ECONOMIC SCIENCES

Baldghi Marina

REGULATION OF UNEMPLOYMENT AND INCREASE EMPLOYMENT IN ODESSA REGION

The state of unemployment and employment in the Odessa region were substantiated in the article. The most vulnerable administrative-territorial areas and identified perspective economic activities in terms of the interests of the region, causing competitiveness in the domestic and foreign markets and the structure of demand for labor, were identified. With the help of methods for determining the unemployment rate was calculated the rate of change of the employed population, employment stability and handling of the labor force, which formed the basis of the scoring for certain types of economic activity for the creation of new jobs and the definition of the annual number of new jobs in the region. Determination of the number of new workplaces has shown the need for them in the version based on the dynamics of employment in the wholesale and retail trade; vehicle trade; services, maintenance and provision of collective, social and personal services; options for determining the number of new jobs based on the structure of employment - in public administration, education, health and social care, as well as in the provision of collective, social and personal services. Analysis of the calculations for the administrative-territorial districts by the chosen method proved the necessity of creating new jobs in rural areas, highlighting the need for radical changes in the system of people with jobs and the need to control the level of unemployment in remote areas of the regional center. The ways of regulation of unemployment and increasing employment in the Odessa region in the local context of reference entities, which should be linked to financial security and strengthening the supervisory and organizational functions of the executive, were suggested.

Keywords: unemployment, employment, regulation, Odessa region, economic activities, district, labor market.

Балджи Марина

РЕГУЛЮВАННЯ БЕЗРОБІТТЯ ТА ПІДВИЩЕННЯ ЗАЙНЯТОСТІ НАСЕЛЕННЯ В ОДЕСЬКОМУ РЕГІОНІ

В статті обґрунтовано стан безробіття та рівень зайнятості в Одеському регіоні. Виявлені найбільш уразливі адміністративно-територіальні райони та визначені перспективні види економічної діяльності з точки зору інтересів регіону, що обумовлюють конкурентоспроможність продукції на внутрішньому та зовнішньому ринках та структуру попиту робочої сили. За допомогою методики визначення рівня безробіття розраховані коефіцієнти зміни зайнятого населення, стабільності зайнятості та обігу робочої сили, які лягли в основу бальної оцінки по окремих видах економічної діяльності для створення нових робочих місць і визначення щорічної кількості нових робочих місць в регіоні. Визначення кількості нових робочих місць показало їх необхідність у варіанті з урахуванням динаміки зайнятості в оптовій та роздрібній торгівлі; торгівлі транспортними засобами; послугах з ремонту та наданні колективних, громадських та особистих послуг; для варіанту визначення кількості нових робочих місць з урахуванням структури зайнятості – у державному управлінні, освіті, охороні здоров`я та соціальній допомозі, а також при наданні колективних, громадських та особистих послуг. Аналіз проведених розрахунків для адміністративно-територіальних районів за обраною методикою довів необхідність створення нових робочих місць в сільських районах, що свідчить про необхідність радикальних змін в системі забезпечення населення робочими місцями та необхідністю регулювання рівня безробіття в віддалених від обласного центру районах. Запропоновані шляхи регулювання безробіття та підвищення зайнятості населення в Одеському регіоні з урахуванням місцевих особливостей ведення господарювання, що мають бути пов'язані з фінансовим забезпеченням і посиленням контролюючих та організаційних функцій виконавчої влади.

Ключові слова: безробіття, зайнятість населення, регулювання, Одеський регіон, види економічної діяльності, район, ринок праці.

