

ЕКОНОМІКА ПРАЦІ

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**APPROACHES TO BALANCE LABOR
MARKET BY ELIMINATING
EXCLUSION FACTORS**

**ПІДХОДИ ЗАБЕЗПЕЧЕННЯ
ЗБАЛАНСОВАНОСТІ РИНКУ ПРАЦІ
ЗАВДЯКИ УСУНЕННЮ ФАКТОРІВ
ВІДТОРГНЕННЯ**

Urgency of the research. In society, there is a continuous process of rejection of certain types of relationships, which require the formation of new tools for balancing elements of market relations.

Target setting. A decisive factor in the development process is the progress on the principles of social partnership and the leveling off the processes of rejection of market mechanisms. There is a need to identify approaches to reconciling the interests of market participants with provision from forecast balancing.

Actual scientific researches and issues analysis. Publications by such authors as I. Gorlenko, L. Rudenko, V. Zolotarev demonstrate the necessity of eliminating the imbalance in the labor market; However, Kuzminov Y. I. emphasizes the priority task of identifying the degree of influence of the factors of exclusion on the carrier of labor relations.

Uninvestigated parts of general matters defining. At present, not all modern methods can be used to ensure a balance of the labor market, taking into account the effect of exclusion factors.

The research objective. Development of approaches to balancing the labor market in the face of manifestations of exclusion factors, which allows monitoring the manifestation of the factors of exclusion and, through their elimination, equalize the disparities between demand and supply labor force.

The statement of basic materials. The article empirically identifies the important factors in relation to current demand, current supply and satisfied current demand. The crisis in the labor market is explained by the devaluation of labor values, that labor does not fulfill its functions, which is expressed in the aggravation of manifestations of the phenomenon of exclusion. A system of criteria has been proposed, the use of which allows consistently identify the dominant external influences on the functioning of the aggregate labor market.

Conclusions. In the course of research it has been proved that elimination of the negative influence of rejection factors can balance the labor market, bring it to the newest stage of development, and ensure the sustainable socio-economic development of local communities.

Keywords: balance; labor market; exclusion factors; demand; supply; algorithm.

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Актуальність теми дослідження. У суспільстві постійно відбувається процес відторгнення певних видів взаємовідносин, які вимагають формування нових інструментів забезпечення балансування елементів ринкових відносин.

Постановка проблеми. Визначальним фактором процесу розвитку є прогрес на принципах соціального партнерства та нівелювання процесів відторгнення ринкових механізмів. Виникає необхідність визначити підходи щодо узгодження інтересів учасників ринку праці із забезпеченням їх прогнозного балансування.

Аналіз останніх досліджень і публікацій. Публікації таких авторів як І. Горленко, Л. Руденко, В. Золотарьова доводять необхідність усунення дисбалансу на рику праці; проте Кузьмів Я. І. першочерговим завданням підкреслює виявлення ступеня впливу факторів відторгнення на носія трудових відносин.

Виділення недосліджених частин загальної проблеми. Наразі не всі сучасні методики можуть бути використані щодо забезпечення збалансованості ринку праці з урахуванням дії факторів відторгнення.

Постановка завдання. Розробка підходів до забезпечення збалансованості ринку праці за умов проявів факторів відторгнення, що дає змогу здійснювати моніторинг прояву факторів відторгнення та завдяки їх усуненню вирівнювати диспропорції між попитом та пропозицією робочої сили.

Виклад основного матеріалу. У статті empirically встановлено важливі чинники стосовно поточного попиту, поточної пропозиції та задоволеного поточного попиту. Кризовий стан ринку праці пояснюється девальвацією трудових цінностей, труд не виконує покладених на нього функцій, що виражається в загостренні проявів феномену відторгнення. Запропоновано систему критеріїв, використання яких дозволяє послідовно визначити доміанти зовнішнього впливу на функціонування сукупного ринку праці.

Висновки. В ході дослідження доведено, що усунення негативного впливу факторів відторгнення здатне збалансувати ринок праці, вивести його на новітній етап розвитку та забезпечити сталий соціально-економічний розвиток місцевих громад.

