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LABOUR MARKET: BASIC CONCEPTS AND PROBLEMS

Abstract: The role of the population as a carrier of intellectual potential increases many times in post-industrial countries, where it is the intelligence of the nation as a set of intellects of individuals that becomes the real engine and determining factor of progress. At the same time, along with the growing social significance and awareness of the problems of employment, unemployment and the labor market, there remain unexplored and unresolved methodological and conceptual problems related to the regulation of its development at the present stage, taking into account the globalization of world economic processes. In this regard, the relevance of the study is determined by the tasks solved within its framework, the main of which is the development of methodological provisions for developing models of market development and a mechanism for regulating the consequences of unemployment. The originality of the approach to the problem is provided by the choice of four existing methods and the inclusion of assumptions that model the socio-economic and demographic aspects of the labor market when developing a set of measures for the contour territory.

Keywords: labor market, unemployment, globalization, modeling of labor market processes, mechanism for regulating the consequences of unemployment.

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РЫНОК ТРУДА: ОСНОВНЫЕ ПОНЯТИЯ И ПРОБЛЕМЫ

Аннотация: Роль населения как носителя интеллектуального потенциала многократно возрастает в постиндустриальных странах, где именно интеллект нации как совокупность интеллектов отдельных личностей становится реальным двигателем и определяющим фактором прогресса. Вместе с тем, наряду с ростом общественной значимости и осознания проблем занятости, безработицы и рынка труда остаются неисследованные и нерешенные методологические и концептуальные проблемы, касающиеся регулирования его развития на современном этапе с учетом глобализации мировых экономических процессов. В этой связи актуальность исследования обусловлена решаемыми в его рамках задачами, главной из которых является разработка методических положений по выработке моделей развития рынка и механизма регулирования последствий безработицы. Оригинальность подхода к проблеме обеспечена выбором из четырех сложившихся методов и включением допущений, моделирующих социально-экономические и демографические аспекты рынка труда при разработке комплекса мер для контурной территории.

Ключевые слова: рынок труда, безработица, глобализация, моделирование процессов на рынке труда, механизм регулирования последствий безработицы.

A necessary condition for the highly efficient functioning of the economy is a developed integrated market - a complex dynamic system of economic relations in the field of exchange, the elements of which are the market of means of production, consumer goods, investments, securities, scientific research and the labor market. The latter has one fundamental feature - its components are living people who not only are the bearers of the labor force, but also endowed with specific features:

psychophysiological, social, cultural, religious, political, etc.

Freedom and voluntariness of labor is the main condition for the emergence of market relations about the labor force. The labour market, as an integral part of the market system, arises only when commodity production and circulation become the basis of social relations. A necessary condition for this process is the possibility of buying and selling work force. And this happens if its carrier - employee is a legally free person. The civil freedom of the individual secures the worker the right to freely choose the sphere of employment, the conditions of its use and payment. As a result, the subjects of market relations have certain rights in deciding on the use of resources in the production process, on the filling or non-filling of vacant jobs, etc. Here it is necessary to emphasize one fundamental provision: whatever the socio-economic conditions, the labor supply is always determined by the individual interests and motivations of the individual worker, who has the freedom to choose the most profitable option for the application of his labor. It is from the standpoint of freedom of choice and voluntariness that the entrepreneur and the employee confront each other as equal subjects who, based on their individual interests, enter into relations of equal exchange with each other, but in such a way that everyone benefits from this. The basis for the implementation of the principle of freedom and voluntariness is the personal property of the worker to his labor force and the private property of the entrepreneur to the conditions and factors of production.

These features have a significant impact not only on the motivation and degree of labor activity of people, but also affect the market situation. Therefore, when forecasting and developing an effective management strategy, these features should certainly be taken into account.

The choice of a new model for the organization and regulation of employment processes is an exceptionally responsible and complex task, since changes in this area directly affect the vital interests of workers, the level of welfare and the social climate in society. Especially if we take into account the inertia of public consciousness and psychology of citizens, the lack of preparedness of most of the population to perceive the new realities in the economy, as well as the negative consequences of the economic

and political crisis. A thorough analysis of the totality of employment and labour market processes arising from economic reforms is required. It is not only about identifying patterns of movement of labor in the labor market in the part that can be quantified, but also more General patterns of reproduction.

Despite the apparent evidence of the concept of the labor market, there is still a certain etymological incorrectness of the economic categories used. In this regard, we briefly formulate some theoretical positions in this area.

First of all, it is necessary to distinguish strictly the concepts of the labor market (labor force) and the market mechanism operating in the sphere of labor.

The labour market, being the most General concept, implies only the possibility of a «clash» between supply and demand for labour. In this sense, under the labor market there is a certain physical space where there is a direct interaction of supply and demand. Hence the idea of segmentation of the General labor market (for example, nationwide) into private (sectoral, regional, micro markets, etc.). Consequently, the labour market exists almost always regardless of the nature of the economic environment.

The situation is different for the market mechanism operating in the sphere of labor, as it is a system of specific legislatively fixed rules of interaction of economic agents, which are based on market relations. These relations are strictly focused on achieving equilibrium in the commodity market and allow for the existence of unemployment. Thus, there are still several approaches to the interpretation of the essence of the labor market in the economic literature.

The first view limits the view of the labour market as a system of economic relations with respect to labour supply and demand at the regional and national economic levels. The subjects of these relations are the state, the employer, the region (as a subject of the Federation) and the employee. Between them there are relations related to employment (the implementation of the constitutional right to work), professional orientation of both workers and those who have not yet chosen the sphere of employment, about retraining those who are forced to change their profession, having the status of unemployed.

