

**Regionalization**

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**LABOUR MARKET REGULATION TOOLS
AND INSTRUMENTS
FOR THE BORDER DISTRICTS
OF THE WESTERN REGIONS OF UKRAINE****Abstract**

There was determined the necessity to increase the efficiency of labour market regulation in the border districts of the western regions of Ukraine. There were identified the drawbacks of the labour market regulation mechanism and the irrationality of social and demographic development of the border districts. There were substantiated the measures aimed to increase the regulation efficiency and provide the labour market development in the border districts.

Key words:

Labour market, border districts, labour market operation efficiency, shuttle trade, population employment, labour market regulation mechanism.

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Introduction

The drawbacks of the labour market regulation mechanism emerge themselves in the irrationality of social and demographic development of the border districts, insufficient fulfilment of the population educational potential, low labour, professional and territorial mobility of population, absence of the initial conditions for extensive formation of quality and competitive manpower, presence of the significant unofficial employment segment, low efficiency of the labour migration regulation policy in the border districts.

The labour market in the border districts of the western regions of Ukraine is studied in the works of such renowned scientists as M. Belenkyy, Y. Viznyak, Y. Mihuschenko, N. Mikula, A. Pozniak, U.Sadova, etc. It should be noted that the domestic and foreign scholars mainly discuss the key issues of quality and competitive manpower reproduction. However, the attention is not paid enough to the studying of the complex mechanism of labour market regulation, as well as the social and demographic development of the border districts.

Therefore, it becomes necessary to solve the scientific and applied tasks of rationalizing of the general regulation efficiency increasing as well as ensuring the labour market development in the border districts. Such research should be based on a comprehensive study of both the labour market regulation mechanism and irrationality in the social and demographic development of the border districts, what is the main goal of the paper.

1. Delineation of the key labour market operation and development problems in the border districts of the western regions of Ukraine

The preventive and proactive regulation measures, aimed to establish the efficient economic and organizational-and-legal mechanisms of productive population employment, employment provision, shuttle trade legalization, increase of manpower competitiveness, establishment of the efficient dialog concerning the increase of labour market operation efficiency in the border districts, are not typical features of the State labour market regulation in the border districts of the western regions of Ukraine.

The necessity to increase the efficiency of labour market regulation in the border districts of the western regions of Ukraine is conditioned by:

1. The destructive changes in the labour market conjuncture, in particular:
 - population economic activity decrease, that caused the priority manpower reduction rates comparing to the resident population decline rates. So, for example, the official quantity of economically active population in the age group 15–70 years in 2012 was 1,4% down in Zhovtkivsky, Mostysky, Sokalsky and Starosambirsky border districts of Lviv region; 1,8% down in Volodymyr-Volynsky, Liubeshivsky and Liubomylsky districts of Volyn region; 2,6% down in Vyzhnytsky, Storozhynetsky, Glybotsky, Gertsayivsky and Novoselytsky districts of Chernivtsi region; 1,5% down in Berezhansky, Velykoberezniansky and Vynogradivsky districts of Zakarpattya region when the working-age population was in average 1,2–1,6% down in Lviv, Volyn, Chernivtsi, Ivano-Frankivsk and Zakarpattya regions. Simultaneously, the actual economically active population was 3,5% up, considering the shadow economy employment (the quantity of economically inactive working-age population doesn't change from 2010 and is over 20% of the working-age population, the economic activity level of the population ranges in average from 57,8 to 59,9%). The natural reason of the market system inefficiency and, as a consequence, the problem of the labour market formation is the deterioration of the national demographic situation: in 2011–2012 the most border districts of the western regions of Ukraine lost over 7,8 thousand persons because of depopulation (the population was 2,5% down, despite the birthrate increase of 7,8%); there was a mortality rate increase (in average 1,5% up, when the standard of living was 12,5% up) (Online Resources Central Statistical Office in Lviv, p.25).
 - low development level and deformation of the internal labour market, significant sectoral and regional unemployment, that are accompanied by the employers' economic interests domination over the employees' interests and the insufficiency of economically demanded job positions. It is well-known, that there was the significant employees' reduction during 2012, despite the employment rate increase. So, for example, in 2012 – early 2013 the population employment was in average 2,8% up in Pustomytsky and Sokalsky districts of Lviv region; 1,3% up in Volodymyr-Volynsky district of Volyn region; 2,1% up in Putylsky, Vyzhnytsky and Storozhynetsky districts of Chernivtsi region. But, at the same time, the quantity of employees of the enterprises, bodies and organizations in the border districts of the western regions of Ukraine was in average 3,0% down and made up about 41,0 – 55% of the employed. The employees' reduction occurred in almost all the economic sectors, that caused the unemployment rate increase from 7,5 to 8,7% in the most border districts of the western regions of Ukraine.

