

Ministry of Education and Science of Ukraine
Poltava National Technical Yuri Kondratyuk University

Ivanytska Svitlana
Galayda Tetyana

**«*LABOR ECONOMICS
AND SOCIAL-LABOR RELATIONSHIPS*»**

EDUCATIONAL GUIDANCE

**FOR STUDENTS OF ALL ECONOMIC SPECIALTIES ALL MODES OF
STUDY**

IN TWO PARTS

PART 1



Poltava 2017

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Effective labor resources formation and human resources and society
labor potential usage; social-labor relationships functioning system mechanism;
labor market and its regulation; population employment social-labor
relationships fundamentals are described in the first part.

Educational guidance includes test questions according to the topics and
reference list.

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INTRODUCTION

The transition to a market-oriented social economy requires the labor economic substance rethinking. The role of labor economics and industrial relations in the field of economics is the study of patterns and ways to best use, reproduction and enrichment of the main productive forces of society-man (human resources), the organization and promotion of effective employment of people to maximize their needs, life standard level and quality improvement.

Knowledge of labor economics and social labor relations helps to define, calculate, analyze performance and reserves increased productivity and efficiency of work, sources of the wage bill and its effective use in enterprises, current trends in employment potential problems of productive employment and the labor market; investigate the mechanism of the system of industrial relations and the impact of globalization and integration processes on the economy of the country.

The course "Labor Economics and Labor Relations", is studied by students of all economic specialties at universities, which indicates the importance and significance of this discipline.

The purpose of the textbook «Labor Economics and Social Labor Relationships» is to promote the students' scientific outlook and deep knowledge of labor economics and labor relations, acquiring skills to perform a particular economic activity.

This part of the guidance contains important topics on «Functioning system of social and labor relations». The guidance sets out the theoretical basis and practical methods of social and economic relations at all levels. Special attention is paid to the issues of formation and functioning of industrial relations based on social partnership; demand and supply of labor in the labor market, employment of the population; integration problems of labor relations into Ukrainian labor relations system which is recognized by the International Labor Organization.

The guidance is designed for full-time students and correspondence, distance learning universities.

The course «Labor Economics and Social-Labor Relationships» has relations with such disciplines: «Business Economics», «Organization and planning of production activity», «Labor Safety», «Management of labor potential», «Labor market», «Sociology», «Social Economics», «Economics», «Management», «Analysis of labor indicators», «Human Resources», «Statistics», «Labor Law», «Labor Safety Fundamentals».

PART I

SYSTEM OF SOCIAL AND LABOR RELATIONS FUNCTIONS

Topic 1. Purpose, objectives, study subject, study topic, basic information for studying the discipline

Social and labor relations in the employment sphere is a form of interaction between the labor market parties, which defines the conditions of combining and using production factors, methods of a newly created value distribution. Efficient organizing of social and labor relations effects solving such an important problem as dismissal of employees in the process of work. Dismissal as a form of the work-employees relation causes a number of negative consequences, related to weakening of motivation for high performance and quality of work, lower therefore labor income of workers, development of their negative emotional state and instability of social relations in the society.

The purpose of the discipline study is to form a system of theoretical knowledge and students' practical skills for regular evaluation of the company's activities concerning the efficient use of labor, searching the reserves for rational use of material, labor and financial resources, targeted use of labor potential and progressive development of social and labor relations at all levels .

The topic under study is work as a purposeful activity of people, which is also the interaction between people and nature, as well as relations between people in the production process.

The main objectives of the course are:

- study of economic laws governing distribution relations in the market economy;
- elucidation of theoretical, methodological and applied aspects of current problems in labor economics as well as social and labor relations;
- formation of students' practical skills in management and regulation of labor relations in the social and labor field;
- formation of students' practical skills and abilities in the field of raising labor efficiency and productivity, wages, labor rate setting, monitoring of social and labor relations;
- formation of professional abilities and skills to solve problems of labor economics, social and labor relations.
- development students' abilities for research work in this field;
- students' use of the acquired knowledge in the particular processes of social and labor relations and work organization management;
- raising the students' adaptability in the job market.

The study subject of the discipline is a system of economic, social and organizational relations between people in the field of renewal and efficient use of human productive forces in the production process.

Information base of the discipline:

- a) labor legislation.
- b) The statistical base for studying social and labor processes.
- c) documents and materials of International Labor Organization (ILO).
- d) scientific publications: monographs, dissertations abstracts, research papers, materials of scientific conferences, periodicals (journals, collections and newspapers).
- e) textbooks and manuals.
- f) methodological and educational literature (training manuals, guidelines, recommendations, training tests).
- g) WEB-resources.

Topic 2. Work as a sphere of life activity and a leading factor of production

- 2.1. Essence and socio-economic description of the "labor" concept.
- 2.2. Subject matter, nature and types of labor.
- 2.3. Humanization of labor.

2.1. Essence and socio-economic description of the "labor" concept

Labor activity plays an important role in the development of human society. Thanks to labor, the productive forces potential and social wealth has been accumulated, modern civilization has been formed. Progress of the humanity is impossible without human labor.

Labor is the most important factor of the human life activities.

In the broadest sense of the word, labor is a human activity aimed at achieving a certain result. Work as a purposeful activity of people, aimed at meeting their vital needs, is an indispensable condition for the society's existence and development. It has always been and is still remaining the most important factor in human life.

Working activity is a process that takes place between a man and the nature, in which a man mediates, regulates and controls the material exchange between himself and nature by means of his activity.

Traditionally, the labor process comprises three main elements: human purposeful activities or labor as such, objects of labor and labor instruments. Today, it is recommended to consider five elements of the labor process, namely: the object of labor, instruments of labor, operation technology, organization of work and work itself (live labor).

The subject matter of labor activity is a substance of nature, which is purposefully affected by a human being using instruments of labor. Objects of labor include everything that is obtained, processed, formed, i.e., material resources, scientific knowledge, etc.

Instruments of labor include tools and workplace, due to the existence and by means of which a person affects objects of work, turning them into a product required for consumption.

Operation technology is a definite procedure of production processes, a set of methods to influence the work object to change or to provide it with new properties, shape, mutual distribution of the material wealth produced.

Organization of labor is a system of workers’ production relations with the production means and with each other, thus forming a certain organization structure and performing the process of work.

Labor as such (live labor) is a process of conscious worker’s influence on objects of labor by means of labor instruments, technology, organization, in order to change the objects and natural powers to meet his needs.

Human interaction with elements of the working process is shown in Fig. 2.1.

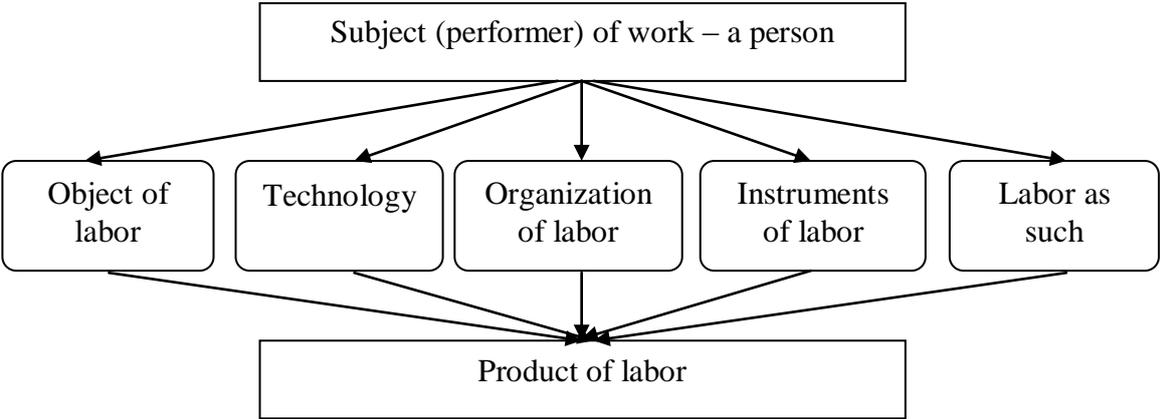


Figure 2.1 – Human interaction with elements of the labor process

Product of labor (the results of the labor process) is a natural substance, items or other objects that have necessary properties and are adapted to meet human needs.

Role and importance of work in the human and society development is manifested in the fact that in the process of work not only material and spiritual values, designed to meet the needs of people, are created, but also the employees are developing themselves, acquiring new skills, revealing their abilities, complementing and enriching their knowledge.

The essence of labor is determined through a number of functions that labor performs in relation to an individual and to the society; it lies in the fact that working activity is a process of conscious labor activity performed for

obtaining useful results and is, on the one hand, a process of human's interaction with the means and objects of labor within a certain technology and organization, and on the other hand, it is a process of social interaction between people.

Socio-economic nature of work is a set of relations between members of the labor process reflecting the form of labor social organization and being formed by peculiarities of work subject matter on the basis of qualification levels, working conditions, functional roles, proportions of physical, innovation and spiritual work.

2.2. The subject matter, nature and types of work

The working process is a complicated socio-economic phenomenon, which is revealed in the two aspects: on the one hand, it is a process of purposeful human activities, aimed at transforming objects of labor into consumer values; on the other hand, in the process of work a person does not only affects the targeted objects of labor by means of labor instruments, but also interacts with other people, being engaged into certain social relations. That is, work, by its subject matter is a material process of people's attitude to nature, and by its character it is a social process, expressing relations between people in the course of their collaborative activity.

Category "subject matter of work" describes the interaction of personal and material factors of the working process, the amount and structure of a person's labor functions, his professional knowledge, skills and habits required for performing the working process. The main elements, characterizing the subject matter of work, include such categories as "productive force", "intensity", "quality", "complexity" and "severity" of labor.

Productive power of labor characterizes the technical, organizational, cultural and other opportunities production of human productive activity; They are objective circumstances of work that determine the active ability of an employee and his efforts efficiency. The possibilities implementation efficiency, constituting the labor productivity, largely depends on the productive power's intensity.

Working intensity describes the amount of work labor costs (physical and mental energy) per a unit of time, i.e. intensity of work. A person can spend a certain amount of his vitality, energy for a certain period of time (day, hour), and depending on the work volume (i.e. the level of labor intensity) the available productive power of labor is completely or partially implemented.

Features of the spent labor force, differences in terms of its intrinsic properties are described by the category "quality of work", which is defined by the level of the employee's professional skills, his education, diligence, creativity, interest, sociability, etc.

Complexity of work is characterized by functions performed by the workers in the production process. The more complex the work is, the more specialized training and the better working skills it needs.

In any labor process, the human organism is affected by the production environment factors, that are described by the category “severity of work”. It is determined by the level of physical efforts and nervous tension necessary for proper performance.

All the above categories express different aspects of human working activity and undergo continuous change under the influence of transformations in the subject matter of work that occur as a result of scientific and technical progress.

Subject matter of labor includes functional features of a particular labor activity type, determined by the object of labor, instruments of labor and the form of the production process organization. The subject matter of labor expresses the distribution of functions in the workplace and is determined by the totality of the performed operations, shows the level of productive forces and influences people's attitude to work, job satisfaction, manpower turnover and the level of work productivity.

Nature of work is the qualitative characteristics of labor, expressing peculiarities of an employee's operation, regardless of his work's content.

The indicators of the work's nature are: a form of ownership, social differences, distribution relations, the workers' attitude to the labor, relations in the manufactured products and services distribution and the extent of social differences in the working process. Based on the work nature indices, it's possible to define the following types of working activities: public and private, voluntary and forced.

Diversity of the nature and subject matter of work is expressed in the variety of labor types. The classification of labor types is carried out by different features. According to the doctrine of Marx, labor that creates a product is both abstract and particular.

Particular labor is useful work performed in a certain form.

Abstract labor is a cost of human energy, a share of social labor costs, regardless of the specific form, which it is carried out in.

An outstanding scholar in the field of economics and labor sociology, B.M. Genkin, has a different approach to classification of work. He considers every labor process to be a combination of three components: regulated, innovative and spiritual.

Regulated (α -labor) is an activity, when an employee is to act in strict accordance with the given technology (instruction) and has no objective opportunity to change the technology.

Innovative, creative (β -labor) is an activity, when an employee is only busy in creation of a new development in science, technology, art, economics and other fields. The β -work results in new ideas and images.

Spiritual (religious) (γ -labor) is an activity which purpose is to influence the moral foundations of human existence. This sort of work can be both positive, aimed at accumulating the forces of good, thus creating aesthetic and legal conditions for productivity growth and improving relations between people, and negative, focused on aggravating hostility, intolerance, cruelty, thus leading to degradation of people, nature and society.

Any particular work may be considered as to different groups of labor types classifications (Fig. 2.2).

