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THE APPLICATION OF NON-STANDARD FORMS OF EMPLOYMENT AS MEANS OF STABILIZATION OF LABOUR MIGRATION IN UKRAINE

ЗАСТОСУВАННЯ НЕСТАНДАРТНИХ ФОРМ ЗАЙНЯТОСТІ ЯК ЗАСІБ СТАБІЛІЗАЦІЇ ТРУДОВОЇ МІГРАЦІЇ В УКРАЇНІ

Urgency of the research. The rapid increase of migration flows from Ukraine threatens not only the loss of active labour potential, but also a significant decrease of the demographic potential of the country, which requires the introduction of effective measures to stabilize this process.

Target setting. The solution to the problem of migration management lies in the area of improving social standards, quality of education, economic indicators, and especially the level of employment of the population.

Actual scientific researches and issues analysis. Well-known scientists have made a significant contribution to the study of the Ukrainian migration, its causes, consequences, and possibilities of stabilization: A. Kruglashov, I. Gnybidenko, M. Romaniuk, E. Libanova, T. Lupul, O. Malynovska, V. Makar, A. Pozniak, U. Sadova, O. Sych, V. Troshchynskiy and others.

Uninvestigated parts of general matters defining. At the same time, the use of flexible forms of employment as a factor of the stabilization of labour migration remains out of the question.

The research objective. The analysis of the causes and the vectorial orientation of the flows of labour resource potential, which give rise to the need to use non-standard forms of employment as a prerequisite for the stabilization of labour migration.

The statement of basic material. The article deals with the problem of labour migration in Ukraine. The factors of influence and vectorial orientation of emigration of the population of Ukraine are analyzed. The use of non-standard forms of employment as a means of stabilizing labour migratory flows is substantiated. The model of regulation of labour migration through the prism of application of non-standard forms of employment is offered.

Conclusions. A number of social and economic factors predetermines the migratory movement from Ukraine which leads to loss of the human and professional potential of the country. In this context, the use of non-standard forms of employment is one of the effective means of stabilizing migratory flows.

Keywords: migration; labour migration; intergovernmental migrations, non-standard forms of employment; flexible employment.

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Urgency of the research. Labour migration is one of the actual problems of modern Ukraine. There is a number of serious changes in the social, political and economic life of our state that makes

Актуальність теми дослідження. Стрімке збільшення міграційних потоків з України загрожує не тільки втратою активного трудового потенціалу, а й суттєвим зменшенням демографічного потенціалу країни, що потребує впровадження дієвих заходів щодо стабілізації даного процесу.

Постановка проблеми. Вирішення проблеми врегулювання міграційного руху лежить в площині підвищення соціальних стандартів, якості освіти, економічних показників, а особливо рівня зайнятості населення.

Аналіз останніх досліджень і публікацій. Значний внесок у дослідженні української міграції, причин її виникнення, наслідків та можливостей стабілізації зробили відомі вчені: А. Круглашов, І. Гнибіденко, М. Романюк, Е. Лібанова, Т. Лупул, О. Малиновська, В. Макар, О. Позняк, У. Садова, О. Сич, В. Трошчинський та ін.

Виділення недосліджених частин загальної проблеми. У той же час поза увагою залишається застосування гнучких форм зайнятості як чинника стабілізації трудової міграції.

Постановка завдання. Аналіз причин та векторна спрямованість потоків трудових ресурсів потенціалу, які породжують необхідність застосування нестандартних форм зайнятості як передумови стабілізації трудової міграції.

Виклад основного матеріалу. В статті розглядається проблема трудової міграції в Україні. Проаналізовано чинники впливу та векторну спрямованість еміграції населення України. Обґрунтовано використання нестандартних форм зайнятості в якості засобу стабілізації трудових міграційних потоків. Запропоновано модель регулювання трудової міграції через призму застосування нестандартних форм зайнятості.

