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ІННОВАЦІЙНИЙ МЕХАНІЗМ ЗАБЕЗПЕЧЕННЯ БЕЗПЕКИ ВІТЧИЗНЯНОГО РИНКУ ПРАЦІ

В статті розглянуто ключові проблеми побудови ефективного механізму забезпечення безпеки вітчизняного ринку праці. Проаналізовано фактори, які утворюють небезпечні загрози зайнятості на ринку праці. Метою нашої статті є створення моделі забезпечення безпеки ринку праці в Україні.

Автором було детально проаналізовано чинні теоретико-методологічні основи побудови механізму соціальної безпеки в країнах ЄС та Україні. Охарактеризовано чинні наукові підходи до розкриття змісту «безпека ринку праці». Наведена авторська інтерпретація цієї концепції і структурно-елементний склад інноваційного механізму безпеки ринку праці в Україні, який має включати чотири підсистеми: підсистему забезпечення особистісної безпеки, підсистему забезпечення безпеки робочих місць, підсистему забезпечення безпеки зайнятості та підсистему забезпечення демографічної безпеки. Доведено, що всі вказані підсистеми у викладеній ієрархії утворюють підґрунтя для забезпечення соціальної безпеки. В дослідженні представлено результати розрахунку індексу безпеки ринку праці в регіонах України за авторською методикою. Надана оцінка поточній ситуації і окреслені перспективи подальшого удосконалення механізму забезпечення безпеки вітчизняного ринку праці.

Ключові слова: ринок праці, безпека ринку праці, особистісна безпека, безпека робочих місць, безпека зайнятості, демографічна безпека, соціальна безпека, індекс безпеки ринку праці.

Рис. 2, Літ. 10

О.А. Гетьман

ИНОВАЦИОННЫЙ МЕХАНИЗМ ОБЕСПЕЧЕНИЯ БЕЗОПАСНОСТИ ОТЕЧЕСТВЕННОГО РЫНКА ТРУДА

В статье рассмотрены ключевые проблемы построения эффективного механизма обеспечения безопасности отечественного рынка труда. Проанализированы факторы, которые создают опасные угрозы занятости на рынке труда. Целью нашей статьи является создание модели обеспечения безопасности рынка труда в Украине.

Автором детально проанализированы существующие теоретико-методологические основы построения механизма социальной безопасности в странах ЕС и в Украине. Охарактеризованы существующие научные подходы к раскрытию содержания понятия «безопасность рынка труда». Приведена авторская интерпретация этой концепции и структурно-элементный состав инновационного механизма безопасности рынка труда в Украине, который должен включать четыре подсистемы: подсистему обеспечения личной безопасности, подсистему обеспечения безопасности рабочих мест, подсистему обеспечения безопасности занятости и подсистему обеспечения демографической безопасности. Доказано, что все указанные подсистемы в приведенной иерархии образуют основу для обеспечения социальной безопасности. В исследовании представлены результаты расчета индекса безопасности рынка труда в регионах Украины по авторской методике. Данная оценка текущей ситуации и обозначены перспективы дальнейшего совершенствования механизма обеспечения безопасности отечественного рынка труда.

Ключевые слова: рынок труда, безопасность рынка труда, личная безопасность, безопасность рабочих мест, безопасность занятости, демографическая безопасность, социальная безопасность, индекс безопасности рынка труда.

O.A. Getman

INNOVATIVE MECHANISM OF DOMESTIC LABOR MARKET SECURITY

The key issues for creation an effective mechanism of domestic labor market security is considered in this article. The factors that create a dangerous threats to employment in the labor market have been analyzed. The aim of this article is to ensure the labor market security model for Ukraine.

The author analyses in details the existing theoretical and methodological bases of the social security mechanism construction in the EU and Ukraine. The existing scientific approaches to the disclosure of the conceptual content of the "labor market security" have been characterized. The authorial interpretation of this concept and the structurally elemental composition of the innovative labor market security mechanism in Ukraine are described. Proposed mechanism should include four subsystems, i.e. subsystem of private security, subsystem of job security, subsystem of employment security and subsystem of demographic security. It is proved that all abovementioned subsystems in the following hierarchy form the basis for social security. The results of the calculation of the labor market security index in the regions of Ukraine according to the authorial method have been presented in our study. The estimation of the current situation is given and the perspectives of further improving of the domestic labor market security mechanism are marked.

