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## EMPLOYMENT OF POPULATION AS AN OBJECT OF THE STATE POLICY OF UKRAINE

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The article is devoted to analysis of the current state of employment in Ukraine. The author justifies the social problem of employment in Ukraine as one of the most important issues of the state policy, since at this stage of the development of the state policy, the issue of employment is rather declarative. The article presents a detailed analysis of the definition of key concepts such as right to work and employment of population. The author believes that at this stage an important area of State policy in employment should be strong reduction of the hidden unemployment and providing of statistics on the number of unemployed people in Ukraine who are officially registered. There were highlighted such negative trends on the labor market: the spread of unemployment and the problems of youth employment, high levels of industrial injuries and occupational diseases, the spread of the practice of forced administrative leave and shortening of the working day, arrear of wages. The author believes that to increase the level of employment there should be taken systematic measures for quality of life of the largest segments of the population based on the realization of their right to work and ensure the efficient use of human resources of the nation. The labor market is able to ensure the growth of economic efficiency, but is not able to solve social problems. To improve the situation with employment in Ukraine there should be conducted such state policy which will include the provision of grants to entrepreneurs who are committed to maintain due level of employment, providing advice to the unemployed, development of programs to promote employment within the overall economic policy, where people occupation stands as one of the main economic objectives of the state.

**Keywords:** employment, the right to work, State policy, unemployment, financial crisis, labor market, employment program.

**Найда І. В. Зайнятість населення як об'єкт державної політики України.** Стаття присвячена аналізу стану зайнятості населення в Україні. Автор розглядає соціальну проблему зайнятості в Україні як одне з найбільш важливих питань державної політики, так як на даному етапі розвитку державної політики питання зайнятості населення має більш декларативний характер. У статті представлений детальний аналіз визначення ключових понять, таких як право на працю та зайнятість населення. Автор вважає, що на даному етапі важливим напрямком державної політики в галузі зайнятості населення має бути скорочення прихованого безробіття і надання статистичних даних про кількість офіційно зареєстрованих безробітних осіб в Україні. У статті відзначені такі негативні явища на ринку праці як поширення безробіття і проблеми зайнятості молоді, високий рівень виробничого травматизму і професійних захворювань, поширення практики примусової адміністративної відпустки і скорочення робочого дня. Автор вважає, що необхідно прийняти системні заходи для підвищення рівня зайнятості населення на основі реалізації права на працю і забезпечення ефективного використання людських ресурсів. Ринок праці здатний забезпечити зростання економічної ефективності, але не в змозі вирішити соціальні проблеми. Для поліпшення ситуації із зайнятістю в Україні повинна бути проведена така державна політика, яка буде включати в себе надання грантів для підприємців, які прагнуть підтримувати належний рівень зайнятості, надання консультативної допомоги безробітним, розробка програм зі сприяння зайнятості в рамках загальної економічної політики, де зайнятість населення виступає в якості одного з основних економічних завдань держави.

**Ключові слова:** зайнятість, право на працю, державна політика, безробіття, фінансова криза, ринок праці, програма зайнятості.

Today, social problem of employment in Ukraine is extremely important problem which is still unsolved. The current legislation provides certain guarantees to obtain jobs, decent wages, occupation and employment, but the existence of the legal framework does not mean its implementation. Gaps in implementation mechanism of state guarantees leads to non-compliance with existing laws, creating social tension.

One of the major issues of public policy in Ukraine is to increase employment of people. Today, the practice of management level employment as a strategic objective is rather declarative.

The financial and economic crisis significantly impact on the level of employment of citizens of Ukraine. One of the major levers to ensure the practical realization of human potential of the nation is to create conditions for decent work.

With the development of law and the transition to a market economy there appears the most urgent problem of giving opportunity to work to every citizen. That is because the right to work is one of the most principal and ways of its implementation largely characterize the level of development of society.

The Universal Declaration of Human Rights proclaims the right to work and protection against unemployment (United Nations organization, 1948) [1].

The right to work is one of the fundamental human rights established by international legal acts and recognized by all States, guaranteed by the Constitution of Ukraine. This right belongs to a group of social and economic rights, reflecting the need to meet human needs to create public goods and ensure the livelihoods themselves and their families, provides the conditions for personal development and realization of human creative potential [2, p. 11].

The Constitution of Ukraine, Article 43 guarantees every citizen the right to work, which includes the opportunity to earn a living by work, which they choose or agree for by themselves. [3] In the Labor Code of Ukraine, namely Art. 2 there is said that the State guarantees the right of citizens to work, that means to obtain a job with wages not lower than the minimum living wage, including the right to personally choose a profession, occupation and work [4].

The right of people to work is crucial in the process of socialization It creates motivation for self-improvement and development of labor and creative potential of the nation as a whole.

Nowadays, this problem is under research of such scholars as A. Petroye, V. Troshchinsky, T. Sokolova, E. Libanova, V. Skuratovskyi, Drizhchanyy S., V. Venediktov and others. Recognizing the undeniable achievements of the above scholars should be noted that in the scientific literature there are not fully described approaches to improving the mechanism for implementing public policies to enhance employment in Ukraine in the global financial crisis.

Employment includes activities related to the satisfaction of their personal and social needs for the purpose of obtaining income (wages) in cash or in another form, as well as the activities of members of one family, places of business or work in entities based on their property, including unpaid activities, which are not prohibited by law [5].

Depending on the length of the working period, method of registration of workplace employment and other factors may take different forms.