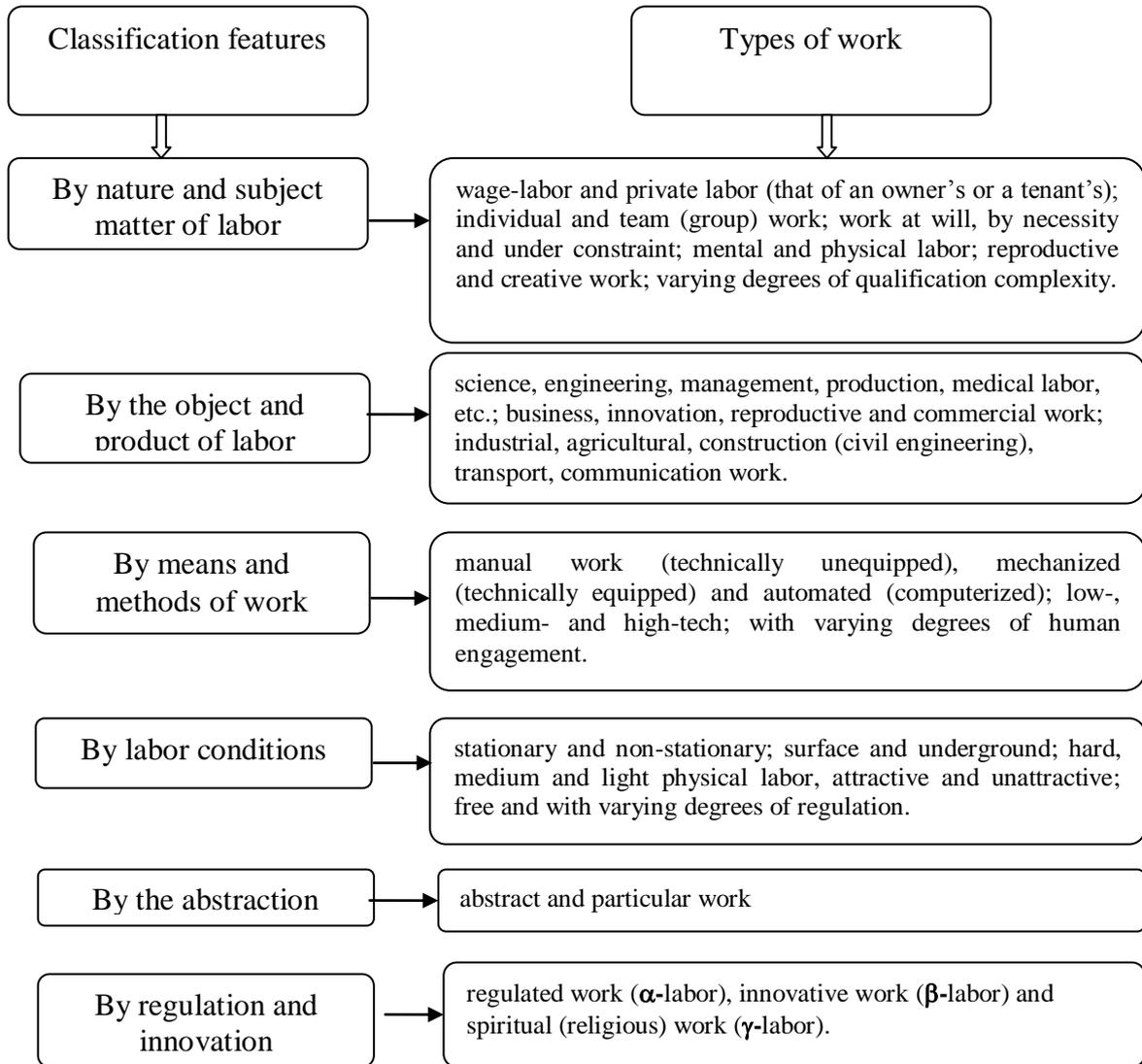


Figure 2.2 – Classification of works

As to the features of labor's nature and subject matter in the social aspect, the following types of work are distinguished: wage-labor and private labor (that of an owner's or a tenant's); individual and team (group) work; work at will, by

necessity and under constraint; mental and physical labor; reproductive and creative work; varying degrees of qualification complexity.

Classification by features of the object and product of labor is based on the professional, functional and economic branch subdivision of labor. By occupational features labor is subdivided into science, engineering, management, production, medical labor, etc.

By functional features work is subdivided into: work in business, innovation, reproductive and commercial work. By branch features work is subdivided into: industrial, agricultural, construction (civil engineering), transport, communication work, etc.

Means and methods of work are distinguished as follows: manual work (technically unequipped), mechanized (technically equipped) and automated (computerized); low-, medium- and high-tech; with varying degrees of human engagement.

As to the labor conditions, characteristics and level of their favorability for humans the following types of work are distinguished: stationary and non-stationary; surface and underground; hard, medium and light physical labor, attractive and unattractive; free and with varying degrees of regulation.

For general characteristics of a particular work type all the above features are to be used in combination.

2.3. Evolution of labor as a factor of production. Humanization of Labor

Since the early 70-ies of the XX-th century the ideas of humanizing the economy have been increasingly making their place worldwide; their content is that in the interaction of material and human resources the emphasis should be shifted towards a man. This trend is caused by the growing human needs in the outcome of labor and in labor itself, by the growing role of highly qualified employees in production, by the growing requirements in various types of labor activity to personal qualities and abilities of an employee.

Humanization of work is a process of production adaptation to the person, creation of normal working conditions, giving priority to the human factor of production. The basis for that is changing the labor content and working conditions, which is associated with the improvement of equipment and technology due to the impact of scientific and technological progress. In practice labor humanization is provided by legislation acts, special branch and regional programs, collective employment agreements of companies. Humanization of work is aimed to boost the job depth, the best adaptation of production logistical base to a worker, broad participation of employees in the processes of management and solving production problems at the enterprises.

Classic labor humanizing program consists of the following elements:

- job content (depth) enrichment;

- development of collective forms in work organization;
- democratization of management;
- broad engagement of workers in the production management;
- labor conditions improvement;
- improvement of work and rest schedule.

Test Questions

1. What is the essence of work?
2. Explain the concepts of "object of work", "subject matter (content)", "nature of work".
3. Describe the main types of work.
4. How do you understand the process of work humanizing?
5. What are the main elements of the work humanization program?

Topic 3. Labor force and labor potential of the society

- 3.1. Population as a demo-economic category and its characteristics.
- 3.2. Economically active population. Labor force as a social and economic category.
- 3.3. Labor potential in the economic resources system: content, composition, methods of determination.

3.1. Population as a demo-economic category and its reproduction

Population is the subject of any social processes in the country, and the main factor of productive relations.

Population is a set of people who live in the definite area (country, region, city, district, village, etc.). The socio-economic literature often uses the term "population». Under population we mean all people regardless of their characteristics, that is the widest concept to determine human resources.

As for the economy the population is both producer and consumer of material and spiritual values. In terms of the economists, population is a source of resources for work, carrier of certain economic relations and consumer that creates demand.

Under demographic processes we mean reproduction, generation change, nature and rate of growth or decrease in population, changes in birth and morbidity rate, gender and age structure, migration and so on.

Reproduction of the population is historically, socially and economically due process of constant and continuous renovation of human generations. The main characteristics of reproduction are types of population movement, types and modes of reproduction.

Types of movement (natural, migratory, social, economic) are determined by peculiarities of the population number and composition changes in the country as a whole and in some regions.

Natural movement of the population is a result of people birth and morbidity processes. Depending on predominating processes, there is natural growth or natural population decline.

The number and composition of the population changes as a result of migration (mechanical spatial movement of population). Such movements caused by different, but always very serious reasons (political, economic, religious, etc.). We can distinguish external migration associated with the change of country of residence, and internal one that reflects change of the people residence within a country.

Social movement of the population appears in the changes of educational, professional, national and other structures of the population.

Economic population movement is associated with a change in its labor activity. That is, people start or stop their labor activity, which leads to a corresponding increase or decrease in labor resources.

All kinds of population movement are interdependent and interrelated. Together, they determine the number of population and its quantitative and qualitative characteristics .

For the natural population movement, we distinguish two types of reproduction:

- traditional (extensive) is characterized by highly unregulated birth rate and high mortality rate (because of underdevelopment medicine, low living standards, wars, epidemics);

- modern (intensive) - is caused by socio-economic development, living standards rising, advances of medicine, emancipation and involvement of women in economic activities and by other causes, resulting in dramatically reduced birth rate, significantly increased lifespan, decreased morbidity, increasing the proportion of old people in the population structure.

There are three reproduction modes of population:

- extensive reproduction characterized by a predominance of birth rate over morbidity rate and population growth respectively;

- population replacement means a constant population number as a result of nearly the same birth and morbidity rate;

- reduced reproduction or depopulation is typical for countries where morbidity rate exceeds the birth rate, resulting in an absolute reduction of the population.

3.2. Economically active population. Labor force as a social and economic category.

Economically active population. Economic activity is an able-bodied person striving to practice his abilities to work, knowledge and experience for reward in cash or in another form. The realization of this desire is expressed in human economic activity. Its failure appears in unemployment.

According to the classification system recommended by the International Labor Organization, population aged 15 to 70 years is divided into economically active and economically inactive.

Economically active population is the population of both genders aged 15 to 70 years including, which provides their labor offer for a certain period in the labor market. In amount economically active population consists of the employed and the unemployed people.

The employed people are persons aged 15 to 70 years who:

- worked for a week at least 1 hour for reward in any expression; worked individually for their own business or for other individuals;
- worked over 30 hours a week free of charge for a company, in business, belonging to any members of the household or on the private farm to sale goods produced as a result of this activity;
- were temporarily absent from work, i.e. formally had a job or own business, but did not work the last time because of circumstances beyond their control, such as illness, vacation, seasonal work and so on.

These people are considered to be employed regardless of whether it was permanent, temporary, seasonal, casual or other kind of work.

The structure of the employed people does not include persons who perform community service, volunteers and persons who only perform household duties. The employed population includes persons employed under an employment agreement (contract) or in other terms provided by law, self-employed people (members of private farms including), performing military or alternative (nonmilitary) service , legally working abroad and having income from that employment, as well as full-time and part-time students of secondary, vocational and higher educational institutions.

According to ILO standards, unemployed people are people aged 15 to 70 years, both registered and not registered in state employment, which meet three conditions:

- have no work or profitable occupation;
- looking for a job or trying to create their own business, i.e. lately did any steps to find paid employment;
- are ready to start work within the next two weeks.

Economically inactive population is population aged 15 to 70 years that can not be considered either as employed nor unemployed people. It includes:

- pupils, students, full-time military students;

- persons who receive a retirement or preferential pension;
- persons who receive a disability pension;
- persons engaged in housekeeping, parenting and caring for sick persons;
- persons who can not find work and stopped its search as exhausted all possibilities to obtain it, but willing to work;
- other persons who do not have the desire and need to work and those looking for a job but having no possibility to start immediately.

3.3. Labor potential in the economic resources system: content, composition, methods of determination.

Labor potential: content, structure, methods of determination Labor potential is an integrated assessment quantitative and qualitative characteristics of the economically active population which are implemented within the limits and under the influence of the existing system of relations.

The main components of the labor potential are: health, educational level, professionalism, morality, motivation, ability to work in a team, creativity, activity, organization, working hours resources, and so on.

There are employment potential of the individual, enterprise, territory, society.

Employee labor potential is his possible labor capacity, his resource opportunities in the workplace, which are formed on the basis of natural abilities (skills), education, training and personal experience.

In the enterprise employment potential there are the following components: human potential, professional potential, qualifying potential and organization potential.

The employment potential of the company is a total professional qualifications and abilities of employees and enterprises to achieve effective organization of work and staff development.

In the employment potential of the company we can distinguish the following components: human resources management, professional, and organizational qualification.

The employment potential of society characterizes the full total potential capacity for the socially useful activity of labor force. This particular form of materialization of the human factor shows the rate of development and limits of employees creativity.

The size of the society labor potential is determined by a set of overall quantitative and qualitative indexes.

In quantitative terms, the society labor potential characterizes social opportunities of population involvement into social labor and working hours resources. They are evaluated by the number of working population, its age and gender structure taking into account the future mean length of life in the

working age, the number and proportion of employment, unemployment level, the number of resource days per year, etc.

In qualitative terms, the society labor potential is characterized by real possibilities of implementation through participation in social labor, personal abilities and qualities, knowledge and skills.

In the works on economics besides the concept of "labor potential", the terms «human potential» and «human capital» are used to identify human opportunities to take part into economic processes.

Human potential is a set of natural abilities, educational level, training and personal experience.

Human capital is an economic category, which characterizes certain reservoir of health, knowledge, skills, abilities, personal characteristics and motivations or other productive qualities which were formed or developed as a result of investments and accumulated by human beings or by an individual, and which is purposefully used in one or another area of economic activity and contributes to productivity growth and thus affects the growth of income (earnings) of the owner and the national income.

Investment in human capital represents all types of costs that can be measured in monetary or another form and which promote the growth of the future productivity and earnings of the employee.

So, investment in human capital is any actions that improve professional qualification and productive human abilities and thus, productivity of employees. Expenditures that contribute labor productivity, are considered as an investment, because current expenses are carried out with the expectation that they will be compensated in the future by the growing stream of income.

The main types of expenditures are : for education, including general and special, formal and informal education, training in the workplace, etc; for health and health promotion; for mobility; for economically significant information search; for parenting (investment in future human capital) and others.

