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СТАТИСТИЧНИЙ ОГЛЯД КОН'ЮНКТУРИ РИНКУ ПРАЦІ В УКРАЇНІ

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Ключові слова: економічна активність, зайнятість населення, безробіття, оцінка динаміки, числові характеристики, працездатний вік, робоча сила, ринок праці.

СТАТИСТИЧЕСКИЙ ОБЗОР КОНЪЮНКТУРЫ РЫНКА ТРУДА В УКРАИНЕ

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Предметом статьи является исследование основных проблем конъюнктуры рынка труда в Украине путем статистической оценки динамики показателей этой сферы в I полугодии 2017 года.

В исследовании использовались общенаучные и специальные методы: анализа динамики и синтеза, аналогии и сопоставления, экспертных оценок и др.

Результаты работы. На основе исследования отдельных числовых характеристик основных показателей рынка труда проведен анализ некоторых проблем в сфере занятости и безработицы в Украине, а также исследованы основные перспективы их дальнейшего возможного развития в современных условиях.

Результаты исследования могут быть использованы всеми заинтересованными сторонами, в том числе органами государственной исполнительной власти при совершенствовании механизмов реализации социально-экономической политики занятости населения и государственного регулирования рынка труда Украины.

Выводы. 1. На сегодня в Украине существует ряд проблем эффективного развития и функционирования рынка труда. К основным проблемам следует отнести совершенствование действующего законодательства с целью более четкого определения главного фактора формирования рабочей силы Украины – численности населения трудоспособного возраста.

2. Отсутствие внимания к потенциально экономически активному в составе экономически неактивного населения со стороны науки, социальной политики и политики занятости является серьезным стратегическим просчетом.

3. Учитывая довольно значительный объем оборота рабочей силы на рынке труда, заметную подвижность переходов от неактивности к занятости или безработице, не вызывает сомнения дальнейшее развитие достаточно положительного распределения качественных характеристик рабочей силы как среди занятого, так и безработного и экономически неактивного населения.

Ключевые слова: экономическая активность, занятость населения, безработица, оценка динамики, числовые характеристики, трудоспособный возраст, рабочая сила, рынок труда.

STATISTICAL OVERVIEW OF THE LABOR MARKET CONJUNCTURE IN UKRAINE

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The subject of article is a research of the major problems of the labor market conjuncture in Ukraine by statistical evaluation of dynamics of the indicators of this sphere in I-st half year 2017.

In the research were used to general scientific and special methods: analysis of dynamics and synthesis, analogies and comparisons, expert assessments, etc.

The results of work based on the research of individual numerical characteristics of the key indicators of the labor market, which were analysed to some problems in the sphere of employment and unemployment in Ukraine, and also investigated the main prospects for their further development possible in modern conditions.

The results of the research can be used by all interested parties, including organs of State executive power in improving the mechanisms for the implementation of socio-economic policy of employment and State regulation of the labor market of Ukraine.

The conclusions. 1. At present, in Ukraine there are a number of problems for the effective development and functioning of the labor market. The main problems include the improvement of the existing legislation with the aim of a more clear definition of the main factor of the formation of the labor force – population of working age.

2. Lack of attention to the potentially economically active part of the economically inactive population by science, social policy and employment policy is a serious strategic miscalculation.

3. Given fairly large volume turnover workforce on the labor market, considerable mobility transitions from inactivity to employment or unemployment, no doubt the further development of fairly positive qualitative characteristics of distribution of labor among employed and unemployed and economically inactive population.

Keywords: economic activity, employment, unemployment, evaluation of dynamics, numerical characteristics, population of working age, labor force, labor market.

Statement of the problem. In 2014-2017 years the state policy of Ukraine was formed under the influence of a number of negative factors, the main of which were:

- unstable economic and political situation in the country;
- the military conflict in the East of Ukraine;
- mass movement of citizens from the conflict zone.

As a result economic imbalances and the consequences of the military conflict in the East of the country, the situation on the labour market is intense. Along with some improvement in the situation in the sphere of employment, there are significant problems that need solving. First of all, it concerns the lack of economic activity of the population, also add the quantitative-qualitative imbalance between the demand and the quote of the workforce, the lowest level of quality the qualifications of individuals who are looking for work, etc.

