

The concept of partnership work in vocational education institutions

Piriyeva Tarana Zakir¹

Institute of Education of the Republic of Azerbaijan, Baku, Azerbaijan

E-mail: terane.005@gmail.com

ORCID ID <https://orcid.org/0000-0002-6986-1672>

The experience of countries operating in market conditions shows that, among other factors, the proper formation of young people in terms of specialties and professions plays an important role in improving the living standards of the population, significantly reducing poverty. The theory of partnership has been formed not once, but within a long development of philosophical, economic, legal and political thought. We find the first word about partnership in the philosophical works of Plato and Aristotle, who put forward the idea of partnership as an equal and free individual among citizens. The concepts of "natural law" and "social contract", which emerged in the XVI-XVII centuries, are undoubtedly of interest in considering this problem. T. Hobbes was one of the first to think about this problem, pointing out that society is perceived as the result of an agreement between the people and the will of the legislature. The analysis of the scientific works presented by I. Kant, O. Comte, K. Marx, E. Durkheim, and M. Weber argues that social interaction in society is based on human solidarity, in which case partnership plays the role of a mechanism. One of the most important functions of the state is to achieve the mechanism of development of legal partnership and forms of social partnership, the rules and mechanism of interaction between the subjects of partnership, the calculated size and sequence. The analysis of the current situation, logical generalization and grouping, statistical data and sociological research methods were used as research methods. The purpose of the study is to study the main function of the partnership, to analyze the possibility of compromising and harmonizing the interests of all subjects of labor relations through the development of agreements between the parties through social interaction.

Keywords: *partnership, education, vocational education institutions, model, concept*

Introduction. Partnership is a special type of social and labor relations that exists only in a market society, ensuring an optimal balance of the basic interests of different social groups, primarily employees and employers. Labor partnership (hereinafter referred to as partnership) is a system of relations aimed at ensuring the interests of employees and employers in the coordination of employees (employees' representatives), employers (employers' representatives), state bodies, local self-government bodies, regulation of labor relations and others.

Formulation of the problem. Partnership is implemented at the federal, interregional, regional, sectoral, territorial, local (organizational level) levels. The social state is characterized by the development of social partnership. There are various models of social partnership, which are the result of long-term socio-economic and political development of countries, determined by national-cultural characteristics and specific forms of social relations. The technological basis for providing external and internal aspects of profession-related training of future teachers on the basis of the described partnership is the implementation of internal partnership and external partnership of educational subjects in the process of teacher training at a university.

Research objectives:

- ✓ directions of implementation of social and labor policy of the state and employment;
- ✓ conditions of labor protection and organization;
- ✓ creation and expansion of social security;
- ✓ ensuring the participation of labor collectives in solving salary-related, social and production issues;
- ✓ teaching methods of these aspects at the vocational institutions.

The methodological basis of the research is a set of methods, principles, tools and theoretical provisions applied in order to study, understand and change pedagogical facts, events and processes.

The main part. Stern and Green describe the partnership as "a program that achieves high loyalty, mutual trust, equal responsibility and a common goal" (Stern, 2005: 240). Bennett and Anderson argue that the partnership includes the following elements: cooperation, mutual responsibility, voluntary entry and the equation hypothesis. However, McQuaid does not imply that a partnership is necessarily an equal power relationship, for example, if a partner has the resources or experience to be legally entitled to manage a project

¹ PhD student of Department of Economics and Management of Education of the Institute of Education of the Republic of Azerbaijan

(McQuaid, 2000). Harman notes that partnerships can cover a wide range of institutional arrangements, from partnership agreements to full-fledged institutional associations.

While Docherty and Harland evaluate partnerships for the creative industry in the UK, they note that while some partners may consist of a number of specific relationships that come together around one-off projects, other partnerships are more grounded (Docherty, 2001).

As can be seen from the scientific literature, there is no single definition of the term "partnership" and it is defined by experts in different ways. Thus, V. A. Mikheyev believes that partnership is a civilized form of social relations in the field of social and labor, which can ensure the coordination and protection of the interests of employees, employers (entrepreneurs), government agencies, local self-government bodies, local self-government bodies (Михеев, 2001: 24).