- aggravation of the problem with employment of the unemployed population, registered at the regional and district employment bureaus, requiring the provision of the feedback between the state bureaus and the unemployed, intended to serve their interests by way of these bureaus. During to the I quarter of 2013 the employment bureau in the border districts of the western regions of Ukraine employed in average 16,7% of the total unemployed, among them almost a half were women and the same quantity – the youth up to 35 years old. The most of unemployed were employed in Starosambirsky district of Lviv region (19,8%) and Uzhgorodsky district of Zakarpattya region – 38%, and much less of them – in Kelmenetsky (Chernivtsi region), Ratnivsky (Volyn region), Mostysky (Lviv region) districts (10,8–12,4%). At the same time, the registered unemployment rate was in average 0,75% down, the employment rate was 1,2–1,7% up in Lviv, Volyn, Chernivtsi, Ivano-Frankivsk and Zakarpattya regions. At the end of the I quarter of 2013 the manpower supply was 13 times more than the demand. The quantity of the registered unemployed was 1,5–2,1% of the working-age population, 40–42% of them were the town dwellers and the rest were the rural dwellers. The unemployed, who obtained the financial assistance from Obligatory State Social Insurance Fund for Unemployment Cases during 2012, made up 68–78% of the registered unemployed population. The average amount of financial assistance was UAH 940, which is 82% of the minimum legal wage (UAH 1147).
2. The increase of imbalance between the manpower demand and supply, structural changes in the labour market in the rural territories of the border districts, emerged in:
- mechanical overrating of agricultural employment and low education level of the labour potential development of the rural population, that decreases the average labour market efficiency of the certain economic sector in the border districts. It is worth mentioning, that the mechanical overrating of agricultural employment in the border districts is a risk for the efficient labour market operation, because of the record of the employed in personal agricultural economies. The employment rate in the rural area in the border districts of the western regions of Ukraine (the rural dwellers make up in average 60–65% of the unemployed) is still low. There exist significant problems with formation of high-quality labour potential in the agricultural sector of the border districts of Zakarpattya and Chernivtsi regions: the specialists with the undergraduate and basic higher education make up 18,9% of the registered staff (total by sectors – 24,7%), the specialists with the complete higher education – 8,7 and 27,3% respectively, that proves the nonconformity of the actual quantity of job positions to the professional level of the rural manpower;

