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LABOUR MODERN CONCEPTS IN THE CONDITIONS OF STRENGTHENING OF MIGRATION PROCESSES IN UKRAINE

The authors in this article describe the main new concepts of work in the conditions of strengthening of migration processes in Ukraine. The characteristics of new migrants are grounded, among which the attention is focused on the lower stability of labour relations, non-standard working hours and workplace compared to workers employed on a regular basis, as well as a limited access or no access to social protection provided by the valid law. The authors also analyze the fluctuations of the level of non-standard employment of potential migrants among the population of Ukraine in 2004-2013.

Key words: *modern concept of labour, migration processes, "flexicurity", innovative economy, non-standard employment, transformation, virtual form of employment.*

Мульська О., Бачинська М. СУЧАСНІ КОНЦЕПЦІЇ ПРАЦІ В УМОВАХ ПОСИЛЕННЯ МІГРАЦІЙНИХ ПРОЦЕСІВ В УКРАЇНІ

У статті розглянуто основні новітні концепції праці в умовах посилення міграційних процесів в Україні. Обґрунтовано відмінні риси нової зайнятості мігрантів, серед яких акцентовано увагу на більш низьку в порівнянні із зайнятими на постійній основі працівниками стабільність трудових відносин, нестандартний робочий час та робоче місце, а також обмежений доступ або повна відсутність доступу до соціального захисту, передбаченого чинним законодавством. Проаналізовано коливання рівня нестандартної зайнятості потенційних мігрантів серед населення України у 2004-2013 рр.

Ключові слова: *сучасні концепції праці, міграційні процеси, «flexicurity», інноваційна економіка, нестандартна зайнятість, трансформація, віртуальна форма зайнятості*

In the process of rapid formation of a market economy and effective integration into the world economy, Ukraine is aware of the necessity of implementation of new approaches to the study of the processes that occur in the labour market. The transition period is characterized by the mobility of human resources, which is caused by social and economic factors. Labour migration has reached a considerable scale and significantly affects the behaviour of economic agents participating in the labour market, modifies the principles of their interaction, sets

new rules and regulations that determine society's further development.

The study of the theoretical and practical components of labour migration, their influence on various aspects of society's development, improvement of various levers of management are embodied and developed in the scientific literature from the standpoint of different theories and concepts. Thorough the research results of external labour migration and its impact on the labour market are highlighted in the scientific works of Libanova E.,

Malinovska O., Poznyak O., Pyrozkhov, Sadova U. Ya., Semiv L., Bil M., Tesluk R. In the field of the research of labour migration processes their essential characteristics are highlighted in the works of many western scholars (Schmid G., Bang G., Joyce W., Nohria N., Robertson B.).

Ukrainian migration issues today are very popular and are discussed at different levels. Numerous conferences, round tables, seminars are devoted to this issue, but the development of effective state policy on regulation of migration processes at the labour market remains relevant and timely.

The aim of the research is to deepen and systematize the contemporary concepts of work in the conditions of strengthening of migration processes in Ukraine.

Now the concepts and theories of labour are widely used in practice in the form of a new type of litmus test. They are checked to search for promising and original points of view in solving the problems of employment and migrants' social protection. It is worth noting that the existential principle in modern concepts of labour is the development of the German scientist and economist G. Schmid. The essence of the concept key element is that "the boundaries between the labour market and other social systems should become more open to transitional states between paid employment and non-market productive activities in order to mitigate the current high level of structural unemployment, to prevent further displacement of skilled labour from social and labour relations, and to reduce the segmentation or occupational segregation of the labour market" [3, p. 34].

Modern labour markets on migrants require new conditions of employment and promotion taking into account the different social systems. It is worth mentioning private households, as well as such segments of economic activity where social risks of migrants are significant (education, pension, and unemployment).