Ключові слова: збалансованість; ринок праці; фактори відторгнення; попит; пропозиція; алгоритм.

ЕКОНОМІКА ПРАЦІ

Urgency of the research. Ensuring the balance of the labor market requires the implementation of a number of interrelated conditions and factors within the socio-economic system between production of goods and services, the education system, the budget system and the labor market. Thus, the sphere of production creates external conditions and restrictions, is characterized by certain factors of action, and sets requirements to the workforce. The balance-of-payments mechanism under such conditions consists of some components: the development of a long-term development strategy and specific target indicators; identification of priority sectors for the time being and for the future; performance of educational standards taking into account the requirements of employers. All elements of this mechanism are under constant influence of exclusion factors. Exclusion as a phenomenon of socio-economic reality is manifested in the limited number of sections of the population in obtaining quality medical, educational services, insufficient income, poor living conditions, and especially - low status in the labor market.

The system of education, taking into account the requirements of the national economy, provides conditions (adapted) for the training / retraining of personnel of a certain level of qualification of the planned quantity. The appropriate mechanism involves: the modular principle of building a system of education, the possibility of adaptation / adaptation depending on current / future demand in the labor market; modern educational standards that do not prevent the introduction of progressive elements.

The budget system provides funding for training for priority sectors of economic development; implements the principle of "outcome budget". The appropriate implementation mechanism involves: normative-personal financing in accordance with the control digits of reception; employment of graduates in the specialty (will mean their demand and effectiveness of budget expenditures).

Target setting. Exclusion as a phenomenon of socio-economic reality is manifested in the limited number of sections of the population in obtaining quality medical, educational services, insufficient income, low quality of quality, poor living conditions, and especially – low status in the labor market.

The labor market adopts trained personnel in accordance with the current demand for skilled personnel, participates in the "feedback", improves professional standards. Monitoring the satisfaction of current and future demand for the labor market for skilled personnel is advisable to carry out on the basis of the use of such indicators: employment by profession; level of satisfaction of employees and employers; the compliance of educational programs with the requirements of employers and the conditions of an innovative economy, etc. Since the labor market balance is multidimensional in nature, ensuring the market-spatial balance of the local labor market should be based on a scenario analysis using the synthesis of theoretical and empirical approaches.

The peculiarity of the current stage of development of socio-economic relations is ensuring the implementation of the newest requirements for the labor force (qualification, mobility, innovation, moral and ethical qualities, ability to assume responsibility), aimed at achieving a certain level of adequacy of the development of material and technical base, the technological process, the organization of production and the general tendencies of the transformation of society under the pressure of globalization. The crisis in the labor market is explained by the devaluation of labor values, that is, that labor does not fulfill its functions, which is expressed in the aggravation of manifestations of the phenomenon of exclusion. According to certain indicators, the exclusion of labor has already reached critical significance, as evidenced by close attention to corporate social responsibility and relevant government programs [1; 2].

That is why balanced and progressive development of the labor market is impossible without developing scenario-empirical approaches to eliminating the negative influence of the factors of exclusion or redirection of their actions into a vector of self-sufficient development with the use of available resources. The presence of empirically predictive approaches will enable the use of practical experience in modeling situations in the labor market, which in a certain situation can serve as a lever to regulate its direction of development and create a catalytic impulse with the phased launch of the loop of the inverse positive communication [3, p. 270-275].

Actual scientific researches and issues analysis. The theoretical and methodological basis of the study was the fundamental works of domestic and foreign scientists and economists on labor market and employment issues. In the works of scientists: I. Gorlenko, L. Rudenko [4], V. Zolotarev [5] -

ЕКОНОМІКА ПРАЦІ

the starting positions of the conceptual foundations of the balance of the labor market are presented. The problematic situation of the labor market imbalance in the occupational-occupational structure of the employed was researched in the writings of D. Vishnevsky, who studied the experience and prospects of the vocational qualification structure of the workforce in the countries with a developed market economy; Y. Marshavina [6], which defines ways of regulating the professional qualification imbalance in the labor market.