Key words: labor market, labor market security, private security, job security, employment security, demographic security, social security, labor market security index.

Actuality of research. The main objective of Ukraine as an independent and sovereign state for over twenty-five years is to ensure socio-economic security of the individuals, population, business-entities, local authorities and state in common. But until now, there is no effective integrated mechanism of its providing despite a numerous achievements of science and practice. There are theoretical dogmas, which are enshrined in current law; there are fragmented R&D and there is a reality, which puts certain restrictions and preconditions. One of the main indicators of living standards and development of the country are indicators of balanced labor market functioning, employment rates, unemployment, economic activity-passivity of the population, its financial well-being et al. The issue of development and implementation of effective social and economic policy in the country, including effective regulation of the labor market have been discovered in the papers of foreign and domestic scientists, but topic of "labor market security" ensuring is relatively new in domestic science and practice. Therefore, category of "labor market security" is justified in our study with determination of its components as well as the authorial vision of its mechanism providing at the national level is described.

Analysis of recent researches and publications. Great heritage in the field of social security theory is belonging to such scientists as Isabel Ortiz, Krzysztof Hagemejer, Anne Drouin, Florence Bonnet, Christina Behrendt, Emmanuelle St-Pierre Guilbault, Xenia Scheil-Adlung, John Woodall, Matthew Cummins, Fabio Durán Valverde, Aidi Hu, Cristina Lloret, Helmut Schwarzer, Maya Stern-Plaza, Victoire Umuhire, Veronika Wodsak, Hiroshi Yamabana, Katharina Diekmann, Zita Herman, Vinu Parakkal Menon and Nicholas Teasdale-Boivin. In native science there is a number of famous scholars, who created basics of national social security system. A significant contribution to the development of the methodology of the social safety has been made by scientists O. Amosha, E. Baranowski, A. Balanda, A. Bodruk, O. Vlasyuk, A. Galchynskyi, V. Geyets, B. Horbulin, B. Gubsky, A. Danilyan, Ja. Zhalilo, A. Ladyuk, V. Muntiyan, A. Novikov, G. Pasternak, S. Pyrozhkov, G. Sytnik, A. Sukhorukov and V. Shlemko. Scientific achievements such of leading domestic scientists S. Bandura, D. Bogynia, A. Kolot, V. Kutsenko, E. Libanova, O. Makarova, V. Mandybura, V. Onikiyenko, A. Pozniak, S. Polyakova, A. Romaniuk, P. Sabluk, L. Cherenko, L. Shepotko and V. Yurchishin

have created serious methodological base for the study of the influence of social factors on the sustainable social development. Their results highlight a very important impact level of social factors on the saved social development. However, we can state insufficient elaboration of problems of social determinants transformations into the threats to national security. The need for our research is outlined by necessity to create a comprehensive theoretical ground for the social security mechanism at the labor market.

Unsolved issues. Until now there is no mechanism of labor market security based on the deep methodological base of its assessment and preventions.

The aim of our article is to create model of labor market security for Ukraine.

Tasks, which are necessary to solve in our research:

- 1) justification of the current researches on the social security field, expertise of different approaches to the understanding of the labor security concept;
- 2) modeling the labor market security mechanism;
- 3) description of the elements in the labor market security mechanism.

Results of research. Secured work is central to sustainable poverty reduction; it is a mean for achieving sustainable development. The 2008 ILO Declaration on Social Justice for a Fair Globalization recommends the establishment of certain indicators to evaluate the progress made in the implementation of the ILO Decent Work Agenda. The ILO is supporting member States through technical assistance and capacity building at national, sub-regional and regional levels. As A.D. Kugler has noted, job security regulations are usually considered to inhibit labor market flexibility by reducing the ability of companies to hire and fire employees. While severance pay and other job security provisions protect employees from unjust termination, these laws may also affect by reducing employees ability to find new jobs. State-mandated severance pay and job security requirements are equivalent to taxes on job destruction that reduce companies' incentives not only to dismiss but also to hire new employees. In fact, it has often been suggested that the elevated severance pay and job security requirements in Europe are in part to blame for the high unemployment levels in this continent [1].

