

LABOR MOBILITY AND LABOR MARKET FORMATION: CURRENT TRENDS

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INTRODUCTION

The transformations taking place in the economy of Ukraine are reflected, first of all, in the processes of labor movements of the population. Labour mobility is one of the most important factors influencing the functioning of the labour market. The availability of mobile workforce enables enterprises to employ highly skilled workers, which contributes to the adaptation of the economic entity to changes in market conditions. For an employee, labor mobility is an opportunity to find a job in a new workplace that best suits his needs. The existence of such problems in the country's economy as unemployment, the discrepancy between the level of wages of workers and their education and skills, dissatisfaction with the content of labor, lack of career growth, the inability to improve skills, etc., lead to increased labor mobility of the population. On the basis of the study of labor mobility, information is formed on its scale, intensity, dynamics, directions of flows of labor movements and the reasons causing them. It is the analysis of labor mobility that makes it possible not only to form an idea of how the labor market functions, but also to predict the development of the situation in the field of employment.

1. The role of labor mobility in the formation of the labor market

Labor mobility is one of the main factors that ensure the flexibility of the labor market. Therefore, the definition and justification of signs of labor mobility forms makes it possible to classify the flows of labor movements of the population, to identify the motives of young people regarding the decision on labor movement, as well as to analyze the consequences of these movements.

The flow of labor mobility is a set of individual labor movements (individual labor mobility). The directions and number of participants in these labor movements form the intensity of labor mobility flows, each of which has its own characteristics. Elements of individual labor mobility is

labor migration the employee occupied workplace to the labor movement and the working place, which he will occupy after the move (Fig. 1).

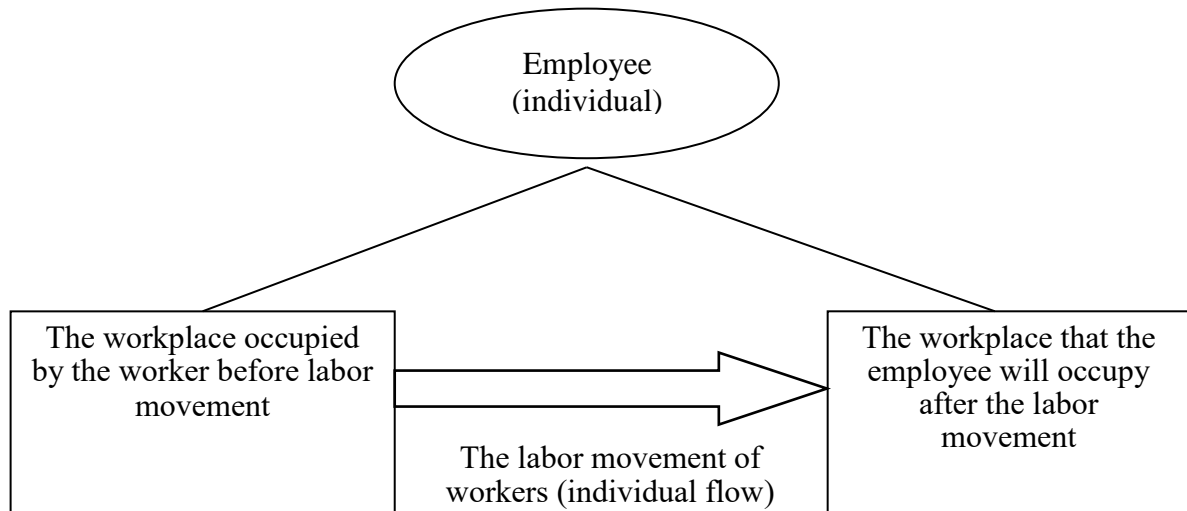


Fig. 1. Elements of self-employment mobility

The basis of labor mobility is the individual labor movement of the employee, the consideration of which will reveal the motives for the decision to change the workplace. For a certain part of workers, labor mobility is focused more on improving the “intangible” part of the impact of employment-related conditions and regime of work, whereas for another part of the impetus to change the workplace will be wage growth.

Forms of labor mobility are presented in table 1.

The existing forms of labor mobility can be combined into two groups:
 macro level: economic, territorial, sectoral labor mobility;
 micro level: internal corporate and professional labor mobility.

Each form of labor mobility can be represented both independently and in combination with other labor movements of the individual.

First, economic labor mobility affects the formation of the economically active population. Therefore, the dynamics and intensity of the flows of active and passive labor mobility act on the formation of labor supply in the labor market.

Economic mobility is represented by the flow of labor between the economically active population (EAP) and the economically inactive population (ENP), and between ENP and EAP (Fig. 2).