Modern researchers of the exclusion's problem of labor focus on mastering the content of the category of "exclusion", the causes and consequences of exclusion, forms of exclusion, dehumanization of the labor process. Kuzminov Ya. I., Nabyullina E. S. [7], Radaev V. V. [8] indicate an aggravation of the need to eliminate the manifestations of exclusion and dehumanization of the labor process in the conditions of production informatization and postindustrial society.

The synthesis and analysis of the published works of domestic and foreign scientists in order to ensure the balance of the labor market through the elimination of the factors of exclusion indicate that approaches to the interpretation, in particular scenario-empirical, this problem are not sufficiently defined in both theoretical and methodical aspects, respectively, require further study. In connection with this, there is a need for a detailed analysis of such approaches to ensure the balance of the labor market by eliminating the manifestations of exclusion factors.

Uninvestigated parts of general matters defining. The results of theoretical and practical study of the characteristics of the labor market have shown the existence of a certain list of various scientific and methodological approaches, the application of which allows the level of labor market balance. However, not all developed techniques can be used to ensure a balanced labor market taking into account the effects of exclusion factors. This is due, firstly, to the concept of the balance of the labor market, and, secondly, with the peculiarities of the manifestation of the factors of socio-economic exclusion in the labor market. Not neglecting the value of existing scientific and methodological approaches, taking into account the specifics and problems of the study, the development of scenario-empirical approaches to ensure the balance of the labor market by eliminating the factors of exclusion is becoming relevant.

The research objective of the paper is to develop approaches to ensure the market-spatial balance of the labor market in the face of manifestations of exclusion factors based on the allocation of causal relationships between the main components of aggregate and current demand in the labor market, which makes it possible to monitor the manifestation of the factors of exclusion and through their eliminating disparities between demand and supply of labor.

The statement of basic materials. Ensuring the market-spatial balance of the labor market is complex, so achieving a scientific goal is possible through a set of methods that are used to solve the problems of the theoretical-methodological, methodological, diagnostic-analytical, correctional and forming units (Fig. 1).

Theoretical and methodological block was implemented in the process of theoretical substantiation of the stage of development of the labor market through the methods of theoretical knowledge: the method of scientific generalization for the systematization of theories of economic thought regarding the development of the labor market, analysis and synthesis - in the disclosure of the content load of the concepts of "labor market", "local market labor", "balance of the labor market", methods of induction and deduction to distinguish the factors of exclusion in the multi-level system of functioning of the labor market of the action of factors of exclusion.

The task of the methodological block was solved using the methods of theoretical knowledge - abstract-logical, analysis and synthesis, system analysis - for the study of the natural-evolutionary process of formation and development of the local labor market, the development of conceptual foundations of its balance.

Theoretical methods are closely intertwined with the empirical methods of scientific knowledge, which are used in the next stages of the study, presented in the diagnostic-analytical unit and partly in the correction. In the diagnostic-analytical unit, the nature of the functioning of the local labor market is determined by means of economic analysis methods, and the influence of different-directional exoge-

ЕКОНОМІКА ПРАЦІ

nous and endogenous factors of its functioning is established [9, p. 20], the phenomenon of formation of professional qualification clusters in the local labor market by means of cluster analysis.