Висновки. Ряд соціально-економічних факторів зумовлює міграційний рух з України, що призводить до втрати людського та професійного потенціалу країни. У цьому контексті використання нестандартних форм зайнятості є одним з ефективних засобів стабілізації міграційних потоків.

Ключові слова: міграція; трудова міграція; міждержавні міграції; нестандартні форми зайнятості; гнучка зайнятість.

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able-bodied population, especially the youth, to look for another job. The solution to this problem is in the plane of increasing the quantitative and qualitative characteristics of employment of the Ukrainian population. In the context of globalization challenges and the «blurring» of the boundaries of labour markets, the use of non-standard forms of employment become one of the most effective means of stabilizing labour migratory flows.

Target setting. The annual increase of the number of labour migrants from Ukraine is a reason for reducing its labour-resource potential. Stabilization of migratory flows is directly related to the regulation of the sphere of employment, while the lack of distribution of flexible forms of employment is natural for this process.

Actual scientific researches and issues analysis. A lot of studies of native scientists are devoted to the theme of Ukrainian migration, its causes, its consequences and possibilities of stabilization, among which the researches of A. Kruglashov, I. Gnybidenko, M. Romaniuk, E. Libanova, T. Lupul, O. Malynovskaya, V. Makar, I. Markov, A. Pozniak, V. Sadova, A. Sych, V. Troshchynskiyi and others.

Uninvestigated parts of general matters defining. Taking into account the considerable theoretical and methodological contribution of native and foreign scientists in solving the problems of migration processes, the use of flexible forms of employment remains as a factor of stabilization of labour migration.

The research objective is analysis of the causes and vectorial orientation of labour resource flows, which give rise to the need to use non-standard forms of employment as a precondition for stabilizing labour migration.

The statement of basic material. At the present stage of globalization, labour migration is a peculiar catalyst for this process, because it is both a reason (consolidation of cultures, religions) and a consequence (the «blurring of boundaries» between ethnic groups, states) of globalization.

However, Ukrainian labour migration is not a phenomenon associated only with global trends. The peculiarity of the motivation to relocate our citizens to new places of residence and employment abroad is the crisis economic factors within the state. The issue of labour migration of Ukrainian citizens abroad is a problem at the state level. The theme of Ukrainian workers is actively discussed in mass media, attracting the attention of the whole society. Millions of migrant workers from Ukraine, most of whom work in Russia, Western Europe and North America (Fig. 1), make the state to reunderstand the importance of protecting the rights and freedoms of its citizens.

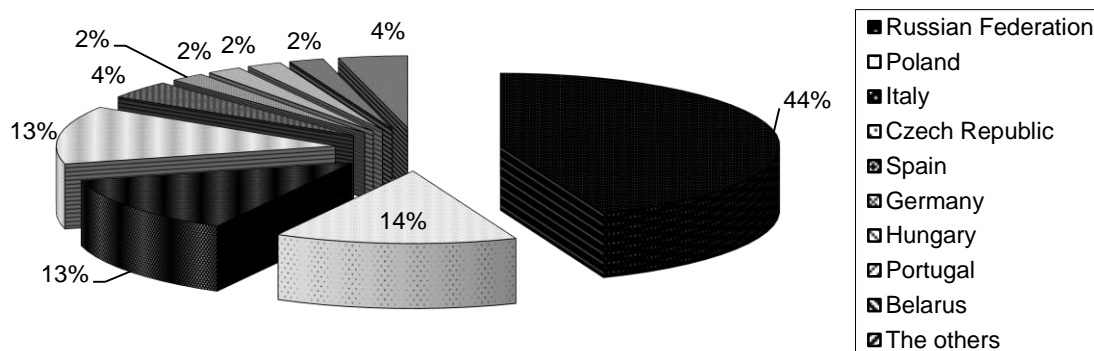


Fig. 1. Vectorial orientation of labour migration, 2010-2016

Source: compiled by authors using [8]

Today, most of our compatriots are abroad as illegal migrant workers and are among the most discriminated and vulnerable category of foreigners. In this regard, the number of appeals to public authorities of Ukraine from citizens who fall into difficult situations abroad is increasing, asking them to help and to protect them. This important issue is actualized by the scale and trends of labour migration from Ukraine.