By ILO, *labor market security* arises from an environment, where the ample opportunities for adequate income-earning activities are, or where "supply" approximates "demand". As such, it is about the structure of opportunities, the overall level as well as about expectations, when security arises from expecting that opportunities will improve, or to stay as achieved way. To monitor patterns and international differences, a Labor Market Security Index (LMSI) has been constructed taking into account the policy commitments, instruments for providing opportunities for labor market security and outcomes. The input indicators are primarily selected on the basis of an institutional embedding of a commitment towards provision of labor market security. These are: 1) whether or not the country has ratified ILO Convention No. 122 on full employment; 2) whether or not the government or constitution of the country has a formal commitment to "full employment"; 3) whether or not the existence of an unemployment social security scheme is and the legislation banning gender discrimination in recruitment. The process indicators are selected to determine the commitment of governments in practice is. The identification of such indicators is problematic, but the idea is to capture "commitment" through some measures such as: 1) the existence of a public employment service to help labor demand meet supply of jobs, both quantitatively through information dissemination and qualitatively through retraining and other skills-based initiatives; 2) the public consumption per head of the working age population as a proxy for the importance of the public sector as an employer; 3) as a measure of economic opportunity, the average annual growth rate of GDP during the previous decade and the ratio of variation of annual GDP growth, to indicate how favorable market is for additional employment opportunities. The more intensive economic activity is, the higher the probability of getting a job and securing an income are; and 4) gross capital formation as a percentage of GDP. Investment is an important engine for growth and the component of final demand that

generates new jobs. The outcome indicators were selected to capture the results of national economic policy and performance according to the labor market. Attempts have been made in spite of data limitations to include measures of success and failure of different labor markets, notably in the formal and informal economies. The basic outcome indicator of labor market security is the unemployment rate, but it is unsatisfactory in "transition" economies and in agrarian countries with extensive "informal" activities. Accordingly, the unemployment rate is coupled with a set of indicators that together portray a pattern of opportunities, taking special account of gender inequalities. The variables include: 1) the unemployment rate; 2) the ratio of male to female unemployment; 3) employment as a percent of the working-age population; 4) the ratio of female to male employment; 5) the wage employment share of all those in income-earning activities; 6) the female share of wage employment; 7) the average annual growth of employment between 1990 and 1999 [2].

Finally, a "dummy" variable is added, with a value of "zero", if the country is known to have a high level of unpaid or partially paid "administrative leave", a value of "one", if that is not the case. A value of "one" is given to transition countries of eastern Europe and to China, where millions of employees appear to have labor market and employment security, but are actually on extended lay-off.

Having analyzed all existing approaches to this category, we propose to see *labor market security* as a mechanism, which includes social dialogue between business entities, government and citizens as a common project to raise prosperity of the population, to attract foreign investment, to establish payable social security and domestic resource markets development. Thus, labor market security should be a combination of social responsibility, economic and innovative development, based on a high level of education/gaining skills and experience that has been identified in our scientific research, published in paper [3].

The understanding of "labor market security" has been absent at all until 2010 in Ukraine, although the definition of "social security" exists quite long time since Doctrine on the National Security of Ukraine (Law of Ukraine, 2003, No. 964-IV). According to this Law, Ukrainian scientist N. Kolenda has defined social security as a concept of social security of the population, i.e. a state of social safety interests of the population from threats on its social status and level of life support, where saving and human potential development happen, simple or expanded reproduction, as well as social cohesion achieving and integrity [4]. Social security can be seen as a comprehensive, multi-functional formation with many branches. Structural elements of social security according to functionality are: 1) security of accommodation; 2) food security; 3) employment security; 4) security of education; 5) security of leisure; 6) private security; 7) health security and 8) criminal security. We cannot agree with such componential structure of social security model of population in Ukraine, but we should state, that basics of the theory have been putted here.