There are three levels of labor potential evaluation: human potential, enterprises (industry) potential, society (region)potential, whose total value is higher than the sum of individual labor potentials due to the influence of the social division and cooperation of labor.

The level of employment potential is determined by the following factors: training, physical health, social and demographic composition of the population, its intellectual and cultural level; labor motivation, social labor intensity and so on.

The choice of indexes and evaluation methods of the extent of labor potential use is unthinkable without choice of classification schemes factors that influence its level.

Factors determining the level of labor potential at different levels of management:

A) At the level of national economy:

1) socio-economic. They are industrial and social policy, conditions and living standards;

2) extensive (quantitative). They are the working age of population, budget operational time and its structure.

B) The level of entrepreneurship. At this level there are intensive, i.e. qualitative factors, including:

1) the objective conditions of production (natural conditions, production volume and its structure);

2) subjective conditions of production (machinery and production technologies, management organization and work methods, motivation methods, salary and work quota setting).

B) At the level of the person (individual, employee) there are intensive factors, including those that determine the level of individual industrial labor force (human capital). They comprise the level of education, experience, skills, level of specialized training and qualifications.

Test Questions

1. What are the main characteristics of population reproduction?
2. Describe the concept of "economically active population".
3. What are the categories of people belonging to economically inactive population?
4. Unpack the content of the "unemployed people" category.
5. What are the main components of labor potential of the employee, enterprise and society?
6. What are the quantitative and qualitative characteristics of the society labor potential?
7. What is the investment in human capital?
8. What factors determine the level of labor potential at different levels of management?

Topic 4. Labor Relations as a system

- 4.1. The concept of labour relations. General characteristics of the system.
- 4.2. Parties, subjects, object, principles and types of labor relations.
- 4.3. The quality of work life as a result and indicator of labor relations.

4.1. The concept of labor relations. General characteristics of the system

Labor relations are the key element of any economic system and the whole complex of social relations, because it is of their nature and perfection the

quality of working life, social harmony in society and social development of the labor potential of society, region, enterprise productivity and, after all, the socio-economic development directly depends.

Labor Relations – is a complex relationship between employees and employers (subjects and bodies representing them) with the participation of the state (legislative and executive bodies) that hire employees, use and remunerate their work, reproduce the workforce and are aimed at ensuring social cohesion, a high level and quality of life of employees, high efficiency of enterprises.

Labor relations are both objective and subjective, since they do not depend on the will and desires of an individual, but at the same time they reflect subjective intentions and actions of the participants of these relations, due to the realization of their mutual dependence.

There have been four stages in the development of labour relations:

- early capitalistic;
- confrontational;
- stage of competitive cooperation;
- stage of social partnership.

The state of labor relations is actively influenced by factors such as structural changes in the economy, social policy, scientific and technological progress, professional qualification changes in the workforce, economic development, inflation, labor market flexibility, activity of collective bargaining, the efficiency of employment, particularly in the public sector, and so on.

There are two forms of labor relations as a system:

- the actual social and labor relations that operate on objective and subjective levels.
- social and labor relations that reflect the actual projection of labor relations at the institutional, legislative and rule-making level.

The system of industrial relations has the following components:

- parties of labor relations;
- subjects of labor relations;
- mechanism of labor relations;
- level of labor relations;
- subject of industrial relations;
- principles of labor relations;
- types of labor relations.

4.2. Party, subjects, object, principles and types of labor relations

The key components of the system of labor relations are their parties and subjects. These concepts are similar, but not identical. The difference between them is that the parties of labor relations are bearers of original right in these relations, and the subjects may be both original and delegated to the bearers of

original right. Scientists in the field of labor relations believe that there are four groups of subjects of labor relations.

- The first group is the primary bearer of the rights and interests (employees, employers, the state, local government).

- The second group is representative organizations and their agencies. They are bearers of delegated powers (association of employers, trade unions, authorities and management).

- The third group is the bodies through which social dialogue is realized (National Council of Social Partnership and other permanent or temporary bodies in the sectors, regions, enterprises (organizations)).

- The fourth group is the authorities whose task is to minimize the effects of possible conflicts, prevent the aggravation of labour relations (conciliatory, intermediaries, independent experts, moderators, etc.), as well as educational, informational, advisory and other units.

The subjects of labour relations may be individuals or groups, united by a certain feature. In this context, social and labor relations can be individual (if a private employer interacts with a separate worker), collective or group (when associations of employers and employees interact) and mixed. Taking into account the number of participants, labor relations can be double, triple and multilateral.

Subjects of industrial relations are characterized by certain features that make it possible to identify this subject as a party of labor relations.

Employee is a citizen who signed a personal employment contract with the employer and, under this agreement, has acquired the corresponding rights and responsibilities in employment. Employee, of course, is the most generalized concept. Employee as a subject of labour relations can be represented by individuals and groups of employees.

Labor relations suggest that there are institutions that represent the interests of employees and act on their behalf. Traditionally such institutions are trade unions - mass organizations that bring together employees bound by common social and economic interests. They are created to protect the economic interests of employees.

Employer is a legal entity that works independently and uses the work of employees that is indicated in the corresponding employment contract. The employer may own the means of production or be a representative.

The role of the state as a subject of labour relations is manifested in those functions that it traditionally performs:

- legislation, establishment of rules and regulations;
- assurance and protection of the rights;
- job creation;
- arbitration and regulation;
- conciliation of the parties to ensure harmony.

The objects of labor relations are defined by the goals of people at different stages of their life cycle, from birth to graduation; employment; after employment.

In the system of labor relations, depending on the particular characteristics of the subjects and the socio-economic area, the following levels can be defined:

- individual;
- micro (enterprise level);
- mezo-economical level (the level of certain administrative territories and sectors);
- macro-economical (national) level;
- mega-economical (global, international) level.

There are specific objects relationship and interconnections for each level of labor relations (Figure 4.1).

The subject of labor relations at the individual level is the specific aspects of the employment life.

At the microeconomic level, the subject of labor relations can be personnel policy of the enterprise as a whole or its individual elements.

At the territorial level, the subject of labor relations are labor problems, common to the economically active population of an administrative unit.

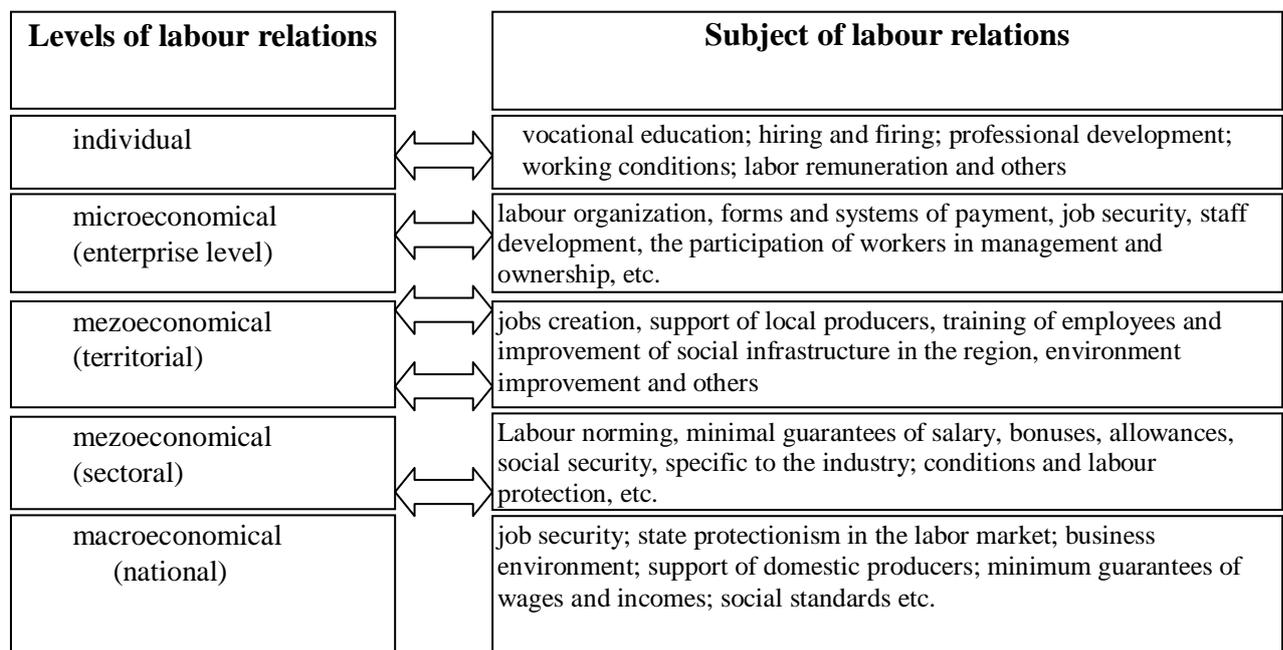


Figure 4.1. The relationship of subjects and levels of labor relations in society

At the sectoral level, the subject of industrial relations is problems specific to a particular industry.

At the national (macro) level, the subject of industrial relations are the main principles and rules of implementation of socio-economic policy and labor relations.

Internationally, the subject of industrial relations is the guarantee and protection of human rights at work (both employee's and employer's), promoting collective treaty process, prevention of social upheaval, establishment and preservation of social cohesion.

According to the methods of regulation and methods of problems solving, social and labor relations are classified into types.

The type of labor relations is determined by their nature, namely by the way the decisions are made and implemented in social and labor issues. The basic role in shaping the types of labour relations is played by the principles of equality or inequality of rights and opportunities of the subjects of business relations.

The principle of solidarity implies shared responsibility of people based on personal responsibility and harmony, unity and common interests. The principle of solidarity stimulates expression of personal initiative and responsibility of each participant of social and labor relations.

The principle of subsidiarity, as well as solidarity, is based on personal responsibility, but in accordance with this principle the priority is given to self-defense compared with external help. Subsidiarity is aimed at strengthening the motivation of people to self-realization and self-sufficiency and prevention of attempts to shift responsibility for their lives to the state or society.

The principle of partnership allows the implementation of protection of the labor relations subjects' interests based on partnership with the state and their self-realization in policy of coordination of mutual priorities. It can also be formed at the organization level as the result of strict regulation of social and labor relations.

The state's monopoly role in social and labor relations, the almost complete forms of state regulation forms the type of social and labor relations called the state paternalism. Paternalism as a type of labour relations can be formed at the microeconomic level as well.

Discrimination as a type of labour relations is arbitrary, unreasonable, unjustified restrictions of the rights and opportunities of the subjects of these relationships, which reduces their opportunities in employment.

Conflict as a clash of the subjects of interaction, caused by the opposite goals and interests, positions and views, is the type of labor relations, indicating the limit of sharpening of the contradictions in labour relations. The labour conflict is a kind of social conflict, the cause of which may be the circumstances related to technical and technological parameters of production, economic, administrative, managerial, social and psychological aspects of the organization. The labor conflict may have different manifestations: silent resentment, open discontent, strife, strike, labor dispute.

Social partnership is a type of labor relations, oriented not on confrontation of the parties, but on search and achievement of social consensus to ensure the optimal balance in the implementation of various specific interests of the subjects (the parties), in which the entrepreneur can secure stable profit obtaining, and the employee - decent living conditions.

4.3. The quality of work life as a result and indicator of social and labor relations

The level of social and labor relations is affected by the quality of work life of people.

Quality of work life is a systematic set of indicators that characterize the work conditions in the broadest sense - productive life conditions - and make it possible to take into account the extent of implementation of the interests and needs of the employee and usage of his abilities (intellectual, creative, moral, organizational, communicative, etc.). This concept reflects the degree of satisfaction of important personal needs through work activity in an enterprise.

The basis of the concept of work life quality are:

- statement of achievement of self-satisfaction in work as the main motive compared with salary and career;
- principle of labour democracy (democracy at work), which at the enterprise level means extending autonomy of the individual employee and the possibility of his participation in enterprise management and ownership;
- employee development in the concept of work life quality involves the possibility of continuous professional growth, development of wide variety of his abilities.

The quality of work life is an integral index, which reflects the level of labor relations. This level is affected by economic, social, demographic, geographical, environmental and other conditions that ensure rational use of labor potential. The quality of work life will be the higher, the more objective and subjective conditions provide fruitful use of mental and physical abilities, enjoyed by a person.

Recently, on the initiative of the International Labour Organisation (ILO), the concept of "decent work" is increasingly used. Its meaning is very close to the concept of "work life quality."

Decent work (as defined by the ILO) means productive work that brings sufficient income, provides protection of the employee's rights and adequate social protection. The International Labour Organization has been actively processing the concept of decent work and has been promoting its implementation. This concept is aimed at providing productive employment, citizens' rights in employment, development of social protection of employees and continuous social dialogue, to optimize overall relations between employees and employers.