A. V. Lyapanov understands partnership in a broad sense as a means of influencing the labor market, which represents a system of relations between government, work and society (Ляпанов, 2014: 142).

V. A. Kretin and A. V. Kolesnikov, believing in the need to form a new model of partnership against the background of the new realities of their time, add another component to the system of three-component relations of "power society" science. It will help increase the efficiency of public administration by actively involving the scientific component (Кретинин, 2008: 41). This makes it necessary to use scientific approaches in the field of practical implementation of the interaction of partnership entities in the context of the priority of innovative development and modernization of the economy.

According to L. A. Gordon and V. V. Klopova, "partnership is a method and mechanism for regulating social and labor relations, resolving conflicts between employees and employers" (Гордон, 2000: 29). Although it is difficult to agree on the definition of "method" and "mechanism", which have major differences, it makes it possible to consider the partnership as a mechanism of civil interaction between the subjects of labor relations.

According to L. L. Buntovskaya, partnership in the field of labor activity is a system of relations between the subjects of partnership: employees (employees' representatives), employers (employers' representatives), state bodies, local self-government bodies (Бунтовская, 2017: 125).

Partnership can be thought of as a system of relationships between employees, employers, government agencies and local governments (Figure 1.1.).

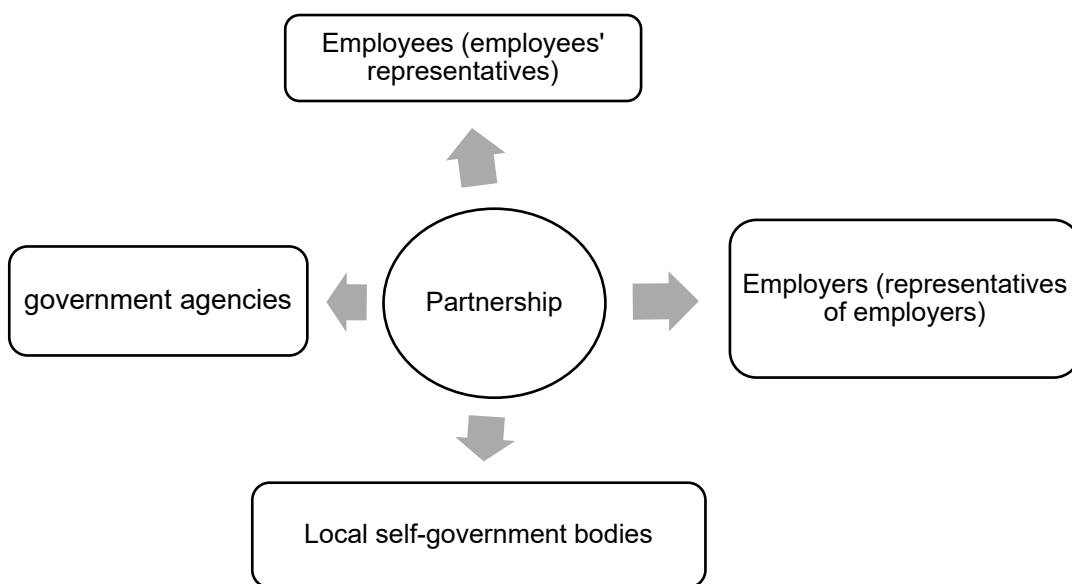


Figure 1.1. Partnership system

As a certain type of social and labor relations, the subjects of partnership are owners, entrepreneurs, trade unions, the state and employees (Figure 1.2).