The new concept of labour "flexicurity" reveals all these conditions the most fully, which is a key one in the modern politics of the EU labour market. The adaptation of the concept of "flexicurity" in Ukraine's conditions requires taking into account new directions of the employment policy, among which there are the following ones: the formation of an efficient employment strategy of the population at the state and regional levels; the social security system of the economically inactive population; the development of comprehensive strategies of lifelong learning; the development of effective and active policies in the labour market. Similar blocks should also concern the categories of the population with a migrant status.

One of the important requirements of the concept of "flexicurity", which should be taken into account when developing strategies and programmes for the employment of migrants, is extending the scope of non-standard employment, the expansion of which is of objective nature (Fig. 1). Without a doubt, such a process activates a number of conditions for the development of the domestic economy, most of which highlight the dominance of the sectoral composition of the service sector; innovative processes and automation. However, this fact should not be considered as a reason for not dealing with migration due to social problems.

Nowadays more and more Ukrainian citizens,

including in the context of individual occupational groups of migrants, are turning to various forms of non-traditional employment. We classify full employment in conditions of flexible forms of working time; part-time employment, that is, the modes of part-time working hours; temporary employees; employment on the basis of secondary employment; employment on the basis of contracts of civil-legal nature; home work; work on demand; remote employment; temporary employment (leasing, out-staffing and staff outsourcing); informal employment; non-registered employment in the informal sector as unconventional (new) forms of employment. [5, p. 109].

In this regard, it is appropriate to distinguish the distinctive features of new employment of migrants like: lower stability of employment relationships in comparison with workers employed on a permanent basis; nonstandard working time and working place, limited access or no access to social protection provided by the valid law. Although non-traditional forms of employment are successfully used in Ukraine, a significant part of them is still outside the legal field.

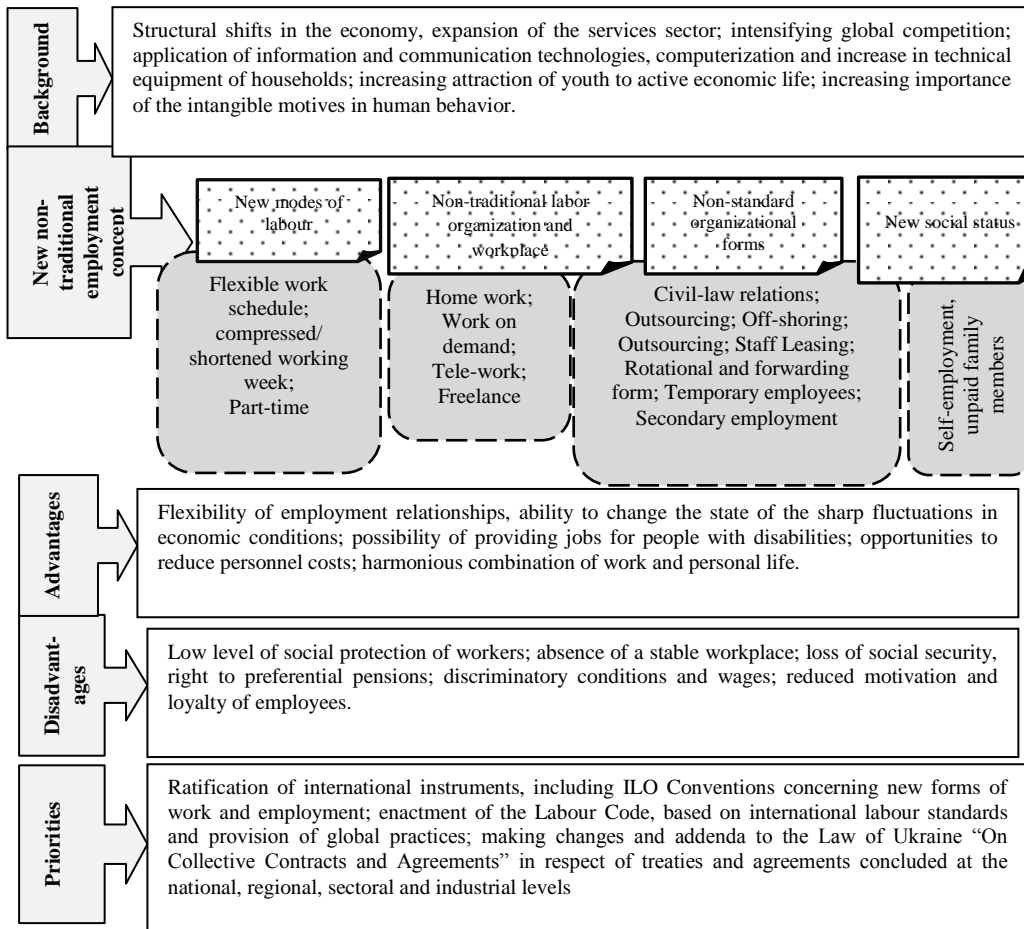
The growth of non-traditional employment migrants in Ukraine occurred in the periods of economic recovery, and this rate decreased rapidly during the crisis. The decrease in the employment rate of migrants under the impact of the financial and economic crisis of 2008-2009 occurred with a certain time lag. Consequently, the level of employment reacts more flexibly to changes in the financial-economic situation. In terms of non-standard employment the least competitive share of the employed work, thus, much of its level is a risk factor for the development of uncontrollable processes in the national economy.