- increase of the registered unemployed rural dwellers, and small town dwellers in the border districts. In particular, the agricultural sector included 56-58% of households in agricultural border districts of Chernivtsi, Ivano-Frankivsk, Volyn, Lviv and Zakarpattya regions in 2012 – I quarter of 2013. However, these districts present the prevailing percentage of rural unemployment. So, for example, in early 2013 the rural unemployment rate in Lviv region made up 58,4%, among them – 28,5% of the registered unemployed youth up to 35 years old; the rural dwellers made up 75,1% of the total registered unemployed in Chernivtsi region, while 33,7% of them were the youth up to 35 years old. Zakarpattya region presented 70,3% of the unemployed rural dwellers with 34,7% of the rural youth; among the mentioned category of population in Kelmenetsky district of Chernivtsi region, 95,3% were officially unemployed, 41,3% of them being women and 34,9% being the youth up to 35 years old. The registered unemployment rate in early 2013 was 3,4% of the working-age population.
- stability of the wage gap tendency and formation of the manpower deficiency conjuncture in the labour market in rural areas and towns of the border districts, that emerge in the unregistered population employment at the enterprises and the nominal employment increase. The most negative factor of the labour market development in towns and rural areas in the border districts is a presence of manpower deficiency conjuncture, often used by the employers when actually employing the full-time staff, but officially registering just part-time employment with the partial or low wage (the average monthly wage in towns in the border areas of Ivano-Frankivsk, Volyn and Chernivtsi regions is much lower than the average one in the Regional centre (from 13,8% to 47,7%), and in the districts (from 3,9% to 41,7%)).
- unregistered shuttle trade increase in the border districts, causing the rapid shadow labour markets development, illegal trade activation. Let's notice that, according to the data by Lviv regional custom office, there are about 200 thous. Persons employed in small-scale and better-arranged shuttle trade with Poland in the border districts of Lviv region, and their turnover is over USD 10 mln. per year. The data of labour migrants' inspection in the border districts of Chernivtsi and Lviv regions showed that the correlation of shuttle traders and the labour migrants was 1:5,7. In 24 border districts of the western regions of Ukraine, the correlation of the unregistered employed was 1 : 4, while the quantity of shuttle traders was from 350 to 675 thous. persons. The rural area presents about twice bigger percentage of the persons, employed at the border trade, of the age from 61 years and older; the biggest percentage of youth, employed at the border trade, was found in the border cities; over 70% of the employed at the border trade have

complete and undergraduate higher education; in case of the persons with the principal income of up to UAH 2500, the border trade incomes are the additional money to the family budget, and as for the persons with the principal income of over UAH 2500 – they are the businessmen, whose principal income source being the border trade, officially registered as another type of economic activity (Belenky, 2005, p. 25). The increased motivation to augmentation of the border trade volumes is conditioned by the fact, that the border trade income in towns and rural areas is much higher than the principal income.

- shadow remuneration scheme popularity, that causes cash deficiency, labour market deformation, unfair competition development and decrease of employees' social security level. We would like to notice, that the shadow income schemes are popular in the border districts among the businessmen (they go abroad several times a month and stay there for several days, buy the products for the amount from USD 500 to 2000 and have the average monthly income from USD 400 to 600. This group includes the «professional» shuttle traders); representatives of trade companies (they go abroad from several times a month to few times a year for several days in order to meet the partners and buy the products, make the purchase for the amount from USD 1000 to 10000 and have the average monthly income from USD 200 to 500); representatives of small production companies (they visit Poland pretty rarely (several times a year) and stay there from a day to a week, buy the products for amount from USD 200 (for personal use) or for up to USD 10000 (for productive purpose) and have the average monthly income from USD 100 to 500); representatives of service industry (they visit Poland several times a month, stay there for one-two days to meet the business partners, almost don't buy the products, but if do – it may be an amount of up to USD 1000. Their average monthly income is USD 200-500); customer officers (they visit Poland several times a year for several days, buy the products for amount of up to USD 200 for personal use and have the average monthly income from USD 70 to 150); unemployed people (they go abroad several times a month for one-two days; 55% of them consider the illegal trade in the border districts of Poland to be their principal income source, their average monthly income is a little bit bigger than that of the customer officers and amounts to from USD 150 to 300) (Mikula).
- absence of the single approach to understanding of the term «border trade» among the population of the border areas (Mikula); this moment considerably deteriorates the negative consequences of such trade and increases the employment at the unofficial labour market sector. So, for example, 27% of the interviewed persons think that the border trade is an illegal trade with the aim of getting income, 23% consider it

to be the shuttle trade, 21% think it is the purchase of products in the neighbouring territory within the legally allowed limits, 17% answer that it is the foreign-economic activity and 13% of the interviewed consider it to be the purchase of products during the work trip, seasonal work etc., while the town dwellers consider the border trade to be the purchase of the products abroad for personal use, personal reasons within the allowed limits or the shuttle trade, and the rural dwellers think that it is an illegal trade with the aim of getting income (Mikula).