According to the Encyclopedia of Public Administration, Employment is public relations, especially economic and legal, to include employee in a cooperative work at a certain job. In order to be considered a working person, it is enough to have a relationship with any workplace, be a member of a production team to work in order of self-employment, private sector and others. Employed status does not depend on whether the person is working at the moment, playing sports or resting. In determining the effectiveness of employment should be considered, such as the degree of social tension in society, depending on the circumstances, the level of explicit and hidden unemployment, the size and organization of wages, social security procedure in case of loss of employment or disability, and others. Their inclusion in the scoring system makes problematic quantitative assessment of the effectiveness of employment. The main objectives of employment policy are associated with the problems of the employment, increasing of its productivity.

An important area of policy on employment at this stage should be strongly reducing hidden

unemployment. Control of unemployment and its minimization must be ensured by maintaining growth and jobs, including in the field of small and medium enterprises [6, p. 243 - 244].

According to the State Employment Service, and the State Statistics Service of Ukraine during the first half of 2016 state employment services were used by 868.7 thousand unemployed people that is 74 thousand people less than in the first half of 2015.

As of July 1, 2016 the number of registered unemployed people was 388.9 thousand (as of July 1, 2015 - 443.9 thousand people) and unemployment benefit have received 314.2 thousand people.

The largest number of registered unemployed is concentrated in Dnipropetrovsk, Kharkiv, Poltava, Zaporozhye and Vinnytsya regions, and the lowest - in the Zakarpattia, Luhansk and Chernivtsi regions.

The total number of registered unemployed men was 44.8%, women 55.2%. Among the regions, the proportion of women ranged from 45.8% in Chernivtsi region to 61.7% in Zakarpattia region.

In general, there are 39% of all unemployed from rural areas.

In Zakarpattia, Chernivtsi, Ivano-Frankivsk, Ternopil, Vinnytsia and Rivne regions, more than half of the unemployed are residents who live in rural areas. Among the unemployed, one in four had worked in public administration and defense, compulsory social security, 15% - previously worked in wholesale and retail trade; 13.3% - in processing industry.

For occupational group among the registered unemployed there were mostly legislators, senior officials, managers - 17.1% of workers in maintenance, operation and control of equipment and vehicles - 16.3% of workers in trade and services - 15.1%, representatives of the easiest professions - 13.4%.

More than half of registered unemployed people were dismissed by agreement of the parties and in connection with the expiration of the contract, and one in seven unemployed to register with the employment service have not worked for over a year.

Among the registered unemployed, one in four had higher education, 20% - basic and incomplete higher education, a third part of people have completed vocational education,

secondary education had 20% of job seekers. Compared with previous periods has increased the proportion of people with higher education and reduced the proportion of people with complete and basic secondary education [7].

Among the negative trends in the labor market are:

- spread unemployment and youth employment problems (unemployment rate among young people under 35 years is twice higher than among the total economically active population, many young people can not find a job more than for a year);
- High level of industrial injuries and occupational diseases. The main reason for security breaches is the lack of adequate public funding;
- widespread practice of forced administrative leave and shorter working hours;
- arrears of wages.

It is therefore necessary to take systemic measures to improve the quality of life of the largest segments of the population based on the realization of their right to work and ensure the efficient use of human resources of the nation. With the economic crisis priorities in this area should be:

- prevent further social polarization and deepening poverty on the basis of social obligations of the state and provide them with a targeted, improve social protection of the population from risks;
- Implementation of an effective system of monitoring the social impact of the economic crisis, sources of social and political tension;
- ensuring full compliance provided by the State and local budgets obligation to pay and finance social spending;
- continuation of pension reform with a gradual transition to mandatory funded pension system and the promotion of a parallel system of voluntary pension insurance.
- maintaining and increasing employment as a condition for strengthening the dynamics of income, and therefore - growing consumer demand;

In order to optimize the structure of employment, the transformation of the wage system and improving labor market during the economic crisis of adaptation it is necessary to perform the following tasks:

According to Sokolova T.M. the main solutions of the problems of unemployment should include a number of measures, including:

- bringing legislation of Ukraine in compliance with international norms and principles;
- introducing mechanisms to protect the domestic labor market;
- implementation of national and regional employment programs;
- promote stable of strategically important enterprises;
- tax cuts for businesses while maintaining jobs (to compensate for spending on new hiring);
- preservation of functioning effectively jobs and creating new ones;
- creating favorable conditions for development of small business and entrepreneurship unemployed;
- providing soft loans to state wages additionally employed in producing that size will equal wages;
- legalization of off-the-books employment [8].

Expected results should be:

- ensuring quality of life;
- overcoming structural mismatch of supply and demand for labor, reducing the share of illegal employment, increase motivation to work and labor mobility;

- reduction of labor migration and facilitate the return of migrants to their homeland;
- gradual reduction of social stratification, improving living standards and bringing it closer to European social standards.

So, one of the main dynamics of economic recovery in Ukraine is determined fight against unemployment. Market is able to ensure the growth of economic efficiency, but is not able to solve social problems.

Employment policy should lead within the overall economic policy in which employment is one of the main economic objectives of the state. The financial and economic crisis that takes place in Ukraine, significantly affected the labor market. In Ukraine, should be carried out improvement of employment. In particular, the provision of grants to entrepreneurs who are committed to maintain due level of employment, the provision of advice to the unemployed. State employment policy involves the development of programs to promote employment. These programs may include a separate category of the population (young people, women, the disabled), and specific cases of threat of unemployment caused by economic or other situation. The aim of national and regional employment programs should be to promote employment, the needs of citizens in the work.

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