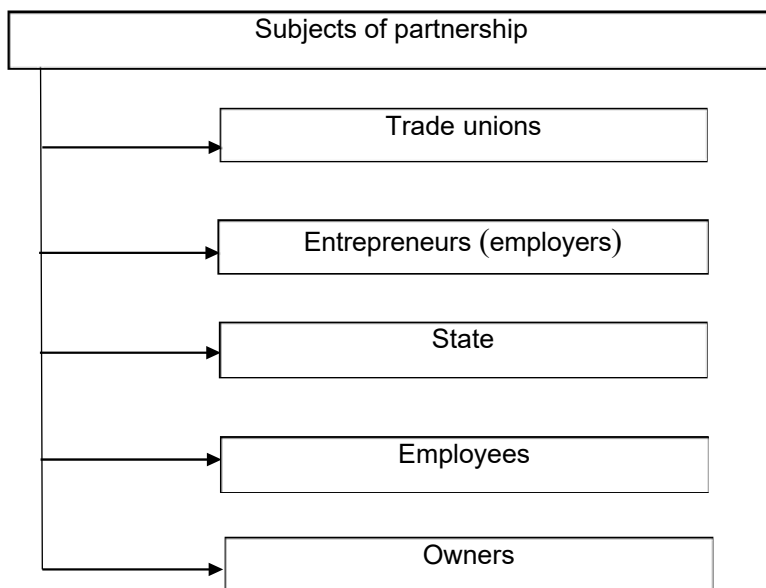


Figure 1.2. Subjects of partnership

The partnership is based on the following basic principles:

- equality of partners (each party can start negotiations);
- respect and consideration of the interests of partners (the interests of the parties are agreed during the negotiations);
- the interest of the partners to participate in the contractual relationship (the legislature asks more questions at the discretion of the parties within the contractual relationship);
- state assistance in strengthening and developing partnerships on a democratic basis (special bodies are established to assist in the regulation of social and labor relations);
- compliance of partners and their representatives with labor legislation and other normative legal acts containing labor law norms (each of the parties to the contract or agreement is obliged to comply with the terms);
- powers of partners' representatives;
- freedom of choice when discussing issues related to the field of work;
- voluntary acceptance of obligations by partners without coercion or threat);
- the reality of the obligations assumed by the partners (the obligations assumed must be possible);
- obligation to comply with collective agreements, contracts;
- control over the implementation of accepted collective agreements, agreements (carried out by controlling bodies);
- responsibility of partners, their representatives for non-fulfillment of collective agreements, agreements (administrative responsibility is determined);
- tolerance, compromise, consensus;
- freedom of choice when discussing the issues that constitute the content of social dialogue, agreements and contracts, the obligation to implement them.

The partnership acts as a separate legal entity. The partnership system consists of three main parts:

- a set of permanent and temporary bodies created by employees, employers, representatives of the executive authorities and interacting at different levels of social, labor and related relations (federations, regions, industries, territories, enterprises);
- mutual consultations aimed at regulating social and labor relations between the parties, various joint documents adopted by these bodies on the basis of negotiations (collective agreements, contracts, decisions, etc.);
- Appropriate procedure, forms of interaction, sequence of relations and development, time of adoption, priority of the specified bodies and documents.

Partnership includes the following elements: principles, subjects, levels, functions, forms, and implementation mechanism.

Partnership models are divided into different classifications:

- through partnership cooperation methods;
- according to the criteria of political orientation;
- according to the degree and form of employee participation in management, etc.

The principles of partnership are: equality of arms; respect and esteem for the interests of the parties; state assistance in strengthening and developing partnership on a democratic basis; voluntary acceptance of obligations by the parties; interest of the parties in participating in the contractual relations; compliance of the parties and their representatives with the labor legislation and other normative legal acts containing the norms of the labor legislation; powers of the representatives of the parties; freedom of choice when discussing issues related to the field of work; the reality of the obligations assumed by the parties; obligation to comply with collective agreements, contracts; control over the implementation of adopted collective agreements; liability of the parties and their representatives for non-performance due to the fault of the collective agreement and contract.

There are currently several ways to identify partnership models that are developed in different countries and based on economic, social, labor, and ethnic characteristics. It is worth noting the basic models, such as the classical bipartisan and tripartism, where the number of subjects of social interaction and the main mechanisms of their management are different. (Якимец, 2001:34).

Global research shows that the state participates almost everywhere in the partner relations, which perform the functions of a legislator and an expert, but different countries have different levels of participation in mutual processes. (Калашников, 2007:74).

