



**TOGETHER**  
*for a sustainable future*

## OCCASION

This publication has been made available to the public on the occasion of the 50<sup>th</sup> anniversary of the United Nations Industrial Development Organisation.



**TOGETHER**  
*for a sustainable future*

## DISCLAIMER

This document has been produced without formal United Nations editing. The designations employed and the presentation of the material in this document do not imply the expression of any opinion whatsoever on the part of the Secretariat of the United Nations Industrial Development Organization (UNIDO) concerning the legal status of any country, territory, city or area or of its authorities, or concerning the delimitation of its frontiers or boundaries, or its economic system or degree of development. Designations such as “developed”, “industrialized” and “developing” are intended for statistical convenience and do not necessarily express a judgment about the stage reached by a particular country or area in the development process. Mention of firm names or commercial products does not constitute an endorsement by UNIDO.

## FAIR USE POLICY

Any part of this publication may be quoted and referenced for educational and research purposes without additional permission from UNIDO. However, those who make use of quoting and referencing this publication are requested to follow the Fair Use Policy of giving due credit to UNIDO.

## CONTACT

Please contact [publications@unido.org](mailto:publications@unido.org) for further information concerning UNIDO publications.

For more information about UNIDO, please visit us at [www.unido.org](http://www.unido.org)



18374

Distr.  
LIMITED

ID/WG.498/44(SPEC.)  
22 May 1990

United Nations Industrial Development Organization

ORIGINAL: ENGLISH

Interregional Symposium on the Role  
of the Industrial Co-operative Movement in  
Economic and Industrial Development

2 p.

Moscow, USSR, 11-15 June 1990

COOPERATION AND LEASE: COMPARATIVE ANALYSIS  
OF THE SOCIAL EFFECTIVENESS\*

Prepared by

U. I. Giller

5/35

\*The views expressed in this document are those of the author and do not necessarily reflect the views of the Secretariat of UNIDO. This document has not been edited.

The idea of correlation between individual's and social interests in cooperation and Lease determines the basis of their broad development. These forms are supposed to increase personal involvement of workers in the labour process on account of their real participation in the management of the means of production and establishing firm interpersonal contacts, i.e. these new progressive economical forms must provide self-sufficiency of the workers. At the same time it is assumed that cooperation and leasehold put the producer into real dependence upon the consumer. Moreover, the situation of immediate interdependence between the members of the labour collective is created and that leads to the considerable growth of responsibility of the workers. In such a way cooperation and leasehold should harmonize personality and society, involve people into the area of their action and produce a new type of effective worker.

It's clear that nowadays cooperation meets with a lot of difficulties in its development. Its relations with the society are distorted by the lack of regulative means, the market deficit and conservatism of the mentality. Under such circumstances the necessity of studying the social effectiveness of this new economical form is obvious. This social effectiveness has been studied by us in the course of the comparative sociological analysis of the coop-workers, leasehold and state enterprises. In 1989 we carried out a comparative sociological analysis in Chelyabinsk region. During this work we polled about 100 coop-members, 200 leasehold enterprises and 150 state enterprises workers. The standard questionnaire was used while fulfilling this work.

The following interesting facts came to light:

1. The attitude to work, self-sufficiency and responsibility are almost the same in two categories of respondents: leasehold and state enterprises workers. We refer it to the formality in transferring to the leasehold system in many enterprises. Nowadays only the external economical mechanism is changed, but the majority of ordinary workers are not involved in this process.

We found striking differences in the answers of coop-members to the same questions. Consequently, cooperative form is incompatible with formality, and it is impossible without constituent economical and social changes.

2. We discovered the most considerable differences in answers among coop-members and other respondents as far as possibility in real managerial control on the workers behalf is concerned. About two-thirds (2/3) of coop-members versus 20% of state and leasehold enterprises workers pointed out the real influence of the ordinary workers on the improvement in labour organisation, appointment of authorities, etc. Obviously, cooperation inevitably leads to the considerable democratization in the whole system of management. Coop-members also gave higher appreciation of creative work, which enables self-actualization of the individual. It proves, that cooperation encourages the worker to the more intensive labour, and alongside with this produces more creative worker.

Though such indicators as attitude to labour (work), satisfaction with the job and the place of it (job) in the system of vital values is higher among the coop-members, but these differences are not so constituent. It shows, that the problem of filling the alienation in labour to the greatest degree depends on technological changes, working conditions, system of education and upbringing of the younger generation and overcoming the hardships in the cooperation development.