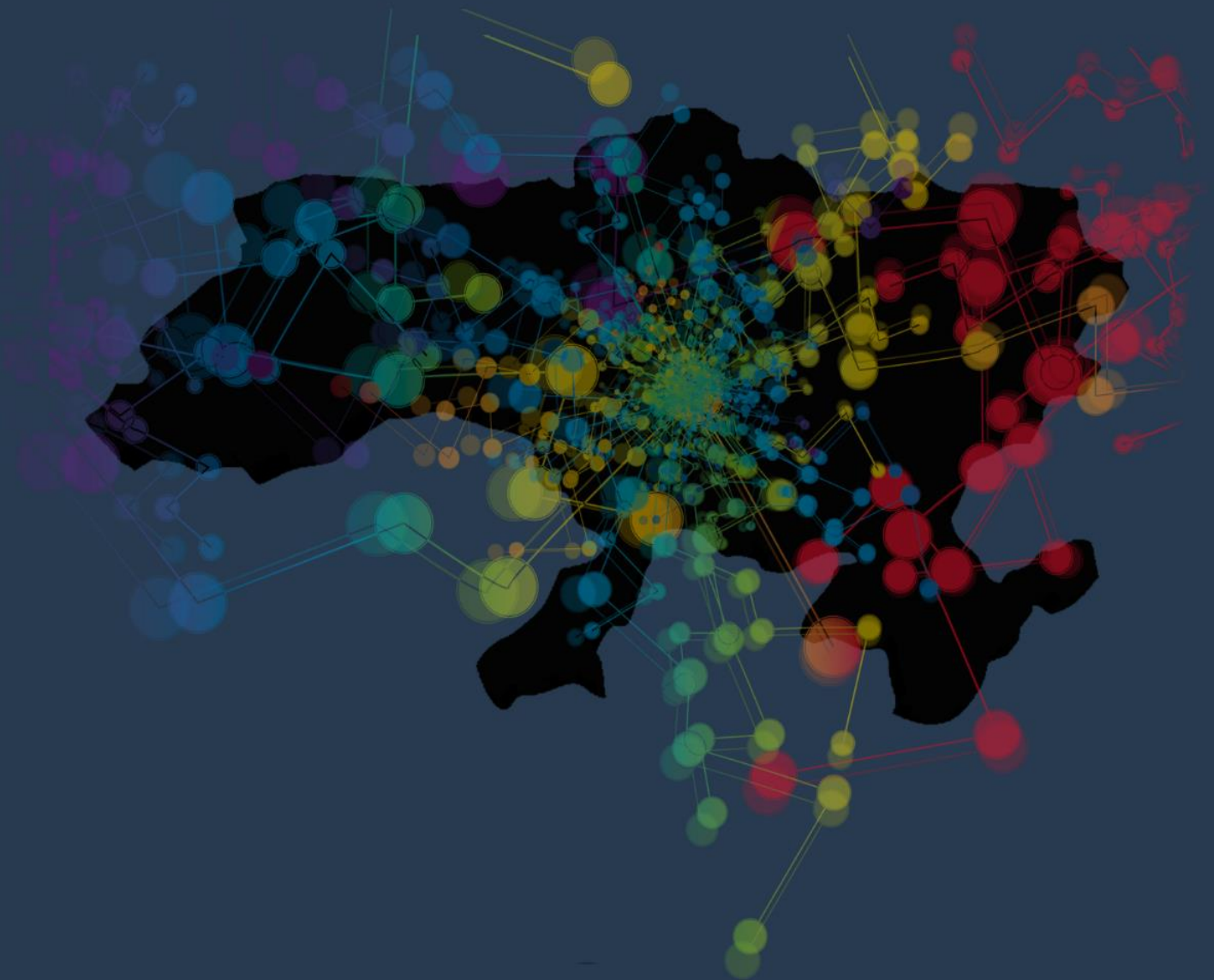


LABOR ECONOMY AND SOCIAL - LABOR RELATIONS



methodical recommendations and tasks
for practical classes and individual work

MINISTRY OF EDUCATION AND SCIENCE OF UKRAINE
MIKOLAIV NATIONAL AGRICULTURAL UNIVERSITY
EDUCATIONAL AND SCIENTIFIC INSTITUTE OF ECONOMICS AND MANAGEMENT
FACULTY OF MANAGEMENT
DEPARTMENT OF ECONOMICS OF ENTERPRISES

**LABOR ECONOMY
AND SOCIAL - LABOR RELATIONS**

methodical recommendations and tasks for practical classes
and individual work for full-time and part-time Bachelor students in specialties

071 "Accounting and Taxation"

072 "Finance, Banking and Insurance"

073 "Management"

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E 45

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INTRODUCTION

The development of human society, the progress of mankind is impossible without labour. It was and is the basis of human existence in all economic conditions. Thanks to labour, the potential of productive forces and social wealth is accumulated.

In the process of labor a system of social and labor relations is formed. In the political and economic aspect, social and labor relations can be defined as a set of objectively existing qualitative and quantitative concepts and categories that characterize the interaction of subjects of labor relations in the process of labor and in the field of basic parameters of the level and quality of life of the population.

In a market economy, the formation of a socially oriented economy of Ukraine is accompanied by unemployment, inflation, strikes and social tension in society, which significantly affects the standard of living of the population, the efficiency of labor and production.

Thus, the effectiveness of using the most important for the present industrial resource - the workforce, under these conditions depends on the knowledge of economic laws and regularities of the functioning of the labor market, employment, organization and payment of labor. This puts forward new requirements for the training of specialists in higher education in the field of economics, finance, marketing, management and business, which must address the extremely important and complex problems of improving labor efficiency and harmonizing social and labor relations at all levels.

The discipline "Economics of Labor and Social-Labor Relations" covers both general and specific socio-economic issues that arise in the labor market and in social and labor relations in Ukraine, the issue of rational use of human resources in social production, employment and social support the unemployed.

The subject of its study is social work, its organization and socio-economic results and consequences, as well as the forms and methods of practical application of the laws of the manifestation of social labor in a particular production. In this aspect, labor economics and social-labor relations are associated with many other branches of economic science, for example, with economic theory, production organization, enterprise economics, microeconomics, statistics, etc.

The purpose of discipline is the formation of a system of theoretical and practical knowledge about the categories, concepts, mechanisms for ensuring efficiency and productivity of labor, as well as the development of social and labor relations.

The task of the economy of labor and social and labor relations is the acquisition of students skills in ensuring the effectiveness of the use of labor resources and monitoring of social and labor relations, the development of students ability to research, autonomy and responsibility.

Thus, the main issues of labor economics and social-labor relations are:

- labor as a sphere of vital activity and the main factor of production;
- labor resources and labor potential at different levels of its management;
- social-labor relations and the mechanism of functioning of the system of social-labor relations, as well as social partnership;
- labor market and its regulation, social-employment relations of employment;
- organization and standardization of labor;
- efficiency and productivity of labor, its planning;
- income and wage policy;
- analysis, reporting and auditing in the field of labor;
- monitoring of the social and labor sphere as an instrument for research, regulation and improvement of labor relations;
- international regulation of social and labor relations.

As a result of studying the course student must know the essence of the processes occurring in the social and labor sphere of our country:

- changes in employment;
- formation and formation of the modern labor market;
- modern approaches to human resource management;
- content and elements of the organization of work;
- methods of assessing the efficiency of labor and its payment;
- structure and placement of the population of Ukraine, its natural and mechanical movement, types, types and regimes of population reproduction;

- the place and role of the International Labor Organization in regulating social and labor relations.

The student must be able to apply in practice the acquisition of knowledge on the main issues of labor economics in labor management at macro and micro levels:

- work with sources of statistical information, choose statistical data for the analysis of the labor market, employment and unemployment of the population, wages, income and expenditure formation;

- to assess the state of the modern labor market, to make forecasts regarding the demand and supply of labor;

- to determine the need of the enterprise in the personnel, to plan the number of employees of enterprises in terms of separate specialties;

- to choose the most effective form and the system of organization of labor remuneration at the enterprise, to analyze the use of the wage fund;

- To substantiate necessity and efficiency of bonus of employees of the enterprise;

- to choose the optimal modes of work and rest in the production;

- analyze the efficiency of labor utilization at an enterprise, calculate productivity indicators;

- to identify the reserves of increase in productivity, determine the measures aimed at the use of these reserves.

Workshops are held on all topics of the work program. They provide an oral questioning of students to determine the degree of studying them important theoretical issues, provide in-depth study of the topic, develop skills to make decisions on their own in specific situations. At seminars students prepare abstracts, reports on topical topics on regulating social and labor relations, which are discussed with the audience.

To consolidate the theoretical material and acquire following practical skills for students: labor market analysis; definition of types, types and modes of reproduction of the population, its structure and placement; the calculation of the main labor indicators and indicators of employment and unemployment, training plan provides for practical classes, which carry out practical tasks for the study of the labor market and

demographic situation in the region, solve the tasks of organization and remuneration in enterprises.

Such a way of classes conducting allows more efficient use of educational time, activating non-auditing independent work of students, promotes skillful application of theoretical material and development of creative thinking.

The achievement of the goals and objectives set, the development of skills and abilities will contribute to the independent work of students, the implementation of their individual tasks. Methodological guidelines provide for independent work of students, which is executed mainly on the basis of processing of additional literary sources, as well as materials of statistical yearbooks. The tasks and exercises outlined in the methodological guidelines cover all topics covered by the curriculum.

Theme 1

Economics of labor as a science and a field of practical activity

The topic deals with:

1. The social character of labor as an economic category.
2. Economics of labor in the system of sciences.
3. Historical reference: labor direction of economic thought.

Labor is the basis of human existence, determines its place in society, acts as one of the most important forms of self-expression, in connection with which it should be organized in such a way as to reflect the features of a person and to provide appropriate remuneration. In its specific content labor is an active process of human activity, aimed at the production of socially useful, consumer products: material or spiritual.

From a technical point of view - the process of labor is a conscious, expedient activity of people, through which they modify the forces of nature, adapting them to meet their needs. The result of work can be the production of consumer goods and services or facilities necessary for their production. For example: production of energy, media, ideological products, the actions of managerial and organizational technologies is also a result. In this case, the necessity and direction of work are asked by a human being, therefore, by its nature, it is socially necessary and recognized.

The main elements of labor are - labor itself, means of labor, objects of labor. The labor process involves the presence of: the subject of labor, means of labor, means of production, technology, product of labor (the result of the completed process of labor).

The subject of labor is the substance of nature, on which a person influences purposefully through means of labor. Subjects of labor form the material basis of the product and are subdivided into basic and auxiliary materials. By the objects of labor are all that is extracted, processed, formed, ie, material resources, scientific knowledge, etc.

The means of labor include tools and workplace, in the presence and with the help of which man affects the objects of labor, turning them into the product needed for consumption. Means of production - a collection of objects and means of labor, technology - a way of influencing the objects of labor, the use of tools.

Technological peculiarities of the manifestation of concrete labor are expressed in its content. Category "content of labor" reflects the professional affiliation of labor, the composition of the work performed, their complexity, the sequence of execution. These are the functional features of a specific labor, due to the subject of labor, means of work and the form of organization of the production process. The content of labor put forward certain requirements for the education, qualifications, abilities of the individual. Depending on the predominance of those or other functions in the human work activity, the complexity of labor is determined, and a concrete correlation of the functions of mental and physical labor is formed. The main factors that change the content of labor - the development of means of production, scientific and technological progress.

The nature of labor reflects the degree of development of industrial relations and reveals the process of interaction between man and society. The indicators of the nature of labor include: the form of ownership, the ratio of employees to work, the ratio of distribution of production products and services, the degree of social differences in the labor process. The main factor determining the nature of labor in a particular social formation is the ownership form of the means of production. The derivative of this factor is the form of distribution and consumption of labor products. Distribution relationships, like the entire system of industrial relations, depend on property relations. Owners of the labor force in the production process receive income depending on what work they perform and how they do it, that is, the main criterion for the division is labor. The income of owners of means of production is determined by the size of the property and the conditions for its implementation. Therefore, the distribution in the market economy is based on the division of labor and capital.

The social character of labor is manifested in the relations of individuals, labor collectives and society as a whole with regard to the form of social communication and ownership of means of production. Organization of production and management

of labor should be subordinated to the goal of achieving high production results on the basis of a combination of manpower and means of production. Functions of the organization of labor management in Ukraine are performed by the state, applying different methods of influence on the economy. Labor management includes a body of state legislative and judicial authorities that regulate socio-economic relations in the country.

Task 1

Answers the questions.

1. What are the peculiarities of labor as an object of research?
2. What are the characteristics inherent in labor as an independent economic category?
3. What social functions synthesizes labor in the system of human life?
4. What is the definition is correct:
 - a) labor - the application of human physical effort to obtain a result in satisfying their material needs; the process of transforming the resources of nature into values and good that is carried out and guided by a person under the influence of both external and internal stimuli; manifestation of a human person;
 - b) labor - conscious deliberate creating activity; the application of human mental and physical effort to obtain a useful result in satisfying their material and spiritual needs; the process of transforming the resources of nature into values and good that is carried out and guided by a person under the influence of both external stimuli and internal motives; manifestation of the human person.
5. Basic elements of labor.
6. Describe the social character of labor as an economic category.
7. What is the subject of labor?
8. What is the means of labor?
9. Category "content of labor".
10. Name indicators of the "nature of labor".

Task 2

The nature of labor has been changing rapidly in recent times. Some of these changes have affected the society in which we live. What professions were unknown

in Ukraine in the 90s of the 20th century, and which were the most widespread?
Reasonable answers.

Task 3

Give a reasonable answer: why do surgeons doing plastic operations earn much more than trolley drivers.

Task 4

The development of means and objects of labor determined the emergence of three historical epochs: pre-industrial, industrial, post-industrial. Choose the correct characterization for each era.

Characteristic:

- a) lasted a millennium, characterized by manual production;
- b) lasts from the second half of the twentieth century, characterized by the electrification of production, complex automation, the development of biotechnologies for the processing of new materials, the comprehensive informatization of society;
- c) lasted from the second half of the nineteenth to the first half of the twentieth century, characterized by the birth, development and improvement of large machine production.

