

ДЕМОГРАФІЯ, ЕКОНОМІКА ПРАЦІ, СОЦІАЛЬНА ЕКОНОМІКА І ПОЛІТИКА

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GOALS AND OBJECTIVES OF MODERN LABOUR MARKET INSTITUTIONS

ЦІЛІ ТА ЗАВДАННЯ ІНСТИТУТІВ СУЧАСНОГО РИНКУ ПРАЦІ

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The institutional structure of the labour market and the contradictory role of the state prevailing in the economy and particularly in the labour sphere identified the need to consider the institutional functioning of the labour market in Ukraine. The article deals with the institutional environment as a system of constraints that determine the development of adaptive mechanisms of the labour market, the formation and functioning of labour market institutions. The basic functions performed by labour market institutions are examined; the role of informal elements of the institutional support of the labour market is determined. It is proved that improving the efficiency of regulatory measures of promoting employment is mostly achieved through the creation of new and improvement of existing labour market institutions. Ways are proposed to accelerate the processes of formation of institutions regulating the labour market, aimed at achieving full and productive employment, increasing the competitiveness of the national workforce in the global labour market.

Key words: labour market, employment, labour force, labour market institutions, institutional support.

Інституційна структура ринку праці та суперечлива роль держави, що склалася в економіці та зокрема в трудовій сфері, визначили необхідність розглянути інституційне забезпечення функціонування ринку праці в Україні. Ефективність національного ринку праці у значній мірі залежить від належного рівня розвитку його інституційного забезпечення, яке сприяло б гармонійному функціонуванню всіх його елементів. У зв'язку з цим, актуалізується потреба наукового вивчення та творчого осмислення теоретичних підходів і практики інституційного забезпечення ефективного функціонування ринку праці як ключового вектору його розвитку з урахуванням впливу інтеграційних процесів. Від того, наскільки ефективно діятимуть інституції та інститути національного ринку праці, у підсумку залежатиме наявність чи відсутність економічних та соціальних втрат, використання чи недовикористання робочої сили на кожному окремо взятому робочому місці, підприємстві, в регіоні та країні в цілому. В статті розглядається питання інституційного середовища як системи обмежень, що визначають розвиток пристосувальних механізмів ринку

праці, формування та функціонування інститутів ринку праці, їх цілі та завдання. Розглянуто основні функції, що виконують інститути ринку праці, визначено роль неформальних елементів інституціональної підтримки ринку праці. Доведено, що підвищення ефективності регулюючих заходів сприяння зайнятості населення значною мірою досягається завдяки створенню нових і вдосконаленню існуючих інститутів ринку праці. Адже система гармонійно взаємодіючих інститутів та інституцій, з якісно новими цілями їх буття, масштабами діяльності та функціональним змістом, має бути направлена на: сприяння забезпечення зростання результативності економічної політики завдяки оптимізації їх організаційної структури та забезпечення, консолідацію стимулів активізації всіх суб'єктів ринку праці в напрямках збільшення продуктивної зайнятості, зниження витрат, як пошукачів роботи, так і роботодавців щодо найму якісної робочої сили, зростання добробуту населення. Запропоновано шляхи прискорення процесів формування інститутів, що регулюють ринок праці, спрямованих на досягнення повної та продуктивної зайнятості, підвищення конкурентоспроможності національної робочої сили на глобалізованому ринку праці.

Ключові слова: ринок праці, зайнятість, робоча сила, інститути ринку праці, інституційне забезпечення.

Институциональная структура рынка труда и противоречивая роль государства, преобладающего в экономике и особенно в сфере труда, вызвали необходимость рассмотрения институционального функционирования рынка труда в Украине. В статье рассматривается вопрос институциональной среды как системы ограничений, определяющих развитие приспособительных механизмов рынка труда, формирования и функционирования институтов рынка труда, их цели и задачи. Рассмотрены основные функции, которые выполняют институты рынка труда, определена роль неформальных элементов институциональной поддержки рынка труда. Повышение эффективности регулирующих мер содействия занятости населения в значительной степени достигается благодаря созданию новых и совершенствованию существующих институтов рынка труда. Поскольку, система гармонично взаимодействующих институтов и институций, с качественно новыми целями их бытия, масштабами деятельности и функциональным содержанием, должна быть направлена на: содействие обеспечению роста результативности экономической политики благодаря оптимизации их организационной структуры и обеспечения консолидации стимулов активизации всех субъектов рынка труда в направлениях увеличения продуктивной занятости, снижение расходов, как соискателей работы, так и работодателей по найму качественной рабочей силы, рост благосостояния населения. Предложены пути ускорения процессов формирования институтов, регулирующих рынок труда, направленных на достижение полной и продуктивной занятости, повышения конкурентоспособности национальной рабочей силы на глобальном рынке труда.

