



V. LEBEDEVA,

*candidate of economic science, associate professor,
professor of the department of political economy,
National metallurgical academy of Ukraine*



G. KOVALCHUK,

*candidate of economic science,
associate professor of the department of management,
National metallurgical academy of Ukraine*



A. VASIUCHENKO,

*student,
National metallurgical academy of Ukraine*

GOVERNMENT OF THE REGION LABOUR RESOURCES IN THE ECONOMICAL CRISIS CONDITIONS

In this article the theoretical base and applied aspects of the government of the region labour resources in the economical crisis conditions are considered. The researches of the last years are analyzed. The necessity of the task decision of the change measures of the government of the region labour resources in the economical crisis conditions with consideration of the completeness of information and according with the institutional limited rationality conception is sounded. Multicriterial clasterial model is proposed for decision this task. It permits to determinate the regions, towns and districts of the Dnipropetrovsky region, in which the state and potential of development of the labour resources corresponded to «crisis» class. The differential measures of the regional politics according to the social and labour sphere of the crisis regions are recommended.

Key words: labour resources; region; economical crisis; government; clasterial model; economical politics; limited rationality.

Formulation of a problem. Problem of government of the region labour resources in the economical crisis conditions does not lose its actuality, because crisis in Ukraine is almost continuous and has negative influence to the state and perspectives of the regional labour resources development. At the same time the global trend of the social and economical development, which is directed on the knowledge economy and information society doesn't forming, lower the role of the labour resource in the people economical resources system, but to considerable extent hightens it, because the labour resource is important medium of the information – intellectual part of the production. Important aspect of this problem is elaboration and using the criterias, which specific character of the crisis in different regions of the country makes known and determines priorities of regional politics in the social-labour sphere.

Last researches and publications analysis. The researches of the last years touches of the wide spectrum of the state influence methods on the regional labour resources development [1, 5, 6]. By the forms are divided on the directive and non-directive; by character – on the stimulating, limiting, defending and forhiding; by content – on the economical, administrative and economical-administrative; by sources of the financing – on the state budget, outside budget and assistance to employment fond. By directions of the state influence on the labour resources development are differed: stimulating or limiting demand on the labour methods; stimulating or limiting supply of the labour methods; the influence on the structure of the demand and supply labour methods; the ensuring of the corresponding of the demand and supply of labour methods; the stimulating of the self-employment methods.

But the criterias of these methods using are not accurate and additional investigations require.

Formulation of the article object. The article object is the decision of the selection measures task as regards of government of the region labour resources in the economical crisis conditions with consideration of the completeness of information and according with the institutional limited rationality conception.

Account of the basic material. In conditions of the transition of Ukraine to market economy the category of labour resource requires of the specification. Its methodological base is synergetic method in the relation of the potential and actual context in the processes of development. Labour resources is considered as a part of the labour potential, which must be actualized (doing) in this period of the time (for example, year) according with the agreement of the renting or with licence for independent business.

The regional system of the labour resources is defined as an aggregate of elements and relations between its, which are organized for ensuring of the region

labour potential forming and maximal effective its labour resources with aim of the living and developing region ensuring. The regional system of the labour resources in Ukraine has the complex ierarhical structure, which includes the subsystems of the four levels: economical regions, districts, towns and town's districts.

Different types relations is between elements and subsystems of the regional system of the labour resources, such as interaction relations (cooperative and relations of conflict too); structural; genitive; coordination relations; subordination relations; transformation relations; relations of the function and development.

In region system of the labour resources influence of the state on its development is incarnated by information of the direct relations in the form of the purpose programs or regulative (corrective) measures of the state region politics and regional politics. These measures may be limiting or supporting according to processes on which they are directed. The measures of the passive polities are summoned to assuage the consequences of the negative processes in the labour resources system. The measures of the active politics are directed to the preventing of the negative processes and eliminating in the case of appearance and to supporting of the positive processes in the labour resources system.

Economical models may diminish the incompleteness of information and highten its value by means of process of the first data during decision making about regulating measures selection. So far as regional labour resources system is complex and multimeasuring from its investigation multicriterial cluster model of estimation must be used [2, 4, 7]. According to wave character of the complex economical object clasterial model of the estimation defines concrete stage of the cyclonic development of the regional labour resources of the districts of Ukraine [3]. It will be permit at corresponding institutes of the regional control to highten drive and quality its activity by differentiation of control measures and using typical control decision for concrete stage of the labour resources development such as normal, crisis, before-crisis and post-crisis.