Task 5

What are the main requirements of an employee from the point of view of the employer? What are the main requirements of the worker to the employer? Fill in the table.

Table 1.1 - Basic requirements

Type of employee	Employee	Employer
Creative		
Managing		
Executive		

Task 6

Lately young people are increasingly abandoning education in favor of earnings or combining education with work. What positive and negative traits can be identified in combining work and education? Fill in the table, explain the answers.

Table 1.2 - Combination of job and study

Positive points	Negative points

Task 7

Labor phenomenon is multifaceted, therefore different schemes of its classification are used. Depending on the type of activity, it is classified as creative, executive and managerial. They all, in turn, are divided into - mostly intellectual and, primarily, physical labor. According to Table 1.4, look for the correct examples that characterize these types.

Table 1.4 - Classification of labor depending on the type of activity

Activity	Preferably intelligent	Preferably physical	Examples
Creative work			scientific research, design, work of the writer teacher, work of the sculptor, painter
Administrative work			entrepreneurial work, work in enterprise management, managers, artisan, storekeeper
Executive work			office work, consultant, referent, workers of different qualifications, auxiliary workers

Theme 2

Labor market in the economic system

The topic deals with:

1. The concept and features of the labor market.
2. Demand and supply of labor.
3. Infrastructure of the labor market.
4. Segmentation of the labor market.

It is expedient to start studying the topic by clarifying the essence of the market system and its component - the labor market. The labor market is not limited to relations on the employment of the unemployed and the filling of vacancies, but covers the entire field of hired labor, the object of labor market policy should be a wide range of labor relations and all economically active population.

For the formation and functioning of the market, certain conditions are necessary: legal, economic, organizational, social.

Task 1

An important problem area for studying the topic is the formation and development of the labor market in Ukraine in modern conditions.

When analysing the labor market take into account the following factors:

1. Trends in the development of the labor market in previous periods.
2. Changes in the structure of labor supply.
3. Introduction of legislative acts that may influence the formation of the labor market; the efficiency of the Employment Service on employment issues.

The entire Ukrainian population, according to the methodology of the International Labor Organization (ILO), is divided into:

1. Economically active (all who work or are actively looking for work at the age of 15-70 years):
 - number of employees engaged in economic activity;
 - the number of unemployed, to which clearly defined groups are assigned by this method.
2. Economically inactive population (aged 15-70).
3. Population under 15 and over 70 years old.

Economic inactive population (out of workforce) - persons who cannot be classified as "busy" or "unemployed". This category of the population includes unemployed persons belonging to the following social groups: students and students; pensioners by age, disability and on preferential terms; persons employed in the household; persons of working age who have become despondent to find work; persons who were seasonal in nature; other persons who did not have the need for employment, as well as those who are looking for work, but not ready to start it in the near future because of illness, education, etc.

The aggregate supply of labor (economic active population) consists of the number of employed and unemployed population.

The able-bodied population are people who are physically and mentally healthy in order to work.

The level of registered unemployment ($P_{3.б}$) is defined as the ratio (in percentage) of the number of unemployed registered in the public employment service ($\Upsilon_{3.б}$), to the average annual population of working age ($\Upsilon_{нас.прац.в}$):

$$P_{3.б} = \frac{\Upsilon_{3.б}}{\Upsilon_{нас.прац.в}} \cdot 100\%$$

The unemployment rate of the population according to ILO methodology (P_b) – index, which is calculated according to the standards of the International labour organization, as the ratio (in percent) number of unemployed of a certain age group of the economically active population (workforce) of the relevant age or relevant socio-demographic characteristics:

$$P_b = \frac{B}{\Upsilon_{ек.акт.}} \cdot 100\% = \frac{B}{3 + B} \cdot 100\%, \text{ where}$$

B – the number of unemployed aged 15-70 years; $\Upsilon_{ек.акт.}$ – the total number of economically active population aged 15-70 years; 3 – the number of people employed in economic activities in the age of 15-70 years.

The level of employment (P_3) – is the main relative measure of the relative analysis of the employed population, calculated as the ratio (in percent) number of employees of a certain age group to the population of the corresponding age, except for those maintained by the institutions (corrective labour institutions, psychiatric hospitals):

$$P_3 = \frac{3}{H} \cdot 100\% = \frac{3}{\text{Чек.акт.} + \text{Чек.неакт.}} \cdot 100\% , \text{ where}$$

3 – the number of the employed population aged 15-70; H – the total population aged 15-70 years; Чек.акт. – the number of economically active population; a Чек.неакт. – the number of economically inactive population.

The level of economic activity (Рек.акт.) is defined as the ratio (in percent) of the economically active population aged 15-70 years old (Чек.акт.) to the entire population of a specified age or population by the relevant socio-demographic characteristic (H):

$$\text{Рек.акт.} = \frac{\text{Чек.акт.}}{H} \cdot 100\%$$

In table 2.1 analyze the dynamics of the main indicators of the labor market of Ukraine (data for analysis table, you must define the link www.ukrstat.gov.ua/)

To draw conclusions, pay attention to the following questions:

1. Describe the subjects of the labour market.
2. What is meant by labour market segmentation?
3. How the state of the labor market in modern conditions is affected by the demographic factor?

Table 2.1 - Dynamics of the main indicators of the labor market of Ukraine

indicators	2015	2016	20....	20... in comparison (thousand persons)	
				2015p.	2016p.
The entire population (economically active and economically inactive the age of 15-70 years), thousand people					
The number of employees of enterprises, institutions and organizations, thousand people					
The aggregate supply of labor (all categories of economically active population aged 15-70 years),					

thousand of persons:					
<i>working age</i>					
- busy					
<i>working age</i>					
unemployed					
<i>working age</i>					
The average annual population of working age, thousand people					
The economically inactive population (aged 15-70 years), thousand people					
Unemployed working age population registered in state employment service, average per annum, thousand people					
The load on one free workplace, individuals					
The registered unemployment rate: average per year, in % to the average population of working age				<i>c.n.</i>	<i>c.n.</i>
<i>- in % to economically active population of working age</i>					
The unemployment rate of the population (by ILO methodology), %				<i>c.n.</i>	<i>c.n.</i>
The level of employment, %				<i>c.n.</i>	<i>c.n.</i>
The level of economic activity, %				<i>c.n.</i>	<i>c.n.</i>

Task 2

Answers the questions:

1. Which indicator is bigger: the registered unemployment rate or the unemployment rate according to ILO methodology.
2. What percentage of the registered unemployment rate in the reporting year?
3. The components of the aggregate labor market.
4. What is the total number of employed people during the reporting year?
5. Types of labor market conditions.
6. How to determine the load on one free workplace?
7. The total supply of the labor market.
8. The main elements of the labor market.
9. What was the total load on one free workplace in the reporting year.
10. During the study period in which economic activity maximum share of the employed population.
11. How to determine the level of employment, how to change this indicator during the analysed period, what percentage of the reporting year.
12. Economically active population.

13. Which type of conjuncture has developed in the reporting year on the labour market?
14. How to determine the unemployment rate according to ILO methodology, how to change this indicator during the analysed period, what percentage of the reporting year.
15. What is the total population aged 15-70 in the reporting year (economically active and economically inactive).
16. What are the professional groups in the registered labor market?
17. The definition of the labor market.
18. Whether the volume of such indicators: "total employed" and "employees of enterprises, institutions and organizations" coincides?
19. What professional group is of the equilibrium conjuncture type.
20. How to determine the level of economic activity.
21. There is a professional group in the labour market "elementary occupations (including those without a profession).
22. Is there a need for the occupational group "elementary professions" in the reporting year.
23. Is there in the professional labor market labor surplus type of conjuncture?

Task 3

Control questions

1. The concept of "labor market".
2. What is bought and sold on the labour market.
3. Name and describe the main elements of the labor market.
3. What is the state of the labour market and which types does it have.
4. Describe the labour market infrastructure.
5. What is the segmentation of the labour market.
6. Think about how would change the supply and demand in the labor market, if:
 - a) women will not be allowed to receive higher education;
 - b) women will not be allowed to work;
 - c) In the Ukraine bearing arms will become compulsory both men and women (18-20 years)?
 - г) men will not be allowed to receive higher education.

Task 4

Select the right answer

№1

1. Situation, when the demand is equal to supply is called:

- a) equilibrium;
- b) labor scarce;
- c) labor surplus.

2. The current proposal includes:

- a) unemployed, actively seeking work;
- b) economically active population.

3. The ratio of supply and demand is:

- a) conjuncture;
- b) unemployment.

4. Aggregate demand is determined by:

- a) the number and structure of jobs existing in the economy of the country;
- b) the need for workers to fill vacant jobs.

5. The total offer includes:

- a) all categories of the economically active population;
- b) persons wishing to work in their free time.

6. Labor is the basis of human existence, determines its place in society, is one of the most important forms of expression, therefore should be organized to reflect the particular individual and to provide appropriate remuneration:

- a) yes;
- b) no.

7. Its specific content is an active process of human activity aimed at the production of socially useful consumer products (material or spiritual):

- a) work;
- b) production.

8. From a technical point of view, the labor process is a conscious, expedient activity of people, through which they alter the forces of nature, adapting them to meet their needs:

- a) yes;
- b) no.

9. The totality of objectively existing qualitative and quantitative concepts and categories that characterize the interaction of the subjects of labor relations in the labor process in the field of basic parameters of the level and quality of life of the population:

- a) social and labor relations;
- b) means of labor.

10. The labor process involves the presence of:

- a) objects of labour, means of labour, means of production, technologies, the result of work;
- b) technology and objects of labor.

№ 2

1. Labor surplus situation in the labour market occurs when:

- a) offer > demand;
- b) demand = offers;
- c) demand > offer.

2. The main elements of the labor market:

- a) product, demand, supply, price;
- b) individual labor and results of work.

3. Age of the economically active population (ILO):

- a) from 14 to 75 years;
- b) from 15 to 70 years;
- c) from 21 to 60 years old.

4. The system of social relations associated with the recruitment and supply of labor, i.e. his buying and selling; employment, which interact with buyers and sellers of labor:

- a) the labour market;
- b) social and labor relations.

5. The load on one free workplace is defined:

- a) the ratio between the number of unemployed people and the need for workers;
- b) the ratio between demand and supply of labor.

6. The labor process presupposes: the subject of labor, means of labor, means of production, technology, the work product (completed work):

- a) yes;
- b) no.

7. The nature substance on which a person acts purposefully with the tools of labor:

a) the objects of labor;

b) means of labor.

8. A quantitative characterization of the work as a separate economic category:

a) spending a certain amount of energy (number of employees, the duration of the working day...);

b) the complexity of the work, professionalism.

9. Everything that is mined, processed, formed, i.e., material resources, scientific knowledge:

a) the objects of labor;

b) means of labor.

10. The means of labor include tools and work space, in the presence and with the help of which man acts on the objects of labor, turning them into consumption product:

a) yes;

b) no.

№ 3

1. Combines "prestige" work, and is characterized by low wages, primitive labor-intensive technologies:

a) the secondary labor market;

b) internal labor market.

2. What should be considered a commodity in the labour market:

a) individual workforce;

b) the result of the work.

3. The primary labor market is:

a) the system of social-labor relations between workers and employers in the country, region, industry;

b) the market, which is characterized by stable employment and high wages and the opportunity for professional growth, advanced technology.

4. Or segmentation assumes the presence of internal and external labor market:

a) yes;

b) no.

5. The nature of work include: ownership, attitude of employees to work, the relationship of the distribution of industrial products and services, the extent of social differences in the process of labor:

a) yes;

b) no.

6. The social character of labour is manifested in the relationship of individuals, labor collectives and society in general regarding the forms of social communication and ownership of the means of production:

a) yes;

b) no.

7. Functions of management work in Ukraine performs state, using different methods of influence on the economy; management of labor includes set of bodies of state legislative and judicial authority that regulate socio-economic relations in the country:

a) yes;

b) no.

8. Includes both staffed work places and vacancies:

a) aggregate demand;

b) current demand.

9. Features of the secondary labor market are:

a) stable employment and high wages and the opportunity for professional growth, progressive technology;

b) high turnover and unstable employment, low wages, lack of professional and qualification growth, outdated technology, technology.

10. The means of labor include tools and work space, in the presence and with the help of which man acts on the objects of labor, turning them into consumption product:

a) yes; b) no.

№ 4

1. The aggregate labor supply:

a) everyone who works or wants to work;

b) the overall needs of economy in wage labor.

2. The set of objects and means of labor, technology:

- a) the means of production;
 - b) social and labor relations.
3. The totality of objectively existing qualitative and quantitative concepts and categories that characterize the interaction of the subjects of labor relations in the labor process in the field of basic parameters of the level and quality of life of the population:
- a) social and labor relations;
 - b) the means of production.
4. Internal labor market is limited to a single enterprise, where you define administrative rules, the price of labor and its composition and movement, creation and elimination of jobs, etc.:
- a) yes;
 - b) no.
5. External labor market:
- a) the system of social-labor relations between employers and employees in the scale of country, region, and industry; determines the movement of labour between enterprises, regions, sectors and generates unemployment;
 - b) confined to a single enterprise, where you define administrative rules, the price of labor and its composition and movement, creation and destruction of jobs.
6. Characterized not only the relations on employment of the unemployed and the filling of vacancies, and covers the entire employment:
- a) the labour market;
 - b) employment service.
7. The object of labour market policy should be a wide range of socio-labour relations and all the economically active population:
- a) yes;
 - b) no.
8. Unemployed, actively seeking work and ready to start; employees who are trying to change the place of work; persons wishing to work in free from work or study time:
- a) the current supply of labor;
 - b) the aggregate supply of labor.
9. Product, demand, supply, price:

a) elements of the labor market;

b) the objects of labor.

10. The level of employment, unemployment situation, the number of economically active population aged 15 to 70 years:

a) the indicators of the labour market;

b) elements of the labor market.

Thesis topics

1. Segmentation of the labour market.
2. Trends in the modern labor market in Ukraine.
3. Primary and secondary labor market.
4. Analysis of the relationship of wages to supply and demand for labor.
5. Competitive job market.
6. Discrimination in the labour market.
7. Peculiarities of labour market in agrarian sector of economy of Ukraine.
8. The mechanism of state regulation of the labor market in Ukraine.