Балджи Марина

РЕГУЛИРОВАНИЕ БЕЗРАБОТИЦЫ И ПОВЫШЕНИЕ ЗАНЯТОСТИ НАСЕЛЕНИЯ В ОДЕССКОМ РЕГИОНЕ

В статье обосновано состояние безработицы и уровень

занятости в Одесском регионе. Выявлены наиболее уязвимые в этом отношении административно-территориальные районы и определены перспективные виды экономической деятельности с точки зрения интересов региона, обусловливающие конкурентоспособность продукции на внутреннем и внешнем рынках, а также структуру спроса на рабочую силу. С помощью методики определения уровня безработицы рассчитаны коэффициенты изменения занятого населения, стабильности занятости и обращения рабочей силы, которые легли в основу балльной оценки по отдельным видам экономической деятельности для создания новых рабочих мест и определение ежегодного количества новых рабочих мест в регионе. Определение количества новых рабочих мест показало их необходимость в варианте с учетом динамики занятости в оптовой и розничной торговле; торговле транспортными средствами; услугами по ремонту и предоставлению коллективных, общественных и личных услуг; для варианта определения количества новых рабочих мест с учетом структуры занятости – в государственном управлении, образовании, здравоохранении и социальной помощи, а также при предоставлении коллективных, общественных и личных услуг. Анализ проведенных расчетов для административно-территориальных районов по выбранной методике доказал необходимость создания новых рабочих мест в сельских районах, что свидетельствует о необходимости радикальных изменений в системе обеспечения населения рабочими местами и необходимостью регулирования уровня безработицы в отдаленных от областного центра районах. Предложены пути регулирования безработицы и повышение занятости населения в Одесском регионе с учетом местных особенностей ведения хозяйствования, которые должны быть связаны с финансовым обеспечением и усилением контролирующих и организационных функций исполнительной власти.

Ключевые слова: безработица, занятость населения, регулирование, Одесский регион, виды экономической деятельности, район, рынок труда.

Formulation of the problem in general terms, consists in the necessity of study the labor market and its regulation at the level of the region, due to the situation that was formed under the pressure of recent

social and economic developments in the country. First of all, it's low employment rate, which has made a significant impact uncertainties and, thus, further exacerbated the problems. Economic crisis in Ukraine has led to imbalances in demand for jobs and their proposals by employers, which resulted in lack of adequate jobs. Secondly, structural unemployment began to grow bigger, since labor supply does not match the number of jobs. This led to the existence of economic costs, social unrest and use of labor potential. Without a high level of employment we cannot talk about the state carrying any social obligations, it is impossible to ensure progressive socio-economic development and safe operation of businesses, increase welfare, safeguard the various areas of his life. Therefore, **the communication of the selected problem with the most important scientific and practical tasks** is the formation and effective functioning of the national labor market based on the acceleration of economic reforms in Ukraine. Effective structural reconstruction of the national economy through restructuring of loss-making enterprises, the rejection of the practice of soft budget constraints, the actual use of the institution of bankruptcy would allow to increase labor mobility, productivity and adequate wages. These measures, combined with the development of promising industries, small and medium businesses, contribute to reducing hidden unemployment, employment released surplus labor to new jobs with stable salaries.

Analysis of recent research and publications. Domestic scholars addressed to questions of theoretical and practical solutions of the problem, such as: Z. Barannik, O. Volkova, I. Fedorenko and others. The solution to the problem of unemployment was engaged by such scholars as L. Halkiv, I. Motsin, M. Papiev, A. Pizhuk, J. Miklosh, V.Felorenko. The questions of relationship of inflation and unemployment were researched by A. Phillips, later Paul Samuelson and R. Solow, who developed "Philipson's curve". Arthur Ouken concluded that the level of unemployment is defined in numerical depending on the dynamics of gross domestic product.

Separation of unsolved aspects of the problem, which the article is devoted to. However, a number of issues related to unemployment in Ukraine, especially in terms of methodology, remain under-investigated. It applies particularly to the problems of socio-economic impact and loss of unemployment and its effect on our national development. Experts offer active directions of overcome issues by strengthening workplaces in various

fields of employment, increased government regulation to improve the situation, but the question of regional influence are not justified.

Formation of **the objectives of the article** caused by aforementioned unresolved problems and difficulties in defining features available rate to determine the level of employment of Odessa region specific ways to justify regulation of the labor market in the region.

Account of main material of research with complete argumentation of scientific results.

The state of the labor market in the Odessa region, as well as in Ukraine as a whole, under current conditions is determined by the overall state of the economy, namely: recession, structural regression, ownership changes, situation in any investment area. Consequently, the demand for labor is also in crisis because simultaneous stimulation of labor demand and reduce its supply is typical for the economy in current conditions.