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Regarding the attractiveness of the main destination countries for labour migration, 18% of those willing to work abroad in 2011 considered Russia, but now they are 12%. At the same time, the attractiveness of Poland has increased from 7% in 2006, when the first similar study was commissioned by IOM, up to 30% today. Poland and Germany share the first place in the ranking of attractiveness Italy is in the second place, where 19% of potential labour migrants want to work; followed by the United States, Great Britain, Russia, Canada and the Czech Republic [6; 8].

The spheres of employment of Ukrainian labour migrants (short-term and long-term) abroad mostly remain: agriculture – 11% / 3%; construction – 37% / 45%; hotels, restaurants, tourism – 5% / 8%; production – 7% / 12%; transport and communications - 5% / 7%; health care – 3% / 2%; trade – 3% / 5%; household services – 8% / 12%; other services – 2% / 3%; other – 1% / 2% [8], thus the majority of migrants having a higher and incomplete higher education and, if they had the opportunity and the appropriate level of wages, would prefer to work in their area of activity in their homeland.

It should be noted that the main causes of labour migration are: long-term unemployment and declining demand for individual specialties in some regions of the country; a significant decrease in the welfare of the population in rural areas; the discrepancy between the level of remuneration and the actual cost of living in Ukraine; low wages in Ukraine for skilled personnel compared to countries of possible employment; a monopoly position of employers who are interested in maintaining low wages and shadowing a significant segment of the labour market in Ukraine.

The following external factors contributing to the labour migration of Ukraine's population should be taken into account, namely: the growth in demand for low-skilled labour in construction, agriculture, services in most European countries, which are not satisfied with their own workforce; considerably higher levels of wages than in Ukraine and more favorable employment conditions; the presence of different types of shadow economy sectors in host countries that make it possible to spread illegal forms of labour migration (in Russia, Greece, Spain, Italy, Portugal, Germany, countries of Eastern Europe) [2].

The needs of the employee and his work are constantly interconnected, and therefore all problems with them should also be addressed in the light of these links. The satisfaction of the needs of the individual should lie not only directly on his shoulders, but also to be satisfied by the employer and the state, and nowadays we have merciless exploitation of labour and, as a result, a low level of payment (Fig. 2), and productivity. The average wage in Ukraine in 2015 was UAH 4145, while in Turkey this figure amounted to UAH 8310, Hungary – UAH 14910, in Poland – UAH 22540, in Italy – UAH 56940, in France – UAH 73470 [1; 10].

Interregional differentiation of wages is no less striking. The variation in the average monthly salary of employers in region was 2,2 times; the highest rates of wages (more than 4000 UAH per month) were formed in Dnipropetrovsk region, Zaporizhia region, and Kyiv region, the lowest (less than 3500 UAH) – in Chernivtsi region, Kherson region, Ternopil region, Kirovograd region, Volyn region, Zhytomyr region. Consequently, the material well-being of an employee is not so much dependent on labour efforts and the level of qualification, but on the place of residence, which in turn results in the migratory movement of the population. Such system of labour assessment can not be considered socially equitable for the inhabitants of one country, as for an equal amount and complexity of work, an employee who lives in an economically unprofitable place receives wages 20-30% less than on average in Ukraine and twice less than Kyiv (this concerns, for example, Ternopil region, Volyn region, Chernihiv region, Kherson region, Zhytomyr region, Vinnytsa region, Khmelnytskyi region, Chernivtsi region, Cherkasy region, Kirovograd region, Transcarpathian and other regions). It should be noted that the creation of conditions for the use of cheap labour and increased exploitation of wage earners in Ukraine is associated with privatization processes, the transition to private ownership of entire sectors of the economy, the refusal of the state from paternalism in wages. Price liberalization and the elimination of state wage regulation have led to an increase in its differentiation within individual economic activities, between enterprises and regions. Under these conditions, increasing wage differentiation, increasing unemployment, encourages employees to look for work in other regions or countries (Fig. 2).