In particular, among the main reasons for the lack of economic activity of the population of the most prominent are: backlog price labour from its value, poor working conditions, the inadequacy of the mechanisms of state support of entrepreneurial initiative citizens and creating a favorable business environment.

Analysis of recent research and publications. The issue of the functioning and development of the labour market, the mechanism of its action, the causes of unemployment, etc. found coverage in numerous writings of scientists, research scientists-economists and sociologists: Z.Baranik, D.Bogynija, V.Vasyilchenko, M.Dolishnij, T. Kirjan, G.Kupalova, E.Libanova, V.Onikienko, L.Rozhdestvenska, V.Savchenko, G.Trofimova, O.Umanskij, V.Shamota and others.

But at present, in Ukraine there is not enough scientific works, in which to present a complex approach to the statistical study of the labour market, its dynamics and quality features in development.

The purpose of the article is a study of the major problems of the labour market in Ukraine by statistical evaluation of dynamics of the indicators of this sphere in 2016-2017, an analysis of some problems in the sphere of employment and unemployment in Ukraine, as well as the study of the basic prospects of them further possible development in modern market conditions.

Summary of the basic material. In general, according to a selective survey of the population (households) on economic activity, the average number of economically active population aged 15-70 years in I-st half of 2017, as compared with the corresponding period in 2016, decreased by 0.6% and amounted to 17.8 million persons, including 17.2 million persons (96.2%) were the working age. With the specified number of citizens aged 15-70 years 16.1 million people or 90.4% were engaged in economic activities, and the remaining 1.7 million persons, in accordance with the methodology of the International Labour Organization (ILO), were classified as the unemployed [1].

The level of economic activity of population aged 15-70 years of age dropped from 62.1% in I-st half of 2016 to 61.9% in the I-st half of year 2017. When this happened it increased among people of working age from 71.0% in I-st half of 2016 to 71.3% in I-st half of 2017. The highest level of economic activity was typical for people aged 30-49 years, and the lowest – is for young people aged 15-24 years of age and persons aged 60-70 years. The highest level of economic activity had also persons with complete higher education (76.8%) and vocational education (69.4%), the lowest – the baseline total (20.4%) and the initial general or had no education (5.6%). In the distribution of the level of economic activity by gender advantage by level of education were men.

The number of employed population aged 15-70 years in the I-st half of 2017, as compared with the I-st half of 2016, compared to 118.4 thous. persons, or 0.7%, and amounted to 16.1 million persons, in working age – is

15.4 million. The level of employment of the population aged 15-70 years for the period decreased from 56.2% to 56.0%, in the population of working age rose from 64.0% to 64.2%. The highest level of this indicator was among those aged 30-49 years, and the lowest – in young people aged 15-24 years of age and persons aged 60-70 years. Reduction in the level of employment when compared with the corresponding period last year occurred among the population aged 25-49 years and age 60 – 70 years. The growth of this indicator was observed among those aged 15-24 years (by 1.4 p.p.) and 50-59 years (0.8 p.p.).

The structure of the employed population by professional groups accounted for the largest share of individuals who worked in elementary occupations (19.1%), professionals (18.1%) and the workers of the sphere of trade and services (16.9%). In this case the least important among employed population constituted technical employees (3.0%) and skilled workers of agriculture and forestry, fish farming ponds, fishing (0.9%).

The distribution of employed persons by gender shows that a significant dominance of women, compared with men, was observed among technical employees (86.1% versus 13.9%); workers in sphere of trade and services (65.7% versus 34.3%), specialists (64.2% versus 35.8%); professionals (61.7% versus 38.3%), instead, the men considerably prevailed among skilled workers with tool (86.1% versus 13.9%) and working with the maintenance, operation and control of the work process equipment (83.7% versus 16.3%).

In the I-st half year 2017 in nine regions of the country the level of employment of the population aged 15-70 years higher than the average in Ukraine (Kyiv, Kharkiv, Dnipro, Nikolaev, Chernivtsy, Odesa, Cherkasy, Sumy regions). This is the highest value of this index was registered in Kyiv (61.6%).