By definition classes was considered such total system principe of the reason relations of the complex economical system development: the change in the state of the system is the consequence of the accumulation of the changes in the potential of the development, that is to say that state is the static and potential is the mobile part the system development. According to it is necessary to verify, that condition of the exit of the system from crisis (post-crisis state) is the accumulation of the system potential, but the condition and indicator of the growing worce of the state system (before-crisis state) is the reducing of its potential.

«Crisis» class is characterized by unsatisfactory current state of the function of the regional labour resources and by insufficient potential of their development. «Before-crisis» class is characterized by satisfactory current state of the function of

the regional labour resources and negative perspectives its development in future in consequence of the insufficient potential of the positive development. «Post-crisis» class is characterized by high potential of the labour resources development, which was not realized in current function. The current state of the labour resources function is unsatisfactory in this class. But realization its potential of development will be permit to achieve the satisfactory state of the regional labour resources function and to cross to «normal» class. «Normal» class is characterized as the satisfactory current state of the labour resources function, as the positive perspectives of their development in consequence of the satisfactory potential of development.

According to results of the calculations into the «crisis» class is such regions as: Vinnitska, Volinska, Donetska, Jitomirska, Zakarpatska, Zaporizka, Ivano-Frankivska, Kirovogradska, Lvivska, Odeska, Sumska and Ternopil'ska. They are characterized by unsatisfactory current state of the labour resources station and insufficient potential of their further development. In these regions the level of the unemployment is higher, than middle in Ukraine. The level of the teaching to the new profession and wages are shorter than middle in Ukraine. The load on the one vacancy is more than middle in Ukraine. These factors condition the crisis state of the labour resources in these regions. Regional economical politics for labour resources development of these regions must include limited measures for negative factors and supporting measures for positive factors.

At the Vinitsky region the measures for deshadtive of the labour market is very actual. The considerable loading of the joblessness on the one work place (39 persons) requires the measures of the investment politics for the creation of new enterprises and work places organization. It is necessary the stimulating of the geographic mobility of workers to other regions (help to remove, preferential credits, taxing vacations etc.).

It's necessary to undertake the measures for improvement of employment service activity according to the search of the proper work. It's expediently to use the forestall teaching of the personal, which may be dismissed and financing of the small business from regional budgets, financial privileges for enterprices, which was established by joblessness. So far as the part of employing young people is low, it's necessary to provide the measures according to taking of the young people the first working place by public subsidizing during some time.

In the Jitomirsky region the negative migration saldo and lessening of the employment require to save the regional labour potential. This tendention is explained by essential debt at the wages. The measures according indexing of wages by employers expediently to make. It's necessary the taking of the hidher education by young people to stimulate by the prefential credits because in thise region the part

of workers with higher education is most low in Ukraine. It's negative factor of the labour resource potential development.

Regional politics in the Zakarpatsky region must include the investments to the sphere of health and sphere of education with raising of employing in it.

In the Zaporizky region it's necessary the quality of employment service to improve because its region has the high index of the economical inactive population, which doesn't where the work to search. It's necessary the sanctions to employers to make, if they don't informate service employment about vacancies.

The measures of the regional politic in the Ivano-Frankovsk region may be directed on the lowering of the stagnation unemployment level, which is the highest here between all regions of Ukraine and on the raising of demand on the labourers. Expediently the direct payments to the enterprises to use for every employee and the measures for stimulation of the flexible forms of the employment.

The high level of the illing is characterized for the Kirovogradsky region. It requires the improvement of the work conditions and the employment service activity. Expediently the Europe countries experience to use according to finansion of the cooperatives, which are organized by unemployed. One of the highest indexes of the young people unemployment is in the Lvivsky region. It requires the special program according the receipt of the first working place.

«Crisis» class includes such towns as Jovty Vody, Marganec, Nikopol, Novomoskovsk, Pavlograd and Apostolivsky, Magdalinivsky, Megivsky, Pocrovsky and Jurivsky districts. Jovty Vody has the most bad dynamic of the workers dismissal. This requires to use all measures for stimulation of the labour demand. Jovty Vody requires the investments for reprofiling by franchizing with teaching of personal. Expediently these measures to use for Novomoskovsk and Pavlograd. Pavlograd has the highest of the traums of the workers in the production. It requires the measures for employers stimulations according to the improvement of the labour conditions and financing of the new secure technologies.