Table 1

Classification of forms of labor mobility

No. p/n	Form of labor mobility	Signs of classification of forms of labor mobility
1.	Economic	1.1. Active labor mobility 1.2. Passive labor mobility 1.3. Territorial labor mobility 1.4. Industry labor mobility 1.5. Internal corporate labor mobility
2.	Territorial	2.1. Interstate labor mobility 2.2. Interregional labor mobility 2.3. Intraregional labor mobility 2.4. Industry labor mobility 2.5. Internal corporate labor mobility
3.	Sectoral	3.1. Intersectoral labor mobility 3.2. Internal industry labor mobility 3.3. Internal corporate labor mobility
4.	Internally branded	4.1. Inter-occupational labor mobility 4.2. Internal professional labor mobility

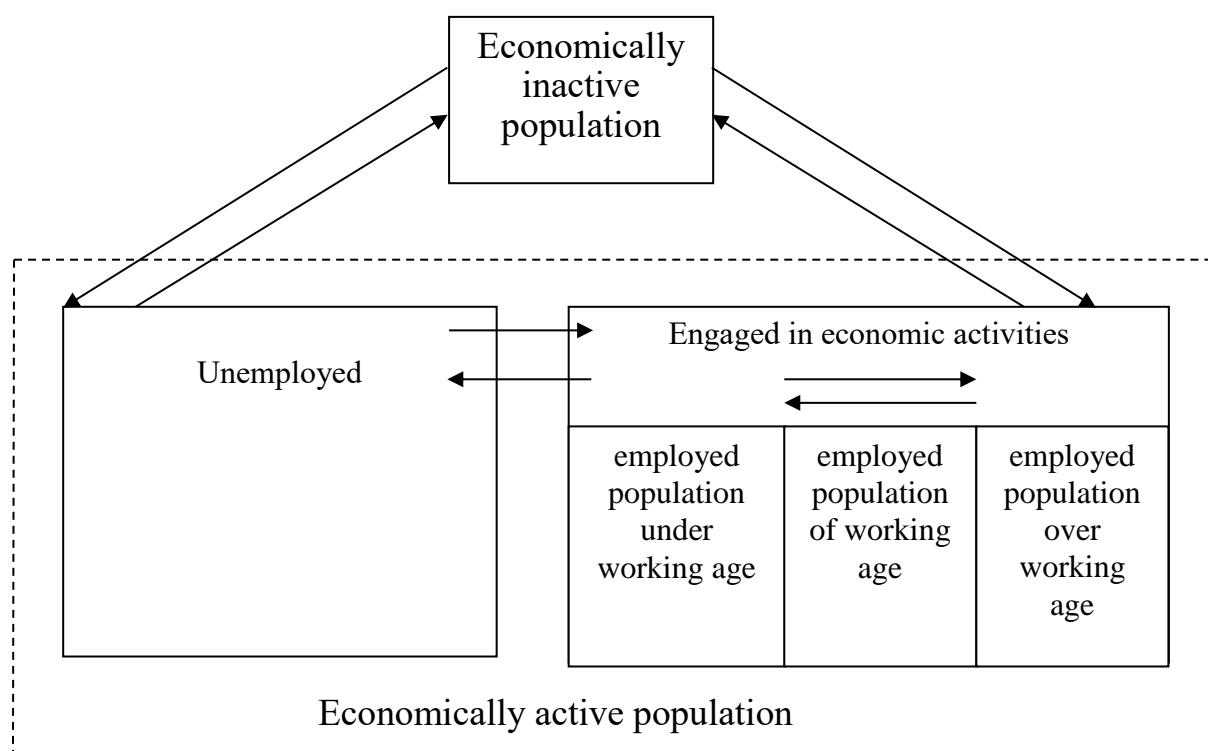


Fig. 2. Flows of economic mobility

Flows of economic mobility can be represented as a set of single acts of movement of individuals, which can be divided into two groups.

2. Definition of approaches to the classification of forms of labor mobility

The first group – passive labor mobility characterized by the direction of labor movement between EAP and ENP. It includes flows: 1) employed – economically inactive part of the population; 2) unemployed – economically inactive part of the population.

The directions of economic mobility flows are presented in table 2.

According to the results of the study, the flows of economic mobility of the population of Ukraine for the period 2012-2016, it can be argued that there is a reduction in the population involved in almost all economic flows.

The second group (active labor mobility) characterized by the direction of labor movement between ENP and EAP. It includes flows: 1) employed – unemployed; 2) unemployed – employed; 3) economically inactive part of the population – employed; 4) economically inactive part of the population – unemployed; 5) employed – employed.

Table 2

Dynamics of economic mobility of the population of Ukraine in 2012-2016, thousand people

Years	Entire population		Population aged 15-34 years	
	Economic active population	Economically inactive population	Economic active population	Economically inactive population
1	2	3	4	5
2012	22011,5	12055,3	8387,2	4789,2
2013	21980,6	11861,7	8258,9	4723,0
2014	19920,9	12023,0	7654,6	4421,4
2015	18097,9	10925,5	6789,1	4006,7
2016	17955,1	10934,1	6550,9	3972,1
Relative deviation, % 2012/2016	-18,4	-9,3	-21,9	-17,1

Ending of Table 2

1	2	3	4	5
Years	Employed	Economically inactive population	Employed	Economically inactive population
2012	20354,3	12055,3	7473,1	4789,2
2013	20404,1	11861,7	7409,0	4723,0
2014	18073,3	12023,0	6621,1	4421,4
2015	16443,2	10925,5	5887,9	4006,7
2016	16276,9	10934,1	5690,4	3972,1
Relative deviation, % 2012/2016	-20,0	-9,3	-23,9	-17,1
Years	Unemployed	Economically inactive population	Unemployed	Economically inactive population
2012	1657,2	12055,3	914,1	4789,2
2013	1576,5	11861,7	849,9	4723,0
2014	1847,6	12023,0	1033,5	4421,4
2015	1654,7	10925,5	901,1	4006,7
2016	1678,2	10934,1	860,5	3972,1
Relative deviation, % 2012/2016	1,3	-9,3	-5,9	-17,1
Years	Employed	Unemployed	Employed	Unemployed
2012	20354,3	1657,2	7473,1	914,1
2013	20404,1	1576,5	7409,0	849,9
2014	18073,3	1847,6	6621,1	1033,5
2015	16443,2	1654,7	5887,9	901,1
2016	16276,9	1678,2	5690,4	860,5
Relative deviation, % 2012/2016	-20,0	1,3	-23,9	-5,9