Theme 3

Population and human resources of society

The topic deals with:

1. Economically active population.
2. Labour as a social and economic category.
3. The reproduction of the population and resources to work.
4. Labor potential of society.

Human resources – specific and most important of all economic resources. Depending on the objectives of the study human resources are characterized by different socio-economic categories. The Labor Economics the most widely used is the following: population, economically active population, employment resource.

Task 1

Give the demographic characteristics of the labor potential of the Nikolaev area.

Table 3.1 – the Number of the existing population

years	total, thousand people	Including		To the total population, %	
		urban	rural	urban	rural
1939	919,2	247,9	671,3		
1960	1018,4	405,9	612,5		
1965	1087,8	485,1	602,7		
1970	1148,1	604,2	543,9		
1975	1196,3	690,5	505,8		
1980	1247,9	759,5	488,4		
1985	1281,8	813,2	468,6		
1990	1336,2	882,7	453,5		
1995	1352,1	895,6	456,5		
2000	1294,2	856,9	437,3		
2001	1279,0	847,4	431,6		
2002	1264,8	838,9	425,9		
2003	1251,5	831,3	420,2		
2004	1240,4	825,9	414,5		
2005	1229,5	821,9	407,6		
2006	1219,6	818,3	401,3		
2007	1211,9	815,4	396,5		
2008	1203,6	812,5	391,1		
2009	1 195,8	808, 9	386,9		
2010	1188,8	804,7	384,8		
2011	1183,3	800,8	382,5		

2012	1178,2	798,1	380,1		
2013	1173,5	796,1	377,4		
.....					

A population is a group of people living in a particular area – in country, region, city, district, village, etc., and is a source of resources for labor, consumer, create demand.

The existing population is the population at the time of the census in the territory, taking into account temporary residents. To the resident population that permanently resides at the time of the census in the territory, given temporarily absent.

Demographic characteristics of the labor potential is determined by the population and its structure, considered from the point of view of potential economic productivity of different population groups on the grounds of article and age, and stands therefore as the employment structure of the population.

Table 3.2 – Distribution of the population by age group and indicators of natural movement

indicators	1990		2000 pik		
	thousand people	%	thousand people	%	thousand people	%
The number of permanent residents	1333,5	100,0	1288,9	100,0		
including at the age of: under able-bodied	323,1		261,4			
- men	164,4		133,7			
- women	158,7		127,7			
able-bodied	750,5		744,6			
- men	379,6		378,3			
- women	370,9		366,3			
older than able-bodied	259,9		282,9			
- чоловіки	75,3		88,3			
- жінки	184,6		194,6			
The number of births	18,4		10,3			
The number of deaths	16,1		20,2			
Natural increase (decrease) of the population						

The main factors of reproduction of labour potential: demographic – mortality and life expectancy, state of health and disability; economic structure, employment, economic activity, labor mobility.

Data analysis the reporting year to identify source www.mk.ukrstat.gov.ua.

In tables 3.1-3.5 you have to:

1. To assess the demographic preconditions of formation of labour potential of the population to pay attention to the progressive aging of the population, the dynamics of survival to age appropriate milestones.
2. Think what had the greatest impact on the population dynamics of the working age individuals (they are the basis of the labor potential of the population).
3. What is the reason for the reduction in the proportion of under able-bodied persons in the Mykolayiv region.
4. What mode and type of reproduction of the population in the Mykolayiv region.
5. Or increases the birth of children the number of people at once.
6. Does the birth of children increase the amount of resources for work.
7. Mortality of disabled people reduces the number of people?
8. The mortality rate of disabled people varies resources for labor?

Table 3.3 – The distribution of births by gender (people)

years	total	Boys	Girls	For 100 girls, boys were born
1990	18411	9527	8884	
1995	13816	7155	6661	
2000	10261	5298	4963	
2001	9964	5140	4824	
2003	11118	5733	5385	
2004	11059	5692	5367	
2005	10928	5608	5320	
2006	11736	6038	5698	
2007	12363	6434	5929	
2008	13378	6844	6534	
2009	13093	6888	6205	
2010	12831	6551	6280	
2011	13029	6761	6288	
2012	13515	7033	6482	
.....				

Table 3.4 – Dynamics and distribution of permanent population by gender

years	Population, thousand people	Thousand. people		To the total population, %		Deviati on, PP	Women per 1000 men, people
		Men	Women	ч	ж		
2000		600,3	688,6				
2001		593,8	682,1				
2002		586,8	676,1				
2003		580,3	670,5				
2004		574,7	665,0				
2005		568,8	660,0				
2006		563,5	655,4				
2007		559,5	651,6				
2008		555,2	647,7				
2009		551,2	643,9				
2010		548,4	640,4				
2011		545,5	637,1				
2012		543,4	634,1				
2013		541,6	631,2				
.....							

In table 3.5, note the main cause of mortality in the area during the study period, compare with the situation in the whole country.

Table 3.5 – Mortality

Causes of death	1990 рік		2012 рік	 рік	
	тис. осіб	%	тис. осіб	%	тис. осіб	%
Total deaths, including:	16,1	100,0	17,3	100,0		100,0
infectious and parasitic diseases	0,2		0,5			
tumors	2,7		2,2			
diseases of the circulatory system	8,3		10,4			
diseases of the respiratory system	0,8		0,3			
diseases of the digestive system	0,5		0,9			
external causes of morbidity and mortality	1,8		1,2			

Task 2

According to tables 3.1 to 3.5, answer the question:

1. Does the birth of children increase the population at once?
2. In 1939 in Mykolaiv region the largest proportion of the population was urban?
3. During the reporting year, the number of the existing population of the region?
4. In 1990 was the natural population growth?
5. What is the volume of demographic load per 1000 population of working age in the reporting year younger for older for able-bodied or able-bodied?
6. Or increases the birth of children the number of resources to work from?
7. What is the specific weight of the rural population in the reporting year of the total existing population of the region?
8. During the study period in the category of working age and more men or women, this difference is significant?
9. During the study period, more are born boys or girls?
10. What is the population of Ukraine in the reporting year.
11. The mortality rate of disabled people varies resources for labor?
12. What year was that more of the population in the area: in 1939, or in the reporting year.
13. In the distribution of population by age groups, which during the study period is maximum weight?
14. During the study period among the resident population more women or men?
15. Among the main causes of mortality the most significant?
16. Was observed in the reporting year, the natural population growth?
17. What is the population born in the reporting year?
18. How to determine the demographic burden per 1,000 of the working age population?

Task 3

Based on data from table 3.2, determine the demographic burden of the resident population of the Mykolayiv region.

Table 3.6 – The demographic burden

(an unhealthy population per 1000 working-age population, people)

indicators	1990	2000
------------	------	------	-------

All, including age			
younger than able-bodied			
older than able-bodied			

Task 4

"Aging" of the population is the increase in the share of persons over working age in total population and a decrease of specific weight of persons younger than able-bodied. According to the demographer E. Rosett, which was based on the value of the coefficient of ageing "from above" (describes the proportion of persons over 60 years in total population) is extremely old is the population where the ratio is 0.2 or more.

E. Rosett typology

Type	K_{60+}
extremely young population	less than 0,05
young	0,05-0,08
the beginning of demographic ageing	0,08-0,1
stare	0,15-0,2
extremely old	0,2 і більше

$$K_{60+} = \frac{S_{60+}}{S_{0-W}}$$

To assess the demographic framework of population reproduction are determined by the age dependency ratios of the elderly (K_{HI}) and children (K_{HD}) and the total dependency ratio (K_{H3}).

$$K_{HD} = \frac{S_{0-14}}{S_{15-49}} \quad K_{H3} = \frac{S_{0-14} + S_{60+}}{S_{15-49}}$$

$$K_{HI} = \frac{S_{60+}}{S_{15-49}}$$

where S_{60+} - population over the age of 60, total population, population aged 0 to 14 years - number of persons aged 15 – 49 years.

Based on data from table 3.7 to determine the coefficients of the demographic burden on the working-age population: K_{HI} (elderly people), K_{HD} (children) total dependency ratio (K_{H3}), the ageing factor "on top" and the overall rate of aging (K_3), draw conclusions (table 3.8).

Table 3.7 – The distribution of the permanent population of the Mykolayiv region according to age groups (people)

Age group	1959	1990	2000
total	1011531	1 333 458	1 288 871	
including in age, years				
0-4	94088	103 258	58 788	
5-9	95121	102 290	78 672	
10-14	75648	98 080	102 984	
15-19	91998	93 208	98 530	
20-24	92242	82 972	91 296	
25-29	73173	103 947	90 808	
30-34	91105	103 067	85 029	
35-39	58301	100 552	101 636	
40-44	53772	79 135	99 235	
45-49	70193	79 263	94 850	
50-54	56211	98 745	73 167	
55-59	46416	63 933	70 408	
60-64	38018	78 873	84 092	
65-69	30846	51 739	49 431	
70 і ст.	44399	94 396	109 945	
Of the total number of populations aged				
0-14				
15-49				
60 and older				

Table 3.8 – The demographic burden on the working-age population of the Mykolayiv region

The coefficients, %	1959	1990	2000	Deviation, PP
К н.п.					
Кн.д.					
Кн.з.					
К60+					

Task 5

Answer the questions

1. Describe the classifications of population in labour Economics.
2. Characteristics of the economically active population.

3. What segments of the population economically inactive population.
4. What categories of the population belong to the workforce?
5. What categories of population are able-bodied persons?
6. What categories of population are disabled?
7. Characteristics of the ILO and its functions.
8. Population reproduction.
9. The types of population movement.
10. What is the difference between types and modes of reproduction of the population?
11. What is the relationship between population reproduction and the reproduction of resources for labour?
12. Characteristics of the labor potential.

Task 6

Negative population growth, changes in its number and age-sex composition provide an opportunity to get an idea of the type of population of the region. Demographers A. M. Merkov and G. Zungenberg in the 60-ies of the 20th century substantiated the types of population, dividing them into progressive, stationary and regressive depending on the age composition of the population and the number of the female for reproduction.

Progressive type – corresponds to the population with a rapid succession of generations through high fertility and mortality, and intensive population growth. Inherent is the balance of generations: children – 40 %, parents 50 %, grandparents – 10 %. Therefore, the predominant proportion of children on the grandparents.

Stationary type – responds to the population, which balanced the proportion of children and ancestors through a gradual reduction in mortality and increase in life expectancy, namely: children – 27 %, parents 50 %, the ancestors – 23 %.

Regressive type – corresponds to the population with a slow change of generations in which the proportion of progenitors is somewhat larger than the proportion of children by reducing birth rates and increasing life expectancy.

Determine according to tables 3.10-3.11 the type of region's population.

Table 3.9 – Types of the population

Age	% of all age groups to total population		
	Progressive type	Stationary type	Regressive type
by A. Merkov			
0-14	30	25	20
15-49	30	50	50
50 and senior	20	25	30
By G. Zundenberg			
0-14	40	26,5	20
15-49	50	50,5	50
50 and senior	10	23	30

Table 3.10 – Number of resident population of the Mykolayiv region and its age structure

Age	1959		1970		1979		1989	
	people	%	people	%	people	%	people	%
0-14	264857		281971		276394		303729	
15-49	530784		586963		630642		645145	
50 and senior	215890		278362		335668		379432	
total	1011531	100,0	1147297	100,0	1242704	100,0	1328306	100,0

Table 3.11 – Number of resident population of the Mykolayiv region and its age structure

Age	1990		2000		2012		
	people	%	people	%	people	%	people	%
0-14	303729		240444		170478			
15-49	645145		661384		591216			
50 i ct.	384584		387043		415814			
total	1333458	100,0	1288871	100,0	1177508	100,0		100,0

Task 7

To determine:

- 1) overall population growth;
- 2) actual population at end of period;
- 3) the pace of growth (Тр ЧН) of the existing population.

Table 3.12 – growth (reduction) in the population

indicators	Ukraine	Mykolayiv region
Population number at 1.01.20.. p.		
The total increase:		
- natural increase		
- migration balance		
Population number at 1.01.20.. p.		
Тр ЧН, %		

Task 8

Analyze and fill the tables (3.15-3.16), determine the migration coefficients.

Absolute measures mechanical movement of the population are the number of arrivals to the territory for the year, the number of departures from the given territory during the year, the balance of migration or mechanical growth (defined as the difference between the number of arrivals and number of departures), the migration turnover (gross migration) – is defined as the sum of arrivals and departures in a given territory during the year. Relative indicators are the ratio of arrival (K_{np}), outflow rate (K_c), mechanical growth factor (K_{mnp}), the mechanical turn ratio (K_{ob}), calculated per thousand population with formula:

$$K_{np} = \frac{\Pi p}{\text{ЧН}} \cdot 1000 \qquad K_c = \frac{B}{\text{ЧН}} \cdot 1000$$

$$K_{mnp} = \frac{\Pi p - B}{\text{ЧН}} \cdot 1000 \qquad K_{ob} = \frac{\Pi p + B}{\text{ЧН}} \cdot 1000$$

Πp – the number of arrivals in a given territory during the year, B – the number of departures from the given territory, ЧН – the population.

Table 3.13 – Migration of population of the Mykolayiv region, people

Year	In Ukraine			External migration		
	the number of	the number of	migration balance	the number of	the number of	migration balance

	arrivals	emigrants		arrivals	emigrants	
2010	14617	15355		737	364	
2011	5986	6947		607	293	
2012	5688	7347		990	311	
.....						

Table 3.16 - Migration in the Mykolayiv region year

indicators		
Пр	The number of arrivals, people	
С	The number of emigrants, people	
СМ	Migration balance, people	
ЧН	The population	
The ratio of arrival		
Outflow rate		
Mechanical growth factor		
Gross migration		
The mechanical turn ratio		

Task 9

Answer the questions

№ 1

1. What is the population of Ukraine in the reporting year.
2. In the reporting year in Ukraine was a natural population growth?
3. The division of the population according to the ILO classification.
4. Grace retired.
5. What term is broader in content: "human resources" or "economically active population", why?
6. Types of population movement.
7. Gross migration.
8. The mechanical turn ratio.
9. Quantitative characteristics of resources for labour.
10. The intensive type of reproduction of labor resources for.