It is worth noting, that there is a decrease in migratory activity at the inwardly-regional and interregional levels. So, if in 2000 in the regions 461,9 thousand people changed the place of

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residence, in 2007 – 435,8 thousand people, then in 2014 – only 273,7 thousand people (59% less). Also, the intensity of the exchange of population between the regions of the country declined: in 2000, the figure for arrivals and departures amounted to 274,9 thousand people, in 2007 – 276,0 thousand people, and in 2014 – 211,1 thousand people (by 38% less).

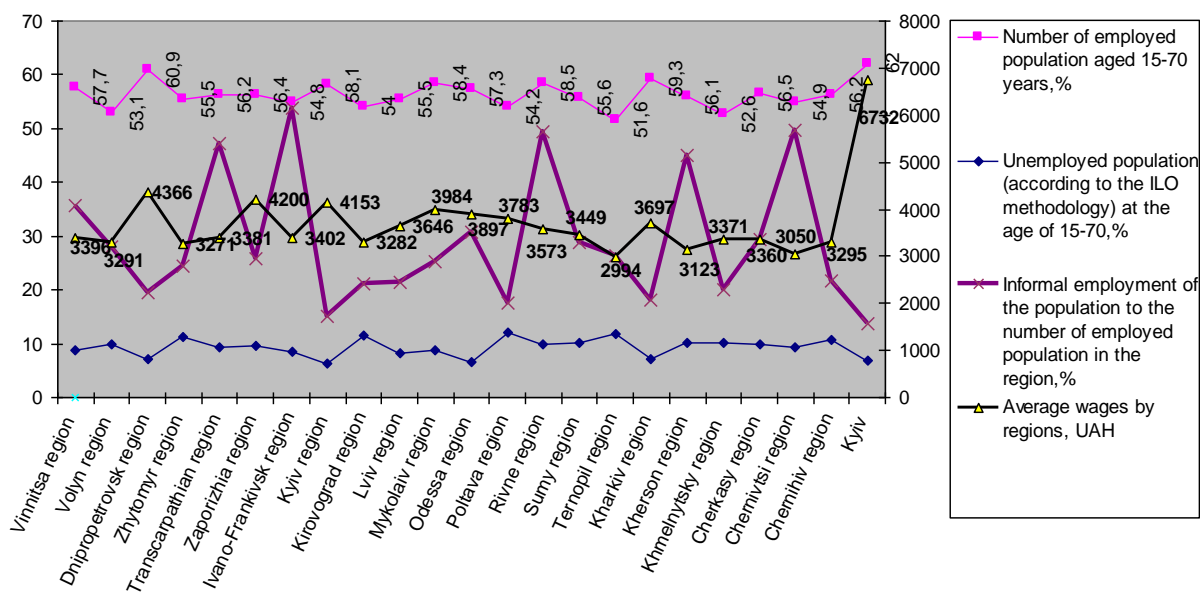


Fig. 2. Comparison of employment indicators by regions in 2016

Source: compiled by authors using [1]

In the period up to 2004, Ukraine had a negative external migration balance of almost 100 thousand people each year, and since 2005 there has been a positive migratory balance in the external migration of Ukraine's population, which in the period from 2005 to 2017 is 250,1 thousand people. At the same time, Ukraine lost 6,5 million people through depopulation during the years of state independence, and over 1 million were lost in external migration movements [1; 9].