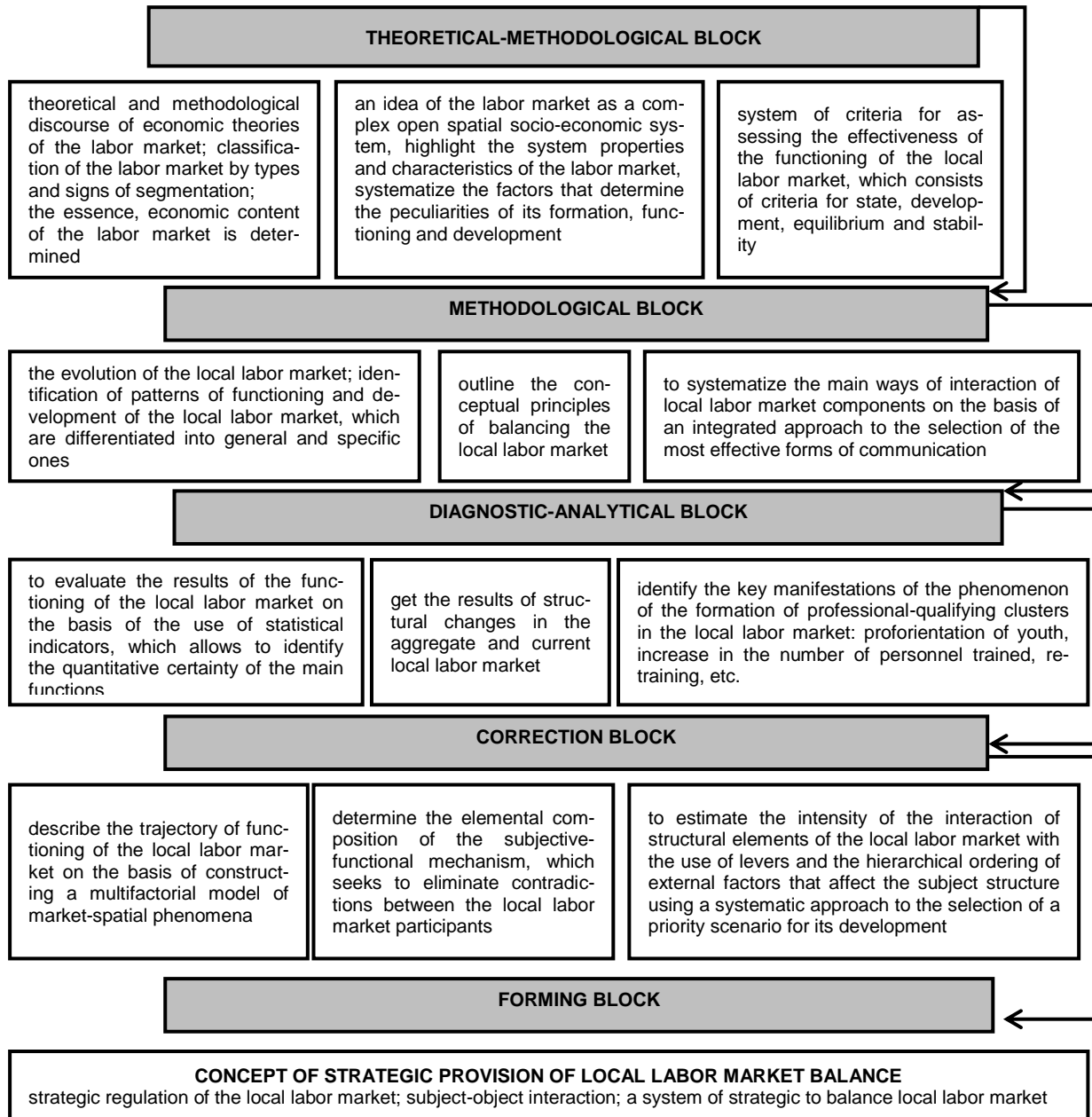


Fig. 1. Structural-logical scheme of ensuring the balance labor market

External factors are determined by the peculiarities of the functioning the city and cannot be changed by the labor market itself. Factors of external influence on the offer of the local labor market were formed under the influence of historical, geographical, social, environmental aspects, and factors of external influence on the demand for labor – by the influence of economic and geographical aspects, natural conditions and resources.

ЕКОНОМІКА ПРАЦІ

The exclusion of labor, as a socio-economic category, is a systemic feature of a higher level that allows a detailed justification of the current state of the labor market. Under current conditions, exclusion in the labor market is reflected in the following characteristics: no alternative, depleted motivation to work, dependency of employees on the subjective opinion of the employer, various forms of limited access to increase their own competence. The vast majority of such characteristics are the result of the influence of external socio-economic factors.

Proceeding from this, the authors proposed a system of criteria that allow consistently identify the dominant external influences on the functioning of the aggregate labor market and identify the most powerful of them. According to the authors, in order to identify such dominants, it is expedient to use a number of indicators that are divided into directions (factors) of economic, social, environmental and institutional domination, and the quantitative indicators are divided into absolute and relative. Also, quality indicators are introduced into the database, which are evaluated expertly.

