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## Tendencje rozwoju światowego rynku pracy w warunkach globalizacji

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## TENDENCJE ROZWOJU ŚWIATOWEGO RYNKU PRACY W WARUNKACH GLOBALIZACJI

**Streszczenie:** Autor bada rozwój gospodarki światowej oraz określa jej wpływ na kształtowanie się światowego rynku pracy. Wyjaśnia definicje światowego rynku pracy oraz przedstawia czynniki, które na niego wpływają. Podkreśla wagę procesów globalizacji oraz modernizacji dla kształtowania się światowego rynku pracy. Proponuje możliwe kierunki polepszenia obecnej sytuacji poprzez stosowanie pomocy publicznej w UE na przykładzie Polski – stosowanie wyłączeń blokowych.

**Słowa kluczowe:** rynek pracy, światowy rynek pracy, globalizacja, integracja, korporacje transnarodowe.

**Statement of the problem.** Next with the traditional markets of goods, capital, technology comes into force a new specific and unusual phenomenon of the global economy - the international labor market. Its functioning requires the creation of a coordination mechanism of redistribution of labour between various countries and regions, which will promote the efficient use of human resources and intensify the exchange of knowledge and experience between peoples.

The international labor market is becoming one of the instruments of approval of the priority of spiritual values in the development of human personality, strengthening the social orientation of the world economy and the democratization of labour relations. Due to the international labor market occurs internationalization requirements for the reproduction of labor power, the life and work of millions of people in different regions of the world. The

main purpose of an international labor market is to create favorable conditions for the improvement of living standards on the basis of needs of people in a professional and creative self, improving education quality, service and interstate communication.

The formation of Ukraine as an independent state with its own borders and the free exchange of human resources requires a fundamentally new understanding of labor migration, which is a powerful factor in the country's integration into the global labor market.

Structural reorganization of economy of Ukraine, the conversion of the defense complex, bankruptcy and liquidation of a number of enterprises of mining and processing industry, objective, and sometimes artificially caused by the stoppage of production, resulted in a significant reduction of the total working time fund, and the release of a diverse regional sectoral and qualitatively-the professional context of the labour force.

At the same time, the deficit of the state and most of the local budgets are insignificant compared to other countries the share of private investment in Ukraine does not allow for a short time and without a social tension in the society as well as prepare and redistribute the large volumes of the domestic labor force. In this context, adjustable labour migration surplus at the moment, the labour force should be an effective means of rational use of labor potential of Ukraine.

**Analysis of the last researches and publications.** Thorough analysis and research of population migration activity highlighted their research papers by economists such foreign countries as: J.S. Becker, J. Boryasa, H.R. Clark, A. Laffer, D. Maaseiah, J. Myntsera, L.A. Saastada, P. Samuelson, and A. Portes et al. Studied this issue and our scientists: T.Zaslavsky, A. Kireev, I. Tsapenko, Breev B.D., D. Valenti, E. Libanova, V. Miklovda, V. Mishchenko, S. Nikolaienko, A.I. Korovkin, and others.

Until the mid- 80s, scientists in his writings actually studied the theoretical foundations of the international labor market and its formation. The situation fundamentally changed in the late 80's and early 90's, when, as a consequence of political and economic transformation of the society, labour migration of Ukrainian citizens abroad was significant.

Research and publications were focused on research trends of labor migration in Ukraine. Much less attention was paid to the theoretical-methodological analysis of the problems of identification and development of external labour migration, the analysis of the adaptation process and the mechanism of social protection of Ukrainian citizens abroad, creation of an adequate regulatory-legal base of regulation of interstate exchange of labour resources.

**Summary of the basic material.** The processes of globalization of the modern world economy is becoming more intense and tangible. Today there is no state is able to avoid the influence of this process on the different spheres of public life. Globalization makes a powerful impact on all facets of the life of society in general and the labor market in particular. Rapid globalization and intellectualization of production, market and economic activities are fundamentally changing socio-economic structure of society, the relations of production and, accordingly, labour market [Денієл 2006, 174]. Global labor market - a system of relations that arise between States concerning the coordination of global supply and demand of human resources, formation condition softlabor, wages and social security. These relations formed in connection with uneven placement of the labor force in the countries and differences in her playing on the national level.