The solution to a number of problems outlined above lies in the development and implementation of non-standard forms of employment, since the latter are now a factor of the sustainability of the regional labour market. The active development of flexible forms of employment can be seen as a manifestation of the mechanism of self-regulation of the economy, the form of adaptation of the population to a changing social and economic situation. It should be noted that the reorientation of the Ukrainian economy to the innovative way of development also affected a number of economic and legal phenomena, which led to changes in their essence and the need for their rethinking. At the same time, this also applies to employment relations.

The social and labour sphere has suffered the greatest influence in connection with the globalization of economic relations and labour. The labour market is a mobile system that responds quickly to external factors by changing its parameters (demand, supply of labour, the emergence of new subjects and entities, the disappearance of the old ones).

Under the influence of scientific and technological progress, changes in means of production, technology, forms and methods of management, the content of labour changes, there is a replacement of some forms of organization of economic activity by others, more effective in new specific conditions of management.

Today, in the labour market, new, non-standard forms of labour organization have arisen, they are not regulated by current labour legislation, among which one should mention the distance employment (telework); temporary and seasonal work; loan labour (personnel leasing, outstaffing and outsourcing of

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staff); work on call; employment under conditions of flexible forms of organization of working time; home-based work and others. The structure of the employment market began to change dynamically with the development of Internet technologies, especially among young people and freelancers, that are, people of creative professions who work without referring to a particular employer. The development of information technologies allows to reform the labour market in the direction of creating a new type of activity – distance employment. To some extent, this is just a new title to the home-based work, but this term takes into account the use of telecommunication technologies. The possibilities of distance work, without a doubt, have advantages over ordinary work in the office, as the employee receives such a powerful motivator for work as self-management of working time. For employers, leasing of personnel is also an acceptable opportunity for the organization of work, which allows to pick up employees of the required quantity and quality in the short term; to reduce administrative expenses, including personnel recruitment; to reduce costs for the temporary involvement of highly skilled specialists; to minimize taxation of the wage fund; to satisfy seasonal needs of staff [3, p. 8].

Nonstandard, new forms of employment will solve several important problems of the labour market transformation. The model of regulation of labour migration through the prism of applying non-standard forms of employment is reflected in Fig. 3