3. The imperfection of the mechanisms of government support to the private incentive in small and medium business sector and creation of the favourable business environment that influence:

- the unemployment increase, caused by the closure of the enterprises, that lose the competitive struggles. So, for example, the part of the loss-making small-scale enterprises in 2012 – the I quarter of 2013 is over 35% in the border districts of the western regions of Ukraine. There was also considerable percentage of the loss-making small-scale enterprises in trade sector (34,5%), hotel and restaurant business (39,9%), estate property operations; leasing, engineering and provision of services to businessmen (39,4%), industry (37,9%), transport and communication (36,5%), in construction sector (34,1%), provision of public utilities and individual services; activity in sphere of culture and sports (33,2%), that in total influenced the negative labour market development tendencies and unemployment rate increase. There was foreseen the deterioration of the situation because of big quantity of enterprises, working in trade, estate property operations and agricultural sectors.
- decrease of quantity of retail trade objects, in particular markets, the presence of which favours the formation of additional job positions in rural area and helps decreasing the poverty level among the low-income sectors of the population in the border districts. It is widely known, that the markets fulfill the critical social and economic functions, as the bigger part of the wholesale and retail trade in the border areas is implemented by way of market networks; they are the source of supply of cheap products, affordable for the low-income sectors of population, create the job positions (it considers not only the people, who work directly at markets, but also the providers of services, local producers, for which the market is the unique way of sale of their services and products). The direct employment at the inspected key border markets in average is up to 6% of the total employment in areas of their location (Mikula).
- gradual decrease of population business activity level in the border districts in small and medium business sector because of the difficul-

ties with the business start-up and business structures' functioning, incapacity of the entrepreneurs – sole proprietors to pay the unified social tax. Note, that, despite the small enterprises quantity rise during 2002–2011 all over Ukraine (in average 4,6% per year for the legal entities and 7,8% per year for the entrepreneurs), their quantity was reduced (in average by 12,2%) in the most border districts of the western regions of Ukraine in 2012 – the I quarter of 2013, in particular the quantity of small enterprises per 10 thous. population was reduced by 5,8%, the average annual quantity of employees at the small enterprises in the border districts of Chernivtsi region was reduced by 5,2%, Lviv region – by 2,3%, in particular the quantity of the registered entrepreneurs was reduced by 8,4% in 2012 comparing to 2011 and respectively, Zakarpattya region – by 1,7%. The business activity of the population in border districts is still high only in the trade sector (over 33,4% of the total quantity of small enterprises, construction sector – 55,1%, hotel and restaurant business – 60,1% of the total quantity of the employees at the legal entities (Program for small and medium businesses in the Transcarpathian region in 2013; Program for small and medium enterprises in Lviv Oblast in 2013 – 2015; Regional program for small and medium businesses in the Chernivtsi region in 2013).

4. The absence of the initial conditions for increase of highly qualified manpower supply in the labour market because of the inefficient mechanisms of formation and implementation of national career guidance and educational strategies, low communication level and nonconformity of staff training and professional development systems to the labour market requirements:

- despite the border districts labour market activation, there were no significant changes in the licensed specialists training structure (the specialties, oriented at the servicing of financial and economic sector, supersede the specialties from the productive sector). So, for example, the establishment of the tourism sector in the mountainous areas of the western regions of Ukraine requires the initiative specialists with the particular specialties, which are almost not trained in Ukraine. At the moment, there are 130 educational institutions in Ukraine, which train the staff for the tourism and recreation sector. At the same time, the most higher education institutions and colleges, as a rule, haven't the basis for practical and working training of the students and graduates, and the quantity of tourism sector specialties is quite limited. Thus, there are no specialties related to the development of «green» tourism, cultural tourism, organizational and financial management in tourism and recreation sector in Ukraine. In the border districts of Poland, the higher education institutions have the list of specialties which is quite different from the specialties in the Ukrainian higher education

institutions, in particular: «Agricultural tourism», «Eco-tourism», «Hotel economy and gastronomy», «Tourist services», «Health tourism», «Health tourism and recreation», «Transboundary tourism», «Tourism Management in the region», «Economy and organization of tourism enterprise», «Tourist travel servicing methodology», «Touristic geography», «Cultural studies of the Carpathian region», «Culture of touristic region», «Tourism economy and hotel business», «Cultural heritage», «Leisure Management», «International tourism», «Active tourism», «Tourist travel servicing and recreation» etc. (Mihuschenko).