№ 2

1. What is the population of the Mykolayiv region in the reporting year.
2. What is the population belongs to the category "human resources"?
3. Working age for women in Ukraine.
4. What is the average life expectancy for men and women in Ukraine?
5. How can you divide the population by age group, of which in the reporting year in Ukraine has the greatest share?
6. Modes of population movement.
7. The ratio of arrival.
8. Emigration.
9. Features of historical development of Ukraine, which significantly influenced the population dynamics of the entire population and resources for labor.
10. Employment potential.

№ 3

1. In 1990 in Ukraine were more births than deaths?
2. Employed by economic activity according to ILO classification.
3. An able-bodied age for men in Ukraine.
4. In Ukraine in the reporting year, a large number of rural population?
5. Population reproduction.
6. What is the main cause of population mortality in Ukraine?
7. Outflow rate.
8. Immigration.
9. How does the number of people and amount of resources to work: a) childbirth; b) mortality of disabled people.
10. What indicators can measure the component of the labor potential of "population health".

№ 4

1. In 1990 in Mykolaiv region was the natural increase of the population?
2. The economically inactive population.
3. Workforce.
4. How to determine the overall demographic burden on the working-age population?
5. The types of population movement.
6. Migration balance.
7. Mechanical growth factor.
8. Reproduction of resources for labour.
9. Extensive type of reproduction of labor resources for.

10. The main components of the labor potential.

Task 10

Select the right answer

№1

1. Specificity of human resources is that:

- a) people not only create, but consume the material and spiritual benefits of using human labor, one must always consider the needs of personality;
- b) scientific and technological revolution is the driving force behind society.

2. In 1990 in Ukraine was:

- a) natural population growth;
- b) the natural decrease of the population.

3. A group of people living in a particular area are..:

- a) citizens;
- b) ethnicity;
- c) population.

4. ILO- is..:

- a) The Ministry of labour protection;
- b) International protection of law;
- c) The international labour organization.

5. Which playback modes are distinguished in a natural population?

- a) advanced, simple and narrowed;
- b) simple, complex;
- c) this concept does not exist.

6. The greater the proportion of the elderly, the greater will be the mortality rate:

- a) yes;
- b) no.

7. The number of births depends:

- a) of the total population;
- b) the number of women of childbearing age.

8. Economically active population:

- a) employed and unemployed;
- b) labor force and unemployed.

9. Workforce:

- a) able-bodied population of working age + working teenagers + working disabled people + working pensioners non – working pensioners discount;
- b) children and pensioners (including preferential), adolescents, persons with disabilities.

10. The broadest concept to refer to human resources:

- a) population;
- b) workforce.

№ 2

1. Constant and continuous renewal of quantitative and qualitative characteristics of the economically active population is...
 - a) natural movement;
 - b) reproduction of resources for labour;
 - c) migration.
2. In Mykolayiv region was the natural increase of the population:
 - a) 1992;
 - b) 1991
3. The division of the population according to the methodology of ILO: economically active population; the population under 15 years of age. and over 70 p.; the economically inactive population
 - a) yes;
 - b) no.
4. Age limit of the economically active population:
 - a) 15 -70;
 - b) 16 -59.
5. The total number of citizens of working age who under certain characteristics (physiological characteristics, health status, socio-ethnic mentality, educational, professional, and intellectual levels) is able and intends to produce labor activity:
 - a) employment potential;
 - b) workforce.
6. In 2012 in Ukraine was:
 - a) natural population growth;
 - b) the natural decrease of the population.
7. The age structure significantly affects demographic processes?
 - a) yes;
 - b) no.
8. Students; pensioners for retirement, disability and on favorable terms; persons employed in the household; persons of working age who are desperate to find work; persons who had a job of a seasonal nature; other persons who did not have employment, and those looking for work, but not ready to start it soon because of illness, study:
 - a) the economically inactive population;
 - b) economically active population.
9. Persons aged 15-70 years, who during the surveyed week worked at least 1 hour for hire for remuneration in cash or in kind, individually (independently), individual

citizens or private (family) enterprise; free enterprise, business belonging to any of the members of the household; in personal peasant agriculture with the purpose of sale of products produced as a result of this activity; persons who were temporarily absent from work, i.e. had formal workplace, their own enterprise (business) but did not work during the survey period for reasons beyond their circumstances personally:

- a) economically active population;
- b) engaged in economic activity.

10. Part of the population, which in its physical development, mental abilities and knowledge able to work in all spheres of economic activities:

- a) economically active population;
- b) workforce.

№ 3

1. Which countries are characterized by depopulation:

- a) for those who have the mortality rate exceeds the birth rate;
- b) for those whose fertility rate exceeds the mortality rate;

2. The statutory working age for women in Ukraine:

- a) 16-50;
- b) 15-50;
- c) 16-59.

3. The statutory working age for men in Ukraine:

- a) 16-70;
- b) 16-59;
- c) 15-60.

4. How to call employees younger than working age:

- a) teenagers;
- b) working teenagers.

5. The real part of the workforce (age limit 15-70 years old), voluntary work or want to work.:

- a) economically active population;
- b) the population is engaged in economic activities.

6. What year was a big permanent population of Ukraine:

- a) 1993;
- b) 2012.

7. In 1991, Ukraine had more than died:

- a) yes;
- b) no.

8. Participation in the labour market are treated as real employees (who are already working) and potential (which is unoccupied, but can work):

- a) yes;

b) no.

9. By 2011, the working age for women in Ukraine was:

a) 16 - 54;

b) 15 - 70.

10. Provides that before the commencement of employment the person should receive a certain level of physical and mental development:

a) the lower limit of working age;

b) the upper limit of working age.

№ 4

1. Historically and socio-economically due to a process of constant renewal of human resources describes:

a) civilization;

b) population reproduction;

c) migration.

2. The types of population movement:

a) natural;

b) artificial;

c) migration.

3. Mechanical spatial displacement:

a) social movement;

b) migration;

c) natural movement.

4. The types of natural reproduction of population: traditional; intensive; modern:

a) yes;

b) no.

5. The modes of reproduction of the population:

a) advanced; simple; depopulation;

b) narrowed and simple.

6. Shows the opinion about the age at which a person can qualify for social assistance old-age:

a) the lower limit of working age;

b) the upper limit of working age.

7. Workers, whose retirement age occurs 5-10 years earlier, while employment connected with work in adverse conditions; requires the employee qualities that with age are reduced significantly:

a) grace retired;

b) disabled.

8. In the distribution of permanent population of Ukraine by age groups the largest share is occupied by the group:

- a) older than able-bodied age;
 - b) able-bodied age.
9. Migration balance:
- a) arrivals + departures;
 - b) arrivals – departures.
10. Associated with the change of country of residence:
- a) external migration;
 - b) internal migration.

Thesis topics

1. The reproduction of the labor force in Ukraine.
2. "Demographic crisis" in Ukraine (Mykolayiv region) and ways of its overcoming.
3. Types of reproduction of labor power.
4. The process of reproduction of labor power.
5. Competitiveness of the labour force in Ukraine.
6. The population and its characteristics.
7. The status and structure of labor resources.
8. Employment potential in the system of economic resources.

Theme 4

Employment and unemployment

The topic deals with:

1. Socio-economic essence and types of employment.
2. Unemployment, its parameters and the types of.

Topic is related to an important aspect of labour Economics – use of labor resources. Need to find out how economic and social nature of employment. Employment is a generalized characteristic of the economy, reflects the achieved level of economic development, but also reflects the human need for self-expression, to satisfy material and spiritual needs through the income that a person receives for his labor.

It is necessary to consider the basic provisions of the Laws of Ukraine "On employment of population" and "On compulsory insurance in case of unemployment".

Task 1

To perform table 4.1 – 4.2., to draw conclusions, to determine the unemployment rate and the employment rate of the population of the Mykolayiv region.

Table 4.1 - Population by economic activity, sex and place of residence (ages 15-70)

indicators	2001		2004		2012		
	thousand people	%	thousand people	%	thousand people	%	thousand people	%
Economically active population								
The entire population	591,4	100,0	598,5	100,0	579,3	100,0		
Women	292,3		294,4		277,2			
Men	299,1		304,1		302,1			
The urban population	404,3		407,9		391,4			
The rural population	187,1		190,6		187,9			
Employed population								
The entire population	523,4	100,0	534,7	100,0	533,7	100,0		
Women	259,3		262,4		259,3			
Men	264,1		272,3		274,4			
The urban population	341,8		366,7		364,0			
The rural population	181,6		168,0		169,7			

Unemployed population								
The entire population	68,0	100,0	63,8	100,0	45,6	100,0		
Women	33,0		32,0		17,9			
Men	35,0		31,8		27,7			
The urban population	62,5		41,2		27,4			
The rural population	5,5		22,6		18,2			
Economically inactive								
The entire population	356,2	100,0	344,1	100,0	311,4	100,0		
Women	207,0		203,7		194,4			
Men	149,2		140,4		117,0			
The urban population	237,8		233,9		221,9			
The rural population	118,4		110,2		89,5			

Task 2

To determine the unemployment rate

Table 4.3 - evolution of unemployment and its level in the Mykolayiv region

years	Unemployed, thousand people		Population, thousand people		The unemployment rate, %	
	the average annual number of registered	at the age of 15-70	the economically active aged 15 to 70	the average number of working age	registered	ILO
2000	28,1	85,4	586,4	745,0		
2001	27,0	68,0	591,4	744,5		
2002	24,3	60,6	587,1	744,6		
2003	26,5	74,3	580,9	746,0		
2004	27,6	63,8	598,5	745,4		
2005	27,4	55,2	595,0	743,7		
2006	26,0	53,0	595,7	741,7		
2007	21,0	50,5	597,6	750,0		
2008	18,5	49,7	598,2	740,0		
2009	20,8	54,8	590,0	742,8		
2010	14,9	49,4	586,1	745,0		
2011	17,6	47,4	584,9	704,0		
2012	16,3	45,6	579,3	708,7		
....						

Task 3

Select one or more correct answers

1. The economic essence of employment:

- a) that labor activity of the population enables the production of gross national product;
- b) that reflects the needs of people not only in earnings, but in the fulfilment through socially useful activity.

2. The process of attracting labour to the production of material goods to satisfy personal and social needs and income in cash or in another form on the basis of supply and demand as well as competition in the labor market:

- a) the labour market;
- b) employment.

3. Full employment:

- a) the achievement of the maximum target results at the lowest cost by increasing productivity;
- b) the state of society in which all people have a paid job it, there is no cyclical unemployment, but it retained its natural level.

4. To the employed population (according to the law of Ukraine "On employment of population") are citizens who provide themselves with work (members of private households):

- a) yes;
- b) no.

5. Busy are military personnel on active duty (according to law of Ukraine "On employment of population"):

- a) yes;
- b) no.

6. Students studying in daytime General educational institutions and institutions of higher education apply to the employed population according to:

- a) Law of Ukraine "On employment of population" and may not be registered in the PES as unemployed;
- b) the ILO recommendations.

7. Classification of status of employment:

- a) employed, self-employed, employers, unpaid working family members;
- b) men and women, young people and persons of pre-retirement and retirement age.

8. Unemployment is called:

- a) the socio-economic situation in society, where part of the active able-bodied citizens cannot find work that they are able to perform, due to the dominance of supply of labour over demand for it;

b) the socio-economic situation in society, where part of able-bodied citizens cannot find work that they can do that due to the predominance of demand for labour over his proposal.

9. When the structure of labor supply does not meet the demand structure arises:

a) structural unemployment;

b) seasonal.

10. What type of unemployment reflects the "sluggishness" of the labor market:

a) friction;

b) conjuncture.

11. What kind of unemployment is considered inevitable and to some extent desirable:

a) hidden;

b) friction.

12. The level of structural and frictional unemployment together constitute:

a) the natural rate of unemployment;

b) conjunctural unemployment.

13. The natural rate of unemployment:

a) the minimum level in society that cannot be reduced and which corresponds to the concept of full employment;

b) the maximum level in society that cannot be reduced.

14. Some unemployment occurs as a result of the economic crisis, that is caused by the actual lack of available jobs:

a) conjuncture;

b) friction.

15. Able-bodied citizens of working age who through lack of work have no earnings or other stipulated by the legislation of the incomes, registered in the state employment service as those that are looking for work, willing and able to start a suitable job. Unemployed also defines persons with disabilities who have not reached retirement age, not working and was as such that are looking for work. This definition of the unemployed according to:

a) the ILO recommendations;

b) Law of Ukraine "On employment of population".

16. Unemployed population defined by the ILO:

a) persons aged 15-70 years (registered and unregistered in the state employment service), which correspond to the three criteria: had no job (profitable occupation); were actively looking for work or trying to organize own business within the last 4 weeks preceding the survey, i.e. had taken specific steps to find paid employment or private enterprise; were ready to start work within the 2 next weeks, that is, to begin to work for pay self-employed or own enterprise;

b) persons aged 15-70 years (registered in the state employment service), which simultaneously meets three conditions: did not work; actively seeking work or trying to organize own business within the last 4 weeks preceding the survey; were ready to get to work, that is, to begin to work for pay self-employed or own enterprise.

17. Active programs of assistance of employment include: a) programmes to support companies created by unemployed (self-employment programmes);

b) programs provide all kinds of assistance in connection with the loss of a job.

18. Is there anything in the Law of Ukraine "On employment" provisions that limit the freedom (right) choice by the citizen of activity, profession:

a) yes;

b) no.

Task 4

Express your opinion on every topic

1. To assess the degree of satisfaction with conditions of life.

Living conditions	Satisfactory	Unsatisfactory
food		
pay		
medical care		
environmental safety		
personal and family safety		
employment		
life in general		
the size of benefits in connection with unemployment		

2. Anyone see themselves in the future labour market:

- the employer (the entrepreneur who owns the means of production and hires labor);
- employee.

3. Does your unemployment perspective embarrass you (choose one answer option):

a) Yes, it does;

b) A little bit;

c) No, it does not .