The concept of decent work is based on the following principles:

- real opportunity to find work and realize economic activity for all able-bodied people in the labour market;
- free choice of forms of employment, stability and voluntary employment; autonomy at work;
- productive work, which makes it possible to obtain an acceptable income for decent maintenance of a worker himself and his family; the opportunity to develop professional skills;
- respect for the equal rights of workers and possibility of successful combination of work and private life;
- safe working conditions;
- possibility of participation and representation in professional organizations and associations;
- ensuring human dignity at work, that involves respect for the employees, the right to free expression of their opinions and participation in decisions concerning working conditions, including the freedom of establishment of representative bodies and collective bargaining.

Test Questions

1. What is the concept of "labour relations"?
2. What are the elements that characterize the system of labor relations?
3. What are the levels of industrial relations?
4. What principles of labor relations do you know?
5. What is social partnership?
6. What is meant by the term "quality of work life"?
7. What are the basic principles that underpin the concept of decent work?

Topic 5. Mechanism of social and labor relations functioning

5.1. Factors determining the development of social and labor relations in society.

5.2. Main fields of social protection in the workplace.

5.1. Factors determining the development of social and labor relations in society

Formation and development of social and labor relations in society defines the totality of numerous factors formed under the influence of circumstances having economic, social and political nature. The main factors are the following:

- globalization of the economy;

- social policy;
- development of work and production.

Globalization is a process of forming a system of international division of labor, global infrastructure, global monetary system, world labor forces migration, world trade growth, foreign investment flows and rapid technological changes. All the above factors of neoliberal economic globalization concept objectively affect increasing differences between the rich and the poor, the changing nature of social and labor relations and the state's social policy.

National social policy is the focus of state activity on the formation and regulation of social and labor relations that would ensure decent living and working conditions of the citizens and their security. Social policy includes a mechanism of formation and regulation of social and labor relations.

The main goal of social policy is to encourage highly productive labor on the basis of using market production laws.

Social policy is embodied in various state social programs and practices aimed at regulation of different social groups' interests.

The main functions of social policy are:

- stabilization, aimed at stabilizing the economy and, as a result, □ at the socio-economic well-being of citizens;
- allocation of resources, that should provide accumulation of budgetary funds and their distribution among the regions;
- income distribution, that provides a gradual reduction of the gap in the living standards for different groups of the population and reducing poverty.

Thus, social policy is understood as a strategic social and economic activity chosen by the Government for the comprehensive development of citizens, providing a dignified level and their living and work, their social security. The latter contains legally or otherwise established guarantees of social protection, social support and social assistance.

Social policy is actually a synthesis of several major fields of state and regional policy, including:

- labor policy, social and labor relations;
- incomes policy;
- employment policy, labor market regulation;
- migration policy;
- housing policy;
- social sphere policy;
- demographic policy;
- environmental policy.

A powerful determinant of the industrial relations formation and development processes are objective laws of work and production development that are manifested in the forms of labor division and cooperation, increasing labor productivity, substitution of labor by capital and so on. This is confirmed

by the fact that the development of industrial relations at any enterprise is affected by the following factors:

- main characteristics of industrial relations (law, economic conditions, the labor market structure, socio-cultural environment, technical and technological parameters of the production process);
- strategic and tactical activities of the company (business plan, investment project);
- system of jobs (organization and regulation of labor, work and rest regime, work content and conditions);
- personnel policy of the enterprise (planning and involvement of staff, filling vacancies, qualification and career development, motivation and remuneration, social benefits, participation in the distribution of resources and income);
- labor behavior (creeds, motivations, group and individual behavior standards, propensity towards conflict, professional socialization, etc.).

An important factor determining the nature of industrial relations at the enterprise (organization) is a phase (life cycle) development. Though in the first phase of the enterprise formation social and labor relations are often informal, possessing uncertain nature, however, with the development of the organization, social and labor relations are formalized, they are forming an increasing number of separate elements, and they gradually turn into the organizational culture. These labor relations are the subject of long-term planning, interdisciplinary cooperation, part of the organization's strategy. Their main task is human resources development.

5.2. Main spheres of social protection in the workplace

Social protection is the legally established minimum of state guarantees to a person, regardless of his (her) labor achievements. Guarantees should be understood primarily as material security at the level of the established standards, publicly available and free services. These include the living wage, the minimum salary, set by the State basing on inflation rates and financial capabilities. The minimum acceptable standards are established for housing, doctors, hospital beds, free preschool and school education, state standards of education and others. These standards also include guarantees of employment.

Social security is a system of measures aimed at improving the living conditions for those groups, who, for various reasons, are in a worse position than the majority of society. It includes various kinds of pensions and social transfers or payments (due to temporary disability, pregnancy and childbirth, child care, funeral etc.).

Social assistance is the system of social measures in the form of assistance, support and services provided to individuals or population groups by the Social Services to overcome or mitigate the difficulties of life, to support

their social status, to provide full fledged life, rehabilitation and social adaptation.

Social support is a system of measures to assist certain categories of citizens (mostly economically active population), who temporarily find themselves in a difficult economic situation (partially or fully unemployed, students, etc.), by providing them with the necessary information, funds, credits and other benefits.

Any sphere of social protection is based on certain social guarantees. Social guarantees are a set of material and legal means to ensure social protection for a person, thus forming the basis for implementation of constitutional, social, economic and political rights of the society members.

The social protection system is a system of legal, social, economic and political guarantees that provide basic subsistence for:

- employable citizens through their work and entrepreneurship;
- vulnerable social groups by the state not below the established living wage.

The main means of the social protection implementation is legally regulated by a set of socio-economic, moral and psychological guarantees, creating equal conditions and life quality for the society members.

The basis of the state social guarantees is a set of the minimal social standards.

Minimum social standards are established by national laws rules and regulations that fix the minimum level of social protection.

Social protection is performed through passive and active activities.

Passive activities lie in the society's help to individuals or families who do not have sufficient means of subsistence. Social assistance is given to those who need it, it is a targeted activity.

Active activities are aimed at protecting individuals and their families from the income losses associated with unemployment, old age, illness, as well as promoting education and refresher training.

Social insurance economically is the way to create the necessary economic preconditions for maintaining labor efficiency of the economically active population, and, if necessary, financial security in case of disability, old age, survivor's benefit.

The following legal categories are the criteria for social insurance:

- pension insurance record is a period, during which the person is subject to compulsory social insurance and insurance payment;

- insurance risks are the circumstances, under which citizens or members of their families may suffer disablement or lose subsistence (temporarily or permanently) and are in need for material support or for social insurance services;

- insurance case is a legal fact, which serves as a basis for legal relations to get a financial support from insurance funds (temporary disability, pregnancy

and childbirth, baby care, disability, retirement, death of a breadwinner, unemployment, employment injury, professional disease and other conditions set by the law).

Test Questions

1. Describe the concept of "social policy".
2. What functions does social policy perform in the country?
3. What is social protection?
4. What is social security?
5. What are the criteria of social insurance?

Topic 6. Social partnership

- 6.1. The concept, essence, forms and principles of social partnership.
- 6.2. Subjects of social partnership.

6.1. The concept, essence, forms and principles of social partnership

Social partnership is a system of relationships between employees, labor groups, trade unions on the one hand, employers and their associations on the other, and the state and local governments thirdly, resulting in mutual consultations, negotiations and conciliation on mutually agreed procedures to comply with the principles of the rights and interests of workers, employers and the state.

The purpose of social partnership is the desire of the state, employers and employees to achieve commonwealth in society, which is reflected by the following indicators:

- increase in labor productivity exceeding the growth of average wages;
- increase in gross national product;
- improvement of technology, production technology, scientific progress;
- improvement of people's living standards.

The social partnership is a complex and dynamic formation of structural and organizational elements, forms, ideology, culture, principles, methods, tools, tactics, technology, relationships, combined with a certain mechanism.

Social partnership as a system of relations, based on a number of participants, is carried out in the forms of cooperation or bi- and tri-partisanship.

Social partnership is exercised at different levels: international (mega-economic), national (macro-economic), sectoral and regional

(mesoeconomic), manufacturing (microeconomic). Subjects of social partnership, as the subject of social and labor relations, are employees, labor groups, trade unions, employers and their associations, state and local governments and their representatives and authorities created together with the regulation of social labor relations. International (megaeconomic) level of social partnership is expressed by separate states and international organizations.

The object of social partnership is Labor Relations and implementation of social and labor policy.

Social partnership is implemented through mutual consultations, negotiations, agreements at national, sectoral, territorial levels, collective labor agreements at enterprises or their divisions, concluding individual employment contracts between the employer and employees, as well as through the settlement of labor disputes, coordination and protection of the parties' interests.

The basis of civilized relations developing between the social partners, should be the principles developed by the International Labor Organization (ILO), which are universal, global in nature:

- universal and lasting peace can only be established on the basis of social justice. The social partners must strictly adhere to the social justice and the principle of "measure seven times and cut once" before making a decision.

- Failure in any country of normal working conditions for employees is an obstacle for other countries wishing to improve the working environment for their employees. This principle requires that the social partners of a country, region or company should solve social and labor problems in view of the impact that their actions can cause in other countries and regions, and predict how this "precedent" will be used to limit social and labor interests of workers in other regions. We must avoid a chain reaction effect.

- Freedom of speech and freedom of association are essential to sustained progress. The very nature of social partnership is based on parity operation of one partner (entrepreneur) and second (unions) as a representative of workers. Therefore, recognition and guarantee of the right of association is a mandatory condition for the existence of partnership. Employers need a coherent, stable, highly qualified team of employees.

- Poverty anywhere is a threat to the general welfare.

- All people, regardless of race, confession or sex have the right to material well-being and spiritual development in the conditions of freedom and dignity, economic sustainability and equal opportunities.

- Full employment and rising living standards.

6.2. Subjects of social partnership

The labor relations subject is a legal entity or a private person, possessing the primary bearers of rights in social and labor relations. The subjects of social and labor relations are employees, employee associations or their bodies,

employers, associations of employers or their bodies, legislative and executive authorities, local self-governments.

The state is actively involved in social partnership at national, regional and sectoral levels.

The state in the social partnership system should serve as a guarantor of fundamental rights and freedoms, regardless of the regulatory system of industrial relations, organizer and coordinator of the negotiations, the arbitrator in resolving labor disputes. For full implementation of these functions, the state formulates the legislative framework, thus creating the basis for a civilized system of social partnership.

Professional Association is a voluntary non-profit public organization uniting citizens bound by common professional, industrial interests by the nature of their work, created for the purpose of representation and protection of their social and labor rights and interests.

Organizations and associations of employers is one of the main subjects of social partnership. The methods of making such organizations and associations, their functioning and cooperation with trade unions and the authorities is an important component of the social and labor partnership mechanism.

Employers' organization is a non-profit public organization that unites employers on the voluntary participation and equality basis to represent and protect their rights and interests; association of employers is a non-profit public organization uniting employers' organizations, on the voluntary participation and equality basis to represent and protect the rights and interests of employers and employees.

Employers' organizations and associations are established and act to represent and protect the rights and legitimate interests of employers in the economic, social, employment and other spheres, including their relations with other parties of social dialogue.

Employers' organizations are created and operate on a territorial or sectoral basis and have the status of local, regional, national.

Employers' organizations and their associations are prohibited to interfere into the activities of trade unions and their associations, to prevent by any means workers joining into unions and associations in any form.

Social dialogue is a process of identifying the positions and their rapprochement, reaching common agreements and adoption of common decisions by the parties of social dialogue that represent the interests of workers, employers and executive authorities and local governments in formulating and implementing government social and economic policies, regulation of labor, social and economic relations.

Social dialogue is exercised at the national, sectoral, territorial and local (company, institution, organization) levels on bilateral or trilateral basis.

Social dialogue is carried out on the following principles:

- legitimacy and the rule of law;

- authority and representativeness of the parties and their representatives;
- independence and equality of the parties;
- constructiveness and interaction;
- voluntary participation and acceptance of real commitments;
- mutual respect and seeking compromise solutions;
- mandatory consideration of the parties' proposals;
- priority of reconciliation procedures;
- openness and transparency;
- mandatory compliance with the agreements reached;
- responsibility for the commitments implementation.

Social dialogue takes place between the relevant parties of the social dialogue in the form of:

- information exchange;
- consultations;
- reconciliation procedures;
- collective negotiations to conclude collective agreements and contracts.

Powers and organization of work for the tripartite or bilateral social dialogue bodies are regulated by the Law of Ukraine "On Social Dialogue in Ukraine", other legal acts, statutes, law provisions and the regulations approved by those authorities.

Test Questions

1. What is the social partnership?
2. Identify the basic principles of social partnership.
3. What are the main subjects of social partnership?
4. What is the role of trade unions in social and labor relations?
5. What does the state system of social partnership include?
6. What are the main tasks of employers, associations of employers?
7. Define the concept of "social dialogue".

Topic 7. Labor market and its regulations

- 7.1. The concepts of the labor market and its main components.
- 7.2. Labor market condition. The interaction of supply and demand.
- 7.3. Classification and segmentation of the labor market.
- 7.4. Infrastructure and labor market regulation. Labor market models. The malleability of the labor market.