It is significant that in times of increasing socio-economic tensions in the labour market the tendencies of the employment of permanent residents and persons with migration status have similar trends. We will remind, in Ukraine the fluctuations of the level of non-standard employment in 2004-2013 occurred in the conditions of multidirectional changes of its components. The dynamics, magnitude and structural characteristics of selected non-traditional forms of employment in Ukraine are given in Table 1.

In the conditions of the innovative economy's development the main share of non-standard employment accounts for the sector of IT technologies. The employment of highly qualified specialists in that still informal sector of the economy is characterized by non-standard conditions of work using and supposes the performance of specific tasks (work scope, production, software creating, etc.). In 2012 the number of employed IT-employees amounted to 41.4 thousand persons or 0.2 % of total employment, while in 2013 it decreased to 23.7 thousand people (0.12% of the employed). Among them 9.1 thousand individuals were self-employed (freelancers) in 2012 and 5.3 thousand people in 2013. The analysis of the number of freelancers according to online employment exchanges gave the opportunity to clarify the results of this evaluation. Thus, in 2012 the number of self-employed was 29.8 thousand people, and in 2013 – 36.1 thousand. A new type of employment has a significant innovation and a "shadow" capacity, which

exacerbates the problem of enriching the social funds, the shortfall in the state budget tax revenues.

the loyalty of their employees and now aim at reduction in the number of personnel, outsourcing, and employment



with fixed-term contracts. They draw attention to the use of so-called “new labour contracts”, which they connect with virtual workforce and argue that they gave a new definition of relations between employers and employees. The lack of secure long-term employment in exchange for responsible workers to fulfil their responsibilities; the lack of guarantees career growth and security of all such career related benefits (sequence of positions, the opportunity to learn and improve their skills) are the characteristics of such contracts. But there is widespread

Fig. 1. New concepts of work in the focus of modelling new territorial migration systems

* Developed by the authors according to [6, p. 201]

Table 1

The levels of coverage of non-standard employment separate forms in Ukraine in 2005-2013, % of total employment

Indicator	2005	2007	2009	2011	2013	Standard value
Part-time employment with actual working week less than 30 hours	12,9	11,3	15,1	11,7	13,5	16,9
Under employment	5,0	3,0	11,6	5,4	4,4	3,0
Overtime employment	16,0	16,1	13	13,3	14,1	15,7
Non-permanent employment	0,3	0,1	0,2	4,3	4,6	11,6
Informal employment	21,5	22,3	22,1	23,1	23,6	14,8
IT non-standard employment	0,16	0,18	0,19	0,23	0,12	0,30