In the conditions of globalization of production, the growing interdependence in the modern world, national labour markets and increasingly lose their isolation and separateness. Between them there are transnational labour flows, which acquire a permanent, systematic character. Thus, along with the international market of goods, services and capitals large scale purchases now and the international labor market, which is not simply a sum of national markets and a system based on their relationships and complementarity [Корнійчук 2011, 84-91].

The formation of the international labour market takes place in two ways: first, through the migration of labour force and capital; secondly, through the gradual merging of national labor markets, as a result of which resolves legal, ethno-national, cultural and other barriers between them. This leads to the formation of the so-called «common labor market».

The formation of the international labor market is an indication that the process of global integration occurs not only in the economic and technological fields, but also increasingly in areas such as social and labor relations, which are now global.

This is reflected in the coordination agreed, the approximation of the social policy of various countries that have differing experience and legislation in the social sphere. Such regulation binational social structures occurs in many directions. Chief among them are:

- Working conditions , methods of hiring and firing workers.
- Remuneration, in particular the system of additional payments.
- Vacations , days off work , working days.
- Social insurance.
- Providing a variety of benefits , including material supply , recreation and so on.

The main trends of development of the world labor market is its globalization, increased migration, increased use of international labour standards, etc.

Globalization of the labour market is a formation of a single mechanism for coordinating the supply and demand of the labour force, regardless of the country of residence of a person and develops on the background of economic globalization. The reasons for the revival of this process are the following:

- the restructuring of the system of international division of labor;
- global infrastructure development;
- international migration of population;
- the rapid growth of world trade and flows of foreign investments;
- rapid technological change [Федоренко 2011, 5].

The emergence and development of the international labor market is a result of increased international mobility of two primary factors of production - capital and labor. Increasing international capital mobility in social terms means that it has now demand not only on the working force of the country their home, but also for foreign workers, which often has certain advantages

as compared with the national (more disciplined, less demanding on wages and so on). Demand for foreign labour force began to grow then, when there was a mass export of private productive capital and began creating in all countries of the enterprises with the use of local labour.

Capital usually went to the places of concentration of labor, where it is much cheaper labor exporting country. Even in the «newly industrialized countries» wage rate of industrial workers in the 80's were 5-10 times lower than in developed Western countries. Practical unbounded on the periphery of the world economy cheap labour resources facilitates their incorporation into the orbit of the functioning of productive capital in the developed countries, primarily on the basis of development of manufactured forms of work organization [Бпіт 2010, 106-108].

It should be noted that in the recent past, in the era of colonialism, the demand for foreign labor did not play any major role in the international expansion of capital. The activity of international companies had mostly commercial and financial nature. The modern structure of labor demand is much more complicated, and it often has as its necessary component of the demand for foreign workers. It was during this era when market relations became dominant in the world economy, migration has reached global dimensions and the most advanced forms.

By all indications, the international labour market, which is formed, has a clearly segmented character. Within this market creates several separate, relatively self-contained labor markets with specific patterns of movement. This segmentation of the international labor market reflects both the international division of labor that has emerged, and features in the workforce and demand.

Segmenting the international labor market diversifies the composition of the labor force that is offered in this market. At the same time his subjects formed the specific features and characteristics that distinguish them from general employment only on the national labor markets [Лазаренко 2011, 5].

The structure of the international labor market includes two segments. The first segment covers the labor, which is characterized by a relatively constant employment, stability of skills, high level of skills and wages and rela-

tively clear hierarchy of qualifications. It is generally privileged layer of workers from developed countries and countries with a medium level of development.

This could also include a few layer employed in various international organizations (UN, UNESCO, IMF, WTO, and others). Employing workers in such organizations happens on a purely international basis and, as a rule, subject only to the professional suitability. This labour market has certain tendencies to expansion given the growth of international relations and the aggravation of global problems.

The second large segment of the international labour market - working power, which comes from areas of the world with a relatively low level of economic development. Among these workers should determine a specific number of so-called illegal labors, considerable flows are directed to industrial countries, particularly the USA.

This category of employees can connect as «environmental refugees» who because of catastrophic weather conditions forced to flee their homes and seek work in other countries and regions [Лікороп 2007, 47-61]. Workers moving on the country illegally, in fact, do not have legal and political rights. If necessary, private companies can easily get rid of them, resorting to deportation.

