

FACTOR INFLUENCES ON THE DEVELOPMENT OF LABOR POTENTIAL OF URBAN SETTLEMENTS

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This paper outlines specific features of factor influences on the development of labor potential of urban settlements in Ukraine. Particular attention is paid to the homologous features of living people that forms potential of urban settlements, demographic factors as a key factor in the development of labor potential of all urban settlements, as well as educational and professional-qualification space in urban settlements as a determinant of the formation and development of labor potential of urban settlements. Outlines the negative effects of urban life on the development of labor potential of urban settlements. The measures enhance the positive and mitigate the negative impacts on the development of labor potential of urban settlements in Ukraine are proposed.

Keywords: employment potential, urban settlements, factor influences.

Statement of the problem. Recently begun the process of depopulation of many Ukrainian cities that alarming research professionals as well as business executives. To a large extent these processes due to the factor influences on the development of labor potential of urban settlements, which became the new features in today's transformation of the national economic system. This updates study the following factor influences that determined the subject of this article.

Analysis of recent research and publications. Approaches to the study of factor influences on the development of labor potential of urban settlements developed by various scholars for a long period of time. Proceedings of national scientists as S. Hrynkevych, M. Dolishniy, L. Dulub, S. Zlupko, V. Lych, E. Libanova, S. Pasyeka, S. Pyrozhkov, S. Prohorovska, S. Sember et al. is important achievements and form the Ukrainian scientific thought in this area. However currently is important based on generalizations the results of this revision to identify new trends of factor influences on the development of labor potential of urban areas,

which will be the basis for developing recommendations to improve the situation.

The purpose of this publication is the defining factor influences on the development of labor potential of urban areas, identifying their characteristics and implementation of evaluation of such impacts.

Research methods include methods of system analysis, scientific abstraction, synthesis, analytical and comparative techniques.

The main material. Detection of factor influence on the development of labor potential of urban areas requires first of all an understanding of the quantitative aspects of its formation. Current global trends in socio-economic development characterized the continuous increase in the number of urban population, the vast majority of it is employed in the service sector and industry and growth, in fact, the number of urban settlements. Thus, at a global level in 2011 when the total number of the world's population amounted 6.9 billion people, the proportion of the world's population that live in urban areas was 52.1% [8].

At present, the growth rate of urban

population in developed countries significantly lower than in developing countries. In general, the urban population amounts about 3.5 billion people. The most populated city in the world considered Tokyo with population nearly 36.7 million residents. In comparison, in the most populous city of Ukraine, Kiev on January 1, 2011 lived 2799 million [7, p.38].

Experts predict that over the next two decades the urban population will increase significantly each year increasing by 1.85%. Herewith cities area expand on 1,528 million km² to put 1.47 billion new townspeople. [9]

According to forecast data UNICEF percentage level of urbanization 90% in 2050 will reach countries such as the USA (365 mln./90%), France (64 mln./94%) and Brazil (204 mln./94%). Other countries will be close to this level of such indicators of urbanization, including among them Nigeria (218 mln./75%), Mexico (113 mln./88%), Russia (96 mln./83%), Iran (83 million ./86%), Turkey (82 mln./84%), UK (64 mln./88%), China (1038 mln./73%), India (875 mln./54%), Pakistan (199 million ./69%), Indonesia (190 mln./66%), Bangladesh (126 mln./56%), Philippines (101 mln./69%), Congo (mln./63 93%), Egypt (83 million ./63%), Vietnam (66 mln./59%) [10].

According to UNICEF forecast for Ukraine in 2050 the percentage of urban population in the country will increase to 82%, which would correspond to only 29 million inhabitants (while taking into account that the population continues to decline). However, even though such visionary perspective, currently in Ukraine there is a steady increase of urban population and, consequently, the increase in the concentration of labor potential in urban areas. Accordingly, it requires special attention to the opportunities of employment potential in these types of settlements based on the impact factor of the competitive nature, as in the case of higher concentrations of the workforce significantly changed the terms of competition in the labor market, determining the need for development in another (forced) plane. In his turn to rural settlements such processes are less typical.

At the present stage of the creation of national state in most urban areas there was a

rather difficult situation in almost all sectors of economic and social space, which is perhaps most clearly evident in particularly vulnerable each average urban resident sphere - the sphere of social and labor relations. Exactly in the social and labor sphere are realized grounds of human rights and freedoms that provide an opportunity to work with dignity realizing its potential labor to get the work done for adequate wages, provide an appropriate level as their own social well-being and welfare of your family members.