Flow “Employed – economically inactive part of the population”. It’s a movement that characterizes a situation where:

employees who have reached retirement age, decide to leave work;

working pensioners who for objective reasons (advanced age, health status) decide to leave work;

employees who are of working age, but earned the right to receive pensions on preferential terms and left the labor activity;

workers who are of working age, recognized as disabled group I or II, move to the category of economically inactive population;

women who were on leave to care for a child, decide not to proceed with the work upon the expiration of this leave;

workers who are of working age leave work and are unwilling to work for any reason.

The flow of “unemployed – economically inactive part of the population.» First of all, this flow characterizes the situation when persons from among the unemployed, who are in a long period of unemployment and are desperate to find work, completely stop searching for it and become part of the economically inactive population. The unemployed of a certain occupational group are unable to find employment, and the cost of a new profession may be so much higher than the future benefits of the job that it makes employment ineffective. It is also possible that the period of obtaining a new profession is so long that, for example, for people of pre-retirement age it becomes impractical, and they become part of the economically inactive population.

The flow “busy-unemployed”. The reasons for this movement can be both objective and subjective factors. The objective can be attributed to the reduction of excess labor and dissatisfaction with the amount of wages. The subjective factors includes: unsatisfactory working conditions that harm the health of the employee, the lack of opportunities for training, professional growth, socio-psychological climate in the team, as well as violations of labor legislation by the employer, etc.

The flow “unemployed- employed «. It occurs when there is a demand for labor of a certain qualification in the professional-branch segment of the labor market.

Flow “economically inactive part of the population – employed.” The main participants of this flow are students, students, trainees, and full – time students. This is the category that after receiving their specialty enters the labor market and finds their jobs. In addition, participants of this flow can be persons who were not engaged in labor activity, including pensioners.

The standard of living of this category of population depends on the amount of transfers received (pensions) or on the income of household members, which, in their opinion, do not provide an acceptable standard of living. Therefore, they decide to change their status. This category of the population enters the labor market and is employed.

The flow of “economically inactive part of the population – the unemployed”. Its participants are the same category of the population as in the flow of “economically inactive part of the population – employed”. The only difference is the result. If in the previous flow the purpose of this category of the population is achieved, that is, they are employed, then in this they want to be employed, but can't find a suitable job. Consequently, they become unemployed, that is, there is a movement of this category of the population for the flow of “economically inactive part of the population – the unemployed”.

The flow of “employed – employed” characterized by the change of the individual from one workplace to another. This flow considered within the framework of economic, territorial, sectoral, internally branded and professional labor mobility. It is represented by labor movements not only in the direction of the transition of the individual from hired labor to entrepreneurial activity or reverse movement, that is, from entrepreneurial activity to employment, but also in the direction of changing the individual of one workplace to another.

Changes in the intensity of this flow do not affect the structure of the economically active population. The intensity of the movement of workers in this flow may lead to a change in the ratio between the number of employees and those engaged in entrepreneurial activity.

Economic labor mobility represented by labor flows between EAP and ENP, between ENP and EAP, and between employed and unemployed. The analysis of economic mobility flows by age groups are given in table 3.

The results of the analysis of the flows of economic labor mobility of young people between EAP and ENP for the period 2012-2016 show that these groups, both economically active and economically inactive, are highly stable.

Thus, the ratio between EAP and ENP for the analyzed period averages 63,37%, respectively. For persons between 15 and 34 years of age, the ratio is 58,42%, respectively, which is also highly stable. Thus, the flows of economic labor mobility of young people during the study period haven't changed.

Table 3

**Structure of economic mobility
of the population of Ukraine in 2012-2016 years**

Age group for the period		The ratio between ENP and EAP, %		The ratio between employed and unemployed in the structure of EAP, %	
		Entire population	Population aged 15-34 years	Entire population	Population aged 15-34 years
1		2	3	4	5
2012		35,4:64,6	36,3:63,7	92,5:7,5	89,1:10,9
Age group	15-24	59,3:40,7		82,7:17,3	
	25-29	18,5:81,5		90,5:9,5	
	30-34	16,7:83,3		92,9:7,0	
	35-39	14,4:85,6		93,6:6,4	
	40-49	14,7:85,3		93,8:6,2	
	50-59	34,3:65,7		94,7:5,3	
	60-70	76,0:24,0		99,9:0,1	
1		2	3	4	5
2013		35,19	36,4:63,6	92,8:7,2	89,7:10,3
Age group	15-24	60,7:39,3		82,6:17,4	
	25-29	19,2:80,8		91,3:8,7	
	30-34	16,1:83,9		93,4:6,6	
	35-39	13,4:86,6		93,9:6,1	
	40-49	14,2:85,8		93,8:6,2	
	50-59	32,9:67,1		94,9:5,1	
	60-70	76,2:23,8		100:0	
2014		37,6:62,4	36,6:63,4	90,7:9,3	86,5:13,5
Age group	15-24	61,6:38,4		76,9:23,1	
	25-29	19,5:80,5		88,9:11,1	
	30-34	17,4:82,6		90,7:9,3	
	35-39	15,2:84,8		91,9:8,1	
	40-49	15,4:84,6		92,7:7,3	
	50-59	36,8:63,2		94,0:6,0	
	60-70	84,5:15,5		99,9:0,1	