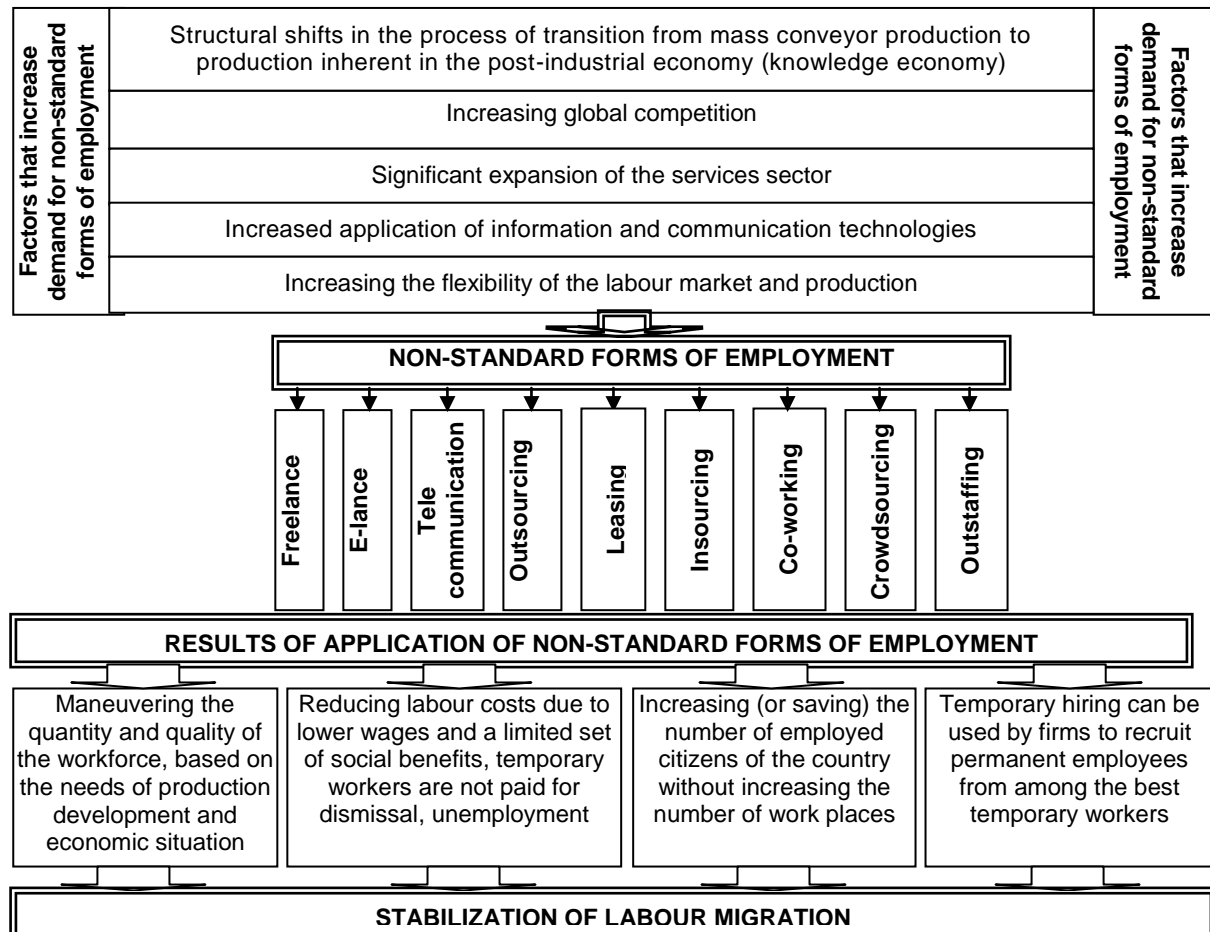


Fig. 3. The model of regulation of labour migration through the prism of applying non-standard forms of employment

Source: compiled by authors using [3; 4; 5, p. 20]

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It is worth noting that besides the solution of demographic problems and the fight against unemployment, flexible forms of employment and working time there are other aims. Thus, their use allows to update the knowledge periodically, undergo vocational retraining and improve their qualifications, regulate the working hours of workers of different age groups, that create favorable conditions for the formation of labour force.

The need for this is due, in particular to the structural adjustment of the economy, the reduction of the share of employment in industry and the growth of the services sector, the continuous improvement of technology, technology and organization of production, the constant changes in volumes and the structure of demand for goods and services, that is, changes in the needs of enterprises in quantity and quality of individual workforce. Moreover, on an individual level, flexible forms of employment enable to meet the needs of individual citizens in combining work with the fulfillment of other social duties or with the recovery.

Conclusions. The formation of Ukraine as an independent state with its own borders and the free exchange of labour resources requires a fundamentally new understanding of labour migration. The restructuring of the economy, the conversion of the defense complex, bankruptcy and liquidation of mining and processing enterprises, and the objective and sometimes artificially induced cessation of production have led to a significant reduction in the total fund of working time and the release of diverse regional and sectoral and high-quality-professional sections of the workforce. At the same time, the deficit of the state and most regional budgets, the share of private investment in Ukraine that is insignificant in comparison with other countries do not allow to retrain and redistribute significant volumes of native workforce in a short time and without increasing social tension in society. To revive Ukraine, to make the desired social and economic transformation, we must preserve and develop the human capital and social capital of the nation. And for this, we need an appropriate weighted state policy in the field of education, employment, social development and migration regulation that takes into account global trends and aims at integration of Ukraine into the international division of labour not as a donor of a highly skilled or a recipient of low-skilled labour but as an independent, progressive, civilized European country. It is hoped that practically all the problem indicators of the social capital of Ukraine will be subject to rapid regulation in the presence of political will. The primary civil engagement and further scientific research should be aimed at its formation and realization [7].

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