

UDK 339.13.012

PhD in Technical sciences, associate professor M.K. Konovalenko

International Slavonic University City Kharkiv

Rejee Alhajmustafa V.N. Karazin Kharkiv national university

Reviewer: PhD in economic science, A.V. Zhuravlev

FORMULATING PECULIARITIES OF INTERNATIONAL LABOR MARKET IN THE TERMS OF GLOBALIZATION

In the article peculiarities of international labor market were stated and analyzed in the modern globalization terms. Pre-requisites were structured which influence immediate on the process of labor market globalization: producing, scientific-technical, technological, organizational, economic, informational, political, social-cultural. Formulating peculiarity of global labor market was given in intellectual economy.

Key words: global labor market, globalization, intellectual economy, international migration.

М.К. Коноваленко, к.е.н., доцент Міжнародного Слов'янського університету;

Реджен Аль Хадж Мустафа, аспірант ХНУ імені В. Н. Каразіна

ОСОБЕННОСТИ ФОРМИРОВАНИЯ МЕЖДУНАРОДНОГО РЫНКА ТРУДА В УСЛОВИЯХ ГЛОБАЛИЗАЦИИ

В статье сформулированы и проанализированы особенности формирования глобального международного рынка труда в современных условиях глобализации. Структурированы основные предпосылки, которые непосредственно влияют на процесс глобализации рынка труда: производственные, научно-технические, технологические, организационные, экономические, информационные, политические, социально-культурные. Показана особенность формирования международного рынка труда в интеллектуальной экономике.

Ключевые слова: международный рынок труда, глобализация, интеллектуальная экономика, международная миграция

В статті сформульовані та проаналізовані особливості формування глобального міжнародного ринку праці в сучасних умовах глобалізації. Структуровані передумови, які безпосередньо впливають на процес глобалізації ринку праці: виробничі; науково-технічні, технологічні, організаційні, економічні, інформаційні, політичні, соціально-культурні. Показна особливість формування міжнародного ринку праці в інтелектуальній економіці.

Ключові слова: міжнародний ринок праці, глобалізація, інтелектуальна економіка, міжнародна міграція.

Today in the international economic complicated and multisided process of economics globalization is taking place, in the frames of which deep changes of the whole international economic complicated system and of separate national economics are made. Labor market in the modern terms of international economy is the most important sub-system of economics which is becoming one the most probable the changes indicators which are happening right now. Research timeliness of global labor market is defined as by the importance of the sub-system itself for the market economy so by it's necessity of scientific realization of those basic changes which are arising during the last decade in global economics and also it's influence on labor relations.

The problem of global labor market globalization is put point-black along with the global economic globalization. Deep changes in the process of labor activity, in labor organization, in occupation pattern in labor relations put before the economic science problem of global labor market evolution. In such condi-

tions first of all it is necessary to study the problems of international migration and problems of international regulations of labor relations. Distribution and execution of labor potential acquires trans-border character.

Studying of social-labor relations development world's tendencies is very important for understanding of the modern processes taking place in global economy. Formation of economic knowledge and strengthening of international competition lead to labor market becomes the most important factor of economic development.

Problems of labor market are not new for economic theory. In foreign science literature mechanism of market labor regulation was analyzed by A. Smith, D. Ricardo, T. Malthus, K. Marks, J-B Say, A. Pigou, M. Feldstein, J. Keynes and others. Institutional aspect of labor market was researched by the following economists: T. Veblen, D. Dunlop, L. Ullman. Problem of labor transformation in the conditions of postindustrial society was studied by D. Clarke, J. K. Galbraith, D. Bell.

Research of globalization problem as of scientific direction is at the stage of establishing. Among the scientists who work over development of this problem wide range is seen at the approaches and methodology of globalization analysis, interpretation of it's meaning, implements, mechanisms and validity terms. Such problems are embodied in the works of V. Beck, E. Weitssecher, I. Wallerstein, M.I. Delyagin, S.I. Dolgov, V.I. Inozemtsev, T. Friedman, M. Porter and others.

In spite of the great interest of scientists-economists to globalization problems it worth to mention the issues of labor market globalization are not studied enough. The problem of labor market in globalization conditions and theory analysis of such a market is extremely important for the further development of economic thought.

The goal of this article is the analysis of formation peculiarities of global labor market in the terms of globalization for further developments of theory and methods aspects of functioning of this sub-system.

