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LABOUR RELATIONS IN POSTINDUSTRIAL ECONOMY

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The article deals with inadequacy of present-day labour relations in economy. Out of date form of labour relations makes workforce dependable, causes social inequality, prevents economical development. The article gives results of theoretical and empiric research. The mechanism of guaranteed reproduction of labour to be realized as social partnership is offered.

Purpose: the purpose is to give critical estimation of present-day labour relations in postindustrial economy.

Method of studies: monographic, general theoretic economic analysis, correlation statistic analysis

Results: a new modern adequate alternative form of labour relations guarantying the reproduction of labour is introduced

Field of application: industrial regulation both in economics in general and concrete businesses; motivation of workers.

Keywords: labour relations, human capital, social partnership.

ТРУДОВЫЕ ОТНОШЕНИЯ В ПОСТИНДУСТРИАЛЬНОЙ ЭКОНОМИКЕ

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В статье обосновывается неадекватность используемой формы трудовых отношений современной экономике. Устаревшая форма ставит наёмного работника в зависимое положение, порождает социальное расслоение, сдерживает

экономическое развитие. Работа в тезисной форме представляет результаты теоретических и эмпирических исследований. Предлагается механизм гарантированного воспроизводства человеческого капитала, который может быть реализован в форме социального партнёрства.

Цель: дать критическую оценку несоответствия используемой формы трудовых отношений современной постиндустриальной экономике.

Методы исследования: монографический, общетеоретический экономический анализ, корреляционный статистический анализ.

Результаты: предложена альтернативная форма трудовых отношений адекватная современному развитию экономики, гарантирующая воспроизводство человеческого капитала.

Область применения результатов: регулирование трудовых отношений в экономике в целом, а также на конкретном предприятии; мотивация работников.

Ключевые слова: трудовые отношения, человеческий капитал, социальное партнёрство.

Labour relations between employer and his workforce are based on postulates, formulated by K. Marks a century and a half ago. They have been distortedly consolidated in Soviet times and employers continue exploiting them advantageously in market economy nowadays. This claim turns to be reasonable:

First of all, Marks' theory is based on developing industrial society characterized by low quantity of highly-qualified specialists and by predominance of physical labour.

Modern society is postindustrial, demanding prevailing highly-qualified employees for intellectual labour and non-material production.

Secondly, in Soviet economy Marxist market principles were cultivated on socialistic soil having no market institutions, criticizing capitalism, refuting private property including human capital.

Thirdly, wages are legislatively considered to be the charge of an entrepreneur, including the cost of goods and service, and are reimbursed to him while marketing. So the value added generated by all the participants of production process is taken for entrepreneur's own.

This form of relations resembles a postindustrial form of serfdom which might be a reason of such present-day tendencies as:

1. low wages (as compared with other countries regarding purchasing power of national currency):
2. low increase of labour productivity (old industrial approaches are used; there is low motivation of workmen);
3. absence of middle class (income of the rich is 12 times more than one of the poor)
4. absence of link between education and level of income.

Absence of link between education and level of income seems to be paradoxical. According to research, there is a lack of positive correlation between education level of income in Kaluga Region (furthermore, negative correlation can be observed).

There are much more low-educated workmen earning above the average, than well-educated ones with high income. There were 1334, 59 thousand of formers and 129, 81 thousand of latters in 2007. Highly-qualified specialists earning below the average are one and half times more than low-qualified workmen getting low income.

In 2010 there were 7% of low-educated earning above the average, but there turned out to be 40% of highly-educated getting low income!

This research does not neglect the wage push in some spheres but in general economic situation, considering the unemployment structure (there are much more low-educated people unemployed) one may conclude that the only advantage the high academic

background gives is a better chance for employment and tends to be means to realize the constitutional right to work.

Modern society is characterized by postindustrial social and economical structure and principles and considerable prevalence of postindustrial benefits. While share of physical labour and industrial manufacturing decreases the aim of professional higher education and science at this juncture is to create technologies in production and management to satisfy current requirements.

This regress seems unreasonable from the viewpoint of society itself, but public policy in the sphere of high education looks more like serfdom requiring to meet the demand of working specialty.

Developing postindustrial economy is based on knowledge, information and mental work and requires another kind of labour relations organization and value added distribution. Its prerequisites - social partnership of employer and employee are stipulated in Labour Code. Social partnership should replace hired labour and become the main form of labour relations creating conditions for secure human capital reproduction.

Value added should be distributed in direct proportion to the contribution made by all the participants of the industrial process, because all the participants tend to be partners mutually providing useful conditions for production. Moreover social partnership supposes equal rights for participants in getting depreciation refund.

However being admitted by many scientists and economists, depreciation of labour has no mechanism for refund. The right of the owner of physical capital to get refund for physical and moral depreciation is stipulated legislatively and is realized by means of amortization.

To refund deprecation of labour one should use and legally bind the same mechanisms besides there are preconditions and no legal restraints. It will also guarantee simple reproduction to the owner, which means economic liberties and equality, confidence in the future, stimulus for development and efficient employment of human capital.

Characterized by these features society can be considered as highly-developed and democratic and its development is aimed at human values.

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