In countries, where the role of the state in the regulation of social and labor relations is not decisive (Great Britain, Japan, USA, Canada), partnerships are based on the principle of bipartisanship when both parties participate in the contract process: as representatives of national trade unions, employees' and employers' unions, the state assumes the function of facilitating the negotiation process with them. (Трудовое право России, 2012:127).

On the contrary, tripartism implies the direct participation of the state in the process of concluding contracts as a full party. This model is used in European Union countries - Sweden, France, Norway, Germany, Finland, Austria and others. For example, in Northern European countries (Finland, Sweden, Norway) contract regulation is carried out at the state, sector and local levels, while in France and Germany it is carried out only sectoral and regional.

The tripartism model, based on the experience of tripartite interaction between the state, employers (their unions) and trade unions representing the interests of employees, is widespread in the Russian market economy. Among other approaches to defining partnership models, the most interesting from a scientific and practical point of view are: compatibility, conservative-liberal and pluralistic partnership models. (Товма, 2020).

In the compatibility model, the participants in the partnership are three parties - entrepreneurs, government and trade unions. This model is typical for the Netherlands, Scandinavia, and Australia (Трудовое право России, 2012: 127).

The conservative-liberal model assumes that the role of trade unions is diminishing and is most evident in France.

In the pluralistic model of partnership, cooperation between the parties is brought to the local level and involves the decentralization of the contract process, which is typical for enterprises in Japan, the United Kingdom, Canada and the United States (Трудовое право России, 2012: 127).

There are three models of partnership according to the criteria of the degree and form of participation of employees in the management of the enterprise. These models are characterized as follows:

In the representative model, employees participate in management on a representative basis. Directors and employees elected to supervisory boards have the same rights and responsibilities as shareholders' representatives. In France, Spain, Greece, Luxembourg, and Ireland, the public sector, employee representatives, and managers of any major change in the company's operations are involved in the management of the company. In Norway, employees are less represented, but their participation in decision-making is higher, which is decided at a joint meeting of the supervisory board and the company's board before any change is made. In addition to negotiations, employees' representatives have the right to obtain information about the enterprise, as well as auditors (invoices, projected expenses, reports).

The Finnish, Swedish, and German models often restrict managers' decision-making, and may prohibit a decision that is inconsistent with their interests when negotiations with employee representatives are not completed.

The model of direct representative democracy: participation in governance is carried out through public organizations and trade unions. Enterprises enter into collective agreements, provide compulsory labor arbitration and mediation. The state does not interfere in the collective bargaining phase, but actively intervenes in the event of a labor dispute between the parties. This model is typical for Canada, Japan and France. For example, under Canada's Labor Code, state mediation and conciliation services operate within the Department of Labor. The parties may not apply a strike or lockout without going through a conciliation procedure.

The pluralist model is characterized by the indirect participation of employees in management (the UK, the USA). The collective agreement is made only at the enterprise level. The National Manufacturers Association and the US Chamber of Commerce are involved in legislative and political activities, recommending guidelines for entrepreneurs, but not interfering in negotiations. In the United States, a collective labor dispute is considered by the Federal Mediation and Reconciliation Service or a private organization, the American Arbitration Association.

In none of the countries are these partnership models presented in a pure form. Reconciliation of interests takes place through social dialogue. One of the conditions for the establishment and development of the partnership is the establishment of the International Labor Organization (ILO) in 1919. The partnership system began to develop actively after the Second World War. Partnership is enshrined in law, in labor law; it is an instrument of state social policy and a way to solve social problems in the context of political and civil liberties in a social market economy. Partnership is an alternative to social conflict, a way to reconcile the interests of different social groups.

The long-term work of the ILO and the world experience show that partnership is not only a means to stabilize political and economic development. It is clear that one of the conditions for the effectiveness of a market economy is the creation and maintenance of a partnership based on mutual respect, mutual understanding of problems and finding compromise solutions in labor relations. Perhaps the term "social dialogue" would be more accurate as a system of relations between economically unequal partners, but it would be interesting to find mutually acceptable options for cooperation. (Зинченко, 2009:224).