At the beginning of the year 2017 in the sector of small and medium entrepreneurship was occupied 7.5 million persons, representing 40% of the employed population working age. In comparison with the year 2016 the number of employed workers in the subjects of small and medium-sized business decreased by 3%. In this case, 2017 year was characterised by the slowing pace of reduction in the number of employed workers in this sector, because in 2016, this figure has decreased by 8%, compared to the year 2015. The slowdown was due to a significant increase (more than in 2 times) the number of employed workers in the natural persons-entrepreneurs, who carried out their activities in the sphere of medium entrepreneurship. The number of individual entrepreneurs with regard to employees as of 01.01.2017 amounted to 2.3 million persons [2].

In the structure of employment in enterprises for 2015-2017 years took minor changes in favour of large enterprises at the expense of medium-sized enterprises. So, in 2015, the large enterprises employed 30% of the employed population in enterprises and medium-sized enterprises – 43% of the employed population in enterprises, and in 2016 – in accordance with 32% and 41% of the employed population at enterprises. In the sphere of small and medium entrepreneurship for results 2016 year employed 6.1 million persons, of whom 51% of employees worked at medium-sized enterprises, 32% - at small enterprises and 17% - workers were hired to physical persons-entrepreneurs.

In the distribution by types of economic activity as priority areas of activity of subjects of small and medium entrepreneurship remain trade and services, the share of total sold products (goods, services) total more 60%. Considerably smaller are indicators of industry (20.3%), agriculture (5.5%), construction (5.4%).

During 2017, the number of workers self-employed dropped at 125.3 thous. persons or 0.9%, while the number of people independently organized their activities increased by 6.9 thous. persons or 0.3%. In the I-st half year 2017 the number of informally employed population decreased to 299.1 thous. persons as compared with the corresponding period of the previous year and amounted to 3.7 million persons, or 22.7% of the total employed population.

Usually, informal employment is the population of certain socio-economic groups. Yes, informal labour relations prevailed in the self employment, where the proportion of the population worked in the informal jobs amounted to 74.3%, while among working employment of such persons was 13.1%. Among women the share of self-employed workers exceeded the corresponding figure among men (76.1% versus 73.0%), while in rural areas it was twice greater than in urban settlements (92.1% and 45.1%).

During the I-st half-year 2017 in the structure of employed population changes in the status in employment among formally and informally employed. Yes, in I-st half of 2017, as compared with I-st half of 2016, observed the growth of the share of the working for hire among the officially employed population (86.9% vs. 84.9%). At the same time return processes occurred among informally employed.

The largest distribution of informal employment has received among young people aged 15-24 years and persons aged 60-70 years. In the I-st half year 2017 among informally employed two-thirds (66.6%) were persons, who had vocational and complete general secondary education, and among the officially employed population dominated by persons with higher education (including full, basic and incomplete higher education), (61.5%).

Informally occupied are predominantly persons with low levels of education and those engaged in physical or unskilled work. In particular, the share of informally employed population among employees of the elementary occupations was considerably higher than among the officially employed population (51.5% vs. 9.6%).

Agriculture, forestry and fish farming is the main activity of informally employed (42.7%). Other common types of economic activity of the population in this category are wholesale and retail trade (19.5%), and construction (15.3%).

In the total number of employed population in twelve regions of the country, the share of informally employed persons did not exceed the average (22.7%). The highest value of this index is observed in Chernivtsi region (50.9%), and least in the Kyiv region (9.4%).

The number of unemployed (ILO methodology) aged 15-70 years in I-st half of 2017, as compared with the corresponding period in 2016, increased by 18.2 thousand people, or 1.1%, and amounted to 1.7 million persons. Among the unemployed accounted for two thirds of the residents of the settlements (1.1 million people), the rest – of the rural residents. The increase in the number of unemployed population aged 15-70 years at the expense of people of working age (19.2 thousand or 1.1%).

Out of the total number of unemployed 1.4 million persons (81.7%) previously worked, others 0.3 million people were looking for work for the first time and have not had experience. Among the last was dominated by young people, which was unemployed after graduating from educational institutions. In particular, among the unemployed and half of 2017 the proportion of persons aged 15–24 years was 76.5%, aged 25-29 years – 21.8%. More than two-thirds of unemployed looking for work independently (69.1%) and the rest – by the State employment service.

Unemployment rate (ILO methodology) aged 15-70 years in general around Ukraine, compared with I-st half of 2016, increased by 0.2 p.p. and totalled 9.6% of the economically active population of the specified age, and among the population of working age – 10.0%. This figure was highest among the rural population (10.4%) compared with the residents of the settlements (9.2%). The unemployment rate of the population (ILO methodology) greatly affects seasonality. In particular, experienced a significant reduction of this indicator in the II-nd quarter of 2017 compared with the previous I-st quarter [1].