- decrease of demand for the qualified specialists in the border districts causes the increase of demand for the low-qualified manpower and the manpower deficiency in some economic activity sectors, in particular in sector of construction, agriculture, service sector related to particular manual labour professions. Under such conditions, the youth are the most vulnerable group concerning the employment: the level of their education gets depreciated because of high competition level, and the youth with the complete higher education have to work at the jobs, requiring much lower qualification level. Besides that, according to the data of the last years, the qualified staff from the border districts of Lviv region and from some other western regions of Ukraine is quite tending to work in the cities. For example, the population of rural area in the border districts of Lviv region was reduced by 1,3%; the rural area presents mostly the elementary occupations. During 2000–2010 the quantity of employees in the economy sector in the border districts was reduced by 1,4 times. At the moment the demographic ageing appears to be a quite clear tendency, especially it concerns the working-age population. The manpower potential is localized in cities and it is systematically replenished by the ex-rural dwellers. There is still the tendency of rising percentage of self-employed people and staff reduction with the further reallocation between the service and production sectors. The main types of activity among the self-employed are the agricultural production, trade and construction. In 2011 in border districts, the small enterprises occupied about 13% of total employees of the small enterprises in the region (Viznyak, 2013). The border districts mostly require the establishment of an adequate employment policy, aimed to define and eliminate the discriminatory working conditions in the unregulated employment sector. In case this tendency doesn't change, the low-qualified labour market segment in Ukraine may be invaded by the manpower from the countries of Asia, Africa, neighbor Moldavia, other CIS countries.
- the percentage of specialists with undergraduate and complete higher education rises among the shuttle traders and labour migrants of the border districts. So, for example, if 13,9% of the population of Ukraine

have the higher education, this percentage is much higher among the shuttle traders and labour migrants and makes up 19,8% and 18,8% respectively. The percentage of Ukrainian population with elementary education and without it makes up 4,6%, while only 0,9% of persons with such education level was found among the labour migrants. According to the results of examination of external labour migrants in the border districts of Chernivtsi and Volyn regions, 61% of labour migrants from Chernivtsi region and 53% from Volyn region have complete or undergraduate higher education. According to the results of «Examination of labour migration of population in Zakarpattya region», the education level of migrants was quite high – in average 11,2 years of study. Therefore, the educational level of Ukrainian labour migrants in Poland is characterized by majority of persons with secondary and specialized secondary (construction, mining industry, transport) education, secondary or incomplete secondary (trade sector) education, and higher (science, small and medium business) education (Poznyaka, 2007).

5. Imperfection of labour migration regulation policy in the border districts of the western regions of Ukraine, in particular the incompleteness of state migration policy formation process in the border districts, causing the irreversible labour market deterioration processes:

- stability of negative tendencies of balance between the youth and the older persons in the composition of manpower, caused by the absence of regional labour market development programs aimed to employ the returned long-term migrants at the national labour market. The families of successful long-term migrants are tend to migrate abroad and the youth migrate more intensively too, that causes the irreversible losses of (first of all) young employees in the labour market; the quantity of immigrants from EU countries (foreign companies representatives) is going up, and there exist a growing tendency of reunification of families of labour migrants in recipient countries;
- growing migration risks due to change of migration intensity and growth of migration flows abroad among the population of border districts. They promote the illegal migration growth, as the migrants want to continue their work abroad. The society gets more criminalized and the living standards and quality get worse because of the large-scale immigration to the border districts. Besides that, most border districts of the western regions of Ukraine in 2012 had the population migration flows intensity changed, in particular the migration flows abroad grew; the human trafficking and migrants smuggling grew, that increased the number of persons who suffered from human trafficking per 1000 emigrants (by 3 times); there appeared a social tension among the economic active population; the number of illegal migrants grew

due to continuing practicing of short-term quotas by EU countries. Simultaneously, there was identified that the interregional population migration intensity factor was reduced twice; most border districts presented the interregional population migration intensity reduction by 25%.

