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**INCREASING LABOR MOBILITY AS FACTOR  
REDUCE THE LEVEL OF YOUTH UNEMPLOYMENT**

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In the article the modern problem of unemployment is investigated among young people. An accent is done on the factor of increase of labour mobility for reduction of unemployment rate among young people. The list of measures is offered on the improvement of situation in the spheres of youth employment.

*Keywords:* labour mobility, labour potential, labour-market, human capital, youth unemployment.

Youth affects social processes, shaping the future of the State, through its mobility, flexibility and expertise. Involvement of young people in the social processes of the country is one of the perspective directions of full employment and the achievement of potential GDP.

Beginning of the 21st century marked by worsening social problems of young people in countries around the world, including in the former Soviet Union. One major problem was the problem of unemployment among young people. Theoretical and methodological bases of formation and development of the labour market and its segment in terms of economic transformation, support criteria and principles for the functioning of the youth segment of the labour market and mobility implemented in domestic and foreign scientists including: b. Afanasiev, v. Bazilevich, g. Becker, p. Bourdieu, a. Dobrynin, n. Ivanova, n. Klimko, a. Kolomiyets, a. Kolot, e. Libanova, s. Miller, Novikova, n. Khokhlov and others.

Investments in so-called "the human capital" is a necessary condition of development of social and economic system of any state. The substantial analysis of problems of "the human capital" was carried out by the French sociologist P. Bourdieu [10, p. 96-111], having investigated influence of the cultural and social capital on a state level of development.

Human capital is considered to be "the total amount of investment in training, abilities and future employees; can also be considered as competent employee, his ability to communicate and create value for the customer [9, p. 20-32].

Under the human capital is "formed as a result of investments and the accumulated human health, specific knowledge, skills, abilities, motivation, which is useful in a particular area of social production, increase the productivity and efficiency of production and thus affect the growth of a particular person [2, p. 24].

The notion of human capital nobelevs'kij the winner of Mr. Becker has incorporated existing in man knowledge, skills, abilities and motivations. Investments, in his opinion, are spending on health, education, information, skills, a particular kind of experience accumulation, etc [9, p. 18].

Human capital affects not only the growth of the individual, but also to increase the national income [5, p. 117]. The essence of education expenditure as investment in human capital is very important. The share of human capital in developed countries amounts to more than two-thirds of the

nation's wealth. In the United States this percentage reaches 76%, Western Europe is approximately 74%, in Russia, nearly half in Ukraine-about 20% [5, p. 121].

Of paramount importance in the information society is education, where of special importance are the innovative abilities of individuals, the ability to think outside the box, the ability to solve problems. The development of the information society to encourage the development of socio-economic systems, increasing requirements for the education, scientific and intellectual potential of the country is determined not so much by middle-level socio-economic process, how many potential of its intellectual elite.

Study of the major subsystems of society that provide playback of intellectual resources for example, the socio-economic situation in Ukraine, revealed a number of serious problems. Among the most important are the following: imperfection of the legislation, the leak of highly skilled labour, the decline of science, excessive decentralization, low labor mobility.

Unfortunately, Ukraine is gradually losing its labor potential. So far, almost 29% of the working population is economically inactive. More than 50 per cent of the employed are persons over 40 years, reflecting not only about aging population but also on the ageing labour force [4, p. 12]. Policies promoting youth employment is a strategic direction of youth policy in most developed countries.

Solution to the problem of youth employment is important from the point of view of labour potential and is an important condition for economic growth. A comparison of youth labour market trends in comparison with the situation of youth on the labour market.

So, according to the State statistics service of Ukraine, in the country in the number of young people aged 15-24 years is constantly decreasing, which gives reason to expect a gradual reduction of youth human resources in the coming years.

In the global youth labour market also tracked the downward trend in the number of young people and by 2025, the proportion of people aged under 25 years will amount to only a third of the population in the countries of Central and Eastern Europe, Commonwealth of independent States. Youth unemployment in the world was on average in 2005, the 13.5%, the indicator for the current global situation already exceeds 15%. Correlation between the levels of youth and adult unemployment rate is 2.4 to 1 [3]. Unfortunately, Ukraine's economic difficulties associated with the development of the world financial and economic crisis, reduced the ability of the State to combat youth unemployment. By regions of modern youth unemployment statistics is as follows: the largest number of unemployed young people under the age of 35 years, was registered with the State employment service in Donetsk, Dnipropetrovsk, Lviv and Kharkiv regions [3].

In General, trends in Ukrainian youth labour market indicators are consistent with the majority of the countries of Central and Eastern Europe, which are characterized by low than in Western European countries and other developed countries, the level of economic activity and employment of young people. Unemployment rate of population aged 15-24 years in Ukraine is lower than the rate in the countries of Central and Eastern Europe, and is approximately equal to Western European. Economic turmoil significantly affected the social situation of young people and the level of his life.

Youth unemployment in 2-3 times higher than the unemployment rate among the adult population [3], which indicates the low competitiveness of young people into the labour market. The reasons for this are:

- lack of career guidance and the lack of experience of job search among young people;
- inadequate training in the training period that causes the need for additional direct or indirect costs of training young specialists to work on the new workplace of the employer;

- lack of sources of income at the time after graduation makes the young people accept jobs that do not meet their needs, and training;

- lack of mobility, which is reflected in the fact that young people who are just starting their working lives in often have insufficient resources to move to find work in other regions of the country [6].

Dynamics of human resources is evident in the workplace in any social environment: as in a socialist administrative command, and in a market economy. The movement of labor force - a change in the number of employees working in enterprises, organizations, and other primary care sector, due to the influence of factors internal and external environment.