4. Main behaviour in the case of unemployment (choose one answer):

a) always find a job with a degree;

b) any work there, my requirements are small;

c) start a business or are self-employed;

r) afraid of unemployment, but I don't know.

5. The attitude to unemployment (choose one answer):

a) unemployment you need for competition for the right to a workplace and to increase labour quality and productivity;

b) get rid of unemployment is impossible, but need a government program to its limits;

c) unemployment is unacceptable.

6. The negative effects of unemployment.

To determine the rating of each of the negative consequences of unemployment for a particular person (in the 1st place the most significant):

- income per one family member _____

- the inability to work _____

- the necessity of finding a new job _____

- low evaluation of the status of the unemployed in society _____

7. Professional and territorial mobility in the case of unemployment agree to change (select one answer):

- profession;

- specialty;

- place of residence.

8. At the enterprises of any forms of ownership do you want to work (choose one answer):

- private domestic;

- private with foreign capital;

- state.

9. Motives of choice of work.

Specify one or more of the motives of choice of employment specified in paragraph 8.

On _____ the company:

- more order;
- the highest protection;
- high and stable wages;
- provided a career opportunity and personal expression;
- more fully realize their potential, to gain experience in the business and then work independently.

10. The choice of forms of employment.

Please specify the following forms of employment will prefer, if necessary, finding a new job:

- state employment service
- commercial employment agencies
- the personnel departments of enterprises
- acquaintances, friends, relatives

11. The level of stress due to the unpleasant circumstances of life.

To determine the rating of the unpleasant circumstances of life for a particular person (1 place fact, causes the highest stress level):

- job loss (unemployment) _____
- loss of property (due to natural disaster, theft, etc.) _____
- death of a close relative _____
- condemnation to prison _____
- other (please specify) _____

12. Assessment of employment opportunities after graduation (choose one answer):

- will be able to get any job;
- will be able to get a job according to education and qualification;
- to get a job at all will be difficult.

13. Show your respect to exile, by selecting one of the answer choices:

- would like to go abroad for permanent place of residence and work;
- would like to go abroad to work for a long time;

- would like to go on a business trip abroad for a long work;
- would like to work in a foreign company in Ukraine, in the city;
- would not want to go abroad and work in a foreign company in Ukraine.

14. What amount of wages you expect to obtain after graduation?

15. Rate on a 5 point scale the quality of education.

16. Provides professional qualifications that you get in the University is highly competitive in the labor market:

-yes;

- no.

Thesis topics

1. Possible solutions to the main problems of employment in Ukraine (the Nikolaev region).
2. Youth unemployment, how to overcome it.
4. The regulation of employment.
5. Foreign experience of regulation of employment.
6. Analysis of unemployment in Ukraine.
7. Investment and employment.

Theme 5

Labor efficiency and productivity

The topic deals with:

1. Labor efficiency: theoretical aspects.
2. The productivity and profitability of labor as the main indicators of its effectiveness.
3. The indicators and methods of measurement of productivity.
4. Factors and reserves of increase of labour productivity.
5. Program performance management at the enterprise.

Productivity is a measure of its effectiveness, efficiency characterized by the ratio of the volume of products, works or services and the amount of labor expended in the production of this volume.

In the broadest sense of the growth of labor efficiency means continuous improvement of people's economic activities, opportunities to work better, to produce more high-quality goods under the same or a lower cost of labor, which provides the increase in real product and income in General and per capita.

There are two ways of using labour resources and labour intensive (cost reduction per unit of production) and extensive (employment of persons not yet employed in the national production or for any reason temporarily not working, or the increase in the budget of working time). Cost-effective and feasible to develop an intense use of resources of labour, which is characterized by productivity.

Depending on the direct or inverse relation between efficiency and time are two measures of productivity – output and labor input.

Development (V) – this is a direct indicator of the level of labor productivity, which is determined by the number of products (works, services) produced by one worker per unit of time, calculated by the formula:

$$V = \frac{Q}{T}, \text{ where}$$

Q – the volume of production (works, services); T – the time spent on the production or number of employees.

The complexity (t) – the reverse indicator of productivity, is characterized by the quantity of labor time spent to produce a unit of goods (works, services) is calculated according to the formula

$$t = \frac{T}{Q} \text{ or } t = \frac{1}{V}$$

The main methods of calculating labor productivity:

1. Natural, which is characterized by the indicators of development calculated in units of physical volume t , piece, m, kg, and labour costs – man-hours, people.-days. Elaboration and complexity refer to natural indicators.

2. Value is characterized with cost indexes of labor productivity. The values are calculated as the ratio of manufactured products in monetary terms, the costs of the work time. Example: gross output in current or constant prices, or commodity output in current prices per one employee for a certain period of time.

3. The labor method to be used in production of various incomplete products. As Comera apply the norm-hours, that is, the number of labor man-hours required by the norms for production of unit of production. The application of this method requires well-established work measurement.

To determine the dynamics or characteristics of the plan for labour productivity calculated productivity indices, which are relative values.

With the natural method of productivity measurement used individual index, which is determined by the formula

$$i_v = \frac{Q_1}{T_1} \div \frac{Q_0}{T_0}, \text{ where}$$

i_v - individual index; Q_1, Q_0 - the volume of output in natural expression, respectively, in current and base year; T_1, T_0 - time consumption for the production of all products in the reporting and the base year.

The greatest versatility and encyclopaedic research of the processes of human labor characterized by a work of the Patriarch of several generations of Soviet economists, academician S. G. Strumilin (1877 -1974). A great contribution of academician Strumilin and to the development problems improving productivity.

Analyzing the effectiveness of the new technology, he explored the relationship between productivity growth and cost reduction.

The average index of labor productivity by the Strumilin method is determined by weighting the individual indices of labor productivity by the number of employees or hours worked time reporting period (T_1):

$$I_V = \frac{\sum i_v T_1}{\sum T_1}$$

The index value of the productivity variable composition determined by the formula:

$$I_V = \frac{\sum Q_1 \cdot p}{\sum T_1} \div \frac{\sum Q_0 \cdot p}{\sum T_0}, \text{ where } p - \text{ constant prices per unit.}$$

General labour index of labour productivity:

$$I_V = \frac{\sum t_0 Q_1}{\sum t_1 Q_1}$$

The difference between the denominator and the numerator shows the cost savings (-) or overruns (+) of labour as a result of increase (decrease) labor productivity.

Task 1

To define indexes of labor productivity

Brand	The base period				The reporting period				p
	Q_0	T_0	t_0	v_0	Q_1	T_1	t_1	v_1	
A	1150	919			1394	976			370
B	970	1101			991	1090			560
C	828	745			814	760			406

Legend:

Q – number of products, PCs; T – worked man-days; p – wholesale price per unit, UAH.

Task 2

In the reporting period in the workshop of the new equipment was installed. Working on the new machine produces per hour 50 products, and in the base period on

the old machine generation was about 40 products. To determine the index and the percentage yield growth.

Task 3

According to the table to determine the level and index hour, daily and annual output per worker

indicators	The base period	The reporting period
1. Manufactured products, USD	30000	40000
2. Worked:		
- man – hours	15000	10000
- man – days	2000	2000
3. The average number of workers, man	100	110

Task 4

To calculate indicators of labour productivity, capital-labor ratio, capital productivity. To determine the share of labor productivity growth in the reporting period compared to the baseline due to changes in capital productivity and capital-labor ratio. To draw conclusions. Productivity is determined by dividing gross output by the number of workers who have made it. The capital labor ratio is determined by dividing the cost of funds on the number of employees. Capital productivity is defined as the ratio of gross output to the cost of funds.

indicators	Legend	The base period	The reporting period
Gross output, thousand UAH	Q	2500	2700
The number of employees, people	T	340	320
The cost of funds, thousand UAH	F	2615	2530
Productivity	$V = Q/T$		
Capital-labor ratio	$\Phi O = F/T$		
Capital productivity	$\Phi C = Q/F$		
Приріст продуктивності праці	$\Delta V = V_1 - V_0$		
due			
capital productivity	$\Delta \Phi C = \Phi O_0 \cdot (\Phi C_1 - \Phi C_0)$		

the capital-labor ratio	$\Delta\Phi O = \Phi C_1 \cdot (\Phi O_1 - \Phi O_0)$	
the change in labor productivity	$\Delta V = \Delta\Phi C + \Delta\Phi O$	

Task 5

Answer the questions

1. The essence and socio-economic importance of productivity growth.
2. The productivity.
3. Why the labor intensity and the level of its extensive use have a limited impact on productivity growth?
4. Describe development as one of the indicators of labor productivity.
5. What are the different types of complexity?
6. What is the significance for economic performance is the study of the factors of productivity growth?
7. What are the socio-economic, material-technical and organizational-economic factors of productivity growth.
8. What is the reserves of growth of labour productivity?
9. Name and describe the main stages of the programme performance management in the enterprise.

Task 6

Select the right answer

1. $I_V = \frac{\sum_i T_1}{\Sigma T_1} = 1,15$
 - a) productivity increased 1.15 times, which indicates a saving of working time;
 - b) overrun working time by reducing the complexity.
2. Extensive direction in the use of labor and workforce:
 - a) employment of persons not yet employed in the national production or for any reason temporarily not working, or the increase in working time;
 - b) cost reduction per unit of production.
3. The main production resource of the company:
 - a) employment potential;
 - b) work.
4. Each country has its own manufacturing capabilities:

a) yes;

b) no.

5. If $Iv = \frac{\sum t_0 Q_1}{\sum t_1 Q_1} = 1,05$ this means:

a) time savings;

b) overrun working time.

6. The fuller the used working time, the...

a) more downtime and other losses of working time;

b) less downtime and other losses of working time.

7. The longer working day...

a) the higher the level of extensiveness of use of work and productivity;

b) below the level of extensiveness of use of work and productivity.

8. What characterizes the degree of tension and is determined by the amount of physical and mental human energy expended per unit of time?

a) the complexity;

b) the intensity of labor.

9. Index of Strumilin is determined:

a) $Iv = \frac{\sum i_v T_1}{\sum T_1}$;

b) $Iv = \frac{\sum Q_1 \cdot p}{\sum T_1} \div \frac{\sum Q_0 \cdot p}{\sum T_0}$

10. The complexity of (t) is determined:

a) $\frac{T}{Q}$;

b) $\frac{Q}{T}$.

11. Intensive direction in the use of labor and workforce:

a) cost reduction per unit of production;

b) employment of persons not yet employed in the national production or for any reason temporarily not working, or the increase in working time.

12. The market value of all final goods and services produced by domestic enterprises for a certain period:

a) price;

b) GNP.

13. Can we consider that the elaboration and complexity refer to natural productivity:

a) yes;

b) no.

14. The index value of the productivity variable composition determined by the formula:

a) $I_V = \frac{\Sigma Q_1 \cdot P}{\Sigma T_1} \div \frac{\Sigma Q_0 \cdot P}{\Sigma T_0}$;

b) $I_V = \frac{\Sigma t_0 Q_1}{\Sigma t_1 Q_1}$.

15. The generalizing indicator of efficiency of use of labor is:

a) performance;

b) productivity.

16. If $I_V = \frac{\Sigma i_v T_1}{\Sigma T_1} = 1,2$ this means:

a) time savings;

b) overrun working time.

17. If the enterprise produces homogeneous products, the index of productivity of variable composition determined by the formula:

a) $I_V = \frac{\Sigma Q_1}{\Sigma T_1} \div \frac{\Sigma Q_0}{\Sigma T_0}$;

b) $i_v = \frac{Q_1}{T_1} \div \frac{Q_0}{T_0}$.

18. Yield:

a) this is a direct indicator of the level of productivity is determined by the number of works, services produced by one worker per unit of time;

b) this is the inverse measure of productivity, it shows the ratio of labor costs to volume production.

19. Produced 2000 kg of grain, labour spent 100 man-hours, yield:

a) 20;

b) 0,05.

20. The ability of a person to create a unit of time a certain amount of wealth:

a) productivity;

b) employment.

Theme 6

Organization and regulation of labor

The topic deals with:

1. The essence and main directions of organization of work.
2. Forms of division of labor and cooperation.
3. The nature and functions of work measurement.
4. Objects of standardization of labor.
5. Methods of standardization of labor processes.

Labour organization is a system of industrial relations workers from the means of production and to each other, forming a certain order of the labor process, which include: the division of labor and cooperation, the introduction of rational techniques and methods of labour, of scientifically reasonable norms of work and planning and accounting of labour.

Under the organization of work also it is possible to understand the systematic activity on introduction of innovations into an existing organization of labor to bring it in line with the achieved level of development of science, engineering and technology.

Rationing of labour is an activity, which is aimed at establishing the optimal ratio of cost and performance, and between number of workers of different groups and the number of pieces of equipment.

Task 1

Answer the questions.

1. The concept of "labor organization".
2. The concept of "labor regulation".
3. Describe the various types division of labor.
4. What is the cooperation of labor as it related to the division of labor?
5. What measures are provided by the organization of workplaces?
6. What are the main tasks of occupational safety?
7. Explain the importance and main objectives of work measurement.
8. Describe the objects of labor regulation.
9. Open structure of the working time.
10. Compare the concepts of "norm" and "norm".

11. Classified as labour standards?

12. Describe methods of standardization of labor processes.

Task 2

Select the right answer

1. The system of industrial relations workers from the means of production and to each other, forming a certain order of the labor process, which include: the division of labor and cooperation, the introduction of rational techniques and methods of labour, of scientifically reasonable norms of work and planning and accounting of labour:

- a) labor regulation;
- b) labour organization.

2. The systematic activity on introduction of innovations into an existing organization of labor to bring it in accordance with the achieved level of development of science, engineering and technology:

- a) the organization of the workplace;
- b) labour organization.

3. The achievement of maximum economy of living and materialized labor, increasing productivity, reducing costs in the production process of the products and services of proper quality:

- a) economic objectives for improving the organization of labor;
- b) socio-psychological task of improving the organization of labor.

4. Creating a work environment that will ensure a high level of efficiency employed in manufacturing, and workers will get pleasure from the done work:

- a) economic objectives for improving the organization of labor;
- b) socio-psychological task of improving the organization of labor.