The economic function of the illegal labor market comes down to service the needs of the vast mass of small and medium enterprises in industrialized countries which, unlike large enterprises are not able to apply on a large scale expensive technology. These businesses may not transfer their capital to countries with cheap labour force, as is often done for large companies. The state usually tacitly promotes to use of labor of illegal immigrants. The labor market can be divided into smaller segments, ranging workforce by age and occupational characteristics, characteristics of a culture, traditions, and ethnic, racial, and gender.

The modern structure of the global labor market is characterized, above all, the emergence of a new and special segments, which involves the use of highly qualified experts (scientists, engineers, analysts, and soon.), as well as experts in computer science, management, and others, development of this segment of the labor market is largely predetermined by the rapid

growth of world trade in services. The specificity of this sector of the labor market is that due to a developed telecommunications network some of the intellectual labor may be involved in the production process, carried out at any distance from the place of residence [Осанкин, Суворова 2009, 82].

Under the influence of the information revolution in the global economy is essentially formed a new environment. Changing the customary nature of competition. Along with the traditional search of markets is now intense search of valuable resources, among which the first place belongs to the information resources and their media - people. Companies operating in high-tech industries, hard hunted with intellectual resources. Without them, now it is impossible to survive in the competition. Occurs, thus, the demand for well-trained specialists who can develop and handle a large volume of information, skilled at handling it. At the same time growing demand for other categories of workers (specialists in finance, communications, education, science and so on) [Петюх 2005, 82-85].

An important feature of contemporary international labour market is that national labour markets of highly developed countries satisfy demand not only their own, national and foreign capital. In the US, for example, an important factor which stimulates the inflow of foreign private investment, is the presence in this country highly-skilled workers of various professions, which are indispensable for modern high-tech production.

Different countries have formed large groups of hired labor, defined as «a multinational workforce». This professional staff characterized by high international mobility: they are ready at any moment to meet the demand for labor by companies located throughout the world.

Internationalization of a large number of employees in parallel with the globalization of production and development of the world market for goods and capital. The labour market has become an important integral part of the global market. The process of expanded reproduction of capital is now not only within national borders, but also in cooperation with other countries in the reproductive process that is gaining global scale.

One of regulators of this process is the internationalization of the production cycle. Along with trade and capital movement is an international movement of labour force is becoming an important element that ensures the



formation of a single world cycle. The movement of workers between countries and the resulting flows of significant funds in the form of wages make substantial adjustments in the formation of the economic situation in individual regions.

The direct activators of cyclical fluctuations are often orders of wages from one country to another. At the same time, labour migration affects the living conditions of working in the countries - exporters and importers of the labour force.

The objective possibilities for attracting private capital workforce of various nationalities associated with the development of transnational corporations (TNCs), which launched a large-scale international production with a hierarchical division of labour different groups of employed persons who, while living and working in different countries, are integrated into a single production and technological system of private corporations. In the framework of the TNK eventually took its internal labour market, which is characterized by frequent movements of various categories of workers (especially managers) from one country to another.

The main problem that arises as a result of economic globalization, is to limit the possibilities of formation of the state of macroeconomic policies, including employment and industrial relations. TNC activity ensures that jobs are exported from developed economies, resulting in these countries there is a problem of unemployment. Also changes the structure of the labor force in the direction of increasing the share of employees with regard to the proportion of workers.

In conditions of functioning of TNK weakened the role of trade unions, collective bargaining, labour relations. Small effects can occur in the strike movement, because TNK feel no pressure clients on the fulfillment of conditions of deliveries through the small amounts of the world's total sales, profit and cash flow, which accounts for country specific.

The global economic crisis has significantly aggravated the unemployment problem. In particular on the regional labor market in the EU countries the level of unemployment according to the ILO methodology is more than 7%. The highest level between the EU countries reached Spain, Slovakia, Hungary, Greece, Portugal, Germany, France. Serious problems also faced a labour

market in the United States, where the unemployment rate reached 9.6 percent [Wandner, Stetter 2000, 198].