Ending of Table 3

	1	2	3	4	5
	2015	37,7:62,3		90,9:9,1	
Age group і групи	15-24	63,7:36,3	37,1:62,9	77,6:22,4	86,7:13,3
	25-29	19,2:80,8		88,8:11,2	
	30-34	17,7:82,3		90,3:9,7	
	35-39	14,8:85,2		92,8:7,2	
	40-49	14,9:85,1		92,4:7,6	
	50-59	34,1:65,9		93,7:6,3	
	60-70	85,5:14,5		99,9:0,1	
	2016	37,8:62,2		90,7:9,3	
Age group	15-24	64,9:35,1	37,7:62,3	77,1:22,9	86,9:13,1
	25-29	21,1:78,9		88,3:11,7	
	30-34	18,0:82,0		91,1:8,9	
	35-39	14,8:85,2		91,9:8,1	
	40-49	15,3:84,7		92,3:7,7	
	50-59	32,7:67,3		92,7:7,3	
	60-70	85,7:14,3		99,9:0,1	

Considering this ratio for each age group, it should also noticed a high stability between the EAP and ENP of the country. The most intensive transition to the economically active population falls on the age of 15–24 years, because at this age ends vocational education, and as a consequence, the output of this category of the population to the labor market. High economic activity of the population shows at the age of 20-49 years (on average 82%), then this activity decreases. The decline in economic activity occurs after 50 years, which can be explained by the fact that part of the population received pensions on preferential terms, as well as the deterioration of the health of a certain part of the population of this age group.

The economically active population, as already mentioned, consists of people engaged in economic activities and unemployed. Thus, the flows of economic labor mobility of young people between EAP and ENP can be imagined as flows between ENP, the unemployed and those engaged in economic activities.

The period of economic transformation marked by the reduction of the employed population in the sectors of the economy of Ukraine. If in 2000 the number of the employed population was 20175.0 thousand people, in

2016 this figure was 16276.9 thousand people, that is, for sixteen years the number of people engaged in economic activity decreased by 19.3%.

Analysis of the dynamics of the employed population of Ukraine aged 15-34 years for the period from 2012 to 2016 shows that the country has a tendency to reduce them. Thus, in 2012, persons aged 15-34 years were 7473.1 thousand people, in 2016 their number decreased by almost a quarter (by 1782.7 thousand people – 23.9%) and amounted to 5690.4 thousand people. It can be considered that the main problem of reducing the employed youth in the sectors of the economy of Ukraine is a high unemployment rate, as well as mass migration processes.

The next form of labor mobility, territorial labor mobility, or labor migration occupies a special place in the classification of forms of labor mobility. Territorial labor mobility is the willingness and ability to change the place of residence in searching a new job, as well as ability to territorial movements. The additional costs involved are seen as an investment in human capital. Thus, territorial labor mobility plays an important role in achieving a balance between supply and demand for labor.

Changes in the total population of the region are affected by inter-regional and inter-state migration. Internal regional migration doesn't affect the population of the region, but changes the qualitative composition in urban settlements and rural areas.

The analysis of territorial mobility flows by age groups are given in table 4.

It should be noted, that the state statistics record only a tiny part of migrants, data on which are received from the internal Affairs bodies. Thus, according to the results of the study, it can be argued that a positive migration balance characterizes migration processes in Ukraine.

The main obstacles to territorial mobility are administrative barriers, including the institution of registration, as well as the underdevelopment of the real estate market and social programs, the lack of complete information about the state of the labor market of the place of residence, low incomes of potential migrants.

The third form of labor mobility is industry labor mobility, which characterizes changes in the workplace and the willingness of the employee in this regard to change the company within the industry, and move to another industry, which determines the mastery of new knowledge, skills necessary for a new job or position, as well as the study of new specifics and technology.

Table 4

**Dynamics of territorial mobility of the population of Ukraine
on migration flows (according to official statistics), persons**

The flow of migration	Number of arrivals		Number of departures		Balance of migration (ages 15-34 years)	Mobility		Proportion of persons aged 15-34 years, %
	Total	at the age of 15-34 years	Total	at the age of 15-34 years		Total o	at the age of 15-34 years	
2012								
All migration flows, including:	726226	469385	664382	423988	61844 (45397)	1195611	893373	74,7
Interstate	76361	51691	14517	6294	61844 (45397)			
2013								
All migration flows, including:	675942	424048	644029	406043	31913 (18005)	1319971	830091	62,9
Interstate	54100	31609	22187	13604	31913 (18005)			
2014								
All migration flows, including:	542506	338123	519914	327050	22592 (11073)	1062420	665173	62,6
Interstate	42698	23636	21599	13086	21099 (10550)			
2015								
All migration flows, including:	533278	299972	519045	293918	14233 (6054)	1052323	145619	56,4
Interstate	30659	16251	21409	11914	9250 (4337)			
2016								
All migration flows, including:	256808	133218	246188	126401	10620 (6817)	502996	145619	28,9
Interstate	14311	8696	6465	2827	7846 (5869)			

Industry labor mobility divided into internal industry (change of employment and the willingness of the employee in this regard change the company within the industry) and inter-industry, which involves the change of both the place of work and the economy.