Today the meaning of globalization is one of the most important for understanding and assessment of the processes which occur in modern global economy. This definition is being studied attentively in economy theory which creates the wide area for scientific discussion. Despite of big amount of approaches for definition of global economy, as for our opinion, the most approval is the following. Globalization – is the objective tendency of global economy development, process of transformation of national economics into integrated global economy to brand new state of world economy.

Extraordinary argues already have occurred between global producing potential and it's national and territorial restricted regulation mechanism. These argues are solved today by globalization development by two levels: by the way of strengthening and development of already acting and creating of new international institutes and organization on the one hand and on the other by the way of development of regional integration groups. Interpretation of globalization meaning as of the process which is realized through interaction of many interests of different partners let us to understand better the objective causation of those contradictory phenomena and tendencies which accompany this process. We can refer to them: keeping of restrictions on the way of economy liberalization at the national level, formulating of international substitutes of state in the form of interstate and supernational organizations, development of integrated processes on the regional level.

Labor market as the important subsystem of economy can't stand on the side of the processes which occur right now in the world. At the same time labor market, labor market is believed to be least globalized if to compare it with the fields of finances, information, international trade. It arises from labor is

more than any other factor of producing continues to be kept and regulated in national borders. But we can and have to look at the labor market globalization as inherent tendency of modern economy. Without taking into consideration serious contradictions which happened today tendencies of international labor market globalization are strengthening anyhow.

At the moment the basic initial conditions are about to come which directly influence on the labor market globalization process:

1. Producing, scientific-technical and technological:

- when increasing of producing volumes happens;
- transfer to new high technological way of producing comes and also to modern knowledge-intensive technologies that intensifies flow of goods, services and capital assets;
- brand new generations of transport means are coming now which provide fast moving of goods and services and also resources and ideas with the opportunity of their distribution in the other more proper conditions. The transfer of information today is performed in a trice. Data about economic provisions, possibilities and contracts are spread all over the world. And when in any part of the world at the market is taking place something meaningful then it becomes simultaneously known to the big amount of society;
- fast exchange for distribution of knowledge all over the world;
- downswing of transport and telecommunications expenses which becomes possible as a result of new technologies in this field. Decreasing of expenses for slashing, keeping and usage of information which help to global integration of national markets.

2. Organizational:

- international forms of producing and economic activity conducting (TNC). By such forms they understand certain level of market subjects functioning which by their activity come out from the narrow national borders this let to obtain the international character and makes the global market environment;
- to multinational or world's level different non-governmental organizations are coming. Today it is well-known what kind of role play UNO, IMF, World Bank, ILO and others.,
- multinational companies and other organizations (private or state) are becoming the main stairs in global economy.

3. Economic backgrounds:

- wide liberalization happening in goods trade and services and in market capital assets functioning. And also other forms of liberalization in the field of economy which in their turn specify decreasing of state policy protectionism and aid to the process of great freedoms appearing in world trade;
- unprecedented concentration and centralization of capital assets and also increasing of financial and economic instruments, rapid decreasing of time necessary for cross-currency agreements;
- wide implementation by world economy society of single criteria in macroeconomic policy and also all round unifying of tax service and also policy in the field of employment. Moreover implacable tendency directed for unifying and standardization is also seen. Due to this more wide use is a common thing among the participants of market in the field of technology and ecology. Standardization is used in different activity fields of financial establishments.

4. Informational:

- revolutionary change of means in business talking and information change;

– appearing of explosive development essentially in other than earlier systems which let to get, transfer and process information. Appearing on this technical basis of the global networks uniting different markets: financial, goods, intellectual property, and professional services.

– creation of e-mail using the Internet.

– building-up systems for directing of information volumes helping to control producing from one center which is situated in different countries. The conditions for rational, qualified and in time, efficient tasks solving are being made in the field of producing, science and technics, commerce which is equal to the efficiency of control inside separate countries. Such fast and operating information exchange specifies revolution moves in management, marketing, financial management and investment flows management.

5. Political:

– decreasing of state borders rigidity, especially for free moving of citizens, goods, services and capital assets;

– ending of «cold war» and radical negotiation of contradictions between West and East.