* Calculated by authors according to [4]

The emergence of new forms of employment is accompanied by the emergence of new social and labour relations. W. Joyce, N. Nohria and B. Robertson explored the change in attitude of employers to the employment relationship and associated it with the growth of labour mobility. They note the change of value orientations of employers that have recently appreciated and rewarded

employability, when companies promise people interesting, promising work that requires considerable effort and will help them to improve their skills and qualifications, without promising them any long-term prospects in the company. Instead, they promise that the work they are doing and acquired skills will make them more competitive in the labour market and will help them subsequently to look for a new job. However, this approach forces the employee to conclude the following: because the company is not going to defend my interests, I have to take care of myself, taking full responsibility for my own future career [2, p. 342].

The latter determines the spread of the trend of the gradual replacement of enterprises’ employment policy, protecting their own workforce from the influence of the labour market (closed), to the policy based mainly on temporary external workforce (open).

Another aspect of transformations of the contemporary labour relations in this direction supposes that deviation from the standard relations happens in two ways – formal (through the fixation and consolidation of non-standard employment conditions in employment contracts) and informal (through the actual rejection of the standard conditions, regardless of employment contract). They emphasize employment de-standardization by another method that is accompanied by under-employment distribution, more standardized employment and work under verbal agreements, etc. In the present context, such a use of many forms of non-traditional employment is associated with the presence of

institutional gaps and it weakens the position of employees in non-standard conditions and complicates the process of reforming the labour market.

In connection with the spread of new forms of employment there are problems in social-labour sphere, in particular the “precarisation”, which is accompanied by a decrease in the level of social responsibility and the fragility of social and labour relations; isolation of the individual; the spread of social fragmentation, the decline of social cohesion. In addition, in our opinion, the new challenges in the social protection system and requirements for its further qualitative development emphasize the impact of the proliferation of non-traditional employment in the labour market in Ukraine, which is characterized by the growth of workforce mobility, increased spatial and sectoral concentration.

Very often the use of new forms of employment by the employer is only for the purpose of profit maximization and improving economic efficiency, but social efficiency is not taken into account at all. Therefore, the creation of temporary, incomplete or informal jobs is associated primarily with the lack of social security and vertical career prospects and low pay. Under such conditions, employees are to reduce the level of requirements, in particular concerning the social package, characteristics of the workplace, working conditions, etc. The use of part-time, part-time employment or, conversely, over-employment and secondary employment is involuntary for the worker in nature and is initiated by the employer. Consequently, the use of non-standard employment and labour relations reduces social security of employees and their motivation is explained only by the possibility of obtaining additional income.

The spread of telecommuting is activated by the changes in information and communication technologies and the motivation of labour behaviour of people in an information network society, because the technological transformation of socio-economic prerequisites for the creation of new forms of employment, which mean the emergence of new knowledge, ultra-fast dissemination of information and increasing its availability, intellectualization of labour; new forms of relations during labour, subjects of labour relations, etc. There are changes of work organization and the quality of working life associated with new opportunities for expanding access and information sharing, changes in the nature of internal and external communications, creation of virtual remote socio-economic relations between employers and workers, the emergence of new tools of monitoring and evaluation work.

The virtual form of employment is based on the use of information and communication technologies as the basis of organizational relationships, allowing you to modify its spatial parameters and active use of flexible modes of working time. In this regard, its main characteristics are: intellectualization of labour; the use of information and communication technologies in employment; high professional qualification level of the workforce, which is associated with the formation of the new information and professional space; increased flexibility of employment; informal employment virtual; the emergence of self-employment.

The dominance of the concept of regular employment in the international Labour Law has recently contradicted the realities of the practice of employment and labour relations. This is due to the rapid development of new labour relations, which had significant socio-economic impact on the transformation of the international labour market. That is what it was ignored both by science and practice of regulation of national labour markets.