Information about the level of acceptance and disposal of workers for certain types of economic activity in 2014, which characterizes the demand for supply in the labor market, is provided by The Department of Statistics in the Odessa region. The comparison of demand and supply of labor in the Odessa region in the 2011-2014 years is presented in table 1.

Table 1

Supply and demand of labor in the Odessa region in the 2011-2014 years
(compiled according to data [1])

	Number of unemployed, registered by the State Employment Service, entities				The need of enterprises for workers to fill available jobs and vacancies, entities				Competition for one free working place (vacant position), entities			
	2011	2012	2013	2014	2011	2012	2013	2014	2011	2012	2013	2014
I	23507	19404	20360	16449	2514	3697	2275	2439	9	5	9	7
II	24970	20278	21349	16963	2729	3739	2596	2607	9	5	8	7
III	24389	18324	19314	14535	4397	4353	3344	3524	6	4	6	4
IV	22724	15800	16800	12401	4694	4047	3559	2738	5	4	5	5
V	20690	13938	14284		4998	4085	3381		4	3	4	
VI	17510	12585	12171		4767	3555	3194		4	4	4	
VII	15333	12132	11034		4952	3362	3291		3	4	3	
VIII	13072	12097	10225		5157	3730	3168		3	3	3	
IX	11156	12013	9758		4765	3394	3084		2	4	3	
X	9732	12318	9025		4996	3334	2833		2	4	3	
XI	12729	15893	11338		4531	2831	2514		3	6	5	
XII	16900	18545	14241		3799	2255	2209		4	8	6	

Analyzing given data, we note that the number of unemployed people who were registered by the State Employment Service in 2011 is 23,507 entities, and it is the highest level compared to all specified years; the lowest number of unemployed was appeared in 2014. The highest demand of enterprises for workers to fill available jobs and vacancies was observed in 2012, and in the next one – this figure was the lowest. It testifies to the current structural changes that may be associated with features of the legal and regulatory provisions and local regulators which were aimed at further socio-economic development.

Employment in administrative-territorial districts of the region for the period from 2011 to 2013 is given in table 2.

Table 2

Employment for 2011-2013 (calculated according to the data [1])

Administrative-territorial districts	Years					
	2011		2012		2013	
	Entities	%	Entities	%	Entities	%
Odessa Region	2372600	100	2377300	100	2385800	100
Ananivskyi	81224	3,4	85632	3,6	87377	3,7
Artsyzkyi	97521	4,1	104272	4,4	107106	4,5
Baltskyi	102421	4,3	107946	4,5	108697	4,6
Bilhorod-Dnistrovskyi	64282	2,7	67021	2,8	67376	2,8
Biliaivskyi	170827	7,2	173252	7,3	175133	7,3
Berezivskyi	69492	2,9	70061	2,9	71059	3,0
Bolhradskyi	141999	6,0	142937	6,0	143536	6,0
Velykomykhailivskyi	58421	2,5	58623	2,5	59065	2,5
Ivanivskyi	30275	1,3	31101	1,3	31215	1,3
Izmailskyi	113045	4,8	113325	4,8	113532	4,8
Kiliiskyi	100052	4,2	100147	4,2	100275	4,2
Kodymskyi	4742	0,2	74967	3,1	75853	3,2
Kominternivskyi	11629	0,5	11778	0,5	11827	0,5
Kotovskyi	115499	4,9	116031	4,9	116279	4,9
Krasnooknianskyi	49996	2,1	50109	2,1	50241	2,1
Liubashivskyi	70958	3,0	71038	3,0	72135	3,0
Mykolaivskyi	25298	1,1	25327	1,1	25472	1,1
Ovidiopolskyi	97124	4,1	97246	4,1	97305	4,1
Rozdilnianskyi	58628	2,5	58821	2,5	58947	2,5
Reniiskyi	62194	2,6	62321	2,6	63547	2,7
Savranskyi	43054	1,8	43268	1,8	44837	1,9
Saratskyi	104628	4,4	104898	4,4	105022	4,4
Tarutynskyi	95674	4,0	95922	4,0	96000	4,0
Tatarbunarskyi	46541	2,0	47232	2,0	48312	2,0
Frunzivskyi	26372	1,1	26527	1,1	26693	1,1
Shyriaivskyi	64032	2,7	64616	2,7	65094	2,7