Correctional and forming blocks use the synthesis of theoretical and empirical methods that are implemented to determine the scenario development of the local labor market (method of analysis of hierarchies); to establish the educational and professional advantages of city school graduates (questionnaires); for differentiation of functions of local self-government bodies (functional approach). In the correctional block, there is a need to determine how and under the influence of which factors will develop and achieve the balance of the local labor market in the future, that is, the transition to the stage of forecasting and modeling the balance of the local labor market.

The combination of the above theoretical and empirical approaches leads to the logical regularity that the category of exclusion is interpreted through the essence of the concept, and the manifestation of its external characteristics is reflected in aspects of behavior, namely, opportunistic behavior. A "panoramic" approach is needed to determine the essence of labor exclusion in the labor market. Such author's statement makes it possible to interpret the exclusion of labor as an external property of labor, which is manifested in the absence of an employee means of production to meet their own needs, the lack of interest in ensuring efficient and productive work, and the lack of the right to dispose of the result of their work. That is, the rejected work is a work that performs a labor function without the function of its owner (according to the classical political economy definition); work, which is characterized by impoverished motivation and forced character.

The process of transformation currently taking place in the socio-economic environment has a direct impact on the system of formation and use of labor, the imperfection of which manifests itself because an employee can't fully realize his own potential as a specialist and as a person. The inadequacy of the system of labor utilization to modern informative production is manifested in the fact that, on the one hand, significant pronunciation of the necessary skills and qualifications of workers is put forward, and on the other hand, the status of the hired person leads to the fact that he is not able to master all the opportunities provided to him scientifically -technical development.

Consequently, ensuring the balance of the labor market is possible under the conditions of elimination of the mentioned negative influences, formation of the system of adequacy of labor use according to the proposed algorithm (Fig. 2). It should be noted that the processes of exclusion can appear at any stage or step of the algorithm, but the tools for its elimination power can only be applied at the intersection of the second and third steps of the algorithm.

Completion of statistical indicators is based on the use of statistical sources. Retrospective analysis of the local labor market data implies an assessment of the dynamics of aggregate and current local labor market indicators [10]. The results of the retrospective analysis are the basis for applying forecasting methods and determining the type of econometric model. The next step is to analyze the effect of the exogenous factors desired on the components of the aggregate and current local labor market, which reveals the most important factors and the dominant (variables) functioning of the labor market. With the help of mathematical methods, the optimal predictive function for the aggregate and current demand, the supply of satisfactory demand, on the basis of which is the average annual forecast of the functioning of the local labor market and its balance, is selected.

