are being realized. In the 1970s, these theories began to permeate corporate structures and businesses began to realize the importance of assessing their social impact. Social auditing is now practiced in the world, often also receiving legislative formulation. As a result of studies, the development of social audit is emphasized, social audit is considered as an opportunity for the development of human resources in work collectives and public environment. Social audit forms a new level of social responsibility, business responsibility. It increases awareness of responsibility in ethical, social, environmental issues and is an additional means to make human rights more protected in the work environment.

Methodology

A number of scientific materials available in the field were studied. As a result of the application of the comparative method, the social audit was studied, the possibilities of its implementation within the social partnership were considered. Through the systemic method, the problem was considered as an integral part of various schemes, accordingly, the need to arrive at institutional, key solutions was considered in the context of capacity development within the social partnership.

Literature review

According to A. Arens and J. Lobeck, auditing is a process carried out by competent independent workers. An assessment is made through the comparability of information and evidence, and the degree of relevance of the information is given through a conclusion [Audit, 2001, 6-7]. V. Emeleen and Yu. Skvortsova believe that the social audit controls the social-labor relations in the country [Skvortsova, 2013, 3-4]. N. V. Meshkov believes that the primary importance of social audit is the research of the working environment [Meshkov, 2010, 23]. N. Flerovsky and V. Bervy believe that in order to check the effectiveness of social and labor relations, it is necessary to consider the parties of these relations: the state, employers and employees [Flerovskii & Bervi, 1938, 303].

Scientific novelty

- Social audits have been found to ensure transparent accountability and highlight areas for improvement.

- The social audit was considered an additional opportunity to draw on the opinions of stakeholders and discuss the effectiveness of current programs.
- It was found that the social audit within the social partnership contributes to the development of human resources, expands the resource-creating capabilities of trade unions.

Analysis

Growing concerns about corporate sustainability, social responsibility and ethical consumerism have fueled the social audit agenda. Social audit is a process in which public agencies conduct research and share the resulting data with the people concerned. Data can be financial or non-financial. Social auditing creates an opportunity to raise workers' awareness that they have access to accountability and transparency. Audits carried out by civil society are effective, in this way corruption risks are controlled, as a result an atmosphere of pressure is created and companies accept social audit as an integral part of various schemes implemented at the public-public level. According to A. Arens and J. K. Lobek's audit is a process, which is carried out by competent independent workers, is carried out by evaluating the comparability of information and evidence, and by means of a conclusion, the degree of conformity of information is given. [Arens et al., 2001, 6-7]. The effectiveness of social partnership can be significantly increased if a social audit is established to monitor social partnership procedures. Social audit was first introduced as an idea in the USA, the essence of which was the evaluation of the social environment by individuals and trade unions. Social audit was opposed to social injustices and economic inequality in the work environment. According to scientists, social audit is a method that regulates social relations within a social partnership. Russian researchers V. Emeleen and Yu. Skvortsova believes that the social audit controls the social-labor relations in the country, thanks to bilateral and tripartite agreements, carrying out wage audits, work safety audits, environmental audits, etc. [Emeleen, Skvortsova, 2013, 3-4]. According to A. Sviridov's "social audit is the analysis, verification and re-examination of the conditions of the employer and the social environment with the aim of identifying social risk factors and developing recommendations to reduce them. [Emeleen, Skvortsova, 2013, 3-4].

With the help of social audit, it is possible to increase the level of corporate social responsibility. The audit assesses the rules of conduct within the organization, the opinions of stakeholders regarding the company's operating conditions. Assesses management qualities and demonstrates human resource capabilities. [Kizilov et al., 2015, 5-6]. Social audit requires the clarity of research results, as a result of which companies strive to achieve success and the analysis ultimately affects the efficiency of enterprises. N. V. Meshkov believes that the primary importance is the research of the working environment of the social audit, the improvement of the efficiency of the management of enterprises and the assessment of the working environment according to the professional and sectoral division. [Meshkov, 2010]. Thus, emphasizing the increase of dialogue between the subjects of social partnership, we consider the social audit as a means for the estab-

lishment of civil dialogue and agreement procedures in RA. And in this context, if we formulate the meaning of social audit, it is an important public tool for the proper exercise of powers to force the state and employers. Therefore, the introduction of social audit in RA can change the current situation, contribute to increasing the efficiency of public policy, through proactive steps, trade unions can ensure civil participation, mutual trust and increase the efficiency of decision-making. Therefore, developing the field and harmonizing the legal and practical elements of civil consent is an important imperative. A social audit is an assessment of a company's social responsibility. A review of companies' efforts, procedures and codes of conduct, social auditing assesses the extent to which a company achieves its goals and establishes standards of social responsibility. In this way, the company realizes the trade-offs between social responsibility and profitability. Through social auditing, monitoring is carried out, data collections can cover the company's suppliers, employers, employees. The entire work chain is studied according to priorities, considering the risk areas.