Sectoral labor mobility is possible only if the employee shows commitment and the ability in search of a more suitable, such that it brings greater benefit, in his opinion, the work place. Industry mobility is associated with the presence of the employee's quality education, broad Outlook, creativity, commitment, experience of different work. This movement involves the development of new requirements by the employee. It requires high professionalism, the ability of the employee to adapt quickly, the development of a new organizational culture, as well as the ability to present themselves in the most favorable light.

Industry labor mobility divided into internal industry (change of employment and the willingness of the employee in this regard to change the company within the industry) and inter-industry, which involves the change of both the place of work and the economy (Fig. 3).

The reduction of the employed population in the sectors of the economy was observed in industry, where the decrease in the share of employed during the analyzed period amounted to 2.0 p. Certain losses were incurred by the following industries: temporary accommodation and catering (10.3 p.), information and telecommunications (6.4 p.), real estate operations (6.1 p.) and public administration (1.5 p.). There is also an increase in employment in education (1.6 p.), public administration and defense; compulsory social insurance (1.5 p.), health care and social assistance (0.2 p.).

Changes in the sectoral structure of employment can be seen as a reaction of the labor market to the processes taking place in the economy. Therefore, it is quite natural to consider the increase in the number of employees in some sectors of the service sector. The expansion of employment in these areas could be only achieved by increasing the mobility of workers between sectors.

Internally branded labor mobility is the fourth form of labor mobility characterized by changes in the content of labor activity. One can distinguish the following types of labor mobility: inter-professional and inter-occupational labor mobility and specialization.

Internal corporate labor mobility can be characterized as the ability and willingness of the employee to move within the enterprise between structural units and individual types of work. This movement will require the acquisition of a new specialty or a combination of professions, a change of specialization, as well as good awareness of the employee about the possibility of career growth.

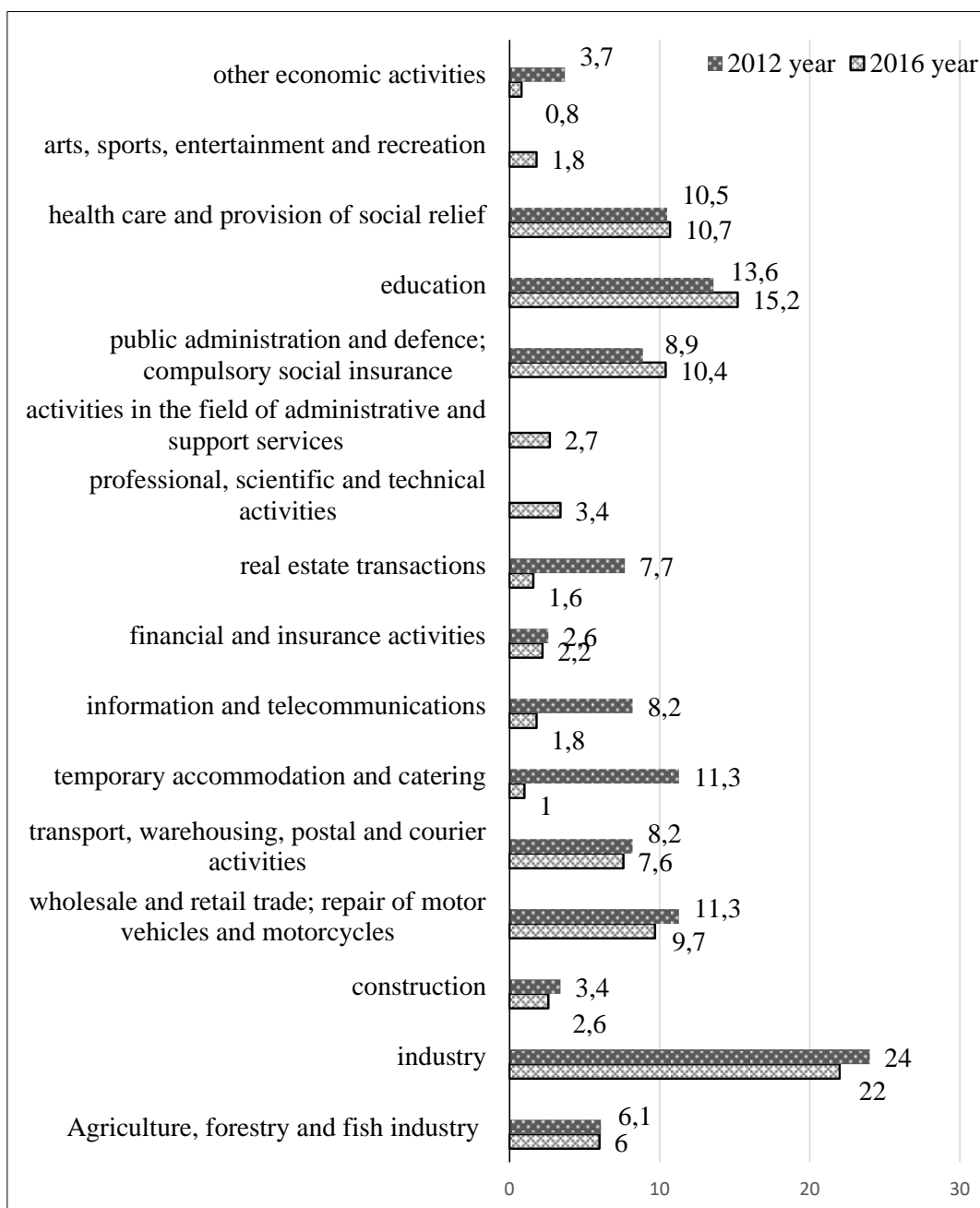


Fig. 3. Dynamics of sectoral labor mobility of the population of Ukraine for the period 2012 and 2016, %