Similar trends were observed in the countries of the European Union, where the unemployment rate of the population (ILO methodology) in the I-st quarter of this year was 8.3%, and in the II-nd quarter – 7.6% [3].

The highest unemployment rate (ILO methodology) was among young people aged 15-24 years and lowest among persons aged 50-59 years. It should be noted that the unemployment rate of the population aged 15-70 years, the inhabitants of rural areas to 1.2 percentage points higher than the corresponding figure among the townsfolk, and men – 3.6 percentage points from the level of unemployment of women. Rising unemployment observed in twelve regions of the country and in the rest of this indicator decreased.

The unemployment rate of the population of working age (ILO methodology) in 4.3 times higher than the level of registered unemployment calculated in relation to the economically active population of working age (women – 3.2 times, men – 5.6 times, urban settlements – in 5.3 times, rural areas – in 3.3 times).

It should be noted, that in the first half 2017, compared with first half of 2016, in the composition of the unemployed for reasons of unemployment happened to increase the specific weight of the persons dismissed at his own request, by agreement of the parties (by 1.6 p.p.), released for economic reasons (by 1.4 p.p.), people who have seasonal work (1.0 p.p.), unoccupied through homework (family) duties (0.5 percentage points) and demobilized from the military conscription (0.2 percentage points). At the same time experienced a decrease in the share of unemployment after graduating from schools and universities (by 2.8 p.p.), released in connection with the end of the term of the contract or the contract of hiring (1.3 p.p.), other causes of unemployment (0.4 p.p.) and released for health reasons, due to the design of the pension (0.2 percentage points).

The structure of the unemployed by duration of job search has been observed reduction of the proportion of people who were looking for work to 9 months (by 6.1 p.p.). When this happened the appropriate increase in the specific weight of persons looking for work from 9 months or more. As a result, the average duration of unemployment (ILO methodology) increased from 6 months in I-st half 2016 to 7 months in I-st half 2017.

The number of economically inactive population aged 15-70 years in I-st half 2017 amounted to 11.0 million persons, or more than one third of the total population of this age. Every second of the economically inactive was a pensioner, every fifth – a student, apprentice or served homemade (family) duties.

To the above-mentioned category of persons belonging to the unoccupied persons of working age who suspended active search for work, because lost hope to find her (living), and those that do not know where and how to look for work, and also believe in the absence of suitable work. Compared with the metric in I-st half year 2016 this category of persons decreased by 0.4% and amounted to 182.5 thous. people, or 2.6% of the economically inactive population of working age. The last category of citizens subject to favorable market conditions could offer its labour in the labour market and, consequently, there is potential to replenish the ranks of the unemployed. With regard to such citizens of the unemployment rate of the population of working age (ILO methodology) amounted to 10.9% vs. 10.0%.

For the administrative data from the State employment service, the status of unemployed for six months 2017 had 768.7 thous. persons. The average number of registered unemployed in comparison with I-st half year 2016 decreased by 14.9% and amounted in the this period 393.7 thousand persons, representing 23.0% of unemployed people of working age, defined by ILO methodology. Among these the unemployed more than half (52.1%) – women, accounted for 34.9% - young people aged up to 35 years.

The level of registered unemployment average for the six months 2017 amounted to 2.3% of the economically active population of working age. The specified index was higher for women (2.5%) compared to men (2.1%), and the rural population (3.3%), compared with urban residents (1.8%). The highest level of this index in the specified period observed in Kirovograd region and the lowest – in Kyiv.

Among the total number of registered unemployed (330.2 thousand) at the end of June 2017 285.0 thousand, or 86.3%, had experience of work, with them every fifth – in public administration and defence; mandatory social insurance, each of the six previously worked in wholesale and retail trade; repair of motor vehicles and motorcycles, every seventh – in agriculture, forestry and agriculture, each eight – in processing industry.