7.1. The concepts of the labor market and its main components

One of the basic market economy concepts is the concept of the market and its varieties. The market in general is a system of economic relations between buyers and sellers of goods and services; a form of communication between the parties to exchange, during which the market price is setting to the exchanging object and the object changes of its owner. Also, the concept of market means the economic or geographic area in which goes on the process of commodity circulation, exchanging of goods for money and vice versa. The mechanism which brings together buyers and sellers of goods and services and regulates relations between them is also called market.

Appropriately, the labor market is a system of social relations connected with buying and selling the « labor power» good. Moreover, the labor market is the sphere of employment, the formation of supply and demand for the labor force. It can be interpreted and as a mechanism that provides pricing agreement and labor conditions between employers and employees.

In the general sense the labor market is a system of the exchanging the individual abilities to work for the fund of vital values which are necessary for the labor force reproduction.

The labor market functioning obeys the laws of commodity production: the law of supply and demand, the law of value, competition law, which is reflected in the performance of certain functions, such as:

- social division of labor;
- information function;
- mediation;
- pricing;
- stimulating;
- regulating;
- healthful;
- social.

The main labor market entities are the employer and employee. Also, labor market entities are intermediaries which stay between employers and employees - state, trade unions and employers' associations.

Labor market elements are the goods that it offers, the demand, the supply, and the price of goods.

Labor market goods is the labor force that at the individual level is a combination of physical and spiritual qualities of man, which are used in the production of goods and services.

The price of the goods "labor power" on the labor market takes the form of wage rates, which is governed in the agreement (contract), compiled between by the employer and fellow applicant. The labor market price of such quality is composed depending on supply and demand in the labor market, but it should not be lower than the subsistence minimum established by the state.

Labor demand is the need of the economy and individual employers in a certain number of employees that have certain characteristics at a given time. The demand on the labor market is determined by the volume and the structure of production, the level of productivity, cost of labor, number and quality of work places that exist in the economy and functions or filling vacancies need.

Labor supply is a need for a certain part of able-bodied population to obtain employment. At the suggestion on the labor market influences the demographic situation, the nature and content of the work, the intensity of labor releasing, the effectiveness of the training and retraining system, the remuneration system.

The main components of the labor market are: aggregate supply - includes all economically active population and aggregate demand - is determined by the total demand of the economy in the hired employees. They form the aggregate labor market and labor market in a broad sense. The main part of aggregate demand and aggregate supply are satisfied, which procure employees with labor and workplaces – with workers and provide facilities for the economic performance.

A minority of the aggregate labor market for the reasons of natural, economic and mechanical employees and workplaces turnover became free and needs a supply and demand meeting by bringing together job-seekers and vacant jobs. This part of the aggregate labor market is called current labor market. Its volume is determined by the number of job vacancies and the number of workers that are actively engaged in job search.

Aggregate supply includes all categories of the economically active population, i.e., everyone who works or wants to work. The current supply on the labor market consists of the following major groups: the unemployed, who are actively seeking work and ready to start it; workers who are trying to change their job; persons who wish to work in their free from direct work or study time.

Aggregate demand is determined by the number and structure of jobs that exist in the economy of the country. Aggregate demand covers the whole range of social work and includes both staffed and free (vacant) jobs. It is necessary to distinguish between effective demand, which is determined by the number of economically justifiable jobs, and aggregate demand, which also includes busy, but ineffective jobs. The difference between aggregate and effective demand is an excessive employment, part of which is a hidden unemployment. Current demand is determined by the need of employees to fill the job vacancies in the terms of primary activity, secondary employment or to execute a one-off job.

7.2. Labor market conditions. The interaction of supply and demand

Labor market condition is the interaction of supply and demand for a certain period, which determines the wage rates for specific types of work and occupational level.

It is caused by many factors, the main of them are: general state of the economy; sectoral structure of national economy; state technological level; living standard; general measure of market relations; social and industrial infrastructure condition; development of integrative connections.

Relation between demand and supply are formed under the influence of the specific economical and socio-political situation, changes in price of labor power (labor remuneration), the level of real incomes. The dependence of these values is graphically depicted on the figure 7.1.

The coordinate system in the labor market is the number of work (employed and unemployed) and the price of labor (wage rate).

With the decline in real wages (price of labor force), the demand for labor by employers and, consequently, employment is increasing. Growth in real wages is accompanied by an increase in a labor supply. At the intersection point of these curves labor demand and supply are the same, i.e. there is equilibrium of labor market. In other words, at a given wage rate, everyone can find the work and all employers to fill vacant jobs.

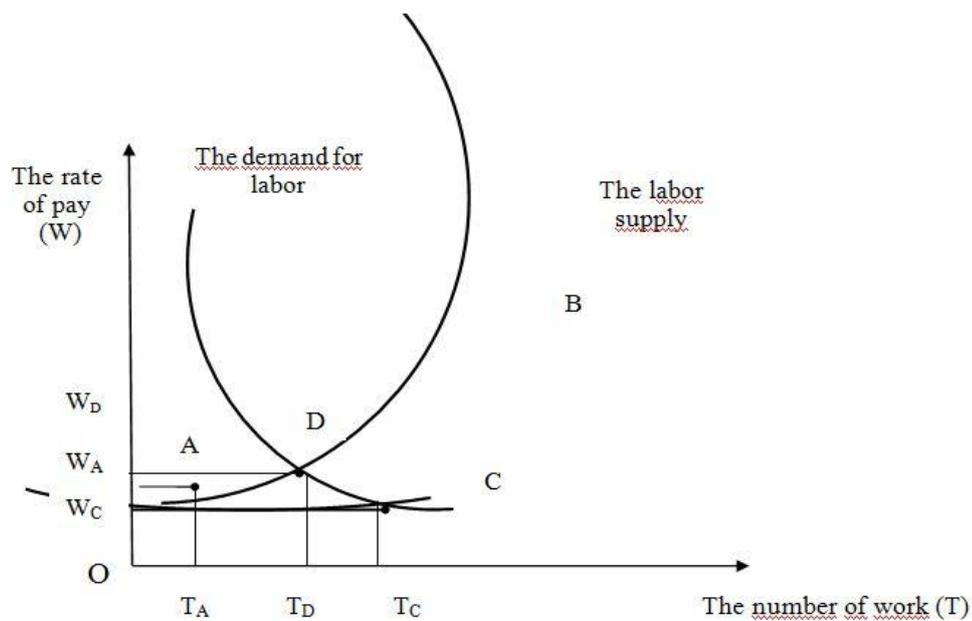


Figure 7.1. Interaction between supply and demand in the labor market

If the price of labor is higher than the equilibrium, there is unemployment; if it is lower, there is lack of staff.

But the supply curve in different economic conditions behaves differently. The labor supply curve of the developed economy goes up, i.e., with increasing the rates of labor remuneration, labor supply increases to a certain level and then begins to decrease due to the influence of the income effect. The more interesting part for us is that, where diagram goes down from the point A. The part of diagram below the point A reflects the realities of the labor market crisis.

Peculiarities of this curve are in that: when the labor supply is higher, then the wage level is lower. A person, who has no other incomes except from selling its labor, cannot have any work, even when rates of pay are ultra-low. So, for people, whose basic needs are not satisfied, even low salary is better than its full absence, and that's why the labor supply is not reduced at low rates of pay.

Thus, an ultra-low pay rate in many areas of a slumping economy leads not to a decrease, but to increase labor supply.

Depending on the supply-and-demand situation, the following types of labor market condition are distinguished:

- labor force shortage – if the demand for labor exceeds the supply (when the labor on labor market is in a short supply)
- slack in the labor market - if the labor supply exceeds demand (when there are many unemployed and accordingly, an excess of labor supply);
- equilibrium - when the demand for labor meets its supply.

7.3. Classification and segmentation of the labor market

According to the structure of the labor market, we can distinguish its external and internal types.

The external market covers the relations between buyers and sellers of labor force on a scale of country, region, or economic sector. There are labor unions in the external market. The external market is characterized by a significant staff turnover, i.e. it suggests the possibility of free transition from one job to another.

The internal market is a system of industrial relations within a company, in which the placement labor force and the determination of its prices, i.e. wages, realized in accordance with the administrative rules and practices.

Depending on the conditions of functioning, are distinguished open and hidden job markets.

Open market covers the all able-bodied population. This is primarily an organized official part of the market - the population, which is registered in the public employment services, i.e. unemployed, and also graduates of civil service occupational training. The second, unofficial part covers those citizens who are trying to get a job through direct contacts with enterprises or non-government agencies of job placement and occupational training.

The hidden market includes workers who are employed in enterprises and organizations, but with the high probability can find themselves out of work due to the production slowdown and its conversion, elimination of former economic and industrial relationships.

The labor market is divided into separate parts - the target markets which are called segments.

Segmentation of the labor market is a separation of workplaces and employees by combining features to relatively stable and closed sectors, which restrict labor mobility in its borders.

Labor market segmentation research led to a theory of the labor market duality, according to which it is divided into two parts: primary and secondary.

The primary labor market is the part, which brings together high-quality jobs, that are characterized by stability and reliability of the employment situation of workers, high wages, the possibility of professional growth, the use of advanced technologies that requires high skills and learning ability of employees, the availability of effective labor unions.

Secondary labor market is the part, which is characterized by the opposite qualities: high turnover and unstable employment, non-guaranteed and low wages, the hopelessness of official position, primitive labor-intensive technologies, and the absence of labor unions etc.

7.4. Infrastructure and labor market regulation. Labor market models. Malleability of the labor market.

Labor market infrastructure includes governmental and non-governmental institutions of job placement and employment promotion, personnel departments in enterprises and companies, public organizations and funds, regulatory environment that provide interaction between labor supply and demand.

The main function of labor market infrastructure is a regulation of the relations between employers and employees about wages, its terms, solution of social and labor conflicts. In the countries with developed market economy the leading force of labor market regulation is a collectively-contractual system. The advantage of collectively-contractual regulation of labor market is the flexibility of mutually advantageous decision-making which cannot be compared neither with the legal nor administrative means. Conditions of the collective agreement take the form of agreement between employers and employees, obliging both parties to act in accordance with these conditions without resorting to extreme measures: mass layoffs or strikes, thus providing economic and social stability.

Civilized labor market, in addition to the interaction of employers and employees, also provides the presence of institutional structures for protection the collective interests of both parties (labor unions, business associations, workers unions with limited competitiveness, etc.) and state mediation in matters of social partnership. Special government participation between labor market actors should ensure parity relations, organize and regulate employment policy through economic instruments and legal norms.

To the functions of the labor market infrastructure also belongs the mediation between the employee and employer, promoting their contacts and cooperation, assistance in selection and election of staff, choosing a workplace, conclusion of employment agreement etc. The main share of this work performs

by private enterprises, demand for which increases in proportion to the labor market development and differentiation.

National labor markets in different countries have their own differences and peculiarities. The most significant of them have the following models of the labor market:

- The Japanese model is characterized by the principle of "lifetime employment", according to which the employment of permanent worker in the enterprise until he reaches the age of 55-60 years is guaranteed. Wages and social payments in Japanese firms depend on length of service in the enterprise. Employees consistently improve their skills in relevant services of the company and move to a new workplaces. Such policy develops the firm commitment of employees, increasing their responsibility for the quality of work, creates concern for the prestige of the company. With the reduction of the production firms are not reduce their staff and reduce only the length of remunerated working hours.

- The American model is severe in relation to employees. The labor market in the country is characterized by decentralization of the legislation on employment and unemployment assistance, which is accepted separately by each state. At the enterprises is operating demanding policy for employees, who can be fired by the need to reduce production volumes, the working time of the individual worker, is not changed. Employees are not warned in advance about the future firing and are informed just about the fact of dismissal. Only a quarter of all employees are covered by collective agreements. Companies pay a little time to training and retraining of personnel, except for specific employees of the company.

- The Swedish model is characterized by an active state policy in employment. As a result, the unemployment rate in the country is minimal.

The main concern of the state is to prevent unemployment, which is achieved by the following methods:

- fiscal policy restriction, the maintenance of unprofitable enterprises, deterring firms highly profitable and a decreasing the inflationary competition in wage increasing;
- establishing equal pay for equal work;
- supporting less competitive employees in the labor market etc.

Rapid social and economic development of the last decades of the XX century, rapid changes in the demand for labor and in the labor supply under the influence of the growing level of education and living standards have a significant impact on the labor market mechanism of functioning. This is reflected in its increasing flexibility.

The labor market flexibility provides for the possibility of adapting it to a changing business conditions, democratization and diversity of employment forms, a wide range of the employment conditions, work organization, wages and so on. Flexible labor market is an institution to provide any form of labor

activity implementation that involves going beyond the boundaries of standard working hours and year-round employment, concluding temporary employment contracts and other forms of employment contracts diversification.

The labor market flexibility is characterized by the following elements:

- high territorial and professional mobility;
- flexibility of employers spending on labor mobility, including the mobility of level and structure of wages according to economic conditions;
- flexibility in personnel management in enterprises (in hiring, rotation, termination, establishing working hours);
- democratization and diversity of employment forms, including non-standard types (self-employment, work on calls, home working, part-time, etc.);
- highly developed system of professional training and retraining, including adult education.