Another structural model of social security we can observe in the scientific research of S. Paseka [5]. Results of his theoretical research shows that social security concludes effective reproduction and development of socio-labor potential of economic entities and includes, first of all, basic worker's protection, which is taken as a human perception of security in the family, at work, at home, in the place of residence and in the country at all. It is balanced nutrition, housing, health care, education, pensions and so on, as well as predictable and minimized social risks associated with job loss, long delayed wages, deep illness or injury. Second factor is the income security, which means that real income should exceed the living cost and should allow to make savings, protected from devaluation. Third factor is the security skills that means ability to work in the chosen profession. However, often the qualification doesn't fit the chosen work; there is a threat that worker's skills will not fit for their work in the next five years, i.e. it will be necessary to gain a new professional knowledge. Fourth factor is the labor market security, as there is a real threat to join the unemployed ranks because of the high unemployment level in Ukraine. Fifth factor is an employment guarantee. Under crisis

condition the threat is a lack of confidence in protection from unfair dismissal instead of necessity to save jobs, guaranteed wages, working conditions and opportunities to use skills as well. Sixth factor is the security of job conditions. There are high threat of diseases, injuries, works with dangerous machinery, with increased noise, with high/low temperature and with concentration of dangerous chemicals or excessive vibrations at the modern enterprises. Seventh factor of social threats defines the problem of sexual harassment that women up to 40 years are acutely aware. Eighth factor is a social justice, which is a measure that links opposite vectors of social life, maintaining a balance of interests and softens contradictions resolving. It includes a setting of fair income level (highest and lowest), minimal living standards, social help etc. The pursuit of social justice is felt by a synthesis of the salaries and benefits fixing for hiring depending on gender, age, nationality and citizenship. Thus, socio-economic security of the person includes reproduction security, security of living standards, job security, natural and social environment safety, equality in living rights and freedom in choices.

Having discovered both concepts, we can discuss their fairness and adequacy by law.

According to the Guidelines for the calculation of economic security of Ukraine, approved by the Order of the Ministry of Economic Development and Trade of Ukraine from October, 29, 2013, No. 1277, the main indicators for evaluation of the social security in Ukraine are [6]: 1) the share of the population with average equivalent total revenues per month, below 75% of the median level of total income, %; 2) the ratio of average nominal wage to the subsistence level for employable person, coef.; 3) the ratio of the average age pensions to the subsistence level of the disabled people, coef.; 4) the ratio of total revenues of 10% of the richest and poorest population (decile coefficient funds), coef.; 5) share of food expenditure in consumer households' expenditures, %; 6) consolidated budget expenditures on education, % of GDP; 7) the number of HIV-infected people diagnosed for the first, amount of people for 100 thousand people of population; 8) the number of patients with active tuberculosis diagnosed for the first, amount of people for 100 thousand people of population; 9) the total number of students in daytime general education, % of the total permanent population aged 6-17 years; 10) the amount of unpaid wages as of January, 01 (July, 01) to the payroll fund for December (June) of the current year, %; 11) the crime rate (number of crimes per 100 thousand people of population); 12) the employment rate of the population aged 15-70, % of the corresponding age group; 13) the ratio of the average wage, calculated per hour on the average in the EU-27 and Ukraine, coef.; 14) the ratio of the average cost of 1 sq. meter of housing area to the average wage, coef. We should notice, described method is quite difficult to use in the practice, since it is part of expanded method of economic security estimation of Ukraine.

As practice show, in current condition of deep socio-economic crisis and prolonging anti-terroristic military conflict at the East of Ukraine (Donetsk and Lugansk regions and Crimea annexation to the Russian Federation), this indicator impossible to calculate exactly. In such condition, we think, it is necessary to calculate each block of security separately. Moreover, we see impossible to combine incomparable categories, which are partially overlapping, e.g. production and energetic securities; production and food securities; banking and financial securities; debt and budget securities; investment-innovative and financial securities; macroeconomic and demographic securities; currency and external economic securities and so on.

In our view, mechanism of labor market security should be presented by subsystems, which identified at the Figure 1: 1) *starting stage* – subsystem of private security, which should be guaranteed by the government and society; 2) *transiting stage* – subsystem of job security, which should be guaranteed by employer and employee; 3) *institutional stage* – subsystem of employment security, which should be guaranteed by employees, their alliances, associations of trade unions, employment agencies and local authorities and governmental institutions; 4) *social stage* – subsystem of demographic security, which should be guaranteed by government and society.