The number of vacant jobs (vacancies), declared by the employers at the end of June 2017 amounted to 66.5 thousand, that 63.0% more than at the end of June 2016. Of the total number of vacancies for each of the four was in the processing industry, every sixth is in wholesale and retail trade; repair of motor vehicles and motorcycles, every tenth – in transport, warehouse services, mail and to the courier activities. The growth needs of employers in workers, compared with June 2016, was observed in all types of economic activity. The biggest remains the demand of employers for skilled workers with tool (20.1% of the total number of claims jobs by the end of June 2017), and the lowest-skilled workers of agricultural and forestry farms fish farming ponds and fishing (1.5%).

One of the directions of social protection of the unemployed is the organization of paid public works, which provide temporary employment. On such works in the I-st half year 2017 worked 132.9 thous. persons (in the I-st half year 2016 – 132.2 thousand).

In order to increase the competitiveness of unemployed State Employment Office provides them vocational training (training, retraining, improvement of professional skill). In educational institutions of all types throughout the six months 2017 vocational training was 107.5 thousand registered unemployed, to 3.4% more than during the I-st half year 2016.

During I-st half of the year 2017, as in previous years, maintained a trend of increase in the level of wages. According to the data of State statistical observations, «Survey of Enterprises for Labor Statistics», average monthly nominal wages of staff of enterprises in I-st half of 2017, as compared with I-st half of 2016, has increased by 37.2% and amounted 6638 UAH, that in 2.1 times above the level of the minimum wage (3200 UAH).

Wage growth was recorded in all types of economic activity, and most of all in those where dominated by budgetary institutions, in particular in education (58.2%), public administration and defense; compulsory social insurance (52.7%), activities of the in the field of creativity, art and entertainment (52.2%), health care (50.4%). Among the industrial activities the growth was from 18.4% in manufacture of coke and refined petroleum to 44.8% in manufacture of electrical equipment.

Most paid in the country in the first half of this year were the employees of the professional, scientific and technical activities, information and telecommunications, financial and insurance institutions, air transport, and among industrial activities – enterprises extractive industry and development of quarries, for the production of basic pharmaceutical products and pharmaceutical preparations: the size of remuneration in those activities exceeded the average for the economy in the 1.4 – 4.2 times.

Despite high growth rates, the level of pay in health care establishments remains almost a third below the average on economy, in education – 14.3% less. A total 9.1% of educators and 12.8% of the health workers and provide social assistance to receive wages at the level of the subsistence minimum for a workable entity. Last year, these rates were respectively 2.6% and 3.5%. Also lower was the salary of the employees of the postal and courier activities, temporary positioning and organization of nutrition, health, water supply; sewage, waste management, textile production, the production of clothing, leather, leather goods and other materials, the operation of libraries, archives, museums and other cultural institutions. The correlation of the level of remuneration in these activities with an average in economics does not exceed 77,2%.

The differentiation of wages according to the kind of economic activity is a major factor in inter-regional differences. The highest salaries (more than 2.0 – 57.1% average rate) during six months of this year had the employees of the enterprises of Kyiv, as well as Donetsk and Kyiv regions. Lowest indicators (21.6-21.9% below average rate) were in Ternopil, Chernivtsi and Chernihiv regions.

Among its 7.3 million workers who paid for 50% or more of working time fixed for June 2017 onwards, 657.3 thousand (9.0%) had the charge within 3200 UAH (minimum wage in June 2017). The largest share of workers with these charges there in activities with low average wages: mail and to the courier activities (48.1%), in the field of creativity, the arts and entertainment (19.2%), providing other types of services (16,0%). The increase of real wages in I-st half of 2017, as compared with I-st half of 2016, was observed in all regions.

The total amount of debt from salary payments for the I-st half of year constantly grew and at the beginning of July on the third (33.6%) or by 600.9 million UAH exceeded the corresponding figure at the beginning of 2017. As of July 1 2017 this indicator stood at 2391.9 million UAH, equal to 4.1% of the payroll, accrued for June 2017. On 1 July 2017 a major proportion of the total amount of unpaid debt on the enterprise industry (75.9%) and the transport, storage, postal and courier activities (9.1%). The total amount of the unpaid salary during January-June this year increased in 18 regions of the country, the most important – in Donetsk (196.4 million UAH), Cherkasy (117.0 million UAH), Lugansk (112.0 million UAH), Rivne (55.7 million UAH) and Dnipro (51.3 million UAH) areas. At the same time a substantial debt during this period took place in Zaporizhya (19.7 million UAH) and Kirovograd (14.9 million UAH) areas. The growth of the total amount of debt with salary payments in the first half of this year mainly due to the increase in debt to employees of economically active and economically inactive enterprises. On 1 July 2017 arrears on economically active enterprises amounted 1319.2 mln. UAH, from that – 63.5% is debt for work done in the current year.