The second view is to expand the boundaries of the labour market. In addition to the relations related to the supply and demand of labor, it should include relations about the assessment of labor abilities, the establishment of the price of labor, the actual use of the employee's abilities to work. The labor market in the broad sense of the word should be analyzed from the reproductive point of view as an area where there is a connection of material and personal factors of production, coordination of its technical and qualification structures.

Some practitioners (M.M. Zagorulko et al.) understand the labor market as the economic relations that develop between the subjects forming jobs and the subjects applying for them, thereby reducing the relations developing in the labor market only to the purchase and sale of labor, and limiting the circle of participants in these relations. Meanwhile, the relationship between workers and employers does not stop after the work-device, and there is a new kind of relationship, which also needs to be considered within the framework of the labor market - the relationship about the establishment of the price of labor and the conditions of its use.

Another group of scientists (R.A. Galiakhmetov, R.P. Kolosova, A.A. Nikiforova, S.Yu. Roshchin, etc.) proposes to consider the labor market as a mechanism for coordinating interests between the parties involved in the labor market.

The labor market is an organic component of the market economy, performing the functions of the mechanism of distribution and redistribution of social product by spheres and sectors of economy, types and forms of activity according to the criterion of labor efficiency and production in accordance with the structure of social needs and forms of ownership. In addition, in the labour market, employers and workers jointly negotiate, whether collective or individual, on wages and working conditions.

Thus, the term «labor market» borrowed from the foreign economic theory «Economics» is increasingly used in the economic literature. This term essentially means that as a commodity, the employee offers the owner of the workplace his or her labour, not labour, i.e. the ability to work.

But labour cannot be sold on the market because it does not exist at the time of the sale of labour. In fact, it is not labour that is offered on the market, but labour.

Nevertheless, it is suggested that from this point of view, the use of the concept of «labor market» instead of the concept of «labor market» or «employment market» is justified, since its essence is in the description and systematization of not only external factors, but also in the study of cause-effect relations of real economic phenomena and processes that reflect the final process of the use of labor as one of the factors of production.

But even based on the terminology of «Economics», some authors (E. Sarukhanov, etc.) insist that the market does not sell labor, but the ability of a person to work, that operates not the labor market, and the employment market, that is, a set of economic relations arising between the owner of the labor force and its buyer (employer) about a specific workplace, which will produce a product or service.

For the owner of the labor force, it is possible to obtain a workplace in which he can work, show the ability to earn the funds necessary for him to reproduce his labor force. For the entrepreneur, there are economic conditions for profit-making. There are economic relations of employment. They determine the true content of the labor market as the employment market.

Thus, the labour market is a complex, multifaceted, heterogeneous, dynamic and flexible system of market relations concerning the reproduction of productive abilities of people. It is one of the most important spheres of social and economic life of society and therefore it is no coincidence that it becomes the object of the most steel analysis of economists.

Yes, indeed, it should be recognized that the concept of «work» is unique. Labour services can be provided, but workers themselves cannot be bought or sold. Moreover, since labour services are inseparable from the workers themselves, the conditions for their acquisition are often as important as their price. Or, in other words, when hiring, non-monetary factors such as working conditions, the risk of occupational injury, the nature of the Manager, perceptions of «fairness» towards people and the possibility of flexible working hours play a more important role than, for example, in commodity markets. Finally, there are many different kinds of organizations and laws that affect employment relations, but are absent in other markets. That is, it can be

argued that the conditions in which employers acquire and workers offer their services in the field of labor, yet form their market for several reasons.

First, there are organizations whose purpose is to promote the development of contacts between buyers and sellers of labor services.

Secondly, once such contacts have been established between the two parties, information on price and quality is exchanged immediately.

Third, once an agreement is reached, a certain employment guarantee contract comes into effect, which reflects the issues of wages, working conditions, the stability of the proposed work, and even the period for which it is designed.

The final result of the transactions between the employer and the employee in the labour market is the distribution of people in the workplace at certain wage rates. As we can see, it is through the labor market that the most important national resource - labor - is divided into firms, industries, professions and regions.

From the point of view of the historical approach, the interpretation of the concept of «labor market» has undergone many changes, both quantitative and qualitative. In the period of formation, i.e. at the end of the 19th - the beginning of the 20th century, the satisfaction of demand for labor and demand for working conditions from the employees was carried out spontaneously, through simultaneous actions of non-bearing parties, and in fact was committed outside the market or sphere of circulation. In the present period, the labor market has developed as a system of social relations that reflect the level of development and the balance of interests between the forces involved in the market: entrepreneurs, workers and the state.

Associations of entrepreneurs, on the one hand, and trade unions, on the other, are the organizational form of expressing such interests in the labour market. The state acts as an employer in state-owned enterprises and an investor, financing major projects and development programs. However, its main function is to determine the rules of regulation of the interests of partners and opposing forces. As a result, it becomes possible to determine the basis of the labor market regulation mechanism, which includes both the system of social protection and the system of stimulating the development of productive forces.

The subjects of relations in the labor market: employers, employees and unemployed citizens (including the unemployed) who are looking for another job, as well as those for whom the risk of losing it is high enough.

As you know, the contradiction of any product is the struggle of its opposites: value and use value. For the labor force, this is a contradiction between the price (cost) of labor and the ability of workers to work. The normal resolution of the contradiction is the creation of conditions under which:

- each employee finds a job to realize their abilities to work;
- the price of labor provides an expanded reproduction of his abilities to work;
- satisfaction of employees with the nature and content of work is ensured.

In order to minimize losses in the labor market, employers and employees delegate the implementation of part of their interests to the state in the face of Federal and regional authorities. In turn, the Executive and legislative authorities, by creating conditions for the implementation of the interests of the main participants in relations, pursue their own interests.

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