Flexible forms of the labor market organization permit to reduce the serious problems of unemployment, allow less competitive workers to receive an employment income, make maximal use of human potential. Enterprises, using flexible forms of employment can manipulate the workforce volumes without creating social tension while the need in workers is reducing.

Test Questions

1. How do you understand the concept of "labor market"?
2. Name and describe the main elements of the labor market.
3. What is the situation in the labor market and what it can be?
4. Why the labor market is different from other markets?
5. What is the dependence between the labor supply value and the size of payment? How is it explained?
7. Depict the basic model of the labor market and explain how the supply-and-demand balancing is established.
8. What is the main reason that the crisis in the economy, low rates of pay do not lead to reduction, but rather to increasing of the labor supply? How does it effect the socio-economic situation?
9. Describe the infrastructure of the labor market.
10. What is the segmentation of the labor market? What is the difference between the primary and the secondary labor markets?
11. What is the flexibility of the labor market?

Topic 8. The social and labor relations of employment

8.1. Social and economic essence, forms and types of employment.

8.2. Unemployment as a socio-economic phenomenon.

8.3. Indicators of employment and unemployment.

8.1. Social and economic essence, forms and types of employment

Employment - is a kind of an individual's activities, not prohibited by the legislation, associated with the satisfaction of one's personal and social needs in order to earn income (salaries) in cash or in any other form, and the activities of family members, who carry out economic activities or work at the business entities based on their property, including free.

Employment has economic, social and demographic content. Economic content is expressed in employment opportunities for the employees with their work to secure a dignified existence.

Social employment content reflects the human need for self-expression. The demographic content of employment reflects the interdependence of employment with the age and sex characteristics of the population, its structure and the like.

Thus, employment as a socio-economic category synthesizes the set of relations of people's participation in social production and is associated with providing the scope, conditions and forms included by people in socially useful work, with the processes of formation, distribution and use of human resources. Freely chosen employment means the implementation of the citizen's right to freely choose an activity not prohibited by law (including one that is not related to paid work) and professions and work according to their abilities and needs (Art. 1 of the Law of Ukraine "On employment").

Conceptually, one should differ the full, efficient, rational and global employment.

Full employment means the creation of material and technical, organizational, economic and social conditions that would ensure the employability of the workforce. The concept of full employment is considered in the context of employment of all resources. Taking into account the principle of voluntary work, full employment in a market economy does not mean the maximum possible involvement of the working population, and enough jobs for all who want to work voluntarily.

Efficient employment provides a balance between demand and supply of labor, matching the number of jobs available skill-labor, which creates favorable conditions for socio-economic progress, and adhere to the interests of both individual employees and society at large.

The combination of full and efficient employment creates a rational employment.

Rational employment is both economically and socially suitable employment. Rationality of employment determined by the efficiency of work in the broadest sense of the term.

Global employment takes into account all economic and public benefit activities and is stated as the involvement of all people of working age to the expanded scope of economically and socially useful work.

Types of employment characterize the distribution of the active part of the labor force in the spheres of labor utilization, professions, occupations and the like.

Employment by the nature of the activities is: work in organizations of various forms of ownership and management; work abroad and joint ventures; service in the armed forces; training in day schools; housekeeping; self-employment; education of children in the family; care for the sick, disabled and elderly; other activities specified by law.

Employment by social set-up : workers, professionals, experts, officials, managers, farmers, businessmen.

Employment by branch affiliation, in material production; in non-production sphere; in some large areas.

Employment by territorial belonging: in some regions, economic areas. Employment by urbanization: in urban areas and in rural areas.

Employment by type of ownership: state, private, collective. Employment by sex, age groups, distinguished men and women, youth, persons of middle and advanced age.

Forms of employment are organizational and legal ways of applying the employment conditions. There are different forms of employment classification criteria.

In the form of full-time, employment and underemployment are distinguished.

Full employment: this is employment for a full day (week, season, year), which provides the normal size of income for a certain region.

Underemployment means that an employee is under the terms of working hours, less than the time allowed by the laws, and may be determined by an agreement between the employer, and the employee wage is determined in proportion to the hours worked or according to the productivity. Underemployment can be overt or covert.

Explicit underemployment occurs due to social reasons. Part-time work employment can be measured directly using data on earnings, hours worked, or with the help of special sample surveys.

Invisible underemployment reflects the imbalance between labor and other factors of production. It is related, in particular, to the reduction in output, the reconstruction of the company and is expressed in a low-income of the population, underutilization of professional competence or low productivity.

The status of activity can be: primary (main) employment and secondary (additional) jobs.

Primary employment means employment at the main place of work. Secondary employment occurs in addition to the basic work or study, yet has the extra employment.

The nature of workplace and working time is distinguished between standard and non-standard employment.

The standard form of employment is associated with traditional labor relations (strict workplace tasks, working hours, work schedule, etc.).

Non-standard form of employment requires a special legal regulation (for example, work at home, flexible mode of operation, etc.).

Employment by employment legitimacy is distinguished as formal (legally registered in the official economy) and informal (not registered in the formal economy).

Formal is considered to be employment at enterprises and organizations of the real sector.

Informal is street trade, domestic production, private farms with sales of products without registration, employment at the informal sector enterprises, and the like.

Stability of employment is distinguished as permanent and temporary employment.

Permanent is employment with a relatively stable place of work. Temporary is employment with a temporary, occasional, seasonal nature of work.

Form of legal regulation of labor can be regulated (legal) employment and unregulated (illegal).

Regulated employment is an activity that takes place within the law.

Unregulated employment is an activity that takes place without an employment contract, is not considered by the official statistics.

8.2. Unemployment as a socio-economic phenomenon

Unemployment is a socio-economic phenomenon in which part of persons are unable to exercise their right to work and receive wages (reward) as a source of livelihood.

Unemployment is such a socio-economic situation in the society, in which the active part of the able-bodied people can not find a job, they are able to perform due to the predominance of labor supply over demand for labor. Unemployment is such a socio-economic phenomenon, in which some people are unable to exercise their right to work and receive wages (remuneration) as the source of existence.

Unemployed, according to ILO standards, is a person aged 15 - 70 years (registered and not registered in the state employment), which simultaneously

satisfy three conditions: have no job (profitable occupation), are looking for work or trying to organize their own business, are ready to start work within the next two weeks. This category also includes apprentices, sent by employment services, those, who have found jobs and are waiting for a response or preparing to start it, but are not working for the present moment.

Unemployed is a person, aged 15 to 70 years, who because of lack of work or no income from other legal sources of income is ready and able to begin work.

Registered unemployed are people of working age, which are registered in the territorial authority of the central executive body, that implements the state policy in the field of employment and labor migration, as unemployed and are willing and able to start work.

Factors of the unemployment formation can be:

- lack of efficient aggregate demand;
- flexibility of relative prices and wages and its distortion related to the monetary expansion of the state and the subsequent inflation;
- lack of labor mobility;
- structural changes in the economy;
- discrimination in the labor market against women, youth and ethnic minorities;
- demographic changes in the size and composition of the labor force;
- seasonal variations in the production levels in separate sectors of the economy.

Economic theory distinguishes the following main types of unemployment: frictional, institutional, structural and cyclical.

Frictional unemployment is associated with the transition of the person from one job to another and from one locality to another. Unemployment is said to be frictional, since it reflects the "slowness" of the labor market in the integration of job vacancies and job seekers. As an initiative of dismissal in this case comes from the workers, frictional unemployment is considered inevitable and to some extent desirable, since most employees seek and find higher-payment and productive work.

Institutional unemployment is a type of unemployment, which is generated by the legal provisions affecting the supply and demand of labor. We are talking about the level of the minimum wage, the tax system, guaranteed payments to the unemployed. The employee refuses the offered work, if earnings are not much higher than the compensatory payments on the unemployment rate and the like.

Cyclical unemployment occurs due to the cyclical downturn of production and is the result of reducing aggregate demand for labor. When the aggregate demand for goods and services decreases, employment is also declining, and unemployment is rising. This type of unemployment is constantly changing in its scope, duration and composition, due to the business cycle conditions. The

scope and duration of cyclical unemployment is in its peak during the recession (crisis) production and in its minimum during the ascent.

Structural unemployment occurs under the influence of structural imbalances in the labor market, that is, as a result of technological and structural changes of social production there are discrepancies between the demand and supply of labour by profession, qualifications, geographical and other features. Structural unemployment is homogeneous with friction, but its effects are somewhat different, since it requires training of applicants for a new job. Structural unemployment can be technological or conversion.

Technological unemployment associated with the transition to new technology, mechanization and automation of production, accompanied by the release of labour and hiring employees of innovative specialties and qualifications.

Conversion unemployment caused by downsizing the army and work in the fields of defence industry. The dimensions of this unemployment can vary from minor to major.

Classification of unemployment on different grounds:

- In the fullness of accounting unemployed distinguish the official unemployment rate (registered by the public employment service) and the actual (detected as a result of surveys of economic activity of the population).

- The nature of manifestation distinguishes open and hidden unemployment.

Open unemployment clearly means being unemployed, hidden presence of formally employed.

Hidden unemployment is typical for the situation caused by the economic downturn and full load capacity of enterprises, lower production, a sharp decline in productivity, giving employees unpaid leave, part-time during the week.

A variety of hidden unemployment is underemployment, which occurs due to a decrease in demand for the company's products and a corresponding reduction in production.

- As the prevalence of unemployment distinguish general (covering the whole country), sectoral (which manifests itself in a certain area), regional (common in certain regions).

- According to distinguish causes of cyclical unemployment, seasonal, frictional, structural and technological.

- According to the socio-professional composition of unemployed unemployment rate can be: professional, ethnic, youth, women and among vulnerable groups.

- Depending on the reasons for the release of the labor force the unemployment is voluntary and forced.

- At the time of occurrence of unemployment can be seasonal. Seasonal unemployment –is due to the temporary nature of the execution of certain

works, the functioning of businesses and industries (agricultural work, fishing, construction, sugar, etc.).

8.3. Indicators of employment and unemployment

Key indicators such important social and economic phenomena as the economically active population, employment and unemployment can be divided into two groups:

- absolute, reflecting the size of the volume of economically active population, employment and unemployment, respectively, reflecting the number of economically active population, employed and unemployed;
- relative that show the prevalence of certain social phenomena, reflecting the share of the corresponding category with respect to all (or most specific category) of the population.

Both groups of indicators can be calculated for the total population, for certain of its territories (provinces, cities, districts), for certain groups on various grounds (gender, place of residence, age group, level of education).

The economically active population - is an absolute measure of economic activity, reflecting its size. This figure reflects the quantity of labor potential of the population.

However, there is little we can say about the economic activity of the population of Ukraine, in terms that only one indicator. To evaluate the economic activity, it is important to know how to change this parameter in the dynamics of how it is big or small relative to the total population of Ukraine. To do this, use the relative indicators.

The level of economic activity of the population - it is a relative indicator which reflects its "popularity" in comparison with other types of activity (inactivity). It is calculated as the ratio of the economically active population to the total population aged 15 - 70.

Number of employees - it is an absolute indicator of employment in economic activity, it indicates its size. This indicator reflects the quantity involved working capacity.

But, as in the previous figure, this figure alone is not enough that can be said about employment. For an adequate assessment of employment, this figure should analyze the dynamics and compare it with the adult population. To do this, use the relative employment rates.

Employment rate - it is a relative indicator which shows its prevalence among adults. It is calculated as the ratio of the employed population to the total population aged 15-70.

The number of unemployed - this is an absolute measure of unemployment, which reflects its size. This indicator is important in and of itself, because it shows how many people in a certain period in a certain area does not have a paid job; they can and want to do. Accordingly, it gives

information on how many are not enough jobs, many people in need of social support and assistance to employment.

However, for the assessment of unemployment it is also very important to know how to change this parameter with respect to prior periods, as well as a negative phenomenon widespread in society. To do this, use the relative unemployment rates.

The unemployment rate is a relative measure of unemployment, which reflects its prevalence among the economically active population. It is calculated as the ratio of the number of unemployed to the economically active population.

Test Questions

1. What is the socio-economic nature of employment?
2. Describe the types of employment. How do you understand the rationality of employment?
3. What types of unemployment do you know? Which ones needs special attention?
4. Describe indicators of economic activity, employment and unemployment.

Topic 9. Monitoring of social and labor sphere as a regulation instrument of social and labor relations.

- 9.1. Monitoring concept and tasks of social and labor sphere.
- 9.2. Information sources on employment, social and labor relations.
- 9.3. Monitoring main directions of social and labor sphere.

9.1. Monitoring concept and tasks of social and labor sphere

Monitoring of social and labor sphere (Eng. Monitor – from the Latin monitor - the one, who controls, warns) is a permanent monitoring of an object with the aim of identifying its compliance with the intended effect. Monitoring is a component of management.

Monitoring is used in different activity areas and is a logical system of accepting data about an event, process, which is described due to certain key indicators with the aim of the object's runtime diagnostics, its research and assessments in dynamics.