- the growth of international labour migration due to a low employment level in the internal markets of the border districts. Lately, the governments of the neighbor border districts and EU countries encourage the drift of relatively cheap and qualified manpower from the border districts. So, for example, during the last two years there were about 100 thousand emigrants to the EU member countries, 78% of them went to Poland, the rest moved to Hungary and a small part – to Slovakia, Lithuania and Latvia. Considering the different migrant flow intensity, we can estimate that the Ukrainian citizens go abroad about 1,4 mln. times a year with work purposes and about 3 mln. times – with commercial purposes. The danger consists in the moment that Ukraine loses the next generation representatives due to the labour migration (and the migration of families of labour migrants that considerably contributes to the problem, as they are the potential migrants at the very moment) and the long-term migrants don't return back. Besides that, there exists a growing tendency of migration abroad of families of successful long-term labour migrants with the aim of family reunification (Pozniak, 2012). The border districts with the high emigration level present such phenomenon as «social orphanage». The countries with the partial access to the labour markets present the manpower deficiency in some sectors. So, for example, Poland has the deficiency of teachers, medical staff, specialists with specialized secondary education and personnel for construction and agricultural sectors.

2. Milestones of the state labour market regulation policy in the border districts of the western regions of Ukraine

Considering the negative moments of labour market regulation in the border districts of the western regions of Ukraine, there exists a grounded necessity to create an efficient system of institutional, administrative, organizational and financial and informational provision of labour market regulation, that considerably condition the adaptation of border districts to the European labour market and

reduction of its operating risks due to European integration and transboundary cooperation, in particular in the following directions:

1. Increase of institutionalization of labour market development in the border districts, reduction of volumes of unregulated activity and number of unofficial job positions. It requires the following measures:

- introduce the special state grants for the wage of the employed young specialists, the unemployed people or the people of preretirement age in amount of 50% of the employer's expenditures during 3-6 months, which may be issued directly to the citizens with the purpose of professional education or start of personal business; it is appropriate to introduce the European experience of introduction of Job quotas for noncompetitive categories of employees by way of development of Joint Plan on issuing the quotas for employment of dwellers to the border districts within the implementation of programs projects of transboundary cooperation;
- promote the legalization of unofficial job positions by way of reduction of financial and non-financial expenditures of the employers related to hiring and firing, favour the introduction of innovational types of «social contracts», development of the new kinds of atypical employment, which is popular in the neighbor countries, – manpower leasing, «as needed» basis jobs, distant jobs, flexible employment types;
- Main Department of Labour and Social Protection of the population of the District State Administration shall monitor the wage indices in the border districts: monthly – according to the economic activity types; quarterly – according to the administrative and territorial units, delivering the results to the parties of social dialog in order to take the measures on the increasing of wage rates and ensuring of state wage guaranties;
- District State Administrations, city council executive committees of the cities of regional importance shall take the measures on quality reservation of job positions for vulnerable groups for 2013-2014 and provide the job quoting for every vulnerable category of the unemployed proportionally with the demand of the local border labour markets.

2. Diversification of the rural area economy in order to provide the efficient employment, increase the labour efficiency and population incomes, arrange the self-employment and systemize the shuttle trade in the border districts. These goals may be reached by way of:

- promotion of development of small and medium business in non-agricultural sector as a main direction of rural area economy diversification. With this purpose, it is appropriate to develop the concept and

implement (during 2013–2014) the micro projects «Start your own business in countryside. Non-agricultural business activity for welfare of Ukrainian rural dwellers (rural tourism)» in the border districts of the western regions of Ukraine, that may be partially financed by means of the Ministry of Foreign Affairs of the Republic of Poland within the framework of the Development co-operation program;

- activation of development of tourism and its infrastructure, activation of work of District State Administrations in the border districts concerning the participation in EuroGites project and Federation of Union for Promotion of Rural Green Tourism Development in Ukraine, Ukrainian Fund of Business Support and Association «European Cooperation Centre» (the city of Dzierżonów, the Republic of Poland) with the aim of creation of rural tourism business objects;
- systematization of shuttle trade, its legalization by way of creation of specialized markets for sale of products, agri-industrial agglomerations for production, harvesting, processing and sale of agricultural and other products in small towns and border districts.