Analyzing the table 2 it is expedient to note that employment in the whole region began to increase from 2011 to 2013. The lowest percentage of employment is observed in 2011 in the districts that remote from the regional center: Kodymskyi, Kominternivskyi, Mykolaivskyi and Frunzivskyi districts. The presence in the list of Kominternivskyi district which is bordering on the Odessa Agglomeration, due to a large number of working-age population that is not officially employed. In 2012, the lowest rate was found once again in the Mykolaivskyi and Frunzivskyi districts and in the following 2013 – Kominternivskyi, Mykolaivskyi and Frunzivskyi.

Based on analysis of component indicators that most significantly affect the functioning of the labor market, it is advisable to identify promising economic activities in terms of region interests that cause a competitiveness in the domestic and foreign markets and the labor force. At the same time the creation of jobs in a functional context should be directed to:

- providing full and effective employment in promising sectors by attracting investments;

- application of temporary employment through active support seasonal work;

- increasing employment by maintaining existing workplaces and preventing their elimination in the restructuring of enterprises;

- employment growth by improving accounting personnel engaged in all kinds of economic activities and enterprises of all forms of ownership;

- output share of workers from "informal" employment;

- increasing employment by improving work organization and implementation of bahatozminnoho schedule of labor in the enterprises.

To address these issues we analyzed the methodology for determining the level of unemployment, the main elements of which are assigned to determine the coefficient of variation of the employed population (Kzn), employment stability (Kzs) and labor turnover (Kob) by economic activity [3, p. 238]. Each of the coefficients is determined by the number of points obtained in a separate kind of economic activity to create new workplaces and provided by positive dynamics of changes of employment and for the stability of the structure of the employed population (Bzn and Bzs). Another way is to determine the annual number of new jobs, with consideration of the points in a separate kind of economic

activity (N.b.z.n.i, N.b.z.s.i and N.b.ob.i). This method allows to calculate the creation of jobs in the region and identify ways for its implementation.

The detailed study of economic activity and individual administrative-territorial units was conducted for the Odessa region on the chosen method. Thus, the results of calculations of necessary coefficients formed the basis of scoring positive dynamics of employment and stability in the structure of the employed population in the region and allowed to identify promising directions of its development.

Thorough analysis of the parameters that characterize the trends in the labor market was conducted in order to create workplaces. This analysis allowed to take into account all the elements that should minimize the coming years unjustified spending to create jobs and to determine ranking and attractiveness in terms of the dynamics of change in recent years. Input data for calculation of coefficients used in determining the rating assessment attractiveness economic activities were based on the following economic activities: industry; agriculture, hunting, forestry and fishing; construction; wholesale and retail, trade of vehicles, repair services; transport and communications; financial activities; real estate, leasing, hiring and services to legal entities; governance; education; healthcare and social assistance; community, social and personal services. Scoring and determining the number of new jobs based on the dynamics of changes in employment in the labor market are presented in table 3.

Table 3

Determination of the number of new jobs based on the dynamics of changes in employment in the labor market (compiled according to data [2])

Economic activity	Calculated coefficients						
	Kzn	Kzn	Kzs	Kzs	Kob		
	+1	-1	+1	-1	2009	2010	2011
1	2	3	4	5	6	7	8
Total for region's economy	17,94	15,94	1276,6	-1274,6	49351	50416,3	48329,6
Agriculture, hunting, forestry and fishing	2,08	0,08	70,87	-69,87	5007,3	6089,3	7255,6
Industry	2,46	0,46	193,213	-189,987	6350,0	6415,0	5575,0
Construction	1,9	-0,1	51,976	-51,224	2239,6	2024,3	2019,0
Wholesale and retail trade, trade of vehicles, repair services	2,16	0,16	141,106	-138,89	11588,0	9663,0	8309,0