Slightly lower unemployment rates labour market of the CIS countries. Slightly lower the unemployment rate in the labor market of the CIS. Among this group the highest unemployment rate was registered in Armenia, Ukraine, Kyrgyzstan, Russia and Tajikistan [Рауль [www.ekspresjob.ee](http://www.ekspresjob.ee)]. The number of jobless worldwide reached 229 million, which is a huge global socio-economic problem that needs to be resolved active and immediate response of the international community.

The most comprehensive international labor market emerged in Western Europe, where there is freedom of movement of workers within the EU and the unification of labor laws. However, there are specific characteristics of each country in the region. So, Italy has, both external and internal migration, mainly from the South to the North of the country. In Germany, foreigners make up 10% of the employed.

The specifics of the labour market and migration policy of Great Britain, France, the Netherlands is their connection with the former colonies, which are an important provider of employment of the resources of these countries.

Ancient special traditions have the North American labour market. In fact, the USA became a country of migrants and the indigenous population is proud of it.

The Asia-Pacific region, which is home to most of the world's population, has significant potential labour resources. The main country of immigration in the region, Australia. To the 80-ies of the 20th century in immigration flows in Australia dominated by the Europeans, but later the chief source of immigration is Asia.

In the Middle East, primarily Persian Gulf in the late 20th cent. immigrants accounted for more than half the population of these countries. In Qatar and Kuwait, for example, 85 % of all workers - immigrants in the UAE - 90 % [US Bureau of Census 2011, 485]. South African labor market has emerged around the richest countries in the African continent - South Africa, where 2\3 black migrant workers make on short-term contracts. As for Latin America,

and 60 years is dominated by the migration of Europeans and from 60's inter-continental migration increasingly begins to shift inland.

Inland migration of labor in Latin America has become evident. This is due to shortage of land from peasants and under employment. The massive nature of migration has become a real challenge for the limited manpower and CIS countries, characterized by massive diversion of labor to the West. In this situation, an essential means of reconciling the interests of different parties is to create an international trade union, establish contacts between trade union associations in different countries. And even though it's often the workers of one country are not agree on additional costs to support the work of another country, including their competitors, unions can find ways of joint actions. Some of these ways include:

- Exchange of information , which helps to resist the TNC requirements and to refer to the example of other countries at the conclusion of collective agreements. Information exchange can be carried out by international trade union confederations, representing different categories of workers, trade unions secretariats one industry or group of related industries, as well as advice TNCs in meetings that may be attended by representatives of companies from different countries.
- Help foreign colleagues in concluding collective agreements. Trade union organizations of various countries are different ways to support their colleagues in other countries. These include refusal to work overtime, in cases when the products are intended for those segments of the market, which makes production plant, which is the strike; financial aid workers of other countries during a labour dispute; the award of the administration of the requirements through the trade unions of other countries.
- Coordination during concurrent negotiations and strikes. It is also possible contracting common to all countries of TNCs [Straubhaar 2010, 107]. Ukrainian labour market was formed under the influence of the inertia of the planning centralized system of labor organization and the transformational crisis and positive socio-economic transformation. The labor market is determined and the position of the na-

tional economy in general and the methods of macroeconomic regulation and efficiency of social policy, particularly in the area of general and vocational education. The formation of the labor market lags far behind the general progress of economic reforms, especially in a period of relative stability, and this is even more evident in the system of negative employment growth in unemployment.

For the formation and functioning of the international labor market in globalized economic relations requires some initial conditions, in particular the high level of international economic relationships. At the present stage appeared a number of new factors contributing to the need for broad participation of all countries in global economic processes. Today, no country, not even having rich natural resources, developed economy, science, skilled labor and a large domestic market, cannot remain aside from the powerful global integration processes.

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## TRENDS OF THE WORLD LABOUR MARKET IN THE CONDITIONS OF GLOBALIZATION

**Abstrakt.** The author is analyzing the development of the world's economy and determines its influence on the global labour market. The article defines the global labour market and presents the factors which directly influence it. It also emphasizes the significance of globalization and modernization processes shaping the global market. The author offers possible directions in which the contemporary situation should be improved by using public assistance in the EU taking the example of Poland into account which used the block exemptions.

**Key words:** labour market, global labour market, globalization, integration, transnational corporations

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