Now employment based on part-time work is becoming more widespread in the global labour market, especially those segments of the labour market that are offered to immigrants. According to the statistical reports, ILO, the proportion of workers who work part-time is: in Australia – 27.9 %, in Japan – 26.0 %, in Canada - 18.8 %, in the UK - 23.3 %, and in Germany - 19.6% [1, p. 24].

Despite the fact that non-standard employment deprives immigrants of their basic rights and social guarantees, it remains attractive for most of them because even with these shortcomings it is the best conditions and opportunities than what they had in their country.

Migrant employees that work on the basis of non-standard, temporary employment, have, as a rule, the worst working conditions, low wages compared to those that work under permanent employment contracts. The countries-importers of labour force receive certain benefits at the expense of ignoring the processes of wide spread of workers' non-standard employment, namely:

Lower production costs due to the lower price of foreign labour force.

The stay of the labour force in the country of employment increases the demand for goods and services, which stimulates the growth of production volume.

The import of skilled labour force leads to savings in education and training.

Foreign employees working in non-standard forms of employment will not receive pensions and social benefits in the host country, there are obvious cost savings.

For structural reorganization and innovative development of the national economy of Ukraine we need flexible use of non-standard forms of employment; the conceptual basis of the state regulation should be directed at optimizing the employment structure, the development of non-standard employment and balancing the interests of employers and workers in non-standard conditions.

However, it is worth noting the disadvantages of new forms of employment:

Workers-immigrants are denied the guarantee of permanent employment, as at any time, regardless of the quality of work performed, they may be transferred to another working place or sacked.

The temporary nature of labour deprives workers-immigrants of many rewards associated with duration of work in one place, for example, payments for seniority, social insurance and more. These workers do not receive sick leave benefits and maternity leave, leave to care for a child. Regular medical examinations and the granting of vouchers to sanatorium-resort treatment also remain unresolved.

The employee, who actually worked a certain period of time in harmful and hazardous work, loses the right to preferential pension, as legally he is registered in the staff recruitment agency, where there are no harmful working conditions.

Worker-immigrants may purchase membership in trade unions, do not participate in the collective regulation of labour relations in the company. They are deprived of the right to collective protection of their labour rights.

In the transformation of the international labour market the role of trade unions on the regulation of non-standard forms of employment increases. The rapid spread of new forms of labour forces the unions to reconsider the basic principles of mutual help and solidarity, to change the nature of its activities.

The main economic measures of state regulation of non-standard employment should be aimed at ensuring stable development of economy, creation of conditions for increasing the mobility of workers and reforming the system of social protection. The creation of a favourable investment climate will enhance the competitiveness of enterprises, the modernization of existing and creation of new jobs, developing non-standard employment and the adaptation of innovative types. The implementation of a balanced tax policy will provide the framework to support small business and the abolition of the practice of concealing income through the use of informal employment. We consider expedient to improve the system of taxation of individuals' income by reducing the amount of single fee for obligatory state social insurance for employers, which can be compensated by the introduction of a progressive scale of taxation of income of households rather than income of individuals.

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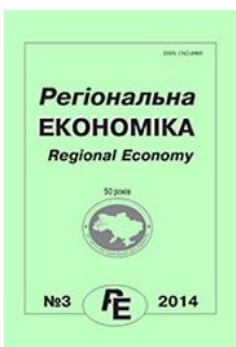
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Науково-практичний журнал «РЕГІОНАЛЬНА ЕКОНОМІКА»



Науково-практичний журнал «Регіональна економіка» – це фахове науково-практичне видання, у якому висвітлюються такі теоретичні та прикладні питання: формування і реалізація державної регіональної політики в Україні, проблеми соціально-економічного життя регіонів, їх територіального розвитку, природокористування та екологічної безпеки, соціальної політики, транскордонного співробітництва, розвитку сільських територій, інвестиційно-інноваційної політики, фінансів і банківської справи.

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