ЕКОНОМІКА ПРАЦІ

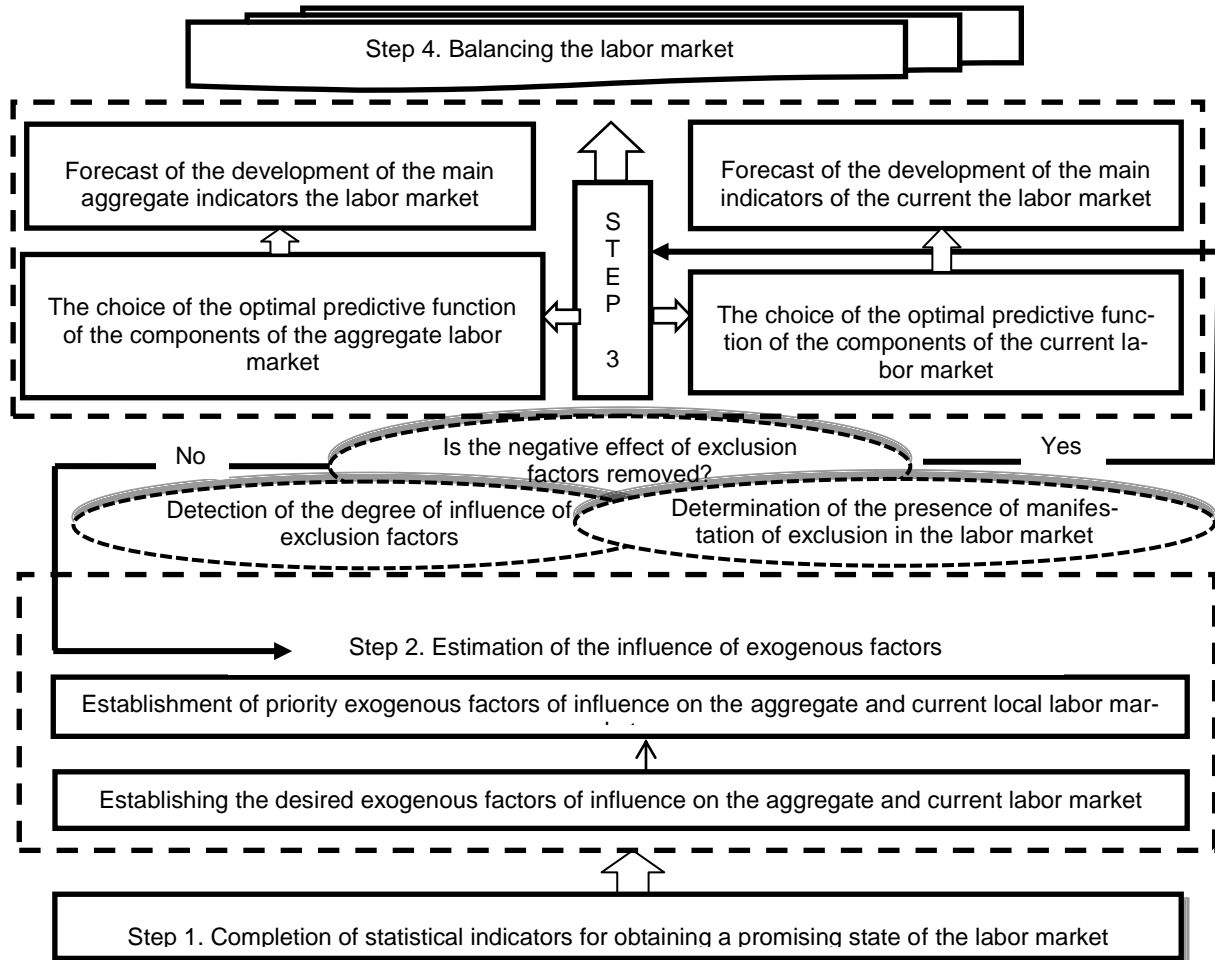


Fig. 2. An algorithm for balancing the labor market through eliminating the factors of exclusion

In Tab. 1 presents the results of the medium-term forecast of the aggregate local labor market.

Medium-term projections of the aggregate local labor market (Tab. 1) show aggregate demand growth in 2020 compared to 2017. for 1984 people, or by 1,11%; the aggregate supply for 1476 people, or by 0,81%; Satisfied demand - by 8619 people, or by 5,02%. In the long run, there is a positive dynamics, which is reflected in a decrease in the level of aggregate imbalances by 0.4% in 2020.

The growth of aggregate demand reflects the promising socio-economic development of the city, the neutralization of the factors of exclusion of labor, which in turn will be an impetus for improving the structure of jobs and increasing their number. Such changes will take place at the expense of sustainable development of enterprises, growth of labor productivity and average monthly wages, increase of housing stock, overcoming of technological lag and creation of decent working conditions at the expense of investment investments of business, which in the future will positively affect the financial results of the city. The growth of the aggregate supply will be influenced by the improvement of the demographic situation in the city, in particular the reduction of the number of the deceased, the reduction of foreign direct investment and changing business conditions, with the prevailing factor being the increase in the number of people employed in the city's economy, the promising growth of labor productivity and the introduction of labor-saving technologies, which confirms the results of the medium-term forecast of satisfactory demand. Forecasting of the aggregate labor market can be represented as a generalized algorithmized model through the system of influence of factors of exclusion on aggregate demand and supply.