Thus, the application of social audit provides additional operational advantages, as a result of which problem areas are identified and improvements are suggested. The implementation of social audit can be useful in strategic decision-making, aligning the organization's goals with social and environmental requirements. It has reputational benefits and can enhance the reputations of the organizations that conduct the audit by increasing trust among employees, consumers and stakeholders. According to Russian researcher N. Flerovskiy the efficiency of social and labor relations in Bervy, it is necessary to consider the parties of these relations: the state, employers and workers. This form of interaction between capital and labor is also included in the logic of social partnership. [Flerovskii, 1938, 303].

According to the introduction of V. Kiselev social audit in social partnership procedures is one of the features of the Russian experience. It is one of the features of Russian social partnership [Kiselev, 2015]. Now, the development of social auditing is stimulating the growth of organizations and corporations in various countries that use the possibilities of social auditing. Social partnership has become one of them as an important mechanism for regulating social-labor relations. Sometimes the business community sees its social responsibility as a way to pay taxes and practice charity. Meanwhile, the standard of social responsibility of business is the regulation of social-labor relations based on the principles of social partnership and responsible participation at different levels of their implementation. This also includes collective agreements, for example in the Russian Federation according to Y. Popov and A. Shulsa, only 4-6% of Russian enterprises and labor collectives have signed collective agreements.[Shulsa & Popova, 2008, 230]. Considering Russia as an important partner country, we should note that the formation of social partnership in the country helps to increase the role of social audit during the regulation

of social and labor relations. According to Article 23 of the Russia's Labor Code, social partnership is a system of relations between workers' representatives, employers' representatives and state and local self-government bodies, which is aimed at coordinating the interests of workers and employers. Regulation of labor and other related relations. [Labor code, 2001,197].

Summarizing, we should note that social audit is a process with the involvement of citizens, where budgets of organizations, expenses, the course of contractual obligations, etc. are considered. In this case, trade unions in social partnership can observe the effectiveness of implementation of tripartite agreements. A social audit looks for financial, administrative issues, checks document flows to make sure they comply with laws. As a result, performance evaluation is performed and it is found out how the services provided by sectors affect the society.

Social audit also reveals the consistency of government institutions in the implementation of social role and responsibility and also provide necessary assistance to the people in their target environment [Porwal, 2024, 20-23].

A. Andrew is one of many audit experts who argue that when various manufacturers began to export their products abroad, they faced public pressure and realized that their supplies must ensure high quality based on the satisfaction of basic human needs and environmental regulations. These companies began forming cells of "voluntary code-of-conduct third parties" that conducted social audits and assessed compliance [Audit tools, 2022].

Conclusion

Studying some of the existing materials on social audit and summarizing some analyses, we believe that the introduction of social audit in the RA business environment will provide an opportunity to reveal how much public and state resources are directed towards serving real needs. We believe that the social audit is an opportunity to identify the opinions of stakeholders within the social partnership, including the marginal and poor masses, giving them the opportunity to familiarize themselves with the evaluation criteria. In our opinion, social audit creates an opportunity to observe and identify the effectiveness of social programs of enterprises, comparing in parallel the objectives, commitments and performances of organizations. We find that it provides accountability and transparency, and identifies areas for improvement. A social audit shows gaps between needs and resources, social goals and objectives. Monitors the effectiveness of development programs, examines the effectiveness of the state's political decisions in social partnership procedures and relies on the opinions of stakeholders.

We find that the social audit is an opportunity for the development of human resources, thanks to it, personal-organizational skills, knowledge, abilities develop. By engaging in

social audit, work collectives get the opportunity to train employees, expand the toolkits they have, and gain additional opportunities to transform the social and work environment. In the context of the development of social partnership in RA, we emphasize the comprehensive study of social audit. We find it necessary to take a strategic approach and initiate concept development.

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The importance of social audit in the context of establishing social partnership

Key words: social audit, social partnership, social responsibility, business responsibility, corporate sustainability

Thus, rapidly changing global economies realize not only the importance of financial success, but also the importance of social responsibility. We believe that social audits play a crucial role in determining whether organizations uphold ethical, social or environmental standards. The role of social audit is key in promoting business responsibility, ensuring compliance with ethical, environmental and social standards, guaranteeing not only the long-term sustainability of business income, but also the well-being of public target groups. If we consider the issue in the scope of the development of the trade unions' abilities within the social partnership in RA, then it is necessary to form teams of experts, including the representatives of the state, employers or the community.