5. Specialization of individual workers to perform certain parts of the joint work:

- a) the division of labor in the enterprise;
- b) cooperation of labour.

6. The achievement of rational proportions of the labor inputs of different types, the establishment of rational social and labor relations between the participants of the labor process, the coordination of the interests of the people and production goals:

- a) the division of labor in the enterprise;

b) cooperation of labour.

7. The organization of the workplace implies:

a) system of measures for its planning, equipment and items of work, placing them in a certain order, service and certification;

b) the establishment of rational social and labor relations between the participants of the labor process, the coordination of the interests of the people and production goals.

8. The activity is aimed at establishing the optimal ratio of cost and performance, and between number of workers of different groups and the number of pieces of equipment:

a) labor regulation;

b) cooperation of labour.

9. Can we consider the main objects of regulation of the labor time, volume of work, service area, the cost of energy workers:

a) yes;

b) no.

10. A universal measure of labor and most used object of its regulation is working time:

a) yes;

b) no.

11. The time includes all the time that are objectively necessary to accomplish a particular task and therefore be subject to rationing:

a) fixed working time;

b) irregular working hours.

12. The amount of working time required to manufacture unit of output or perform a certain volume of work:

a) time norm;

b) norm of output.

13. The number of units of output in physical terms, which should produce a worker per unit of time (per hour, shift, month) in certain organizational and technical conditions:

a) time norm;

b) norm of output.

14. The number of production facilities (equipment, jobs, workers, production area) served by one worker or team per unit of time:

a) norm of output;

b) norm of service.

15. The estimated number of employees necessary for quality maintenance of production facilities for various purposes:

a) norm of service;

b) the norm of the number.

16. Normalized task can be set not only in physical units, and labor hours, labor UAH:

a) yes;

b) no.

17. Is calculated by dividing the waste over a period of man-hours worked man-days:

a) the actual duration of the working day;

b) the normal duration of the working day.

18. Is determined by the number of hours established by law for this group of workers:

a) the actual duration of the working day;

b) the normal duration of the working day.

19. The coefficient of use of working hours is calculated by dividing the actual working hours on normal:

a) yes;

b) no.

20. If the ratio of working time closer to 1:

a) the higher the level of organization and labour discipline in the enterprise;

b) the lower the level of organization and labour discipline in the enterprise.

21. Time costs are calculated according to ratios of operation modes of the equipment and time, as well as the formulas based on time factors duration:

a) analytical-computational method of work measurement;

b) experimental-statistical method of standardization of labor.

22. Complex background information necessary to determine the standard labor costs for a specific work processes analytically calculated with the method:

a) standards;

b) labor standards.

23. Establishes a correspondence between many standards and influencing them factors:

a) standard;

b) the norm of the number.

24. Or is affected by market conditions science-based performance standards to reduce production costs:

a) yes;

b) no.

Thesis topics

1. The importance and role of labour productivity in the conditions of market economy.
2. The impact of scientific and technological progress on the productivity growth.
3. The estimation of reserves of increase of labor productivity.
4. Labour productivity in Ukraine.
5. Managing productivity.
6. Factors and reserves of increase of labour productivity.
7. Psychophysiology of work organization.
8. Attestation and certification of workplaces.
9. Modern requirements for the organization of workplaces.
10. The essence of measures and labour standards in a market economy.

Theme 7

Payment

The topic deals with:

1. Essence, functions and principles of the organization wages.
2. The wage structure.
3. Forms and systems of remuneration.
4. Tariff system of remuneration.
5. A model of tariff-free wage.
6. The state social standards.

The labor force requires socially necessary costs of its reproduction in certain social environments. Purchase and sale of labour appears in the form of purchase and sale of labor, so the price of labor is converted into wages.

Remuneration is the earnings calculated in monetary terms, which under an employment contract the employer pays the employee for work done or services rendered. The wage affects both the productivity growth and the needs of the population.

Remuneration consists of basic and additional wages. The basic salary of an employee is dependent on the results of his work and determined tariff rates, piece-rates, official salaries, and allowances and bonuses in the amounts not higher than stipulated by law. The level of the additional remuneration is set mainly depending on the final results of the company.

Task 1

1. Name and describe the main function of wages.
2. What principles should be followed when the wages?
3. What are the forms and systems of wages?
4. Time-based pay system.
5. Piece-rate pay system.
6. Basic wage.
7. Additional wages.

8. Describe the components of the tariff system of remuneration.
9. What are the key indicators to measure the state wage.
10. Nominal wages.
11. Real wages.
12. How is the labor force participation rate.

Task 2

Define indirect piece-rate and monthly earnings of working-the repairman on the basis of such data

Indicators	Option		
	1	2	3
The rate of production for a single serve machine in the shift, PCs	105	120	132
The number of machines, PCs.	2	4	6
Daily tariff rate of the installer, UAH	100	150	200
Made of parts per month on all machines, PCs	4500	7200	17500

An indirect unit wage system is used to pay for auxiliary staff employed by the main workers of the contractors.

Earnings = Rate · Actual implementation of the service objects
 Rate = Daily wage rate of auxiliary work : [Number of jobs that are maintained at established standards · Planned production rates for each production facility]

Task 2

Determine the monthly earnings of workers employed in jobs with normal working conditions, when piecework-bonus system of labor remuneration

Indicator	Option		
	1	2	3
Earnings on piece-rates, UAH	1500	2000	2500
The rate of production of parts per hour, units	8	9	6
Monthly rate according to the schedule, h	176	176	176
Actual monthly production of parts, units	1900	1760	1570
The prize for completing the monthly tasks to the direct piece-rate earnings, %	10	11	15
The amount of the premium for each percent of an overfulfillment to straight piece-rate earnings, %	0,9	1,5	1,1

Monthly worker salary (S) = $Spr + 3ep \frac{(P1 + P2 \cdot Pn\lambda)}{100}$, where

Spr – salary at piece-rates;

P₁ – the percentage of the premium for the plan;

P₂ – the percentage of the premium for each percent of overfulfillment to direct piecework earnings;

P_f – the percentage of fulfillment of the plan.

Task 3

To build a rate schedule for such odds and bits

Wage grades	1	2	3	4	5	6
Rates	1,0	1,08	1,204	1,350	1,531	1,800

The minimum wage is 1250 UAH. Average monthly Fund of working time 169,2 hours. The company carries out the following activities: the most complex and responsible (And) – are the tariff rates by 25% ($T_{K1} = 1,25$) exceeds the tariff rate III kind of works; medium complexity (II) – are the tariff rates by 10% ($T_{K2} = 1,1$) exceeds the tariff rate III. For all kinds of work provided that travel expenses are charged 7% higher compared to hourly workers (T_{Kc}).

The decision

1. The minimum hourly rate

$TC_{\text{пог}} = 3\Pi \text{ мін} : \Phi \text{ рч міс}$

$\Phi \text{ рч міс}$ – Fund of working time; $3\Pi \text{ мін}$ – minimum wage

2. Vertical rates 1 level:

I kind – the most difficult jobs

- for hourly workers $TC_{\text{пог 1 p (I)}} = TC_{\text{пог}} \cdot T_{K1}$

- for the contractors $TC_{\text{сід 1 p}} = TC_{\text{пог 1 p (I)}} \cdot T_{Kc}$

II kind – medium complexity

- for hourly workers $TC_{\text{пог 1 p (II)}} = TC_{\text{пог}} \cdot T_{K2}$

- for the contractors $TC_{\text{сід 1 p}} = TC_{\text{пог 1 p (II)}} \cdot T_{Kc}$

III – the simplest work

- for hourly workers $TC_{\text{пог 1 р (III)}} = TC_{\text{пог}}$

- for the contractors $TC_{\text{сід}} = TC_{\text{пог 1 р (III)}} \cdot T_{\text{кс}}$

3. The estimated tariff

Types of work	Wage grades					
	1	2	3	4	5	6
The most difficult jobs						
hourly workers						
contractors						
Medium complexity						
hourly workers						
contractors						
The simplest work						
hourly workers						
contractors						

Task 4

Piecework earnings on a single outfit is 10 000 UAH, a prize of 4 000 UAH. To distribute the collective earnings between the group of workers. To apply a version of the distribution, when KTU (coefficient of labour participation) is distributed all wages along with the prize.

1	2	3	4	5	6	7
Worker	Worker level	TC h, UAH	Φ рч, h	КТУ	$3\Pi=3\cdot4\cdot5$	$3\Pi=6\cdot K$
1	4	3,79	160	1,1		
2	5	4,3	168	1,2		
3	4	3,79	128	0,9		
4	3	3,38	168	1		
5	2	3,03	168	1		
Σ	x	x	x	x		14 000

Φ рч – worked out for a month, h

TC – hourly pay rates, UAH

3Π – wages, UAH

K – the coefficient characterizing the amount of total earnings for 1 UAH total effective salary

$$K = (10000 + 4000) : \sum k.6$$

Task 5

According to the table, determine the average category of workers, average hourly tariff rate and the wage workers-hourly workers ($\Phi 3\Pi$).

1	2	3	4	5
Tariff category	The number of workers, man	$3=1 \cdot 2$	The hourly wage rate, UAH	$5=2 \cdot 4$
1	20		10,00	
2	30		10,38	
3	40		10,60	
4	20		13,00	
5	15		13,40	
6	6		13,64	
Σ			x	

Valid Fund of working time 1 business for the month of 176 hours.

1) The average level = $\sum k.3 : \sum k.2$

2) Average hourly rate = $\sum k.5 : \sum k.2$

3) $\Phi 3\Pi$ = The number of workers · Valid fund of working time 1 business per month · the average hourly wage rate of workers

Task 6

A model of tariff-free wage

Common to all butterfly systems of remuneration of labour is:

- employees are guaranteed only the minimum mandatory level of wages;
- first determine the total amount earned by a team wages;
- then deducted from this amount the guaranteed minimum payment for all employees, and the balance (it needs to be a large part) is distributed among team members according to certain pre-determined rules;
- all (regardless of category and position) have equal influence on the size of their salary;

Rules for the distribution of collective earnings go to interest of each employee in improving those performance indicators that are important to achieve the desired overall end result. This improvement is in principle not limited, and therefore the possibility of growth of individual earnings is also unlimited. When the tariff system of remuneration, these are limited by achievement of high qualification grades.

Specific methodology for the development of butterfly systems of remuneration may be different. Driven methodologies for tariff-free system of the organization wages, which can be employed for any small enterprise, especially in the manufacturing sector.

1. Define mandatory minimum wage that guaranteed workers for each position (3Гi). It can be the same for all employees or can vary depending on their skills, in any case cannot be lower than the officially established minimum wage. It should be noted that this guaranteed level needs to be higher in those workers who have less opportunity to influence the final results. For example, the chief accountant has a lot of responsible work always, even when the company does not give good final results but he is almost unable to affect the volume of production or sales of products, etc. Therefore, the main part of the earnings must be guaranteed. On the contrary, the lion's share of the earnings of managers in the implementation, sellers should depend on the sales volumes.

2. Develop rules for the distribution of collective income. This is the most important phase of the work. It is advisable to together with a specialist in the field of labour Economics held that the person who is most interested in achieving certain outcomes (the owner). Given the objectives of the enterprise, it is necessary for each position to develop a system of indicators that would best targeted workers to improve those performance indicators that are important to achieve the desired overall end result.

3. Define a quantitative relationship between the achievement of certain performance milestones of each individual employee and growth opportunities, salary. Since the total payroll we have a fickle and yet unknown, this quantitative relationship is most convenient to set points.

4. Brought to the attention and fully explained to all employees the rules of distribution of collective earnings before the start of the period in which they are introduced. These rules play a motivational role only on the condition that they will faithfully and unambiguously clear to each employee.

5. At the end of the month, earned this month's payroll ($\Phi O \Pi$) subtract the amount of guaranteed wages to all workers (the Fund guaranteed payment $\Phi \Gamma O = \sum 3 \Gamma i$). The remaining part (the incentive Fund ΦC) to be distributed between members of labor collective according to the indicators, the achievement of which aimed their terms of remuneration.

6. The results of work of each employee should calculate the amount of points he scored last month (B_i).

7. The incentive Fund is divided by the total points scored by all the employees and find the "price" of each score in UAH (v)

$$v = \Phi C : \sum B_i$$

8. Next, calculate the earnings of each employee From last month as the sum of the guaranteed and stimulating parts. Stimulates the part defined as the product of the number of accumulated points and the "price" points v

$$3_i = 3 \Gamma i + v \cdot B_i$$

The main advantage of butterfly of wage systems is the optimal combination of individual and collective interest in improving the performance of the.

To develop rules for the distribution of collective earnings for tariff-free model, organizations pay a small labor collective:

1. Barber shop.
2. Atelier tailoring.
3. Cafe.
4. Real Estate Agency.
5. Jewellery workshop.
6. Pharmacy.
7. Dental office.
8. Furniture salon.

9. Employment Agency.
10. Sports school.
11. Repair of household appliances.
12. Kindergarten.
13. Car repairs.
14. Shop.
15. Dance school.
16. Foreign languages school.
17. Advertising Agency.

The calculations in the table draw (accrual and withdrawal points of the approximate, provide your option according to the selected enterprise).

The distribution of collective earnings

indicators	point s +,-	Position			
A guaranteed wage ($3\Gamma_i$)					
$\sum 3\Gamma_i$					
Points:					
- for sales of products, for every 1000 UAH	+1				
- for attracting new clients (each)	+2				
- for valuable proposals on expansion of markets (for each)	+3				
- for the implementation of related work or special assignments (for each)	+4				
-					
Removal of points:					
- for violation of labor discipline	-1				
- for violation of contractual discipline	- 2				
- ...					
$\Phi O \Pi$					
Incentive Fund (ΦC)					
The total score (B_i)					

$\sum B_i$				
The price of the point (v) = $\Phi C : \sum B_i$				
Stimulation ($v \cdot B_i$)				
$3i = 3\Gamma_i + v \cdot B$				

To develop the qualification profile to one of the specialists of this enterprise. Qualification characteristics of the work and the worker consists of three sections:

1. « Characteristics of works ».
2. «Need to know».
3. «Examples of work».