Internal professional labor mobility includes labor movements within the same profession. The reasons for this type of mobility can be changes in the tariff category or employee category, which affect the volume, complexity and quality of work performed. For example, 1 rank mechanic of mechanical Assembly works needs to know: name and purpose of a simple working tool; a device bench vise; work rules on manual shears and

hand saws, pneumatic and electric machines, rivet and chipping hammers and on a simple drill press; the nomenclature of the handled details; fasteners; name and marking of processed materials. The duties of a locksmith mechanical works 6 category significantly expanded. He must know: the design, the principle of operation of complex machines, machines, assemblies and devices; methods of debugging and adjusting machines, manufactured devices and other equipment, the principle of calculation and methods of checking eccentrics and other curves and gears; methods of calculation and construction of complex shapes; rules for filling in passports for machines manufactured¹. To obtain the highest level of the worker must pass the exams of the qualification Commission, demonstrating the professional knowledge corresponding to this category. After successfully passing the exams, he is achieving a new category and the corresponding tariff rate. Thus, in this type of labor mobility, the fact of the employee's movement is the receipt of the highest level.

For specialists has developed its own qualification requirements. For example, a leading economist in labor should have a higher education in the relevant field of training (master, specialist) and advanced training, work experience in the profession of economist in labor category I for at least 2 years. Economist of labor I category must have a full or basic higher education of the relevant field of study (master, specialist or bachelor) and advanced training. For the master there are no requirements for work experience, for a specialist – work experience in the profession of economist of labor II category for at least 2 years, for a bachelor of at least 3 years. Economist for labor II category must have a full or basic higher education of the relevant field of training (specialist or bachelor) and advanced training; for specialist – without requirements for work experience, for bachelor work experience in the profession of economist for work – 2 years. Economist for work must have a full or basic higher education of the relevant field of study (specialist or bachelor) without requirements for work experience. Thus, the result of internal occupational labor mobility is a change in the qualification level of the specialist, providing for further training and professional experience.

Mobility implies a change of occupation, which consists in obtaining a new profession. The reasons for this type of labor mobility may be the

¹ Единый тарифно-квалификационный справочник работ и профессий рабочих / Государственный Комитет Совета Министров СССР по вопросам труда и заработной платы. Москва : Машиностроение, 1969. Вып. 2. С. 549.

need for production. For example, the Director of an enterprise that has a technical education needs knowledge of management, therefore, it is necessary for him to receive education in this area. The reasons for inter professional mobility may also be personal motives of the employee. For example, he cannot realize himself in the field of activity in which the education received.

The reasons for internal corporate labor mobility can be, on the one hand, the employee's dissatisfaction with the workplace (wages, working conditions and organization, the presence of social and psychological problems in the team, etc.). On the other hand, it's not only the discrepancy of the employee's position, but also providing him with work that is more in his interests, requirements, health, the desire to minimize the level of conflict in the team and its cohesion, optimize social interaction between employees, as well as ensuring employment of the employee in the case of structural reorganization, etc.

Internal corporate labor mobility can be divided into vertical and horizontal (Fig. 4).