3. Introduction of organizational mechanisms for improvement of business environment in order to increase the efficiency of micro labour markets operation and increase the business activity of population by way of:

- development of business support infrastructure in the border districts, creation of institutions for provision of information and consulting services (consulting and audit companies, technological parks, business centers, business incubators, leasing centers, non-banking finance and credit institutions, investment and innovation funds);
- joint activity of governmental bodies and public associations of young businessmen, directed on creation of new job positions for the youth, development of institutional and informational support for the youth business activity, educational and social-and-psychological support to the youth, reading of Fundamentals of Entrepreneurship course to the unemployed population, arrangement of training, retraining and professional development for business structures' staff.

4. Creation of the efficient system of administrative and information-and-communication environment for extensive formation of quality and competitive supply in the labour market. It requires:

- development and implementation of staff qualification program, increase of volumes of governmental order for training of academic teaching i and qualified manpower, development of methodology for determination of prospective labour market needs (in the border districts) in the specialists with different qualification level and volumes of

their training at the professional and higher educational institutions of the region;

- harmonization of functioning of training and consulting centers on the basis of the higher and specialized secondary educational institutions for training and professional development of the owners and staff of the enterprises, working in rural, green, agricultural and craft tourism sector;
- development of joint border universities network, including the higher educational institutions of Poland, Hungary, Ukraine, and providing the creation of joint educational offer (including the obtaining of joint diplomas), development of scientific cooperation, joint implementation of international grants and research projects for development of border districts and their labour markets;
- more efficient activity of the Representatives of District State Administrations in the border districts related to participation of district organizations and enterprises in «InWent» (by Federal Republic of Germany government) program, which provides the practical trainings and re-training for the national specialists in Germany.

5. Improvement of regulatory and organizational-and-economic provisioning for the labour migration regulation system and increase of employment within the internal markets in the border districts of the western regions by way of:

- creation of specialized employment agencies in the border districts in order to provide the employment and cooperation development among the Ukrainian and European employers in employment and staff provisioning sector;
- development and adoption of state and regional programs for return and reintegration of national labour migrants, whose main activity shall be the promotion of business activity and creation of new job positions in the border districts of Ukraine; improvement of legal protection and provisioning of social guarantees, provision of help to the national labour migrants with protection of their interests during solving of labour disputes with foreign employers while abroad (under the condition of their return to Ukraine), opening of consulting centers on the basis of diplomatic missions for this purpose, interaction with Ukrainian expat communities; development of plan of measures on implementation of migration policy with special attention to possibilities and advantages of population employment in the border districts of Ukraine.

Conclusions

The labour market regulation policy in the border districts of the western regions of Ukraine is inefficient due to insufficient efficiency of use of labour resources of the economic active population in rural areas and towns, uncontrolled influence of employers towards the employees caused by the insufficient activity of local authorities, domination of economic interests of the employers over the interests of employees, depreciation of rural manpower, mechanical overrating of agricultural employment due to employment at personal agricultural economies, nonconformity of the actual quantity of economically grounded job positions to the professional level of the rural manpower, unsettled problem with the employment and business activity of the youth in the labour market, absence of the mechanism for registration of the employed in shuttle trade, limited flexibility of the labour market institutes and asymmetry of migration flows in the border districts. As a consequence, the rate of sectoral and regional unemployment in the labour market in the border districts is still high, the quality of labour living of population gets worse and the internal labour market becomes more and more deformed.

Therefore, there exists the grounded necessity to develop and implement the measures to increase the efficiency of labour market regulation in the border districts of the western regions of Ukraine in short-term and long-term prospective. The milestones of the mentioned direction shall be: creation of an efficient system of institutional, administrative, organizational and financial and informational provision of labour market regulation, more efficient participation of local executive bodies and local self-government bodies in decision-making process concerning the implementation of joint international measures for increasing of efficiency of labour market regulation in the border districts, systematization of shuttle trade, activation of state policy for its legalization by way of creation of specialized markets in rural areas and towns of the border districts, development of information and communication competence of specialists in order to provide their competitiveness in the regional labour market, institutionalization of employment relations, reinforcement of social partnership, income police and wage system, regulatory arrangement of migration space in the border districts.

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