

**ANALYSIS OF UKRAINE'S LABOUR MARKET CONDITION  
(WITH INDUSTRIAL ENTERPRISES TAKEN AS EXAMPLE)**

The activities directed at social protection of all strata of society and development of the strategy of effective social policy are the most extensive task of the state in condition of unstable economic situation. The system of state influences embodied in social policy, which covers all spheres of economic relations in the country, acts as the form of its realisation. One of the most important directions of state activities is the regulation of employment and stimulation of highly skilled and productive labor and, consequently, growth of national income.

The labor market is an important part of the whole market system. As V. M. Heyts points out in his work [1], the labor market is an independent complex system in market economy, which, on the one hand, depends on other markets; on the other hand it has an impact on them. Ensuring successful and efficient operation of enterprises at the current stage of development of Ukraine's economy requires optimal use of production capacity, attraction of qualified personnel and flexible response to changes in external environment. It resulted in the interest to the analysis of the situation on the labour market which became the basis of one of the most urgent topics for research.

The study of the labour market is done by such scholars as V. Saveliev and O. Yeskov [2] and others. Noting the depth of these studies we should accentuate the fact that not all aspects of labour market research were reflected in the theory and practice of personnel management which necessitates further studies. The purpose of this work is to make analysis of the current situation in the labour market in Ukraine taking industrial enterprises as an example. The object of the work is the process of functioning of labour market in Ukraine, the subject – the provision of population with jobs in industry. The following tasks were set to achieve the work's goal: to examine the dynamics of employment and hired labour in Ukraine and the regions; to analyze the dynamics of the change of labour volume at industrial enterprises of Ukraine. According to V. Saveliev and O. Yeskov [2] the system of personnel management of organisation is the system in which functions of personnel management are implemented.

Any enterprise faces such objectives as employee satisfaction, survival of enterprise, its adaptability to changes and so on. According to A. Yehorshyna «in organizations where profits by importance overshadow all other objectives to such an extent that other objectives are given only a min-

imum of attention, there are problems in that sector of the model that reflects the efficiency of personnel such as growing absenteeism, lower job satisfaction, emergence of complaints, etc» [3].

The development of the system of personnel management is influenced by many factors of macroenvironment such as employment of population and wage level, both in the country and in its regions. The global financial crisis changed all areas of life without exception, had a negative effect on functioning of domestic markets and labour market in particular. With reduction of personnel costs by Ukraine' enterprises and under conditions of the decrease of the volume of activities, the work, previously performed by 10–12 people, in crisis period is done by 5–6 employees. Herewith, at most enterprises the increase in workload didn't lead to corresponding increase in wages and at some enterprises there was even wage reduction.

The situation in labour market started stabilising since March, 2010 – the registered unemployment rate began to decline and in 2013 it reached 1510.4 thousand people. For comparison: there were 2655.8 thousand people registered as unemployed in Ukraine in 2000 [4]. These trends were present in virtually all sectors of the economy: the labour market was going back to pre-crisis level which was associated with the general stabilisation of the economic situation in the country.

The data presented in Table 1 indicate that these trends affected the situation on the labour market. The changes in indexes of the State Employment Service testify to that: sharp decline in demand for labour force at the end of the year and reduction of the number of the unemployed who used the services of the State Employment Service.

Table 1 – Data on unemployment according to State Employment Service [4]

Index	2010	2011	2012	2013
Unemployed working-age population registered at State Employment Service	1713,9	1661,9	1589,8	1510,4
The average duration of unemployment, months	7	6	6	5
Need for labor, at the end of the year	63,9	59,3	48,6	41,3

It testifies to the fact that the majority of enterprises in Ukraine begin to recover the production capacity after the economic crisis and increase production output and that's why they employ new workers [4].

The data in Table 2 indicate a gradual decrease in the average number of full-time employees at enterprises in Ukraine with almost unchangeable values of the coefficients of hiring and firing of staff in 2010-2013. This indicates a gradual downsizing of personnel at enterprises at the expense of workers of retirement age with a relatively low activity of enterprises in search of new employees.

Table 2 – Quantitative changes in volume of labour at enterprises of Ukraine [4]

Index	2010	2011	2012	2013	Absolute deviation 2013/2010
Average number of staff members	10 758	10556	10589	10164	-594
Coefficient of labor turnover by employment	25,3	28,6	26,4	26,9	1,6
Coefficient of labor turnover by layoff	28,1	30,6	30,4	30,9	2,8

Thus, summarizing the above, we can conclude that industrial enterprises of Ukraine were gradually increasing their activities after the economic crisis, as evidenced by reduction in the unemployment rate, but reduction of enterprises' needs in labour had tendency for reduction due to exceeding rate of layoffs of employees of retirement age over the employment of new staff by enterprises. To stabilize the situation with personnel of industrial enterprises we can recommend the following: create jobs for new workers, with the possibility to expand the enterprise, to rejuvenate enterprise personnel.

#### Список использованных источников

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