1	2	3	4	5	6	7	8
Transport and communications	5,01	3,01	174,256	-172344	5055,3	5947,0	5890,0
Financial activities	0	-2	12,11	-11,89	1552,6	2208,3	1702,3
Real estate, leasing, hiring and services to legal entities	2,14	0,14	110,47	-108,73	3856,6	3663,6	4426
Governance	3,44	1,44	193,74	-190,86	2213,3	2052,6	2070,3
Education	2,38	0,38	80,10	-79,1	4541,3	5297,6	4675,3
Healthcare and social assistance	3,13	1,13	186,46	-183,54	3648,3	4161,6	3398
Community, social and personal services	1,41	0,59	37,89	-37,31	704,3	645,6	704,6

By calculated coefficient of change of employed persons per +1, the highest rates are observed in transport and communications – 5,01; in second place is governance, which reaches 3,44; on the third one – health care and social assistance (3,13). Zero rate is typical for financial activities. Stability of employment acquires highest level in governance – 193,74 and the lowest one – in the collective, social and personal services (37,89). The coefficient of labor turnover in 2009 amounted in wholesale and retail trade, trade of vehicles, repair services – 11588; industry – 6350. In 2010 the highest is also trade and repair services – 9663. If they compare, in 2010 the workforce was fewer on 1925 people. In 2011 most of the labor force was also in these activities, and on the second place – agriculture (7255,6). Results folding scoring are indicated in table 4.

Analyzing the positive trend in scores in 2009 +1, the highest point is in government, which reaches 588,6; lowest score is in real estate, leasing, hiring and services to legal entities. In 2010 the highest point is in the construction (892,9); the lowest one is in health care and social assistance (15,213). In 2011 the highest one is in the wholesale and retail trade, trade of vehicles, repair services (801,76); and the lowest one is in transport and communications – 5,64.

Table 4

Scoring positive dynamics of employment and stability in the structure of the employed population in the region (compiled according to data [2])

Economic activity	Bzn						Bzs		
	2009		2010		2011		2009	2010	2011
	+1	-1	+1	-1	+1	-1			
Agriculture, hunting, forestry and fishing	176	-160	156	-140	23	-18	-33,98	-67,78	-7054
Industry	172	-80	175	-83	153	-54,7	-144,5	146,8	-1906
Construction	236	-156	892,9	-891,9	58,65	-58,67	-21,06	-930,6	-636,2
Wholesale and retail trade, trade of vehicles, repair services	211	-43	740,5	-740,1	801,8	-801,4	-103,57	-828,9	-939,6
Transport and communications	435	-167	68,60	-67,99	5,64	-3,7	-38,94	-755,6	-173,9
Financial activities	301,4	-305,4	34,7	-37,70	19,4	19,3	-313,7	-45,00	206,0
Real estate, leasing, hiring and services to legal entities	76,13	-77,226	225	-227	80,04	80,01	-842,0	-79,71	-907,9
Governance	588,6	-618,6	77,58	-77,25	70,27	-69,98	-172,3	-90,34	-89,16
Education	370,6	-363,2	318,1	-316,62	122,98	-132,2	-68,30	-35,47	-20,20
Healthcare and social assistance	238,3	-215,7	15,21	-14,98	507,3	-484,7	-9,130	-29,03	-13,54
Community, social and personal services	134,11	133,29	133,4	-135,59	98,1	-109,9	-154,7	-160,00	-460,0

Determination of the number of workers by main economic activities in the region is indicated in table 5.

Table 5

Determination of the number new workplaces
(compiled according to data [2])

Economic activity	Number according to the dynamics of employment (N.b.z.n.$_i$), th. w.p.	Number according to employment structure (N.b.z.s.$_i$), th. w.p.	Number according to motion dynamics (N.b.ob.$_i$), th. w.p.
1	2	3	4
Agriculture, hunting, forestry and fishing	-181,28	-319,8	-512,72
Industry	-749,92	-775,25	-879,75
Construction	-153,4	-106,1	-90,907
Wholesale and retail trade, trade of vehicles, repair services	641,44	-201,12	336,2