Ключевые слова: рынок труда, занятость, рабочая сила, институты рынка труда, институциональное обеспечение.

Introduction

The development of the national economy is largely determined by the functioning of the labour market and the features of labour resources. The labour market is characterized by relationships that develop in the course of offerings, recruitment and evaluation of labour reflect the balance of interests between employers, employees, government [1].

The main feature of the market economy is the availability of a free labour market, whereby everyone has the opportunity to offer his labour power to dispose of it on your own. However, it does not mean that within a market economy there is no need for government regulation, the impact on labour potential reproduction, the movement of labour.

Institutional change is usually due to non-existing norms and rules of conduct of socio-economic agents to the existing conditions of their life. There is a conflict between the current and desired "game rules" that determine the main factors of institutional change. Institutional changes are the result of the transformation of the views of socio-economic agents within the major categories of social and economic relations. The general scheme of institutional changes is as follows:

changes in knowledge level lead to the emergence of new technologies;

new technologies affect the prices of resources;

new price level encourages owners of potentially increasing in cost resources to the transformation of their property rights;

the new price level contributes to the rules that maximize the value of the use of such rights;

at the same time, nonzero transaction costs at the political market disturb the implementation of all useful for value creation potential for institutional change. It is clear that these institutional changes cannot take place without the participation of relevant institutions, the leading among which is the state.

Macroeconomic labour market often does not reach the goal, in particular, because the labour market is influenced by not only economic factors but also by political, social, historical, cultural, and psychological factors. In addition, the macroeconomic control measures of the labour market do not give the expected result because of their disagreement with themselves, as well as the main directions of the state social and economic policy. Improved regulatory measures of promoting employment had largely achieved through the creation of new and improvement of existing labour market institutions.

The institutions of labour market regulation

Overall, institutions that regulate the labour market include:

- Organizations that form the conditions and limitations behaviour of individuals;
- Legislation on the economic activity of economic entities;
- Moral norms, habits, traditions that influence the behaviour of people within the labour market;
- Informational support of the labour market, especially with regard to the availability of vacancies and jobseekers, their quantitative and qualitative characteristics.

Therefore, such institutions are: public employment services, trade unions and employers' organizations; staffing services companies, personnel and private labour brokers agencies; procedure of collective agreements and contracts, the procedure for settling labour disputes and labour conflicts; institutions of vocational education, mass communication, vocational training centres and vocational guidance and others [2].

The goals of labour market institutions

The main objectives of labour market institutions are:

- providing the desired orientation and aspect of partial use of economic methods and legal measures that promote the creation and preservation of current jobs, ensuring an active public policy of employment;
- target-oriented combination of general (primarily investment, monetary, foreign, fiscal, and budgetary) policy on employment policy, ensuring the coordination and effectiveness of relevant measures;
- formation of the system of legal norms and rules regarding the behaviour of the labour market, their interaction, penalties for violations;
- informational support of the labour market, contributing to professional self-determination of citizens and their selection of suitable work, to the employers – the needed workers, and to the government – making informed management decisions;
- integration of all components of the labour market within the whole system, coordination of interaction, ensuring optimal organizational structures of the labour market and their effectiveness.

Functions of labour market institutions

Summarizing, we can identify the following six major groups of functions performed by labour market institutions:

- 1) provide the necessary direction and coordination or harmonization of economic and legal methods of regulation, giving active nature to employment policy;
- 2) organizational interacting of all components of labour market regulation in order to ensure its integrity and proper orientation;
- 3) promoting the specific means of formation within a population, its individual categories and groups incentives to productive socially meaningful

employment, high professional activity and mobility and competitiveness in the labour market;

4) helping the citizens in finding and selecting suitable work, employment for the available jobs, and employers – in selecting appropriate staff;

5) overcoming the “lack of market transparency” and the imperfection of information for employers and employees, society as a whole by creating (especially within the public employment service) modern information systems that are characterized by efficiency, relevance, accessibility and reliability of data interactive use, low cost;

6) analysing processes and phenomena in the labour market forecasting of various aspects of employment, sending (broadcasting) of “signals” to the persons of wage labour, employers, government agencies, the whole society, informing them about the status, trends and phenomena that occur and can occur in employment based on global challenges and possible internal threats.