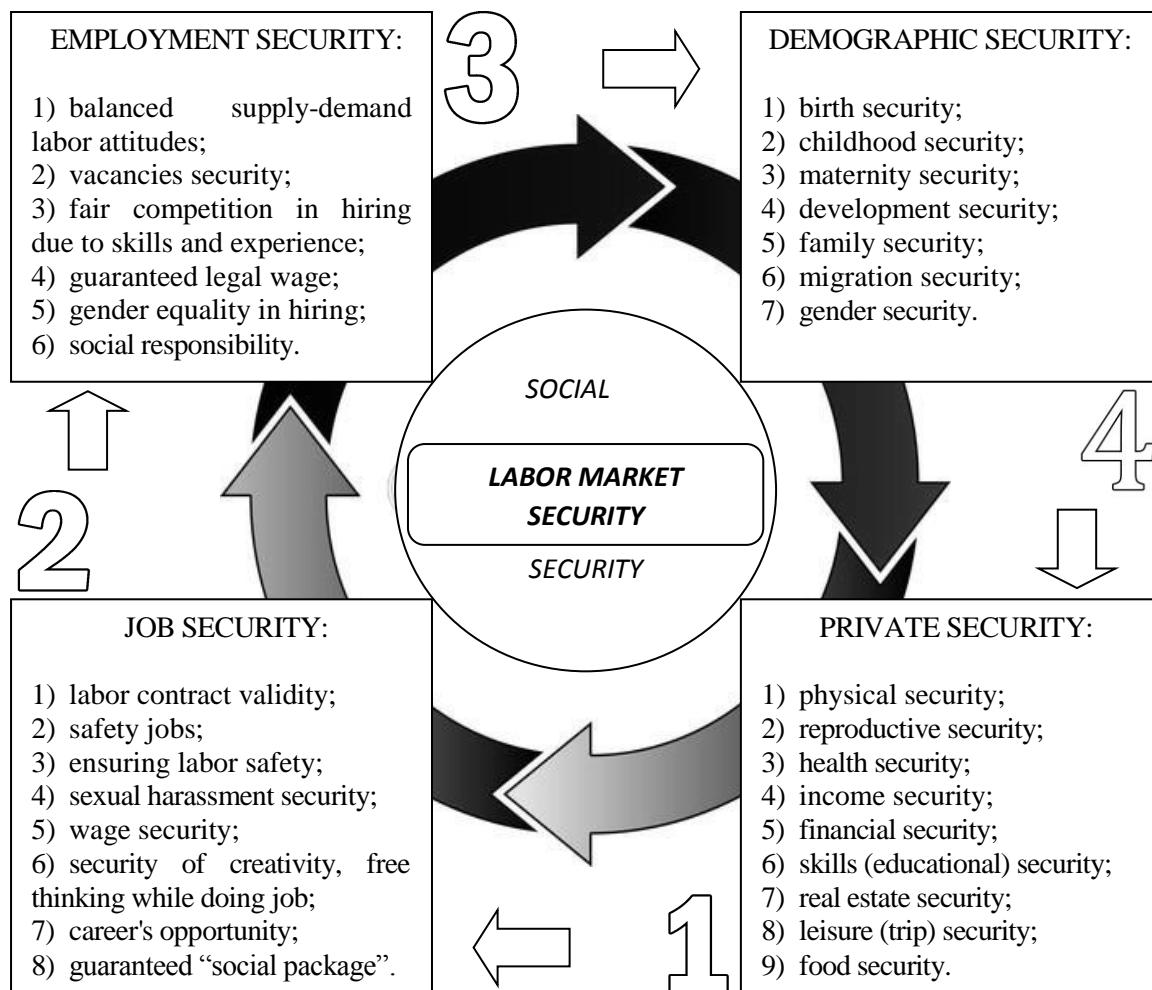


Figure 1: Ensure the functioning of the labor market security mechanism in Ukraine