Unfortunately leveling characteristics and peculiarities of urban settlements in the process of socio-economic and political transformation exacerbates rather difficult situation and questioned the possibility of full formation, development and implementation of their own labor potential of each individual resident. Objectively existing complex realities of the functioning the labor resource sector of urban settlements areas determine the necessity of search and selection factors that have the most significant impact on the formation and development of labor potential of cities.

Identification of current problems and peculiarities in the formation, development and employment potential of urban settlements and the separation factors influencing on the development of labor potential should be the basis outlining possible measures to stabilize the operation of this fundamental resource of development of network of urban settlements of Ukraine.

As is known, urban settlements in Ukraine are settlements approved by legislative acts of cities and urban villages. It is considered that all other settlements are rural. According to the number of residents the cities of Ukraine are settlements with a population of not less than 10 thousand, which constitute the vast majority of workers and employees, and urban settlements, numbering not less than 2 thousand people and more than two-thirds of employees not working in agriculture or forestry are towns.

City as universal formation is both a place of concentration of population and attendant infrastructure and location of the concentration of economic activity (including industrial activities). Cities according to their

functional characteristics are identified as administrative, industrial, cultural, scientific centers, but due to his own versatility most cities are multifunctional centers (problematic of mono-functionality is however typical for many small towns). Whereas cities as centers of industrial development are also centers of industrial and regional systems, and centers of settlement, they can be considered strongholds of the formation and development of labor potential of urban areas and the state as a whole.

Homologous features of living people that forms labor potential of urban settlements due to the manifestation of such communities as:

- життєдіяльність в умовах концентрації господарської діяльності, мережі господарюючих суб'єктів та процесів професійної комунікації;

- vital activity under conditions of concentration of economic activities, net of business entities and processes of professional communication;

- flexible and dynamic rhythm of life;

- structuring and marginalization of living space;

- intellectualization nature of spiritual life;

- informational-technological and

educational-qualification mobility;

- high degree of loyalty in meeting life's norms and customs.

These homologous features are reflected in the specific formation, use, reproduce labor capacity, and therefore more or less on the expression of the factors affect of the development of labor potential. Differentiation manifestation of homologous features and performance factors of the labor potential is depending on the size of cities. In large and medium-sized cities manifestations of factors and features become larger amplitude. Accordingly, in small cities and towns such processes take place in a more moderate form.

A key factor in the development of labor potential of all urban settlements should be considered a demographic factor, because the demographic base of the formation and natural reproduction population is the basis of development of quantitative characteristics latter.

In 2010, 68.4% of the resident population in Ukraine lived in cities, and the total number of cities in Ukraine in 2010 was 459 and the number of urban villages - 885. According to statistics, in cities of more than 70% of the working age population is concentrated (Table 5.3).

Table 5.3

Urban population of Ukraine (on January 1, in thousands) *

	2002	2007	2008	2009	2010	2011
All people (permanent) Including	48240,9	46465,7	46192,3	45963,4	45782,6	45598,2
Urban population	32290,7	31521,8	31413,1	31331,6	31269,2	31186
Share of urban population, %	66,9	67,8	68	68,2	68,3	68,4
Population of working age Including	27984,7	28140,0	28015,5	27846,9	27601,5	27369,1
Urban population of working age	19807,8	19930,0	19823,5	19681,2	19477,7	19271,3
Urban population of working age, %	70,8	70,8	70,8	70,7	70,6	70,4

* Compiled by the author from source: [6]

The dynamics of demographic base reproduction of labor potential of urban areas reflects the growing urbanization of areas while increasing manifestation of the phenomenon of aging urban population. Despite the growth of the urban population, a reduction in the population of working age is occurs, and thus increases the level of dependency in urban areas.

Positive values of natural increase of the urban population in 2010 there were only in 7 regions (Volyn, Transcarpathian, Ivano-Frankivsk, Rivne, Ternopil, Khmelnytsky, Chernivtsi) with maximum value in Kyiv (3457 people). Instead, the most negative value of the natural growth of the urban population were characteristic of industrialized regions like Dnipropetrovsk (14426 people), Donetsk (28 494 people), Luhansk (14 788 people), Kharkiv (10 612 people), Zaporizhia (7055 people) [7, p.11].

Obviously, maintaining in urban settlements the positive dynamics absolute and relative increase in the number of urban residents is increasingly moving through rural migration on the background of general reduction of the population of country. This fact depopulation of indigenous urban population considerably narrows the base of the natural reproduction of labor potential, however, also lies in a hidden economic reserves.

In particular, examining the relationship between economic growth and urbanization, the experts found that the increase in urban population has significant economic potential. According to this scientific vision in countries where the share of urban population is 30-50%, there is a record level of GDP per capita. When the level of urbanization in 40% of the country has the potential to achieve a record level of GDP per capita, ie about 8%. Countries where the level of urbanization is 30-50%, the average growth of GDP per capita reached at 6% [2]. This trend can be partly explained by the effect of increased competition in labor markets with higher concentration of labor potential carriers, which forced to develop their labor potency if they want to desire to "win" his place and obtain employment opportunities in appropriate conditions.