The main elements of institutional subsystems of the labour market

These features define the following main components (elements) of institutional subsystems of the labour market:

- legal, organizational, and economic measures that guarantee and ensure the citizens' right to work and employment, promote their employment, primarily categories and populations with low competitiveness: disabled, youth, women;
- the motivation of people, especially youth, to productive employment, fair and hard work in the legal sector;
- rules and procedures for hiring and firing, guaranteeing employment;
- traditions and norms that are involved in social dialogue within the labour market, improving its content and procedures;
- vocational guidance that helps a person to make a decision in a variety of professions, deliberately make their career choices;
- forecasting the labour market that facilitates the current and future employees to study the profession and specialty needed in the labour market, as well as knowledge, abilities, skills that will ensure their competitiveness, high variability and adaptability to labour market requirements;
- financial support to the unemployed people, creating opportunities for a thorough search of suitable employment;
- informational systems and technologies aimed at ensuring the labour market, the whole society about the state and prospects of employment in the labour market workers, vocational schools, etc.;
- the state system of labour mediation, including the civil service employment, technologies promoting employment and increasing participation rate in the labour market.

Recently it had much done to the institutional arrangement of the labour market in Ukraine. Basically, it is formed the employment law, established the infrastructure to promote

employment; there are systems of labour mediation, vocational guidance and vocational training for the unemployed and the system of material support of unemployed in search for work. Fundamentally, an important step in this direction is the introduction of the state social insurance against unemployment, the transfer of administrative functions (to manage the financial system of promoting employment and social protection) from the state to the social dialogue – trade unions, employers' organizations, representatives of the government.

However, the task of institutional rebuilding of Ukraine's labour market is still far from being solved, as evidenced by many facts. The result of imperfections in labour market institutions was the unprecedented scale of unregulated employment, long forced vacation at the initiative of the administration, months of non-payment of salaries and so on. The attempts of the government to counteract these negative phenomena by creating institutions in the form of regulations, relevant agencies (inspection bodies in the work of departments and divisions of law enforcement and tax authorities, local authorities), as experience has shown, have not given the desired effect. The population of Ukraine didn't support such forms of employment, as self-employment, creation of cooperatives, home work, part-time at the initiative of workers that were expected to be spread at the beginning of economic reforms by the government [3; 4].

Thus, the practice needs dictate the necessity to improve and sometimes to change radically the institutions, the formation mechanisms and incentives aimed at achieving full and productive employment, improving the competitiveness of national labour in a globalized labour market.

In addition, special attention should be paid to the role of informal elements of institutional support of the market – the customs, traditions, moral and ethical standards that largely determine the behaviour of employees and employers. All these elements' disparity to modern conditions crucially

affects the poor activity of some unemployed people to find work, their unwillingness to act in accordance with the real situation on the labour market requirements of employers to the labour force. Social, moral, and psychological factors and other components of the informal institutions have essential means of correcting the macroeconomic impact of the state to the labour market.

Institutional support for informal labour market components is more complex than the development and application of formal elements. Therefore, an urgent task of the state, its local authorities, the media, and educational institutions is to influence beliefs, attitudes, values of the citizens that are active in the formation of the population, especially young people, a strong motivation for fair work and legal business [5].

Conclusions

Thus, it is necessary to create an institutional system of targeted, permanent, and long-term effects on people, their self-esteem and awareness. This is an unresolved problem for schools, vocational and higher educational institutions, armed forces, employment centres, companies and enterprises. These institutional components, complementing each other on a set of criteria of values and interests, are to form in youth, employees, unemployed people, and all citizens a responsible attitude to work, which is a source of material wealth, social recognition, and authority of the individual. Therefore, the state should provide institutional changes dynamically but with the creation of an adaptive mechanism aimed at forming the readiness for the transformation of public enterprises, institutions, and other organizations. This adjustment mechanism should guide the actions of the labour market so that they move in the process of achieving its goals towards universally recognized and supported by social ideals and goals – in line with the development of human and social capital, providing a highly competitive economy, productive employment.

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