Monitoring is defined by the International Labor Organization as constant or periodic revision of a certain program execution by the administration with the aim of current results assessment, detecting problems, negative trends and developing recommendations to eliminate them.

There are three basic principles, which monitoring is based on: the first is the principle of identity, conformity (identity) between the monitoring system and the studied subject; the second is the principle of the surveillance subject's unity, i.e. all separate partial studies should be subordinate to the general social and economic tasks; the third is the principle of complexity, supervision over transformations not of the separate parts (spheres, aspects) but of the social and economic system in general.

One of the main fields of social and economic monitoring is the social and labor monitoring sphere, in other words, assessment of its state and development.

Monitoring of the social and labor sphere should be considered as one of the most important development instruments of reasonable state social policy.

Continuous supervision over an actual state of affairs in the social and labor relations sphere, systematic analysis of processes which take place in it, prevention of negative tendencies which could possibly cause the social tension, and also a short-term forecast of possible changes in this sphere are the main objectives of the social and labor monitoring.

Monitoring is based on the decision of three main groups of tasks, such as methodological, scientific and information. Methodological monitoring issues it is the scientific bases development, structures and indicators monitoring systems, the creation methods of selection and tools allowing to receive reliable research results. Scientific tasks it is tracking and the concrete shifts analysis in the social and labor society sphere (studying of the labor relations, level and quality of the population life, estimates, installations and people behavior, changes in the society social structure, forecasts development, etc.). Information tasks it is providing reliable, scientific, objective information and the widest scientists range and heads of all levels have to be consumers.

Social and labor processes take place in two planes, the first is the production sphere and the second is an environmental sphere. Respectively, firstly the enterprises and the organizations where people work have to become object of research social and labor monitoring; secondly, territories where people live and enterprises are located; thirdly, communities in which people unite. All parameters of the social and labor sphere can be estimated comprehensively only under the general umbrella, when in object researches participate not only separate human communities, the enterprises and the organizations, but also the cities, districts, areas and the country in general.

Doing researches on the monitoring program, it is necessary to reveal the changes in time, that are in the social and labor sphere and also factors which influence on these changes. It is necessary to realize short-term forecasting of passing of the most important social and labor processes, to prevent and eliminate negative tendencies which led to the formation and the tension centers development.

The monitoring carrying out allows to estimate completeness and implementation efficiency of the legislation piece concerning with social and labor policy, to promote optimum decision making at the different management levels.

9.2. Information sources on employment, social and labor relations

In the international documents main statistics goals and information collection about population work are formulated. There is mentioned about measurements human and labor force for the purpose of macroeconomic analysis implementation and development planning of these resources, and also employment measurement, the income and other aspects of work for development and programs implementation in the social policy field and policy directed on labor market regulation.

Information sources for monitoring of the social and labor sphere of Ukraine are statistics which characterize a social and demographic condition of the population, employment, labor market and unemployment, working conditions at the enterprises, income and social standard of living. The used indicators have to be real, probable and avowed. In monitoring generally are used complex indicators which consist of separate statistical data. The statistics is necessary for monitoring of the social and labor sphere, but it isn't enough, data of experts - heads and experts and data of the enterprises employees and organizations also is needed which are being collected during sociological researches are necessary.

To the main information sources on employment and the social and labor relations belong:

- administrative statistics;
- selective inspections of households;
- population censuses;
- selective inspections and censuses of the enterprises;
- sociological inspections.

The administrative statistics is the standardized data of the statistical reporting of the enterprises and organizations, public service of employment and other subjects of economic activity, state bodies.

Selective inspections of households this is research in the poll form with a high regularity degree, once a year, in a half year or once in three months. These inspections give the chance to receive information on all labor, structure, to carry out simultaneous, the general and mutually exclusive measurements of workers number, unemployed, economically inactive population, to obtain reliable data about a standard of living.

Very important source of information are population censuses which have something general with the last way of information collection. The main difference between them consists in inspection scales it means that in full

coverage of the studied set of the population census, unlike selective researches of households. It is a source of information gives the chance to receive comprehensive information on the population that demands limitation of the list of questions concerning each concrete aspect of the population research. Scales of census don't allow carrying out it often, usually it is carried out time in ten years.

Selective inspections of the enterprises provide information about work from the productions point of view. They are the single information source about domestic labor-markets.

Carrying out monitoring of the social and labor sphere, it is necessary to use also the scientific organizations researches. Data of sociological inspections on various questions of monitoring are the most important.

Sociological inspections is an analysis of the social phenomena by means of sociological methods which allow to systematize the facts about processes, the relations, interrelations, dependences to draw valid conclusions and recommendations.

During sociological research apply such methods of collecting primary information as studying of documentary materials, supervision, experiment and poll.

Polls it is the most widespread method of sociological research which consists in obtaining answers to specific questions. Information source at poll is the verbal message and the reasoning of respondent. Distinguish the following kinds of poll as questioning (written the correspondence poll), interview (oral interview, eye poll), expert poll (obtaining answers from competent of the studied problem of people). In more detail about carrying out sociological researches you can read in special literature.

The system of indicators which is analyzed at monitoring implementation of the social and labor sphere at the state and regional levels characterizes migratory and social and demographic processes; structure of employment, tendency of the movement of workers, condition of system of preparation and retraining of personnel; problems and tendencies of development of unemployment, including those that are hidden; conditions and labor protection; income and standard of living of the population, its social well-being etc.

At the level of the enterprises, institutions, the organizations indicators which characterize employment - the movement of the personnel, preparation and retraining of personnel, changes of number and structure of workers etc. have to be analyzed; conditions and labor protection that is production condition at the enterprise, employment scales on harmful and hard physical work, the level of operational injuries and so forth; compensation and forms of social workers support, level of an average monthly workers salary of various categories, structure and monetary payments scales to employees of the enterprises in the form of awards, financial support, surcharges etc.; condition of the labor relations namely number of labor disputes, their reasons, number of the

settled labor disputes without address to the highest authorities, implementation extent of employment contracts, a condition of the strike movement and so forth.

Important sources of information are the international information publications according to work for research of the world work market and comparisons between the countries in the work sphere.

For an objective condition assessment of the social and labor sphere in the country it is necessary to compare materials of all sources of information on employment and the social and labor relations, and monitoring of the social and labor sphere needs to be carried out at three levels such as federal, regional and at the separate enterprises and the organizations.

9.3. The monitoring main directions of social and labor sphere

The main monitoring directions of the social and labor sphere are key problems which are the most actual at the present stage such as social and demographic and migratory processes; employment, labor market, unemployment; social and labor processes at the enterprises; conditions and labor protection; income and standard of living of the population; social and psychological climate in labor collectives; satisfaction with the social and labor relations. These main directions are defined by the social policy pursued at the state level.

The gender and age structure of the population is formed under the influence of historical and economic country development. Therefore through a prism of demographic structure it is possible to investigate both the past, and the future of a manpower, their quality, quantity and uses. The demographic situation also defines quantitative and structural structure in labor market, has important influence on reproduction process of labor.

In a demography four complementary sources of information on the population are used: censuses, current accounting of demographic processes, special selective demographic inspections and registers, lists and accounting of the population. The main objective of the demographic analysis is regularities nature change detection of demographic processes in time and space coordinates.

Monitoring of social, demographic and migratory actions has to define regularities in social, demographic and migratory processes and has to be based so that to reflect the main features of the corresponding processes in all territory of Ukraine.

The monitoring purpose in the employment sphere of the population is scales determination of labor market, prevention of mass unemployment, the fullest and effective use of labor potential without what further social and economic development of society is impossible

Monitoring of employment and labor market the most accurately shows, in what direction it is necessary to correct economic policy in the state that formation of the market passed with the minimum social and economic losses.

The main problems connected with the social and labor sphere of the enterprises are shown, first of all, in character of the labor relations and features of social climate in labor collectives. The greatest tension is observed in collectives when there is the greatest falling of the real wage.

Again the enterprises often refuse creation of the trade-union organizations that reduces overall performance and the conclusions of collective agreements and their execution. Thorough preparation, the statement and execution control of collective agreements, providing great value to them promote positive changes in social and labor processes at the enterprise, to establishment of good psychological climate in collective and etc.

Monitoring of the social and labor sphere at the enterprises should be investigated through the problems solution of social protection and standard increase workers living. It is necessary to study a ratio of number dynamics of the outputs occupied at the enterprises with dynamics, changes features in scales, character and the directions of the hidden unemployment; dynamics of a salary, its communication with work results; the reasons of mass salary nonpayments to analyze differentiation in a salary between the separate enterprises, branches, categories of workers; to carry out the analysis of the labor relations, employment contracts implementation, the trade unions roles in in activity of labor collectives.

The main monitoring direction of the social and labor sphere are changes tracking of conditions and labor protection at the enterprises.

The monitoring implementation of conditions and labor protection reveals a tendency of status conditions and work safety at the enterprises, defines the scales dynamics of occupational diseases and traumatism, finds approaches to the solution of these problems not due to conditions improvement and the work organization, and at the expense of different increase in compensation payments

One of the important directions in monitoring of the social and labor sphere is also supervision over the income and prices level for consumer goods and services, which is reflected in a living standard of the population, justification of level determination of the population income, a salary share in them is as the main increase source of citizens welfare and incentive to effective work.

In the income monitoring and a living standard of the population especially important meaning is got the social inspections such as systematic standard studying of living, its dynamics and differentiations on the basic social-professional and social-demographic corpses and on separate regions.

Monitoring in the research direction of social and psychological climate at the enterprises has an important meaning, whereas it allows investigating a

condition of this indicator as an increase factor of social efficiency and economic activity.

The labor collective is the union people for joint actions to achieve the socially useful purposes, wedded by common interests, structurally executed and having regulatory body, enforcement of discipline and responsibility. The labor collective is a social society which represents set of small groups and is a direct social environment of the employee. Social functions of these groups have dual character such as participation of workers in the social and labor relations of the direct collective and creation emotional, psychological relations which are based on the personal contacts of network workers. The combination of these two groups of social and psychological relations creates the interpersonal group relations, which are typical for labor collective.

The social and psychological climate in labor collectives is characterized by the satisfaction each member degree of collective the social and labor relations, work. The assessment of this measure is rather subjective, however is formed and objective factors among which there is a character and the work maintenance, extent of remuneration, prospects, existence of the accompanying opportunities, and also specific features of activity.

Psychological and moral-psychological compatibility labor collective members have a great importance for formation of favorable social and psychological climate. The first is based on compliance of their temperaments, and the second is based on compliance of professional and moral-psychological qualities.

Social and psychological members compatibility of labor collective are provided with a set of conditions, among them:

- rational distribution of functions;
- compliance of personal opportunities to each structure and maintenance of its work;
- proximity or coincidence of moral positions;
- motives uniformity of activity and individual members aspirations of labor collective;
- possibility of complementarity and an organic abilities combination of everyone in uniform labor process.

Monitoring in the research direction of social and psychological climate plays a significant role at the enterprises in providing highly effective and productive members cooperation of labor collective, influences increase of satisfaction with the social and labor relations that, in turn, allows to reach quality labor life, social wellbeing and consent.

Test Questions

1. What are the main monitoring tasks of the social and labor sphere?
2. Give the characteristic of the main information sources on employment and the labor relations.
3. Characterize the main monitoring directions of the social and labor sphere.

Topic 10. International Labor Organization and its influence on the development of labor relations

- 10.1. Goals, objectives, structure and priority activities of the International Labor Organization (ILO).
- 10.2. Rule-making activities of the ILO. International Labor Code.

10.1. Goals, objectives, structure and priority activities of the International Labor Organization

ILO (International Labor Organisation) is one of the oldest and largest international organizations. It was established in 1919 as a part of the League of Nations at the initiative and active participation of Western social democracy to promote social progress, establishing and maintaining social cohesion. In March 1946 the ILO acting as a specialized agency of the United Nations.

The ILO now has more than 180 member countries.

ILO Constitution based on the 2-basic principles - universality and tripartite representation. Versatility means, above all, the possibility of accession by any State that agrees to comply with obligations under the Charter. If this principle is typical for most international organizations, the principle of tripartite representation is peculiar to the ILO. This is the only organization in the UN system, in which representatives of employers and workers - have the same social partners with government representatives a voice in shaping its policies and action plans.

Within the ILO conducts regional conferences with sectoral committees dealing with the problems of individual sectors. At the ILO International Institute has social and labor issues (Geneva) and the International Training Center (Turin).

The main objectives of the ILO in accordance with its statute can be defined as: protecting the interests and rights of workers through the regulation of working time; fighting unemployment; installation guarantee wages and recognition of the principle of equal pay for equal work; protection of workers from occupational diseases and accidents at work; regulation on social insurance, social security and so on.

To achieve these goals the ILO performs the following main objectives:

- development of international policies and programs of solving social and labor issues.
- Creation and adoption of international labor standards in the form of conventions and recommendations for the implementation of this policy.
- Technical cooperation assistance to member countries in addressing social and labor issues.
- Protection of human rights and the fight against poverty by improving the living standards of workers, the development of social security.
- Develop programs to improve working conditions and working environment, safety and health, environmental protection and restoration.
- The development of measures to protect the most vulnerable workers (women, youth, the elderly, workers, immigrants) and others.
- The above objectives were and remain the main activities of the ILO and is both its working methods, including the development of international labor standards.