Source: created by author

In EU-understanding of mechanism of labor market security is defined first of all as the “coincidence of labor supply and labor demand” that is summarized in the scientific paper of B. Keller [7]. In traditional neoclassical view corresponds to the functioning of the labor market according to the goods or other markets. Both labor supply and labor demand are real salaried. The labor supply increases with increasing real wages to (Marginal Utility Theory); the labor demand increases with increasing real wages from (Marginal Productivity Theory). Imbalances (in the form of unemployment or over-employment) are automatically compensated by the price mechanism (classical and neoclassical doctrine). Basically, always it comes to an equilibrium, where each workers, who want to work at the prevailing real wage, actually can work. Unemployment is from neoclassical perspective fundamentally voluntary in nature (due to high recreational preferences of providers). People, who are unemployed voluntarily, feel the full employment real wages as too low and are not prepared at this real wages take up employment. Keynesian critique of neoclassical labor market analysis is aimed primarily against the assumptions market transparency and validity of "Say's Law". After Keynes (Keynesianism) the actual level of employment in the goods market is defined. The labor demand is a derived variable and is determined by the level of effective demand. If the effective demand is less than the full employment income (underemployment equilibrium), there is cyclical unemployment; cause must be adequately controlled by the economic policy.

Social protection supports employees of working age by stabilizing their incomes in the event of unemployment, employment injury, disability, sickness and maternity, and by ensuring that they have at least a basic level of income security. While the labor market serves as the primary source of income security during working life, social security plays a major role in smoothing incomes and aggregate demand, thereby facilitating structural change within economies. Worldwide, 2.3% of GDP is allocated to public social protection expenditure ensuring income security during working age. Better social protection, including support in coping with the financial consequences of life events and improved access to health care, will help employees to find and sustain decent and productive employment. Policy coherence between social protection policies on the one hand, and employment, labor market and wage policies on the other, is essential in order to ensure that social security systems are effective and sustainable [8].

Recognizing the primary social responsibility of the government, labor market institutions should apply the following principles: 1) universality of protection based on social solidarity; 2) entitlement to benefits prescribed by national law; 3) adequacy and predictability of benefits; 4) non-discrimination, gender equality and responsiveness to special needs; 5) social inclusion, including of persons in the informal economy; 6) respect for the rights and dignity of people covered by the social security guarantees; 7) progressive realization of labor market security, including by setting targets and time frames; 8) solidarity in financing while seeking to achieve an optimal balance between the responsibilities and interests among those who finance and benefit from social security schemes; 9) consideration of diversity of methods and approaches, including of financing mechanisms and dotation systems; 10) transparent, accountable and sound financial administration; 11) financial, fiscal and economic sustainability due to the social justice and equity; 12) coherence of socio-economic and employment policies; 13) coherence across institutions responsible for social protection; 14) high-quality public services that provide social security systems; 15) efficiency and accessibility of complaint and appeal procedures; 16) regular monitoring of social service implementation and its periodic evaluation; 17) full respect for collective bargaining and freedom of association for all workers; 18) tripartite participation with representative organizations of employers and workers, as well as consultation with other relevant and representative organizations of persons concerned [9].

We should conclude that the European Strategy of employment security has four bases: 1) entrepreneurial qualities, i.e. the commitment to job creation by reducing labor costs, which are not related to wage and other forms of tax burden on employment; 2) compliance with employment, i.e. citizens assistance in getting them additional competencies; 3) adaptability, i.e. the impact on businesses and individuals by means of tax incentives; 4) equality of opportunity, i.e. overcoming gender inequalities, the integration of disabled people for working life and so on.

Key EU-measures for the policy of employment security are:

- Structural reform and modernization aimed at increasing the innovative capacity and efficiency of the labor market and markets for goods, services and capital;
- Improving the effective interaction between wages policy and external, monetary and fiscal policy through macroeconomic dialogue aimed at preserving the dynamics of growth without inflation;
- Further development of a coordinated employment strategy to improve the efficiency of labor markets through business development, Start-Up promotion, creation of innovative jobs and equal gender opportunities for men and women in employment.