Among the types of economic activity for the I-st half of year most increase in the amount of unpaid wages observed in enterprises for the production of chemicals and chemical products (165.0 million UAH, or by 59.4 times), motor vehicles trailers, semi-trailers and other vehicles (by 75.2 million UAH, or 33.1%), water supply, sewage waste (53.6 million UAH, or 212.9%), transport, warehousing, mail and to the courier activities (31.6 million UAH or by 126.3%).

In the regional context the largest increase in the amount of debt in Donetsk (191.7 million UAH, or 84%) and Cherkasy (117.1 million UAH, or 39.7 times) areas. In addition, the growth of the debt has been observed also in 13 regions from 0.2 to 55.9 million UAH. In other regions, the amount of debt of economically active enterprises decreased. On average, out of every 100 UAH, not paid economically active enterprises, 77 UAH are owed to its employees of the enterprise of the industry, 8 UAH – institutions that carry out professional, scientific and technical activities, 5 UAH – enterprise construction, 4 UAH – enterprise transport, warehousing, postal and courier activities.

The arrears of salary payments from the budgets of all levels in January-June this year also increased (89.9%) and at the beginning of July was 2.1 million UAH, equal to 0.2% of the amount of debt of economically active enterprises. During the six months of this year amounts due to employees of the payment in connection with temporary disability reduced by almost half and on 1 July this year amounted to 21.5 million UAH. At the beginning of July this year did not receive wages 150.7 thous. persons, which is 2.0% and specialized on the number of staff employed in the economy. Each of these workers not paid on average 8754 UAH, that by 31.9% average wages for January-June 2017.

Among the regions, the largest proportion of workers who are not paid wages, fixed in the Donetsk and Lugansk (16.1% of average number of staff of the region) areas. The smallest share of these workers was in Zhytomyr (less than 0.1%), Ivano-Frankivsk, Kyiv and Khmelnytskyi (0.1%) areas. The amount of the salary, not paid to employees of the companies of bankrupt enterprises, during half of the year increased by 6.7% on 1 July this year amounted to 676.5 million UAH. In Khmelnytsky, Ivano-Frankivsk and Kyiv regions the share of the debt of these enterprises amounted to 93.5% - 95.5% of the total debt of the region.

The amount of the debt to the economically inactive enterprises at the beginning of July was 396.2 million UAH. If in the whole country for this category of enterprises accounted for 16.6% of the total debt, the situation in the regions is significantly different. Most are owed to its employees economically inactive enterprises of Luhansk (63.4% of the total amount of debt in the region), Lviv (38.6%) and Zhytomyr (29.6%) areas. Mainly it is the enterprise of industry and transportation, warehousing, postal and courier activities, which accounted for 94.9% of the total amount of debt of this category of enterprises.

In the I-st half year 2017 observed increase in the needs of employers in workers of all professional groups, and most of all – the technical officers (84.8%) and working with the maintenance, operation and control of the work of the technological equipment, assembly of equipment and machinery (84.3%). Loads of unemployed to 10 free jobs (vacancies) in the whole country decreased from 95 people at the end of June 2016 to 50 people at the end of June 2017.

Reducing the load of the unemployed on 10 free jobs (vacancies) has been observed in all regions, except in Chernihiv region. The specified index considerably decreased in Luhansk (322 to 90 persons), Zaporizhzhya (from 325 to 154), Khmelnytsky (from 205 to 60 persons), Donetsk (from 204 to 104 persons), Sumy (167 to 77 persons) and Vinnytsia (from 179 to 91 persons) areas. With the assistance of the State employment service in I-st half of 2017 was placed 232.4 thous. persons against 236.2 thousand. persons in I-st half of 2016. Among the unemployed, placed in the specified period, 43.9% were women, 34.8% - young people aged up to 35 years. During the I-st half-year 2017 more than two-thirds (70.3%) unemployed got a job on the businesses of agriculture, forestry, and fishing farms, processing industry, as well as wholesale and retail trade; repair of motor vehicles and motorcycles.

