

Thus, social management implies a system of activities and leverage for social and psychological climate in the staff and its individual employees.

The aim of the social management is to harmonize social relations in the team, meet the social needs of employees, personal development, social protection and others.

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## INSTITUTE OF OWNERS OF HOUSING IN HOUSING SYSTEM

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For today management of operation of housing stock is uniform way of its preservation in proper condition which promotes qualitative satisfaction of needs of inhabitants. However, it is necessary to consider that the main problems of the housing sphere are obsolescence of the equipment, inability in due time to warn problems and not system approach to their decision. Two thirds of housing in Ukraine are constructed till 80th years of last century. Over a third of houses needs the capital repairs which carrying out isn't possible without attraction of considerable funds. Limitation of funds which are allocated for capital repairs of housing stock from budgets of all levels testifies that problems in the sphere of housing need to be solved some other way, namely – carrying out structural reforms which will give the chance to create new economic model of operation and housing development, to provide its reliable and high-quality service taking into account interests of inhabitants [1].

Such effective owner of the house who can operate and make the decision concerning repair of the house, its modernizations considering energy efficiency requirements, to dispose of the house adjoining territory, to order utilities necessary for the contents, to create association of co-owners of an apartment house. Nowadays association of co-owners of an apartment house represents the effective owner of the house.

In Ukraine more than 90% of apartments are privatized and only close 15% have the created associations of co-owners of apartment houses. The law of Ukraine "About privatization of the state housing stock" of 1992 provided creation of associations of co-owners of apartments (inhabited and non-residential premises) in the houses, however the first such associations in Ukraine started appearing only in the late nineties the XX century [2]. Adoption of the legislation of Ukraine which

regulates an order of creation and functioning of associations of co-owners of an apartment house became the first serious step on a way to introduction of real mechanisms of management by houses. In 2001 the Law of Ukraine "Was adopted about association of co-owners of apartment houses" which created the best legal principles for emergence of associations and, actually, stimulated their creation [3].

Creation of association of co-owners of an apartment house is the effective mechanism which allows orderly, is effective and purposefully to represent and defend legitimate rights and interests of owners of inhabited and non-residential premises of an apartment house in the course of providing housing-and-municipal services, improvements of the intra house and house adjoining territory, and also concerning use of the house adjoining territory. Use of additional opportunities which are given by association of co-owners of an apartment house in the sphere of the maintenance of multiroom houses, and also in the course of upholding and protection of the rights and interests of inhabitants of houses depends, not least, on level of legal culture, public consciousness and organization of members of association of co-owners of an apartment house.

For improvement of an existing situation by the extremely important improvement of standard and legal base concerning creation and functioning of associations is. One of conditions of ensuring high-quality shifts in the sphere of housing and communal services is creation of the developed competitive environment in the market of service of housing which will allow to differentiate functions between customers and performers of services, to give to customers opportunity to elect performers of services on the competitive beginnings and to receive, thus, balance between quality and cost of housing-and-municipal services [4].

His co-owners (directly or through authorized bodies of association of co-owners of an apartment house), and the professional managing director whom co-owners involve on the basis of the contract can exercise control of a multiroom house.

Besides, in all developed countries of management of housing is one of the most attractive and steady markets of managing as, first, on it there is the minimum risk of sale of the production (that is, services in management of housing in which constantly someone lives and uses this service), and, secondly, traditionally high financial discipline of the population which accurately realizes that it is impossible to use housing and housing-and-municipal services without paying them at the necessary level, and selects to itself a residence according to the financial ability.

Thus, further development of institute of owners of housing is, in essence, not only the mechanism of effective management houses, but also a factor of increase of efficiency of functioning of housing as a whole.

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## CONSTITUTIONAL-AND-PROCEDURAL LAW: NORMS AND RELATIONS

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The development of the constitutional agreement is determined by the Constitution of Ukraine in strict accordance with the constitutional law. The legal status of all the subjects of constitutional law is reflected in the constitutional relations. The mechanism of implementation of the material norms was introduced to change this status from a declarative to a real one. This mechanism cannot assume relevant constitutional-and-procedural norms.

On the one hand, the Constitution has already laid foundations to provide the implementation of constitutional norms that is also foreseen by the laws of Ukraine. On the other hand, the law enforcement practice proves that there is a vital need in a greater increase of procedures that regulate the ensuring of the constitutional and legal status of the subjects of constitutional law.

In the Ukrainian law we observe a process of continuous expansion of procedural regulation and improvement of laws that contain the procedural norms (it concerns in particular the Code of Administrative Offenses and bylaws of the legislative and executive bodies). In its turn, in the constitutional law, next to the dominating material norms, we can identify the procedural norms, which provide the implementation of the former.

According to the constitutional law we need to pay special attention to constitutional-and-procedural norms and the constitutional-and-procedural relations that develop on their basis, it will help us to analyze new trends in the work of procedural institutions in other spheres of the Ukrainian law.

The complex theoretical research of the constitutional-and-legal relations, determination of their place and role in the system of legal regulation, and the analysis of their content, social essence and legal nature are very important for the further development of constitutional law.

The **tasks** that need to be solved in order to achieve the **goal** of the research aimed at the systematic legal analysis of constitutional-and-procedural rules and the investigation of the structure and content of the constitutional and legal relations are as follows:

- to analyze the correlation of material and procedural aspects in the constitutional law;
- to characterize the concept of constitutional-and-procedural norms;