Task 7

A living wage (IIM) – basic public social standard, which is set by law and on the basis of which are determined by the state social guarantees and standards in the areas of incomes, housing and communal services, education and health. This standard is a fundamental normative and analytical tool for the assessment, prediction and management of indicators of living standards of the population. The subsistence level is a cost value sufficient to ensure the normal functioning of the human body, health food basket, as well as a minimum set of nonfood products and a minimum set of services to meet basic social and cultural needs of the individual.

Determine the total actual costs in the reporting year, all calculations in the table draw, to draw conclusions.

Table 1 – Expenditure on food

The name of the product	The average level of consumption (kg, PCs.)	The unit price of a product, UAH	Just a month, UAH
Meat and meat products:			
.....			
Milk:			
...			
Bread and bakery products			

Potatoes			
Vegetables			
.....			
total			

Table 2 – Expenditure on non-food goods

Product name	The number of items, PCs	The service life of the subjects, years	The value of items, UAH	Just a month, UAH
Upper winter clothing:				
...				
Upper Demi-season clothing:				
...				
Other clothing:				
- Dresses				
- Pants, jeans				
- Sports suit				
-				
Underwear:				
.....				
Hosiery:				
-				
Hats:				
-				
Haberdashery (gloves)				
Shoes:				
- winter....				
- Demi-season ...				
- summer, sports				
Essentials				
- detergents and cleaning tools...				
- hygiene ...				
sanitation items and medicine drugs				
-				
Utensils				
-				
Appliances				

-				
Furniture				
- ...				
Other expenses....				
total				

Table 3 - Expenses for the necessary services to meet basic social and cultural needs

Name of services.	Consumption	total for a month, UAH
....		
.....		
.....		
total		

Table 4 – Total costs

Costs	total for a month, UAH
Food	
Non-food goods	
Necessary services to meet basic social and cultural needs	
total	

Task 8

Select one or more correct answers

1. Remuneration is the earnings calculated in monetary terms, which under an employment contract the employer pays the employee for work done or services rendered:

a) yes;

b) no.

2. The wage is affected by such economic laws as the labour productivity growth and needs of the population:

a) yes;

b) no.

3. The functions of wages are:

a) reproduction, stimulating the formation of solvent demand of the population;

b) regulatory, social, economic.

4. Providing employees and their families benefits for restoration of forces and generations is a function:

- a) social;
- b) reproductive;
- c) stimulating.

5. The minimum wage sets:

- a) the head of the company;
- b) the state;
- c) employee;
- г) President.

6. The establishment of the dependence of wages on the quantity and the quality of labor is a function:

- a) stimulating;
- b) regulatory;
- c) social.

7. Are additional wages paid for special conditions?

- a) yes;
- b) no.

8. The ratio of the main components in its overall volume is:

- a) the wage structure;
- b) conjuncture;
- c) trend.

9. Wage elements are:

- a) award;
- b) fines;
- c) sanctions.

10. In Ukraine, the most common in industrial plants, there are payroll system:

- a) per minute;
- b) hourly and piecework;
- c) weekly.

11. The payroll system where the measure of labour is developed by the employee products:

- a) piecework;
- b) hourly;
- c) per minute.

12. Whether equal rights in a democratic society, workers and employers:

- a) yes;
- b) no.

13. In the form of an hourly wage measure of labor acts:

- a) produced by the worker products;
- b) time.

14. The basic salary is set as a:

- a) tariff rates;
- b) allowances;
- c) surcharges.

15. The cost value is sufficient to ensure normal functioning of the human body, health food basket, as well as a minimum set of non-food products and a minimum set of services to meet basic social and cultural needs of the individual:

- a) a living wage;
- b) minimum wage.

16. The tariff system includes:

- a) tariff;
- b) gain;
- c) allowances;
- r) fines.

17. Expressed in monetary form, the absolute wage per unit of working time is:

- a) tariff rate;
- b) tariff;
- c) allowance.

18. A mandatory criterion for determining the minimum wage is adopted in the economy the average wage:

a) yes;

b) no.

19. Tariff rates are:

a) hourly;

b) per minute;

c) daily;

d) monthly.

20. Collective earnings is distributed among the team members, taking into account factors:

a) production;

b) useful actions;

c) labor participation.

21. The minimum wage is the state social guarantee:

a) yes;

b) no.

Theme 8

Human capital

The topic deals with:

1. The development of the concept of human capital.
2. Human capital as a socio-economic category.
3. Analysis of benefits and costs when investing in education.
4. The performance of the investments.

Human capital theory explores the dependence of the employee's income, enterprises, companies from the knowledge, skills, and natural abilities of people. A forerunner of this theory began the scientific works of the outstanding Soviet scientist-economist, academician S. G. Strumilin (1874 – 1972), who theorized importance for the national economy for the development of education and one of the first to attempt to quantify the impact of education on labor efficiency and production. The official date of birth of this theory is traditionally considered October 1962, when he published a series of articles devoted exclusively to the problem of human capital. In 1992, awarded the Nobel prize in Economics Professor at the University of Chicago (USA) G. S. Becker for significant contributions to the development and popularization of the idea of human capital (HK). This theory is a compulsory subject of study at economic faculties of the universities of foreign countries.

From the standpoint of HK people's incomes is a logical result of previous decisions. Thus, taking one decision or another person affected by the size of their future income. You can significantly increase future earnings by investing in their education, training, health, culture.

Among scientists there is no single point of view regarding the determination of the forms of capital and ways of its formation. Some researchers, for example, use the concept of "social capital" which, in their opinion, covers the concept of human capital.

In Ukraine well-known concept of human capital, proposed by the American economist J. Kendrick in the "Total capital of the USA and its formation" (published

in 1978). In his view, capital is "the ability for a certain period of time to create a particular product and income, including non-market forms of income".

Analysis of the effectiveness of investment in human capital begins with an assessment of the costs and expected benefits from their implementation. Studies prove high efficiency of investment in HK, which often exceeds the efficiency of investment in physical capital.

Task 1

Answers the questions:

1. What is meant by the concept of "human capital"?
2. Why you need to assess the effectiveness of investment in human capital?
3. What are the methods of determining the effectiveness of investing in human capital?
4. Based on what productive qualities and characteristics of the person recognized as a special form of capital?
5. What is the difference between physical and human capital?
6. The main groups which you can divide the costs associated with education?
7. The main groups which share future earnings associated with education?

Task 2

1. Analyze the costs of obtaining higher education. How they are divided between investors?
2. Analyze the expected future income from investments in higher education; from which they depend; what are the possibilities of increasing their reliability and size?
3. Compare costs and expected future benefits of higher education taking into account the time factor.
4. Make all calculations in the table, draw conclusions.

Task 3

The table shows the factors of formation and development of human capital. Pick each factor in the left column to the correct value from the right.

Factors	Factors
	Dominant social values and norms of behavior, social value of knowledge, orientation to self-recognition

Demographic	
Socio-economic	Dominant social values and norms of behavior, social value of knowledge, orientation to self-recognition
Production	Fertility, mortality, sex-age structure of the population, migration
Institutional	The level of GDP per capita, income, consumption, living standards, morbidity, development of social infrastructure
Socio-mental	The labor market, the demand for labor, conditions of employment, training, social development staff

Task 4

Caring about the education of the child, the parents decided to save money for her education and opened a Bank account in the amount of 1000 € (discount rate 12%), which funds will be on their account after 3 years?

Task 5

Pick each component of the human capital conditions of its formation

Components of HK	Conditions of formation
Knowledge, information, productive skills, talents	The level and quality of training, competitiveness of the labour force
Health	The system of material and moral incentives; formed needs and values
Motivation	Health; the environment; lifestyle
Mobility	Secondary education; vocational training in vocational schools, colleges and universities; professional training; further training in the workplace; professional experience and skills in the workplace; self-education, non-formal education

Task 6

Select one or more correct answers

1. Human capital theory explores the dependence of the employee's income, families, businesses, companies from:
 - a) knowledge, skills and natural aptitude of people;
 - b) environmental, political and social policy.
2. The official date of the birth of the human capital think:

a) January 1927;

b) October 1962.

3. Proponents of the theory of the "three production factors" implicitly reject the idea of including the person with its natural qualities to the category of capital:

a) so;

b) no.

4. The costs associated with education can be divided into:

a) direct material expenses, lost earnings, moral damages;

b) lost earnings, social loss, social loss.

5. Evaluation of investment in human capital and the income from it usually is:

a) in cash form;

b) with the help of conditional labor indicators.

6. The creation of physical capital and its functioning is impossible without the participation of the owner:

a) yes;

b) no.

7. Investing in human capital give a significant amount, for a long time and integrated in nature:

a) economic and social effect;

b) the level of labour mobility.

8. Building human capital is associated with a decrease of one of the largest benefits of human – free time:

a) yes;

b) no.

9. Economic motivation of investment in physical and human capital are fundamentally:

a) the same;

b) different.

10. Formed or developed as a result of investment and accumulated human (man) a certain amount of health, skills, knowledge, abilities, motivations, which is purposefully used in this or that sphere of social production, promotes the growth of

labour productivity and through this affects the growth of income (earnings) of its owner is:

- a) gross domestic product;
- b) human capital;
- c) employment potential.

11. The investment period in physical capital is significantly shorter compared to human capital:

- a) yes; b) no.

12. The functioning of the human capital, the impact of its application due to:

- a) the will of man, his individual interests, ideology and the General level of culture, including economic;
- b) the political situation in the country and the interests of the investor.

13. The degree of risk and uncertainty more for:

- a) investment in human capital;
- b) investment in physical capital.

13. The volume change of human capital depends on the cost is fundamentally impossible to estimate with the same precision as that for physical capital?

- a) yes;
- b) no.

14. Educational investment project is accepted if:

- a) net present value is positive;
- b) net present value is negative.

15. When interest rates decline, the profitability of the project:

- a) increases;
- b) reduced.

16. IRR – this is the discount rate at which net present value equals zero and the current income from the project coincides with the current investment amount?

- a) yes;
- b) no.

Theme 9

The quality of the workforce, education and training

The topic deals with:

1. The quality of the workforce and the qualifications of the employee.
2. Education and training in the labour market infrastructure.

Task 1

Select one or more correct answers

1. A fundamental factor in modern economic development:
 - a) production efficiency;
 - b) scientific and technical progress;
 - c) compliance with technology plans.
2. Skill of person is determined by his/her:
 - a) physical data needed to perform production tasks;
 - b) spiritual qualities necessary for communication.
3. Responsibility for own work is:
 - a) proper use of material resources and time in establishing and implementing the essential terms of tasks, contacts with people and institutions inside and outside the enterprise;
 - b) recognition and operation danger to people in the assigned area of responsibility.
4. The set of human characteristics manifested in the labor process and which includes the qualifications and personal qualities of the employee, are:
 - a) mental abilities;
 - b) the qualifications of the employee;
 - c) the quality of the workforce.
5. The combination of General and vocational education and training, required knowledge, abilities, skills and work experience to perform certain types of work of some difficulty:
 - a) mental abilities;
 - b) the qualifications of the employee;
 - c) the quality of the workforce.

6. Skills of a person are determined:

- a) by the age;
- b) by level of education;
- c) by his/her physical abilities needed to perform production tasks.

7. The physical characteristics of a person include:

- a) weight, arms, foot size;
- b) age, health status, reaction speed, height, strength.

8. Human mental abilities can be defined as:

- a) ability to effectively use your intelligence thinking, learning, observing, problem solving;
- b) ability to work a career using mental abilities.

9. Adaptability:

- a) the ability of the employee to adapt to the contents and the conditions of employment and directly to the social environment, improve their business and personal quality;
- b) the ability of the employee to adapt to technological changes.

10. Mobility:

- a) the ability of the employee to adapt to technological changes;
- b) the ability of an employee to adapt to changes in the mood of the manager;
- c) the ability and willingness of an employee to professional and territorial displacement.

11. Motivation:

- a) the ability of the employee to respond to the motivators, that is external factors, which excite him to a particular kind of work behavior to achieve the goals of the company;
- b) the ability of an employee to adapt to changes in the mood of the manager.

12. Innovation:

- a) the ability of the employee to offer new ideas to improve the level of production;
- b) a person's willingness to innovate, i.e. the ability to develop new ideas, new technologies and new products, their introduction.

13. Professional orientation:

a) ability and General human interest to a particular type of work, the ability to choose the ideal profession with the retraction of its psychophysical characteristics, interests, abilities;

b) a certain kind of work that a person chooses based on their education, desires, interests.

14. The skill level is characterized by:

a) mental abilities;

b) rank, category, academic degree;

c) position and salary.

15. Education:

a) purposeful process of upbringing and education in the interests of man, society, state, accompanied by ascertaining of achievement by the citizen established by the state educational levels;

b) the level of mental abilities that she acquired in the learning process in educational institutions, or in the process of self-education.

Task 2

1. What objective factors caused the increase of requirements to quality of the workforce?

2. Describe the concept of "quality of workforce" and describe its components.

3. Give examples of various labour processes, and analyze which components of the quality of the labour force are crucial for results in a particular case.

4. Describe the concept of health and its economic importance to humans, businesses and society.

5. Describe the education and training from the point of view of the theory of human capital.

6. What is the role of the education system to the labour market infrastructure?

Theme 10

Social partnership and social policy

The topic deals with:

1. The essence of social partnership.
2. Social policy.
3. Social protection.

Depending on the methods and ways of settling labor controversies are the main types of socio-labour relations of paternalism and social partnership. Strict state regulation of social and labour processes is the main feature of paternalism. Social partnership involves equal cooperation of employees, employers and the state based on mutually beneficial economic relations.

The ideology of social partnership "conflict cooperation", not "conflict dispute". A method of solving problems – a compromise through peaceful negotiations. The basis of social partnership is an agreement, a social contract of the parties on the fulfilment of certain conditions of coexistence based on reconciliation of their interests.

Subjects of social partnership: the state – the guarantor of civil rights, implementing social policies, acts by the owner (employer), developing a legal and normative documents regulating labour relations; trade unions – associations of workers to protect their social, economic and professional rights; employers are represented by their representative bodies to protect the economic and labor interests of the owners: provide representation during consultation and negotiation, implementing service to provide entrepreneurs with Advisory services.