Labour mobility is one of the extremely important samorehulyatoriv labor market, and is associated with changes in the composition and quantity of labor resources as organizations and regions and the country as a whole. The major areas of labor mobility are: interprofessional within the region; Interregional within the country; interstate in the form of labor migration [labor mobility as a factor of market segmentation [8, c. 4].

It is important to study all the factors that have improved the labor activity of the population and to enable movement of labor resources. Having a mobile workforce enables companies to hire skilled workers, which contributes to the adaptation of the entity to changes in market conditions. For employee labor mobility - an opportunity to find a job at a new job that best suits their needs.

Uneven allocation of labor resources creates additional complexity in the allocation of human resources: in some regions there is a shortage and a surplus in others. To eliminate this imbalance is very difficult because the existing low territorial mobility of labor. It should be noted that the labor movement can be described in three areas: intensity of labor turnover (rates of admission and dismissal); population growth (inter-regional and inter-state); proportions Distribution of employed population by economic activity [1].

In order to promote employment and reduce unemployment state employment policy aimed at implementation of the priority tasks in the following areas: improving the work and stimulate the interest of employers to create new jobs by:

a) the provision of state support for the development and modernization of priority sectors (sectors) of the national economy and social sphere for investment basis, industrial and social infrastructure monofunctional small towns and villages;

b) stimulating the interest of employers in the modernization of production of energy conservation, construction, tourism and recreation and resort infrastructure;

c) attracting investment to support the development of priority economic activities and infrastructure;

d) the development of a network of industrial (industrial) parks;

e) enhance cooperation performers national target programs and civil service employment in order to be unemployed staffing jobs created;

f) introducing incentives interest of employers to create new jobs, including for people with disabilities and others [7].

As a result of the program and implementation of a coherent government economic and social policy is expected that in 2017 the number of the employed persons aged 15-70 increased to 21.4 million, and the unemployment rate of persons in this age group will decline to 6.3 percent.

Among the factors that, in our opinion, also affect the reduction of employment in the youth segment of the labor market, there is a set of previously unsolved problems. First, it is, at times, high security material benefits young people, which fell from the parents or other persons responsible for youth. This factor affects the psychology of the young man and often leads to the loss of its economic interest in work as a means of generating income. Secondly, the imperfect state policy of social benefits, because some young people enough minimum state aid to meet their basic needs and interests (despite the low level of employer unemployment), and young people do not see the need to "go to work." Thirdly, it is the active development of the shadow economy in the labor market.

Unfortunately, young people are not in a hurry to issue the employment relationship with the employer, are paid "as agreed", "envelope". Shadow employment reduces revenues to the budgets of all levels and state trust funds and ultimately wreaking havoc on those same workers, they do not intend to seek employment officially. In this situation, the state can not create the appropriate conditions for a decent life pensioners, the disabled, orphans and other poor. Fourthly, it is distrust of the government, which is compounded by the instability of the legislation, bureaucratic obstacles. Youth, which has no special education is a large group requiring public assistance in labor and social adaptation. Lack of education and employment opportunities increase the risk of social exclusion of young people and prevent their participation in economic development. Among other things, unskilled workers are exempt in the case of the first layoffs of workers in economically unfavorable period. With the resumption of production volumes effort and cost of finding these workers would be minimal.

In our view, the advancement of youth employment will contribute to:

- the use of flexible work schedules and securing conditions of temporary and seasonal contracts [6];
- a guaranteed interview young professional with the employer in the case of matching graduates most of the requirements for a candidate for office;
- creation of a separate labor exchanges (or special departments) is for youth employment;
- development projects focused on financing active measures to promote youth employment;
- the establishment of salary supplements to young workers or the establishment of preferential taxation of labor income;
- special studies to determine specialties, skills and qualifications required of graduates (consider the results of these studies in the curriculum);
- inclusion in the curriculum of compulsory internship senior students at enterprises, institutions and organizations to acquire practical experience graduates (passing the actual practices with clearly defined objectives and evaluation of progress);
- development and implementation of an effective mechanism of financial and other support to enterprises, institutions and organizations involved in the implementation of this program for youth employment;
- the introduction of the school curricula courses on how to find work and elective classes in their own businesses;
- extensions of functions of local government to respond rapidly to changing conditions and principles in the modern labor market;
- strengthening the moral and ethical component of education students;
- giving priority value of education among the young generation of adequate attitude to work as the main factor of production;
- excitement intensified drive to obtain new knowledge worker during his whole life with a view to continuous improvement.

Solving the problem of youth unemployment and improving labor mobility of young people will contribute to the formation of stable and competitive national economy of Ukraine.

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### **ПІДВИЩЕННЯ ТРУДОВОЇ МОБІЛЬНОСТІ ЯК ФАКТОР ЗМЕНШЕННЯ РІВНЯ БЕЗРОБІТТЯ СЕРЕД МОЛОДІ**

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У статті досліджується сучасна проблема безробіття серед молоді. Акцент зроблено на факторі підвищення трудової мобільності для зменшення рівня безробіття серед молоді. Запропоновано перелік заходів щодо поліпшення ситуації в сфері молодіжної зайнятості.

*Ключові слова:* трудова мобільність, трудовий потенціал, ринок праці, людський капітал, молодіжне безробіття.

### **ПОВЫШЕНИЕ ТРУДОВОЙ МОБИЛЬНОСТИ КАК ФАКТОР СНИЖЕНИЯ УРОВНЯ БЕЗРАБОТИЦЫ СРЕДИ МОЛОДЕЖИ**

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В статье исследуется современная проблема безработицы среди молодежи. Акцент сделан на факторе повышения трудовой мобильности для уменьшения уровня безработицы среди молодежи. Предложен перечень мер по улучшению ситуации в сферы молодежной занятости.

*Ключевые слова:* трудовая мобильность, трудовой потенциал, рынок труда, человеческий капитал, молодежная безработица.

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