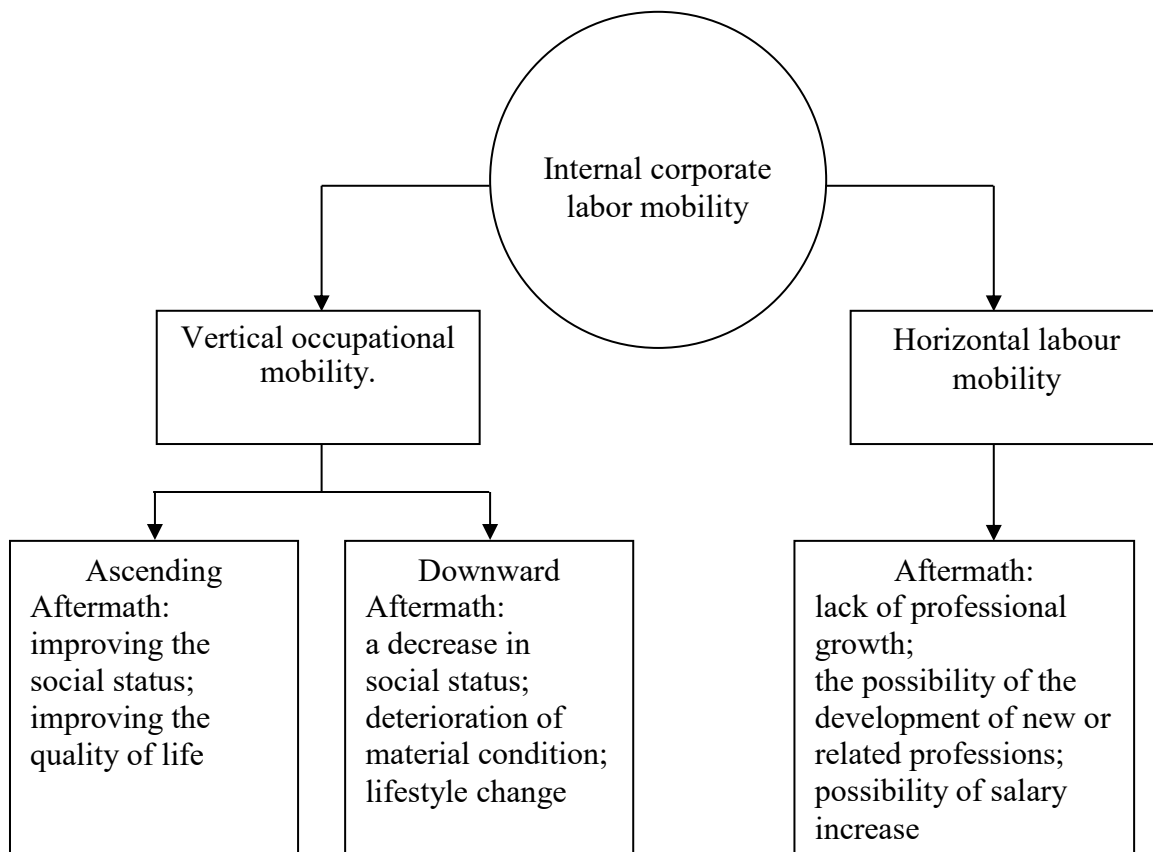


Fig. 4. Structure internally branded labor mobility

Vertical labor mobility refers to the movement of employees up or down the status hierarchy. Those employees whose status and income at the enterprise are increased correspond to upward labor mobility. For workers whose position changes in the opposite direction, there is downward labor mobility.

Horizontal mobility is also common in the enterprise, which means moving between workplaces both within the division and between them without changing the status of the employee. Horizontal mobility is carried out in two directions: rotation and enrichment of labor.

The first direction is rotation, which exists in two types:

moving an employee from one workplace to another within the enterprise, which provides for the performance of the same duties in a new place (most often used to strengthen the lagging area, to overcome the conflict, training);

permutation: means getting new responsibilities on the same levels. Permutations can be carried out between linear and functional services, various departments, lower and higher bodies without changing the rank.

Close in fact to the movements and rearrangements is such a widespread form of rotation in Western firms, as “carousel”, that is, a temporary transition of an employee within the enterprise to another position or to another division, where he has to perform functions that are significantly different from the previous ones. Typically, such movement provides the work in accordance with abilities and needs that better to meet the employee contributes to the development of new skills, provides new production and management experience, knowledge, broaden their horizons

In European and American companies, participation in the “carousel” is voluntary. It involves maintaining the same level of wages and the possibility, in case of failure, to return to the same place. In Japan, the “carousel” is mandatory for young employees, because only after passing it and knowing the peculiarities of work in various departments and acquiring the necessary experience and connections, they can count on moving up.

The second direction is the enrichment of labor. This is a qualitative change in the nature of work, existing in such forms as the expansion of responsibility, granting greater rights in the management of resources, participation in the work of various committees and special creative groups, awareness-raising. The enrichment of labor can also be attributed to the alternation of types of work performed in one place, a temporary appointment to a higher position, providing an opportunity to engage in scientific work

and make an appropriate career, participation in the training of others, mentoring, and transfer of experience. Employee satisfaction increases if the monotonous work to expand the range of its tasks, the possibility of informal contacts, take into account individual wishes regarding a particular job, change its place. The connection can take place both within the same work function by expanding responsibilities and by performing duties related to different functions, which don't, require additional qualification. All this allows using the potential of the worker, his qualification and in General to increase productivity with the maximum completeness.

In the form of the organization, it is necessary to allocate individual and group, voluntary and forced labor mobility (Fig. 5).