The share of employed persons, compared with I-st half of 2016, increased by 3.0 percentage points and in the I-st half-year 2017 amounted to 30.2% of citizens who had the status of unemployed of the State employment service.

However, the presence of structural imbalances and the workforce as well as poor quality characteristics of available jobs (positions) in part payment of the wage labor is factors that do not attract skilled workers to work on such jobs, and therefore limit the opportunities of unemployed citizens and meet the needs of employers in workers.

It should also be noted that employers are not satisfied with a significant number of unemployed citizens as potential employees due to the special requirements of production to the level of skill and experience, and solving the problem of staffing of vacant jobs (posts) by highly qualified employees is complicated because of the poor quality features of these applicants.

The inconsistency in the level of training of those wishing to find a job with the demands of the market is not the only problem with the system of professional training. The quality of the proposals of the workforce often do not meet modern requirements of vocational education, mobility and economic activity in general. The consequence of imbalances of labour deals with the demand for it is the high level of unemployment, including hidden and partial, as well as a significant share of the unemployed who have no work more than 1 year.

Conclusions. Thus, at present, in Ukraine there are a number of significant challenges to effective development and functioning of the labour market. The main problems include the improvement of the existing legislation with the aim of a more clear definition of the main factor of the formation of the labor force – population of working age: lower bound of working age determines the modal age completion of initial vocational and education training, and top – the real age of the termination of employment provided to obtain the right to a full pension.

Given the quite considerable amount of turnover workforce on the labour market, considerable mobility transitions from inactivity to employment and unemployment, no doubt the further development of fairly positive distribution of qualitative characteristics of the workforce as of the employed and the unemployed and inactive population. This means that the Ukrainian economy may be capable of efficient selection, employment and maintenance of the highest quality frames. Lack of attention to the potentially economically active part of the economically inactive population by science, social policy and employment policy is a serious strategic prorahunkom. This should be fixed, if Government policy chooses to focus on flexible and innovative-oriented labour market.

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ОСНОВНІ АСПЕКТИ ТРАНСФОРМАЦІЙНИХ ПЕРЕТВОРЕНЬ СУЧАСНОГО МІЖНАРОДНОГО БІЗНЕСУ

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Предметом дослідження виступає процес інтернаціоналізації міжнародного бізнесу: суб'єкти, об'єкти, сучасні тенденції функціонування.

Основною **метою** нашого дослідження є визначення сутності поняття «процес інтернаціоналізації» міжнародного бізнесу; формування структури міжнародного бізнесу та виокремлення основних форм його функціонування; дослідження інструментарію інтеграційних процесів, що обумовлюють глобалізацію світової економіки; визначення основних важелів залучення прямих іноземних інвестицій в національну економіку України.

Методологічну базу дослідження склали наукові праці вітчизняних та зарубіжних учених та провідних фахівців, статистичні й аналітичні матеріали міжнародних організацій. У процесі дослідження були використані математичний, аналітичний та абстрактно-логічний **методи**.

Результати дослідження. Міжнародний бізнес, у широкому розумінні цієї категорії, можна розглядати як підприємництво, що здійснюється у межах світового господарства. Конкретна сутність цього поняття розглядається як будь-яка операція, яка проводиться контрагентами двох або більше країн. Міжнародний бізнес базується на можливості отримання переваг (економічних чи технологічних).

Входження фірми в міжнародний бізнес характеризується ступеневістю розвитку. Як правило, цей процес починається з простих форм звичайної зарубіжної торгівлі і в міру розвитку досягає вищої форми – БНК.

Міжнародний бізнес здійснюється в певних формах. Серед них назвемо такі: експорт-імпорт товарів і послуг; кооперація в галузі науково-технічної, виробничої, збутової і сервісної діяльності; інвестиційна діяльність; спільне підприємництво; транснаціональні корпорації.

В сучасних умовах помітно зростає роль міжнародної інвестиційної діяльності як форми міжнародного бізнесу. Активізація інвестиційної діяльності є свідченням розвитку підприємництва і позитивно впливає на зростання його соціально-економічної ролі в суспільстві.

Аналіз динаміки процесу прямого інвестування української економіки свідчить, що порівняно з 2013-2014 роками, у 2015 році його рівень значно знизився. Це пояснюється нестабільною політичною ситуацією в Україні.