The employment and unemployment are the main indicators of social security. Employment reflects the level of labor resources and opportunities for economic development; yet it is one of the mechanisms for socio-economic security, which defines parameters of the effective functioning of social and economic structures in the global and local transformations. Currently Ukraine's labor market is characterized by low employment

rates, low overall demand for labor due to a sharp decline in labor productivity, growing external competition and weak domestic demand for goods and services. An important element of labor market institutions is employment legislation. An important element in the labor market is an insurance from unemployment and other tools of active labor market policies. The presence of social dialogue and involved social partners are another important element of interaction between the labor market institutions. It is important to balance between the ability of labor markets to adjust to changes in economic parameters and stability, flexibility and social security.

Both employers and employees need security, and both employers and employees are interested in flexibility. The question is how to distribute chances and risks between them in a way that contributes their interaction efficiency. Social dialogue is one way of overall harmonization of their interests. There are different concepts of social security in Ukraine at the moment: 1) labor market security as high employment level, provided with appropriate macroeconomic policy; 2) employment security as protection against of dismissal; 3) educational security as the ability to get and rise skills; 4) job security as a protection against of accidents, and illness at work; 5) income security as a financial safety; 6) representative safety with voting rights on associating freedom and right to collective requirements and so on.

Having used authorial methodics, which has been created by author in scientific paper [10], we represent the results of Labor Market Security Index calculation in Ukraine's regions in the Figure 2. As it can be seen for this ranking mapping of Ukraine, there is strict hierarchy at the labor market security providing on the territory of Ukraine.



Figure 2: Presentation of Labor Market Security Index in Ukraine's regions
Source: calculated by author for proposed authorial methodics

As can be seen from our analysis, the highest labor market security level is in Kiev and the lowest level is observed in the regions of Western Ukraine (Cherkassy, Chernigov, Vinnitsa, Zhitomir, Zakarpattia, Ivano-Frankovsk, Lutsk, Rovno, Ternopol, Khmelnitsky, Chernovtsi). Why is it like this? On the one hand, in terms of cultural, ethnic and historical heritage of the mentioned regions are well known not only in Ukraine, the Commonwealth of

Independent States, but also in the EU; and the evidence is the relatively high background rate of labor market effectiveness in Lvov region. However, low (on the background of East of Ukraine) social and economic indicators, limited innovation and investment infrastructure, the imbalance in the labor markets, the lack of innovative jobs, weak research potential lead to permanent movement (migration) of employees on the revenue search, reducing competitiveness of these regions. In such circumstances, the formation of the labor market security of these regions is based solely on the ethnic and cultural-historical heritage, which are supported by favorable climatic and geographical location on the basis of intensively developing in recent years tourism, resort and spa business. The industrial part of the Ukraine (Kharkov, Dnipropetrov's'k, Zaporozhe, Nikolayev and Odessa regions) is characterized by higher labor market security indices. First of all, it is due to the higher (compared to the Western part of Ukraine) socio-economic performance of these regions, the higher interest of investors in the power industry and the innovatively oriented economy, the presence of powerful scientific and educational centers (institutions), less imbalance of the labor market, the presence of innovative jobs and business prospects. We can conclude that labor market security doesn't exist in reality (in comparison with all regions of the EU).

Conclusions and perspectives of research. As our research showed labor market security doesn't exist in fact, in today's reality; there is no guarantees at the labor market. It is only a constellation of conditions that indicates a high living standards, in case, if those standards are positive. But as long individual goals and targets outweigh common interests, we are far away from safety, depending on social development and quality of education as well as laws and regulations of the country. There is other aspect of labor market security; it must be payable. In all developed countries demographic development is equal, i.e. population gets older and youth gets less. It means the cost for pension and health care are rising, i.e. less people are paying through the taxes in these funds.

In Ukraine this situation is opposite, because old people, who get pension are working and they are paid twice: by pension and wage. If retirees continue working then workplaces are occupied and youth doesn't have jobs. The double effect of this situation is that youth are leaving the country (who can), others are falling into poverty and some of them got criminal or work in black economy to gain some income to survive. In this case, the government has the obligation to influence such situation, in which economical security of economically active population and social security for can start to exist.

In our view, mechanism of labor market security should be presented by subsystem of private security, which should be guaranteed by the government and society; subsystem of job security, which should be guaranteed by employer and employee; subsystem of employment security, which should be guaranteed by employees, their alliances, associations of trade unions, employment agencies and local authorities and governmental institutions; subsystem of demographic security, which should be guaranteed by government and society.

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