6. Social and cultural:

– considerable easing of strong habits and traditions in the past and also of the connections in society, revolution negotiation of national limitedness and this increased significantly mobility of citizens as in territory so in spiritual and psychological relation and became the reason of migration through all over the world.;

– appearance of stable single thinking of people concerning estimation of market economy and advantages of free trade system. Yesterday's contradictions between market economy and planned economy were changed by not unlike views on single market economy system and appeared stable tendency for forming of globalized and «affine» MSM, appearance of art and pop-culture, globalization of language field when English language becomes an international language which strengthens intercultural and educational exchange;

–System of distance education is spread thanks to existence of the Internet;

–Liberalization in preparing of labor potential which in its turn leads to easing of tight control on behalf of separate state.

In our work we have come to a conclusion globalization which influence on the labor market has double nature. On the one hand the process of global labor market formation comes that enters to national labor potential. On the other hand globalization and modern integration processes happening all over the world provide new qualified moves inside national labor markets.

Globalization performs here as a strong moving formation factor of global labor market. Under definition global labor market we will understand not only combination of international migration processes but also a new quality of labor market force development in the conditions of producing internationalization and growth of communication among nations, system of economic mechanisms, requirements, instruments providing interaction of labor demand and its offer on the international market. Formation of global labor market leads to dynamic changes in the content of this labor to the side of reducing of such operations requiring from the worker skills to do monotone and one-side work. In contradiction to this value of creative work rises steeply demanding of skills and capabilities of human in good orientation in floods of information, wide and concentration thinking, ability to accept right decisions quickly and sometimes even without having a full information.

Intellectualizing of labor nowadays becomes global tendency for social work development and is a strong motivation for employment relations modification. In other words saying in the modern society due to the intellectual work brand new type of employment appears. If we agree with the point of view that today the formation of innovative type of employment becomes the reality it is worth to mention the difference of it from information in a lot of things is conditional and the borders among these meanings are blurred.

Moreover the process of employment changes are not simple. Their multi variety in this or other periods can be done in different models of employment. In other words saying this multi variety is a regular event of economics development which determines considerable omnitude in employment structures. Such omnitude of the structures takes into consideration also qualified variety of labor force highly necessary for global labor market.

It is worth to mention international labor market globalization is one of the components of world's economy globalization and because of that sharp internationalization of labor is taking place. On the basis of labor market globalization lays international advance of labor potential including or without account of national priorities of separate countries. In its turn economic connections become highly important form of all worlds' economies components existing. This process is seen in appearance of contradictions among global flow of capital and local moving of labor force which is taking place depending from the form of division labor all over the world. Contradictions between work and capital even today stay pressing challenge for the modern economy. We can see such contradictions best of all in flexible labor markets, contradictions between centers of global labor market and it's periphery.

Globalization and formation of global international labor market give us the opportunity to distinguish the main tendencies of it's development.

One of the tendencies of labor market globalization is it's industrial segmentation characterizing modern direction of world's economic system functioning generally and connected with global structured shifts to the side of tertiary sector in the world's and national producing with technological reconstruction of all spheres of society life and activities and also with changes of labor relations types, life style, structure of demands, value establishments for individuals.

Postindustrial segmentation of modern labor market is characterized by quantitative, qualified and institutional changes. Quantitative changes appear in decreasing of occupied share in the field of agricultural and industrial sector and with increasing of occupied in the sphere of services (including in intellectual fields). Qualified shifts related with fast modern technologies, creating of flexible organizational structures, implementation of innovation management methods and characterize changes of qualifying and professional structure of labor market.

Enterprises promote all in all increasing demand of high qualified specialist in financial sphere, medicine, insurance, tourism, information technology. But meanwhile there is an event by which in the labor market structure in the sphere of services (particularly in the sphere of trade and recreation) big number of low qualified work and also spreading of illegal occupation exist.

Changes in institutional structure of global labor market are accompanied by decreasing of official and unofficial borders between countries, strengthening of national establishments and new institutional entities (TNC, international and trans – regional organizations and unions). At the same time weakening of institutional role of state is going on, internal policy of countries is internationalized. All-known life-style is changing and system of values. Inequality of economic development in central regions and in out-

skirts encourage increasing of movement freedom of population for work searching but in globalization processes take part in most of cases high qualified labor force.

Influence of globalization on international labor market has a large list of contradictions as it causes conflict between old and new, national and over national entities.

Virtualization of global labor market appears in complicated transformation of its components and is accompanied by transfer of labor transactions in trans border virtual area and forming by that virtual sector.

Therefore making conclusion of mentioned above we can say in the result of analyzed changes stipulated by modern economic processes asymmetric system has been formed of global labor market which can flexibly react on all changes and challenges happening in today's world. List of references:

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Стаття надійшла до редакції 04.11.2012