The scientific and organizing base of the labour resources control development perfection provides considering of the modern tendentions and peculiarities. Some of them are shortening of the normative work and expending of the new flexible forms of employment remote employment, abonement employments, shortening of the working day, outsourcing etc.; the service sphere development with doing in it the main part of the working places.

The attention is required to the change of forming and using of the labour resources conception, which find in the world more and more recognition. For example, the education is not limited by some period of the person life and may be lifelong learning. «Briefcase works» conception provides possibility of the person

participation in many kinds of activity, which is changing during the life with considering person's preferences and public requirements.

The base of change of the state regulation by the regional labour resources methods is the analysis and the forecast of the situation on the labour market, which determinate the preferences some methods and consequences of these using.

The experience of some countries and world tendencies determinate the measures of the state regulation by social-labour sphere. Such as measures in the state politics of regions and in the regional politics according to development of the labour resources may be used:

- the elaborating of the unemployment prevention and eliminating programs;
- the creation of the firms for lease of the workers with social services packet on conditions of the temporary employment at the firm recommendation (example of the Germany);
- the mutual recognition of the diplomas about education and qualification (example of the Europe Union);
- the measures according to taking of the young people of the first working place with state payment during some time (example of the Europe Union);
- the creation of the cooperatives with participation of the workers with their capital (example of the Great Britain);
- financing by regional power of the cooperatives for unemployed (example of the Great Britain);
- the work for unemployed during 78 hours in the month with conservation of the benefit at the unemployment (example of the France);
- paying of the help at the unemployment to the workers with low wage for conservation of the working place (example of the Germany);
- the release of the businessmen from taxes, if they organized the teaching of unemployed on their enterprises (example of the Germany);
- the assistance to village handicrafts development and fishing (example of the Finland);
- the financing of the «green tourism» (example of the Finland);
- the stimulation of the self-employment by the ageing payment (example of the Europe Union);
- financial preferences for enterprises, which are created by unemployed during six month's (example of the France), the lowering of the taxes on 30 percent;
- the financing from regional budgets investment in the objects of infrastructure (example of the Poland);
- the stimulation of the mobility of the workers into the firms by payment for the assimilating of the others professions (example of the Japan);

- the stimulation of the agreements between firms about joint using of the workers (example of the Japan);
- the subsidizing of the enterprises, which the new working places create (example of the Japan);
- the stimulation of personal perspective teaching, which may be dismissed;
- the stimulation of the flexible forms employment (example of the Europe Union);
- the stimulation of the labour and geographic mobility (example of the Europe Union).

Conclusion and perspectives of the future researches. On the results researches these conclusions may be done: information insight of the economy in the market conditions, which are displaying in the absence of information indicators according to sale and are doing the limites of effect of the regional employment politics in the crisis conditions. But adequate measures of the regional politics can mitigate the consequences of the market juncture oscillations. The elasterial model of the regional labour resources estimating permits to diagnose of the crisis symptoms of the its state and development and assists of the effective change of the differential by regions anticrisis measures.

References

1. Bliznyuk V.V. (2003), *Trudovi vidnosiny ta zynok praci. Economica Ukrainy: strategija I polityka dovgostrokovogo rozvitku* [Labor relation and labor market. Ukraine Economy: strategy and police of the long development], Feniks, Kiev, Ukraine.
2. Birsky V.V., Porohnya V.M. (2008), *Modeluvannya lyudskogo potencialu dergavi* [Modelling of the state people potential], KPU, Zaporizhya, Ukraine.
3. Vasilenko V. (2008), «Methodology of the economical regions diagnostic», *Economy of Ukraine*, vol. 9, pp. 4-18.
4. Matviychuk A.V. (2011), *Shtuchny intellect v economicy: neyronny meregi, nechitka logika* [Artificial intellect in the economy: neuron-networks, fuzzy logic], KNEU, Kiev, Ukraine.
5. Nasypayko D.S. (2009), «Employment as factor of people capital development (for example of Kirovograd region), *Science work of the Kirovograd National University*, vol. 15, pp. 191-196.
6. Nikiforova O.V. (2010), *Modely diagnostyky regionalnyh rynkiv praci* [Models of regional labor markets diagnostic], HNEU, Harkiv, Ukraine.
7. Wang Z. (1992), *Fuzzy measures Theory*, Plenum Press, New York, USA.