1	2	3	4
Transport and communications	-51,765	-15,21	-29,328
Financial activities	-11151,8	-10757	-6984
Real estate, leasing, hiring and services to legal entities	-163,9	-537,75	263,44
Governance	-1371,38	3049,05	1679,8
Education	-374,3	372,15	-293,22
Healthcare and social assistance	-8149,86	6450,12	-2815,1
Community, social and personal services	9655,92	1080,6	-1108,53

Calculating the number of workplaces estimated that in the Odessa region a positive integer into account the dynamics of employment appeared in wholesale and retail, trade of vehicles, repair services, and collective, social and personal services. By calculation based the number of employment positive trend has governance, education, health care and collective, social and personal services. By calculation based number of positive dynamics of dynamics is in wholesale and retail, trade of vehicles, repair services, real estate, leasing, hiring and services to legal entities and governance. Thus, the complex mechanism of program documents to create new workplaces in the region should be spent, taking into account the organizational and methodological component that will eliminate the negative effects that can be accumulated in a separate region of the labor market in the previous period. The optimistic estimate highest score in 2009. Inherent governance, which reaches 588,6; and the lowest score – real estate, leasing, hiring and services to legal entities; in 2010 – the highest score was in construction (892,9), and the lowest – in health care and social assistance (15,213); in 2011 – the highest was in the wholesale and retail, trade of vehicles, repair services (801,76), and the lowest one – in transport and communication (5,64). Determination of the number of new workplaces showed the need for them in the form of taking into account the dynamics of employment in wholesale and retail, trade of vehicles, repair services and collective, social and personal services. Option for determining the number of new workplaces based of employment – in governance, education, healthcare and social assistance, as well as collective, social and personal services.

For definition of unemployment were calculated employment of administrative-territorial districts of Odessa region. Analysis of the calculations show that the largest employment appeared in Biliaivskyi district and it reaches 170,827 entities, and the least busy people turned out in Kodymskyi (4742 people). Analysis of the calculations on the chosen method of proving the need for job creation in rural areas. Thus, the most points on the positive dynamics obtained Artsyzkyi, Baltskyi and Ananivskyi districts; the lowest ones is in Odessa, Mykolaivskyi, Ovidiopolskyi and Kominternivskyi districts. For stability in the structure of employment most points received Mykolaivskyi, Frunzivskyi and Ivanivskyi districts, and the lowest – Odessa, Biliaivskyi and Bolhradskyi districts. It demonstrates the need for radical changes in the system of people with jobs and the need to adjust the level of unemployment in remote districts from the the regional center. From this point of view it is not only to create new workplaces, but also about the "restoration" of operating and improving control over the more efficient use of labor. Such measures stemming from financial support and strengthening of regulatory and organizational functions of executive power.

The conclusions of the following issues and recommendations for further research in the submitted direction.

Conducted researches suggest the following conclusions. Therefore, if you talk about approaches, which should be based employment policy in the region, they must ensure the following tasks: to raise the level of economic activity of the population; reduce unemployment by creating the conditions for small and medium businesses; creating conditions for improving the quality of the employees; expansion of the use of hired labor; building environment for youth employment and other "problematic" sectors of the population in the labor market; improve the efficiency of work and improve working conditions for existing plants. In order to reduce the unemployment rate in the Odessa region, it is necessary to develop and adopt a special program of overcoming the negative effects of the economy together with employers and trade unions. It should encourage the development of small and medium businesses, by reducing the tax burden, simplification of business registration. With the advent of new businesses appear and new jobs. Research is also needed on the labor market relevance of various disciplines and retraining of staff in accordance with it, the use of new methods of fighting unemployment, such as public works.

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Reviewer: *Kovalev A.I., Doc. of Economics, Professor, Vice-rector of the Odessa National Economic University.*

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Boiko Olga

CURRENT SITUATION AND DEVELOPMENT PROBLEMS OF OIL AND FAT PRODUCTION IN UKRAINE

The article analyzes the current state, trends and problems of the oil and fat industry enterprises of Ukraine. The development of these enterprises, the optimal use of significant processing capacities and retention of leading status of Ukraine in the oil's export require solutions to improve production efficiency. Achieve this goal is possible by improving organizational and economic conditions and the conducting the