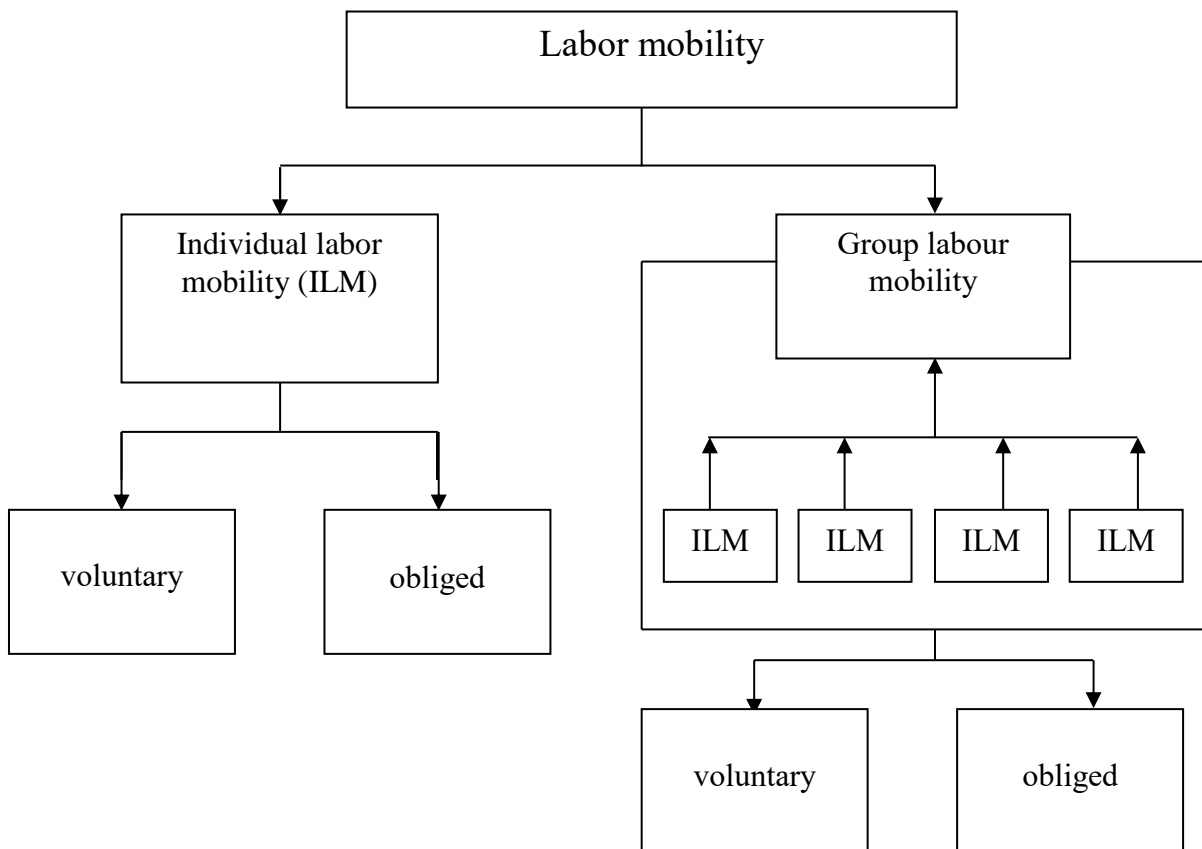


Fig. 5. Distribution of labor mobility depending on the number of participants of movements

Individual labor mobility is an act of individual labor movement in which only one individual is a participant.

Group labor mobility is a mass, organized labor movement, which consists of a set of individual movements characterized by organized

directions of labor flows. An example of group labor mobility is work in shifts in the far North, on the oilrigs of Kazakhstan, in the archipelago of Svalbard, etc. In the USSR, there was an organized set of workers for permanent or seasonal work in enterprises or in construction, which is outside their main place of residence. This set was carried out on a voluntary basis, on the conditions corresponding to the resolutions and orders of the government of the USSR: “On measures for further improvement of the organized set of workers and the public appeal of youth”, the Standard contract on carrying out the organized set of workers, the instruction on the order of planning and carrying out the organized set of workers and other regulations. Employment contracts with the organizational recruitment of workers were concluded with men from 18 to 55 years, women from 18 to 50 years, mainly for two years, but not less than one year.

Voluntary labor mobility characterized by the fact that the decision on labor movement made directly by the individual. The peculiarity of forced labor mobility is that it is forced labor movement.

The reason for forced labor mobility can be, first of all, the reduction of staff in the enterprise. Due to the decrease in demand for products or services, there is a curtailment of production. After its reconstruction, there is a reduction in jobs, and, consequently, the release of part of the workers.

The reason for forced labor mobility may be the fact that after the employee begins to perform his duties, it may be his professional discrepancy of the employee to the workplace, which he occupies. This, in turn, will affect the productivity of the worker, which may be lower than that expected by employers at the conclusion of the employment contract. Moreover, this is what will cause the dismissal of the employee. The reasons for forced labor mobility can also be violations of labor discipline by the employee, non-compliance with corporate culture etc.

Voluntary labor mobility caused by a variety of reasons. This may be the employee's dissatisfaction with wages. Wages are an important motive for labor mobility both within the enterprise (internally branded) and outside it (industry, territorial, professional). Mobility is possible if there is a situation in which the knowledge and skills of the employee are not in demand at his workplace or there is no social package, the possibility of training, career advancement or the length of the working day, the intensity of work, the level of comfort and safety of the workplace don't satisfy the individual.

Thus, in the regional labor market there are four forms of labor mobility, which can be both independent and combined with other labor

movements of the individual. In order to make full use of the employee's labor potential, it is necessary to increase his labor mobility by creating a system of motives for labor mobility.

Identification of signs of forms of labor mobility is carried out on the basis of definition and justification of flows of labor movements which features give the chance to classify all labor movements of the population. As a result, the classification of forms of labor mobility, which consists of economic, territorial, sectoral, intra-firm and professional labor mobility, was clarified.

Each form of labour mobility can be defined as independent or combined with other labour movements of the individual. It is established that the flows of labor mobility are influenced by a number of factors that determine how this process will proceed, which economic entities will be involved in it and how it will affect the economic system and its individual elements.

SUMMARY

The study proved that labor mobility is one of the main factors that provide labor market flexibility. It is proved that the basis of labor mobility is the individual labor movement of an employee, the consideration of which will reveal the motives of a person's decision to change jobs.

The classification of forms of labor mobility consists of economic, territorial, sectoral, internal corporate and professional labor mobility. Each form can be both independent and combined with other labour movements of the individual.

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