At present, the issue of strengthening and interconnecting partners at all levels, including the most important socio-economic issues in contracts, fulfilling the obligations, increasing the responsibility of the parties for the implementation of signed contracts and agreements, i.e. increasing the effectiveness of the partnership is especially relevant. This problem applies equally to all parties and partners and needs to be addressed.

Unfortunately, the experience of recent years has convinced trade unions that there are few representatives who are ready for a relationship based on the principles of effective partnership, both in government and among entrepreneurs. And therefore the trade unions will fight hard for its real development.

Today, working conditions and labor protection depend on the constructive and persistent position of trade unions.

I believe that labor protection is an area of close interaction between trade unions and the state, which is a clear manifestation of partnership.

Despite some success today, the effectiveness of the partnership system cannot be overestimated. The protection of socio-economic and labor rights and interests of workers, as well as increasing the effectiveness of the partnership system, which serves to solve labor protection problems, always depends on the unity, solidarity and cooperation of trade unions, trade union bodies, trade union members.

With the development of market structures, some of the functions of the state in the field of labor relations change dramatically: in the transition period, the state acts as a coordinator and organizer of the regulation of labor relations in the partnership system.

Approbation of research results. The main provisions of the article are reflected in the author's theses submitted to scientific conferences in Azerbaijan and abroad, as well as in scientific articles published in various journals in Azerbaijan and abroad.

Conclusion. Important external and internal aspects of partnership-based teacher training include the following blocks: organizational (reflecting a set of key ideas and priorities that define pedagogical vocational education and partnership ideology), structural (internal and external structure of partnerships between different subjects involved in teacher training)) and content (form, method, teaching aids).

The technological basis for providing external and internal aspects of professional training of future teachers on the basis of the described partnership is the implementation of internal partnership and external partnership of educational subjects in the process of teacher training at a university. Thus, the training of

teachers on the basis of partnership is a prerequisite for the implementation of the social order, i.e. a guarantee of high quality of knowledge, skills and abilities of the future specialist in the field of education.

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Концепція партнерської роботи в закладах професійної освіти

Пірієва Тарана Закір²

Інститут освіти Азербайджанської Республіки, Баку, Азербайджан

Досвід країн, працюючих у ринкових умовах, демонструє, що, правильне формування молоді за спеціальностями і професіями відіграє важливу роль у підвищенні рівня життя населення, значному скороченню бідності тощо. Теорія партнерства сформувалася у результаті тривалого розвитку філософської, економічної, правової і політичної думки. Знаходимо першу згадку про партнерство у філософських працях Платона і Аристотеля, які висували ідею партнерства як рівну і вільну людину серед громадян. Поняття "природний закон" і "громадський договір", що виникли в XVI, - XVII століттях, поза сумнівом, є інтересом для розгляду цієї проблеми. Т. Гоббс був одним з перших, хто замислився над цією проблемою, вказавши, що суспільство сприймається як результат угоди між людьми і волею законодавчого органу. Аналіз наукових робіт І. Канта, О. Конта, К. Маркса, Э. Дюркгейма і М. Вебера стверджує, що соціальна взаємодія в суспільстві ґрунтована на людській солідарності, і в цьому випадку партнерство грає роль механізму. Однією з найважливіших функцій держави є досягнення механізму розвитку правового партнерства і форм соціального партнерства,

² докторант кафедри економіки та управління освітою Інституту освіти Азербайджанської Республіки

правил і механізму взаємодії між суб'єктами партнерства, врахуванням розміром і послідовністю. Як методи дослідження використовувалися аналіз поточної ситуації, логічне узагальнення і угруповання, статистичні дані і методи соціологічного дослідження. Мета дослідження - вивчити основну функцію партнерства, проаналізувати можливість компромісу і узгодження інтересів усіх суб'єктів робочих стосунків через розвиток домовленостей між сторонами через соціальну взаємодію.

Ключові слова: партнерство, освіта, професійні заклади освіти, модель, концепція.

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