According to data of the State Statistics Service of Ukraine for the period from 2000 to 2010 in urban areas there was a slight increase in the number of employed persons aged 15-70 years, namely from 13745.7 to 13791.8 thousand [3, p.27]. Last year, in urban areas there was a slight increase in employment of working age to 66.1%. The employment rate of working age population over slightly decreased and amounted 20.9%.

Dynamics of changes in the age structure of employment for residents of urban settlements in years 2000-2011 shows employment growth in almost all age groups: the employment rate of urban residents aged 15-24 years increased from 27.9% to 30.4%, persons aged 30-34 years - respectively from 76.4% to 77.8%, persons aged 40-49 years - to 80%.

For the appropriate time period there was also reduction in employment of persons aged 60-70 years to the level of 15.9% [6]. This result can be explained by the current policy of the Government to release the labor market from older workers in order to create more employment opportunities for young people and other categories of working age.

In general, the employment rate of the urban population over working age more than half less than corresponding indicator for the population in the corresponding age group in rural areas (20.9% vs. 44.0%), due to the specific vocational-qualification scope of employment in rural areas and the allocation to the category employed persons who are members of private households. In particular, the employment structure of urban population by employment status in 2011 showed that the proportion of employees in the urban population was 91.2%, the proportion of self-employed, employers and unpaid contributing family members was 7.3%, 1.3% and 0.2%, respectively.

The number of unemployed persons of working age (according to the methodology ILO), living in urban areas in 2011 was the order of 1210 thousand people (8.6% of the population in this category), and the highest rate was observed among young people aged 15-24 years - 20,2%.

This fact is related to the fact that most

young people at this time during the life of educated and, unfortunately, after graduating form a considerable reserve of untapped labor potential due to the narrowness of the labor market for people with no experience of work and lack of communication of educational institutions and employers about graduate employment and compliance gained their qualification relevant market needs of employers. The difficulty of finding the first place labor complicated phenomenon of aging knowledge when after a period of unsuccessful search obtained knowledge, abilities and skills lose their value and relevance.

Educational and professional-qualifications space of urban settlements owing to concentration in it higher and most vocational schools offer urban residents rather broad opportunities for education, training, employment and occupational mobility. Getting professional education, high level training and implementation capacity of labor in key areas to urban areas of economic activity (industry and services) opens to the urban residents fairly detailed perspective on achievement of material wealth and high social status.

Despite this advantages too dynamic and urbanized lifestyle in the cities lies a number of deficiencies that have a negative impact on the employment potential development. Especially significant factor impact of the corresponding urban-related features of the urban lifestyle shows in major cities. Among them is vulnerability in a globalized world, combining the functions, scheduling conflicts, imbalances in social and labor relations, rising criminality, segregation, social fragmentation, the dynamics of concentration and dispersal, deindustrialization, increased pressure on the environment, the problems of resourcing and recycling of waste.

In order to eliminate or reduce the impact of these conflict trends, many of the young, mobile and highly educated urban population (especially large) prefers life in the rural periphery and near the outskirts of cities with simultaneous realization of their own potential work in the urban space. Besides the development of modern information and communications technologies allows to work at

distances closer without direct reference to the principal place of work. Under such conditions are updated pendulum migration movement (now more than 40% of the villagers working outside their locality [4, p.62]). Pendulum migration (commuting) will reduce expenses of cities to build housing, provide various utilities and other social services because part of the staff of these cities is not always there, but only performs the appropriate functional authority during the working day, the remainder of the time is in point of residence. Commuting lets an individual without separation from home and family to pursue their professional abilities, but on the other hand often leads to restriction of the personality development who spends much more time and effort to overcome the distance to the place of work [1].

To improve the situation it is important to implement measures strengthening the positive (eg, improving the quality of education, spiritual development, awareness of the importance of ecological balance, improving the education of the younger generation) and mitigation the negative impact (eg, avoidance of conflicts planning of urban environment, mitigation imbalances of social and labor relations, decreasing of criminality, neutralizing the negative effects of segregation and social fragmentation, reducing the anthropogenic impact on the environment, solving problems of resourcing and waste management) on the development of labor potential of urban settlements in Ukraine.

Conclusions. Because the factor influences on the development of labor potential of urban settlements in today's Ukraine increased and intensified, it is important to intensify their in-depth study in order to take into account in forecasting and planning documents for the regulation of these processes in the practice of governance and management.

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