ЕКОНОМІКА ПРАЦІ

Table 1

Forecast of the labor market Kremenchug and its further imbalances*

Indexes	Equation type	Years			
		2017	2018	2019	2020
The aggregate labor market					
Aggregate demand, people	$Y_{Pc} = 183386 - \frac{1273647}{x_4} - \frac{27454779}{x_{11}} - \frac{46083823}{x_{12}} + \frac{735718490}{x_{17}} + \frac{72732949}{x_{18}}$	178919	179606	180195	180903
Aggregate offer people	$Y_{P_{res}} = 284945,9901 - 3,9 \cdot x_4 - 364,82 \cdot x_5 - 20,80 \cdot x_{14} - 0,20 \cdot x_{17}$	182525	183174	183392	184001
Satisfied aggregate demand, people	$Y_{P_z} = 300120,4 + 5,465 \cdot x_4 - 52,97 \cdot x_{14}$	171550	175790	178130	180169
The level of aggregate imbalances, %	$(Y_{P_{res}} - Y_{Pc}) / Y_{P_z}$	2,1	2,0	1,8	1,7
Current labor market					
Current demand of the local labor market, people (Y_{Cd})	$Y_{Cd} = -875,4 + 0,099 \cdot \alpha_1 + 3,066 \cdot \alpha_{13}$	512	579	646	713
Current offer of the local labor market, people (Y_{Co})	$Y_{Co} = 3205,149 + 0,498 \cdot \beta_8 + 1,551 \cdot \beta_{11}$	5839	5605	5370	5136
Satisfied with the current demand of the local labor market, people (Y_{Sco})	$Y_{Sco} = 110565 - \frac{39389370}{\gamma_1} + \frac{812115}{\gamma_{10}} - \frac{4667064}{\gamma_{19}}$	77546	77747	77946	78142
The level of current imbalance, %	$(Y_{Co} - Y_{Cd}) / Y_{Sco}$	6,87	6,46	6,06	5,66

* Y_{Pc} - aggregate demand, persons; $Y_{P_{res}}$ - aggregate supply, persons; Y_{P_z} - satisfactory aggregate demand, persons; x_4 - financial result of ordinary activity before taxation, UAH million; x_5 - volume of direct foreign investments at a growing sum, mln. USA; x_{11} - the subsistence minimum per person per month, UAH; x_{12} - total expenses on average per month per household, UAH; x_{14} - the number of deceased persons; x_{17} - commissioning of housing, m_2 ; x_{18} - average monthly salary, UAH; α_1 , γ_1 - gross value added, million UAH; α_{13} - labor productivity, ths. UAH; β_8 - freed by their own will, persons; β_{11} - dismissed for economic reasons, persons; γ_{10} - volume of realized innovative production, UAH million; γ_{19} - volume of harmful emissions, thousand tons

The level of current imbalance in the labor market (Tab. 1) is decreasing in the perspective period, but very slowly, as a result of the imbalances accumulated in the retrospective period of the current labor market, namely, the low number of vacancies corresponds to the large number of unemployed. It is precisely the factors of exclusion that ensures the emergence of such a situation, namely the disequilibrium of the relationship between labor and capital. In other words, the maximum possible wage is directly independent of the maximum efficiency of capital, which can receive own means of production.

In order to confirm the correctness of the constructed econometric models and the obtained predictive values of the components of the aggregate and current local labor market, the verification of predictive values by the inverse method was performed, that is, verification of the model's fidelity based on the values of the relevant factors in the retrospective period. The calculation error does not exceed 5%, which confirms the adequacy of models and forecasts.

Thus, summing up the foregoing, it can be noted that during the theoretical generalization and empirical testing of economic and mathematical models that establish the relationship of the labor market

ЕКОНОМІКА ПРАЦІ

with the indicators of other types of markets and factors of exclusion, it was revealed a stronger influence of economic and socio-ecological indicators on components of the aggregate and current labor market. Such a phenomenon can be caused by the heterogeneous nature of market fluctuations, which increases the relevance of the forecast, and can be tracked by adapting and approving scientific methods (methods of mathematical economics, methods of regulation) while ensuring the spatial and market equilibrium of the local labor market. It is proved that elimination of the negative influence of exclusion factors can balance the labor market, bring it to the newest stage of development and ensure the further sustainable socio-economic development of local communities. The combination of the used scientific methods of forecasting the possibility of balancing the labor market and the proposed empirical instruments for eliminating the factors of exclusion allows us to create new scenario-empirical approaches to ensure a balanced labor market.

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