The ILO has a rather complex and branch structure. International Labor Conference (ILC), or General Conference is the supreme body of the ILO, whose work defined by special Regulations. INC collected annually in Geneva, usually in early June. Each is represented in the Conference by two delegates from the government and one from the workers and businesses with the right to vote. The composition of delegations as advisers consists of large quantities delegations of 40 - 50 people. All delegates have equal rights and vote according to their convictions and independently. Different points of view do not cause interference to decisions, because they are made mostly large majority or consensus.

MCP determines the general direction of the ILO is discussing social issues in the workplace, develop and maintain international labor standards in the form of Conventions and Recommendations, take resolutions on certain issues of ILO hear a report on the activities of the past year and approve the budget and program for the next two years, every three years elect an administrative board. The work of the supreme body of the ILO consists of daily plenary sessions and parallel work of various committees.

Sectoral Committees established outside the Conference for discussion at the international level of social and labor issues separate, major industries. The committees are permanent bodies, however, going to meetings regularly, not more than once every few years.

Regional conference convened to maintain constant communication with the various ILO areas of the world and the study of social and economic changes that are taking place there. Conference convened by the need and opportunity to discuss issues of importance to a particular region. Decisions conferences aimed at ILO, governments, associations of workers and entrepreneurs of the particular region.

The Governing Body is the executive body of the ILO, which makes it work between conferences, introduces its solution determines the agenda of the conference and other meetings, directs the activities of the ILO and various committees and so on. The Governing Council has meets three times a year. At each session for consideration is made about twenty questions.

The International Labor Office (ILO) – permanent secretariat and is both a research center on social issues and world reference and information center ILO headquarters in Geneva (Switzerland). The main functions of the ILO include: implementation of various surveys in industrial relations on behalf of the Governing Council and General Conference, monitoring compliance with ratified conventions, training materials for general conference, publication and distribution of publications on labor. The head of the ILO Director-General, who is appointed by the Governing Body every 5 years. Organizational ILO consists of a number of departments and has several bureaus and representatives in various countries. ILO was founded two scientific and educational institutions of training: International Institute of Social and Labor Studies in Geneva and the International Training Center in Turin (Italy).

An important role in the ILO played adoption in 1944 by the International Labor Conference in Philadelphia ILO Declaration. It was called the Declaration of Philadelphia and, in fact, together with the statute defined the main goals and objectives of the Organization to remain relevant and urgent moment. This declaration outlining the main ways not only of the ILO, but also global social policy in general in the second half of the XX century, now is the guiding document of the organization.

Declaration of Philadelphia ILO also urged governments to introduce a guaranteed minimum wage, to achieve full employment, promote the implementation of social welfare programs, improving working conditions and living standards, providing training opportunities and promotion to higher office workers, ensuring equal access to general and vocational education.

Declaration defined goals and objectives are the main activities of the ILO during the period, but current conditions determine the need to identify priorities for its activities. The main ones are the following: support for the democratization process to promote dialogue between the partners in each country; continue the fight against poverty, primarily through increased employment, including through the training of the workforce; protection of human and civil rights workers in all its forms.

The work of the ILO uses three basic methods:

- The development and adoption of international labor standards and monitoring their implementation (normative activities).
- Assist countries in addressing social and labor issues, technical cooperation.
- the research of publications on labor.

Rule-making work is the main activity of the ILO and implemented in order to achieve its main goals and objectives. ILO develops international programs to improve working conditions and lives of workers, increase employment opportunities, and support fundamental human rights, improvement of general and vocational education.

International technical cooperation takes place, starting with the 30-ies of XX century by providing expert ILO assistance to countries in addressing various social and labor issues. Business experts has recently become part of national development plans and focuses on promoting full employment, human resources development, raising living standards, improving labor laws, the application of modern management techniques and more. More than 100 countries employ about 600 experts of the ILO.

Technical assistance also includes the supply of equipment, scholarships for training of national staff in the field and during their travel to other countries, organizing various seminars. The scope of technical assistance capabilities defined its funding, which is small but slowly growing. Implementation of large-scale projects, including the training financed somehow Development Program and the United Nations.

Systematic research and publishing activities of the ILO is the basis for the implementation of legislative and technical cooperation. This area of activity is conducted major departments ILO, International Institute of Social and Labor Studies ILO International Training Center of the ILO. The research covers many countries around the world after its completion the results can be used by everyone.

International Institute of Social and Labor Studies cooperates and communicates research results, methodological developments in the field of labor and industrial relations with many national research institutions. The ILO is the coordinator of all research in health and hygiene, industrial areas and performed in individual countries and in international organizations.

ILO is an important international publishing center, which annually produces a large amount of literature in many languages. Among publications - report to the annual session of INC, various specialized meetings and conferences; issued in three languages journal "International Labor Review", in five languages - magazine "Labor Peace"; "ILO Official Bulletin"; also issued "Labor Legislation", "Yearbook of Labor Statistics," "Working in the world," an annual report on trends and developments in labor and social spheres magazine to help unions.

The main areas of ILO include: employment and unemployment; training and retraining; Human Rights; provided safety and health, industry and environment; salary; social welfare; certain categories of workers; ILO and social institutions; Looking to the future and problematic situation.

An important and very effective activity was the ILO help countries, particularly those emerging in the training and retraining. These issues ILO sees

as the problem of human resources, including management development, vocational guidance and vocational rehabilitation. In the implementation of the program directed more than two thirds of the funds allocated to technical cooperation. This area of activity is realized every year in dozens of countries, it employs hundreds of advisors and experts.

Acute and politicized sphere of the ILO, which got reflected in international norms and control activities of its various bodies are human rights.

The wide range of issues covering such areas as conditions, safety and health, industry and environment. These problems are reflected in the conventions and recommendations dealing with general and specific issues of individual professional groups of certain hazardous substances, some occupational diseases. To solve the problems in this area ILO has developed and implements a number of programs, the most important of which is the International Program on the improvement of working conditions and environment.

ILO in wages is limited. In international norms reflected only a matter of establishing the guaranteed minimum wage and pensions, remuneration criteria, the question of equal remuneration for men and women for work of equal value. Social security ILO standard-setting work of broad, covering all elements of these activities. A significant social security covers programs of technical assistance to developing countries, and the development and improvement of national legislation with social security in developed countries. ILO also highlights some of the most vulnerable groups and professional workers. The first group includes women, disabled, youth and migrant workers. As for specific professions, industries and fields, the special attention given by the sailors as the conditions of work and life on board ships sailing around the world, require urgent international regulation. Through social institutions ILO cooperation with all its member countries.

10.2. Rule-making activities of the ILO. International Labor Code

International legal acts of two kinds: Convention and Recommendation - accepted within enshrined in the ILO Constitution and its other documents. ILO Conventions and recommendations, together with various UN regulations, operating on a global scale, local acts and actions taken by regional organizations, form a kind of international labor code. International Labor Code is a variety of international labor standards; Built on 184 Conventions and 194 Recommendations of the ILO adopted over the years of existence. It is the object of attention, learning, borrowing, practical use as the recognized standard in the civilized world, the construction of model acts of industrial relations, creative development which is a prerequisite for the development and improvement of national labor law, which focus on general civilization requirements.. Together, these conventions and recommendations constitute a

unique legal framework and the specific legal status of industrial relations, which are based in a particular country, taking into account national peculiarities. The Code provides the legal basis for social partnership in the form of specific legal provisions contained in special legal regulations. ILO conventions is legally recognized unions the right to legislative initiative and the principle of equality of the social partners. The necessity of the existence in member countries of the ILO arbitration to solve social and labor conflicts; creating conditions required to ensure the independence of each other social partners and their autonomy. International Labor Code establishes international standards in the field of human rights, employment and training, conditions of work and employment. The Code describes in detail all the procedures based on the fundamental principle that are important for negotiations the parties for the effective implementation of international labor standards in the practice of some countries and others.

The specific content of the Code consists of 13 main sections, which are grouped ILO Conventions and Recommendations containing basic ideas for each area of the organization. The legal significance of Conventions and Recommendations, which are the embodiment of international labor standards are different. Convention shall be ratified and lay legal obligations on the state of their practical implementation, their performance is verified. Special Mission acquainted with the situation of trade unions in a particular country, with the implementation of a convention for violation of ratified Conventions country entered in separate lists. Recommendations are not ratified, they are a model of what the state can, but is not obliged to be guided in the implementation of legal regulation of labor. Recommendations are like a guide for countries intending to observe social and labor standards, but for some reason can not or do not wish to ratify them. That is why the convention is the main legislative activity rate ILO and they carry the most significant effect on the regulation of labor areas of the country.

All documents linked common idea ILO presence in all actions of the social partners imperative political will to achieve social compromise, they do not have political ambitions and ideological. Most labor standards proposed in the form of ILO conventions and recommendations are not revolutionary and innovative character and are not universal, but they offer the following methods of solving problems in employment positively proven or is the only correct and have been tested in many countries. They also contribute to development of countries own policy on industrial relations in the general international context and solution of national problems using simultaneous development and international cooperation.

The main ILO Conventions in the field of industrial relations are as follows.

- Convention number 87 1948 Freedom of Association and Protection of the Right to Organize. The Convention provides a guarantee and

ensure that all employees and entrepreneurs with no exceptions and prior permission of the right to establish associations of their choice and free to join. It may carry on business in these organizations, to form their program of action without interference by public authorities. Workers and employers can not be dissolved or temporarily banned administratively.

- Convention number 95 1949 on the protection of wages. The basic principle of this document is timely and full payment of wages, protected from the use of illegal practices. Other provisions relating to the regulation and limitation of deductions from wages, day and place of payment.

- Convention number 98 1949 on the Right to Organize and Collective Bargaining. It is a basic principle in relations between the parties in resolving labor disputes declares negotiation principle. The Convention aims to eliminate discrimination, trade unions, business organizations and the protection of workers from outside interference, and to take to promote collective bargaining.

- Convention number 100 1951 on equal remuneration for men and women for work of equal value. The Convention, as is clear from its name, adopts the principle of equal pay for equal work for men and women.

- Convention number XII 1958 on discrimination in employment and occupation. It provides for a national policy to eliminate discrimination based on race, sex, color, religion, political opinion, national or social origin.

- Convention number 122 1964 on employment policy, which involves actively promoting full, productive and freely chosen employment. This Convention should be considered together with the recommendations of the ILO № 122 (1964) And number 169 (1984.).

- Convention number 131 1970 minimum wage. The Convention stipulates that the minimum wage has the force of law and is not subject to reduction, and violation of this provision entails criminal or other sanctions.

- Convention number 135 1971. On protection of the rights of workers in the enterprise and opportunities available to them. The Convention provides that representatives of workers protected from any action that could cause them harm. Representatives of workers should be provided in the company adequate opportunity to quickly and effectively perform their functions. The term "workers representatives" shall include persons who are recognized as such under national legislation or practice, or union representatives or elected representatives.

Conventions and recommendations are considered by the Organization as the minimum standards for the Member States and can not be used by them for degradation of workers and employers.

The ratification of the conventions and making recommendations to national practice does not always happen, and will not affect the state of relations in the country. Ratification of conventions is, however, the most

important international legal instrument through which the State Party assumes the ILO in their international obligations.

- Ratification Approval is highest organ of state power of the international legal act; ratification gives it legal force in the country.

The new Convention enters into force for a particular State within 12 months from the date of registration of the instrument of ratification of the ILO Director-General. This state is obliged to take all necessary measures (the adoption of legislation or practical action) to ensure its application.

Convention is ratified, along with national laws source of domestic law, and in case of discrepancies between the Convention and national legislation or practice necessary to take measures to eliminate them. Also, there are established penalties for non-compliance set forth in the Convention, and provided with full awareness of all stakeholders of the entry into force of this Convention in the country.

By ratifying the Convention, may eventually withdraw from further use of the denunciation by refusing to continue to comply with its provisions. Each convention is an article that defines the order and timing of a possible denunciation. According to the ILO Constitution, States Parties shall provide annual reports on the measures taken for the application of ratified ILO Conventions according to the current system of reports on the most important conventions on human rights, presented every two years, and under other conventions every four years. Consideration of reports supplemented by presentation P procedure at specific intervals reports on the state of law in the country and practice issues that are the subject of non-ratified Conventions and Recommendations. This procedure, among other things, makes it possible to identify the circumstances that prevent or delay the ratification of conventions.

Test Questions

1. When and why was created the ILO? What are the main goals and objectives of its activities.

2. What is the role and importance of the ILO Declaration of Philadelphia?

4. Name and describe the basic methods and scope of the ILO.

5. Describe the legislative activities of the ILO.

6. What is the legal nature and importance of conventions and recommendations? How important is the ratification of the conventions?

7. Describe the basic ILO conventions in the field of industrial relations.

7. How does the application of international labor standards countries - participants of the ILO?

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