

PROBLEMS OF EMPLOYMENT IN THE CITY OF KHMELNYTSKY

The purpose of this study is to analyze the demographic structure of labor resources in the city of Khmelnytsky in modern conditions. Efficiency of the use of labor resources forms a success of management largely. A negative tendency is today kept in the features of forming the labor potential.

The important economic and social terms, which caused the decline of efficiency and the use of labor resources, is a disbalance of demand and supply of labour force at the market of labor, a low level of remuneration of labor and a decline of social infrastructure in rural locality. Arising and intensifying of the marked problems in market conditions are largely caused by absence motivational factors and organizationally-economic mechanism of adjusting the labor relations in industries, by lag of developing the objects of social infrastructure and decline of social service sphere [2, p. 91].

As researches show, at present the problem of improving the quality indexes of labour remain due to the increase of professionally-qualifying and general preparation of agroindustrial production. One of the reasons is the using a morally and physically out-of-date equipment by agricultural enterprises and absence of money for its replacement. These circumstances provide for an orientation towards the use of low-skilled manual labor, worsening the quality of products, declining the level of the personal interest of businessmen-employers in the increase of level qualification of the workers, compensation of technical and personnel backwardness [4, p. 105].

In the city of Khmelnytsky average monthly number of economically active population aged 15-70 (based on the results of a sample population survey (households) on issues of economic activity) on average 2017 amounted to 566.2 thousand people, 516.0 thousand of which were engaged in economic activity, while the rest (50.2 thousand) were unemployed, that is, those who did not have work, but actively sought for it both independently and with the help of the state employment service. The employment rate of the population aged 15-70 was 54.7%, while the working age was 63.2%. The unemployment rate (according to the ILO methodology) among the economically active population aged 15-70 was 8.9%, and the working age was 9.2%.

According to the State Employment Service, the number of registered unemployed people during February 2018 increased by 4.3% and at the end of the month amounted to 14.3 thousand people. Of the total number of unemployed, 46.3% were women.

The level of registered unemployment in the region compared to January 2018 has not changed and at the end of February 2018 amounted to 1.8% of the working-age population (in urban settlements and rural areas - 1.3% and 2.6% respectively).

The average number of unemployed who received unemployment benefits during February 2018 amounted to 12.6 thousand people. The average unemployment benefit was UAH 2342, which is 31.7% less than the statutory minimum wage (UAH 3723).

The number of vacancies announced by employers to the state employment service in February 2018 compared to January 2018 increased in 1.7 times and at the end of the month amounted to 2.4 thsd. (at the end of February 2017 - 2.0 thsd.).

According to the professional groups, the greatest demand was for the end of February 2018. It was observed on the servicing, operation and control of the work of the process equipment and machinery - 32.5% of the total number of vacancies, 24.9% - for qualified workers with the tools, 15.4% for the workers in the sphere of trade and services, and the smallest - for skilled workers of agriculture and forestry, fish-breeding and fishing (1.1%) [3].

So, in recent years in Khmelnytsky the processes in the field of employment of human capital are characterized by changes in the structure of the employed, structure of labor needs that contradicts the process of human resources formation of the region. To improve the situation there is a necessary struggle against unemployment and support for enterprises that create new jobs by reducing the tax burden on the entrepreneur, since with the increase of the minimum wage, entrepreneurs are forced to dismiss workers, or transfer to part – time jobs.[1, p. 43].

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