Social policy subsystem policy of the state aimed at regulating social relations, social development and providing social opportunities. There are two directions of development and functioning of social policy – liberal and social-democratic (paternalistic).

Liberal provision of opportunities for the solution of individual problems to the citizen and the government creates the conditions for this and assumes the functions that you cannot perform on their own person or family. The main goal of socio-

economic development – the achievement of social justice in society. The state guarantees a certain level of income and social services regardless of individual labor input. The needs of the population are the basis for determining the boundaries of social spending. Expenditures on social services are considered as investments in human capital. For this model, characterized by social homogeneity, reducing social and economic activity.

The essence of social protection is to conduct an active social policy at the state level, businesses. Tripartism – the system of representation of entrepreneurs, trade unions and the government.

Task 1

Answer the questions:

1. The essence of social partnership.
2. The purpose of social partnership.
3. The principles of social partnership.
4. What are the principles of partnership in the implementation of the collective bargaining.
5. What principles should be followed in the solution of collective disputes (conflicts).
6. What is the basis of the system of social partnership in Ukraine.
7. What are the legal and organizational problems of formation of system of social partnership in Ukraine.
8. Business and social unionism.
9. The role of the state as arbitrator and the employer in the labor market.
10. Directions of development of social policy in Ukraine.
11. Objects and subjects of social policy.
12. The basic principles of social protection of the population.
13. The main components of the social protection mechanism.
14. Social protection of the unemployed.
15. Protection of the rights of citizens leaving for permanent and temporary work abroad.
16. The essence of social policy and its purpose.

17. The subject of social policy "personality".
18. The subject of social policy "the state".
19. Public organizations as subjects of social policy.
20. The essence of social protection.
21. Social support.

Task 2

Select the right answer

1. Relationships, which cover everything that concerns the economic and industrial interests of the employee and the employer are referred to as:
 - a) labor relations;
 - b) social relations.
2. The relationship between social groups and individuals in relation to their social status, conditions of formation and development of personality is:
 - a) labor relations;
 - b) social relations.
3. Social labor relations consist of the relations in the areas of employment, wages, working conditions, social insurance and cover all forms of collective-contractual regulation on the production, territorial and sectoral, national and international levels:
 - a) yes;
 - b) no.
4. The guarantor of civil rights, implementing social policies, acts by the owner (employer), developing a legal and normative documents regulating social and labor relations:
 - a) the state;
 - b) the unions.
5. Whether an employee can be a group of workers:
 - a) yes;
 - b) no.
6. The employee must have a certain level of qualities and differences: education, health, specialty, experience, skills, socio-psychological parameters, the willingness to participate in a specific labour process:

a) yes;

b) no.

7. May be the owner of the means of production, and can be a Manager hired by the owner, or Manager in the public sector:

a) the employer;

b) the employee.

8. Protection of the interests of the employee to the employer carry out:

a) the unions;

b) the state.

9. Association of workers to defend their social, economic and professional rights:

a) the unions;

b) state committees.

10. Assumes joint responsibility of people based on personal responsibility and harmony, unity and community of interests; stimulates the expression of personal initiative and responsibility from each member of the social and labor relations:

a) the principle of solidarity;

b) the principle of subsidiarity.

11. Based on the personal responsibility of each, providing the benefits of "self-protection" and, if possible, the transfer of the social responsibility of the state; stimulates the human desire for self-realization and responsibility:

a) the principle of solidarity;

b) the principle of subsidiarity.

12. Provides for the protection of private interests of subjects of social-labor relations based on partnership with government:

a) the principle of subsidiarity;

b) the principle of partnership.

13. Provides for the extension of social protection to all persons employed, unemployed, unemployable, regardless of their social status:

a) the principle of universality;

b) the principle of targeting.

14. The most important entities of social and labor relations:

a) the state, the employer (individual and collective), the employee (individual and collective);

b) the government and trade unions.

15. Strict state regulation of social and labor processes:

a) paternalism;

b) the social partnership.

16. Provides for social dialogue, equal cooperation of employees, employers and the state based on mutually beneficial economic relations:

a) paternalism;

b) social partnership.

17. Participation in management by representatives of three parties of social dialogue:

a) tripartism;

b) parity.

18. Equal number of representatives of the parties of social dialogue in the agencies that manage compulsory social insurance:

a) tripartism;

b) parity.

19. The ideology of social partnership:

a) "conflict cooperation";

b) "conflict dispute".

20. The basis of social partnership:

a) agreement, a social contract of the parties on the fulfilment of certain conditions of coexistence based on reconciliation of their interests;

b) commercial contracts.

21. The totality of socio-economic relations between representatives of workers, employers and the state aimed for equal cooperation based on mutually beneficial economic relations:

a) social partnership;

b) paternalism.

22. The primary bearers of rights and interests:

a) employees, employers and the state;

b) Association of employers, associations of employees, the authorities and management.

23. The bodies of social dialogue:

a) Association of employers, Association of employees;

b) The national Council of social partnership bodies in the sectors, regions, enterprises.

24. The subsystem of the state policy aimed at regulating social relations, social development and social perspectives:

a) social policy;

b) labor policy.

25. The liberal direction of the development and functioning of social policy:

a) providing opportunities for the solution of individual problems to the citizen and the government creates the conditions for this and assumes the functions that you cannot perform on their own individual or family;

b) the achievement of social justice in the society, spending on social services are considered as investments in human capital.

26. The social-democratic direction of development and functioning of social policy:

a) the state guarantees a certain level of income and social services regardless of his personal labor contribution;

b) providing opportunities for the solution of individual problems to the citizen and the government creates the conditions for this.

Thesis topics

1. Social partnership as a system.
2. Trade unions, as the organ of the labor movement.
3. The history of the formation of the concept of social partnership.
4. Social partnership and its development in Ukraine.
5. Employers and their associations as subjects of social partnership.
6. The mechanism of functioning of social partnership in Ukraine.
7. International experience of social partnership.
8. Model of social dialogue.

9. The trade Union movement in Ukraine.

KEY TERMS AND CONCEPTS

Unemployment is a socio-economic situation in society, where part of the active able-bodied citizens cannot find work that they can do and this situation is due to the predominance of labor supply over demand.

Types of unemployment – structural, frictional, conjunctural (cyclical), seasonal.

Piece-rate pay – the wage system, in which the main units of the results of labor is the quantity produced by a production worker.

Piecework rate – the measure of wage per unit viable term products under a piecework wage, determined on the basis of tariff rates and production quotas (time).

Population reproduction – the process of continuous renewal of generation in the interaction of the processes of fertility and mortality.

Internal labor market – the market, which is characterized by the movement of labor within the enterprise. It is determined by the presence and composition of employees in the enterprise, their movement within it, causes of displacement, level of employment, on a number of vacant, newly created and liquidated jobs.

Population policy – part of a General social policy aimed at the achievement of the desired in terms of type of reproduction of the population based on the regional structural differences in its development.

Help – established by the legislation of payment, which is the main source of livelihood for disabled citizens and those who have temporarily lost their jobs, their maintenance is recognized as socially justified.

Economically active population – part of the population providing labour supply for the production of goods and services. This category includes the employed and unemployed population.

Emigration – the departure of the population from their country abroad.

Effective employment – employment, which provides decent income, health, raising the level of education for each member of society on the basis of increasing social productivity of work.

The unified tariff scale (UTS) – the scale of the aggregate of qualifying (tariff) discharges and corresponding tariff coefficients, starting with the workers of the lower qualification category (first) and ending with the heads of the enterprise (departments).

Employed population – the active part of labor resources in social production.

Employment – the activity of citizens connected with satisfaction of personal and public needs, not contradicting to the legislation and gives them the earnings.

Wages – remuneration or earnings calculated in monetary terms, which under an employment contract the employer pays the worker for work performed or to be performed (most closely corresponds to the term "wages").

The intensity of labor – the intensity of the work, expressed by the quantity of labor spent by the employee for a certain period of working time to get a useful result (product); is determined by the cost of physical, nervous and mental energy per unit of time.

Qualification – this combination of manufacturing knowledge, skills, relevant practical skills. It expresses the degree of mastery of work skills in their specialty, level you-of Ribnica knowledge and skills.

The labor force participation rate – indicator considering labor new employee's contribution to the collective result of the work; used to distribute the collective earnings.

Collective (brigade) piece-rate pay – a kind of piece-rate pay, in which the results of work are awarded for a group of workers (team, site, link, etc.).

Collective agreement – legal act governing labour, socio-economic and professional relations between the employer and the employees in the company.

Competition – the large number of independent merchants and sellers on the labour market and the possibility for them freely to enter the labour market and to leave it.

Market conditions – the ratio of supply and demand in all parts of the labour market.

Human capital – it is formed or developed as a result of investment and accumulated human (man) a certain stock of health, knowledge, skills, abilities, motivations, which is purposefully used in this or that sphere of social production,

promotes the growth of labour productivity and through this affects the growth of income (earnings) of its owner.

Migration – the movement of people across borders in connection with the change of permanent residence or. explanation to it.

The international labour organization (ILO) – specialized organization (now working at the United Nations), established in 1919, which proclaimed as its purpose the study and improvement of working conditions and lives of workers through the development of conventions and recommendations on labour legislation. Location – Geneva.

Minimum wage – the officially established state minimum wage, which depends on the level of subsistence minimum. It has been periodically reviewed, its level should not be lower than the level of living wage for an able-bodied person.

Population – a group of people living in a particular territory.

The rate of production – is the number of units of work that must be done per unit of time (hour, shift, month, year, etc.), the output rate is inversely proportional to the time rate.

The rate of time – this is the necessary time required to execute the odes unit of work one or more employees.

Reserves of increasing of labor productivity – not using real opportunities of labor saving, the use of which ensures the achievement of progressive normative labor costs for the development of a unit of production or service at a certain level of technology and technology, staffing staff and other objective conditions.

The labour market – the most important element of the market economy, which is the mechanism for coordinating the interests of employers (the bearers of labor demand) and the hired labor force (salesmen of the workforce). The main components of the labor market are aggregate demand and aggregate demand.

The standard of living – the structure of the material needs of the population and the degree of their satisfaction; an integral indicator that characterizes the consumption of material and spiritual goods by the population and the degree of satisfaction of needs in these benefits at a specific moment in the development of social production.

Workers – employees of the enterprise, engaged directly in the creation of material assets, work on the provision of manufacturing services and the movement of goods.

Employers – persons who manage their own capital or authorized to manage them by the state, joint-stock company, economic partnership, etc.

Workforce – the individual productive ability of each person to work, which is inseparable from a person as a person. It is a real productive force that becomes in the process of combining an employer with means of production.

Workplace – it is fixed by a separate worker spatial zone, equipped with means of labor necessary for the performance of the necessary work.

Self-employment – independent search for employment and creation of jobs by individual citizens at the expense of their own means in order to receive a permanent or temporary income and meet their own needs for self-realization.

Segmentation of the labour market – the separation of workers and jobs in a sustainable closed sectors, zones that restrict mobile activities of the workforce.

Social policy – the activities of the state management of development of social sphere of society, aimed at maintaining the proper level of motivation of the population, satisfaction of its interests and requirements, adoption of the lifestyle that promotes the integrated development of the personality. Social policy covers the key areas of responsibility itda people (work, life, culture, education, health, etc.).

Social partnership – the totality of socio-economic relations between representatives of workers, employers and the state aimed for equal cooperation based on mutually beneficial economic relations.

Social protection – a system of measures that provides social protection for the mainly disabled population and the socially vulnerable strata of the able-bodied population.

Social-labor relations – a complex of relations between employees and employers in a market economy, aimed at ensuring a high level and quality of life of a person, a team and society as a whole.

Wage rate – the price of labor per hour.

Hidden unemployment – Unemployment related to persons formally employed in the national economy, but due to reduced production volumes may be released..

Tariff system – a set of standards by which regulated wages of various categories of employees.

Tariff – a set of qualifying digits and their corresponding tariff coefficients, by means of which the direct dependence of the wages of workers on their qualification is established.

Tariff rate – expressed in monetary terms, the absolute amount of wages per unit of working time. It is the starting point for determining the level of remuneration.

Tariff category – indicator of the degree of complexity of work performed by the worker, and his level of qualification. It is an element of a single tariff grid and characterizes the degree of employee qualification: a higher qualification corresponds to a higher level of the tariff grid.

Tariff-qualifying directories – collections of normative documents containing qualification characteristics of works and professions. They serve to compare work on the complexity and definition of qualification requirements for workers.

Tripartism – system of tripartite representation: entrepreneurs, trade unions and government.

Employment potential of the enterprise – a maximum possible participation of workers in production, taking into account their psychophysiological peculiarities, level of professional knowledge and experience.

Workforce – able-bodied part of the population, which in loduca physical and intellectual capabilities, able to produce material goods and provide services.

The complexity of the product – the cost of living labor in production in natural units of production (goods, products).

Managing productivity – a process that involves strategic and operational planning, as well as continuous monitoring of the effective implementation of productivity improvement systems.

The quality of the workforce – a set of human characteristics that manifest in the labor process and include the qualifications and personal qualities of an employee: state of

health, mental (intellectual) ability, ability to adapt, flexibility, mobility, motivation, innovation, professional suitability, morality, initiative, level of conflict, etc..

The quality of working life – a set of properties that characterize working conditions in a broad sense and allow taking into account the degree of realization of the employee's interest and the use of his abilities (intellectual, creative, moral, etc.).

EVALUATION

The rating assessment of knowledge provides motivation for students to systematically work during the semester, increasing the role of independent work and the role of individual learning; the expansion of opportunities for the disclosure of students' abilities, the development of their creative thinking; improving the teacher's performance.

For all types of work during the semester (tests, quizzes, examinations, papers, etc) the student can obtain from 0 to 100 points.

Scale of evaluation

ECTS	For exam	The sum of points for all kinds of educational activities	For test
A	Well	90-100	credited
B	Good	82-90	
C		74-81	
D	Satisfactory	64-73	
E	Satisfactory	60-63	
FX	Unsatisfactory with option to retest	35-59	not credited with option to retest
F	Unsatisfactorily with the mandatory retraining	0-34	not credited with a mandatory retraining

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