

Achievement of this goal requires significant qualitative changes in the structure and functioning of the training and advanced training of civil servants and local government officials, its legal, regulatory, personnel, scientific-methodological, information and logistics supply.

In this regard, the main objective of the Strategy is to create a new system of training and advanced training of civil servants and local government officials in the field of European and Euro-Atlantic integration that would meet the needs of public authorities and local governments, would guarantee quality improvement of tasks and duties in this area, implementation of priority reforms, that would ensure the effective implementation of the Association Agreement and NATO standards and facilitate Ukraine's integration into the European Union and the European security system through approximation of the state administration and local government system in line with EU standards.

The main directions of the Strategy implementation are:

create an effective system for training and advanced training of experts in the field of European and Euro-Atlantic integration:

– improve the mechanism for determining the training needs of civil servants and local government officials based on performance appraisal, level of professional competence, categories of positions and the areas of activity of the state, regional and local policies in this area;

– define the content of training programs considering directions of European and Euro-Atlantic integration, defined in strategic and policy documents, as well as the provisions of the Association Agreement, Ukraine – EU Association Agenda and the European Charter of Local Self-Government;

– establish a mechanism for monitoring learning outcomes of civil servants and local government officials, which is independent from the providers of educational services;

– improve professional competence in the field of European and Euro-Atlantic integration of faculty staff of higher education institutions, organizations regardless of ownership type, which are entitled to provide educational services;

enhance the institutional capacity of public authorities and local governments for effective implementation of the Association Agreement, Ukraine-EU Association Agenda and the European Charter of Local Self-Government and implementing policy in the area of European and Euro-Atlantic integration:

– provide training and advanced training of civil servants and local government in this area;

– improve the professional competence of civil servants on sectorial issues on the implementation of the Association Agreement and the Ukraine-EU Association Agenda;

– provide advanced training for local government officials on the implementation of the European Charter of Local Self-Government provisions;

– provide language training for civil servants and local government officials considering the training needs, level of professional competence and Common European Framework of Reference for Languages Learning;

– improve the professional competence of civil servants involved in the implementation of the projects within the institutional building instrument Twinning and TAIEX, other international technical assistance projects.

The development of the system of training and advanced training in the field of European and Euro-Atlantic integration should ensure an increase of labour efficiency of public authorities and local governments, which will become a guaranty of integration of Ukraine into the European political, economic and legal space and transformation of our country into a wealthy, free, prosperous state.



THE STATE INFLUENCE ON THE FUNCTIONING OF THE LABOR MARKET DURING THE PERIOD OF DECENTRALIZATION OF THE POWER IN UKRAINE

S.O. Lypovska, Head of Personnel Upgrading

Odessa Regional Institute for Public Administration under the President of Ukraine,

Postgraduate student of the Department of Public Administration and Local Government of Odessa Regional Institute for Public Administration National Academy of State Administration of the President of Ukraine, Ukraine

Conference participant

Keywords: state social services, state regulation, decentralization, employment, mechanism, labor market, employment structure.

The essence of the state employment policy, the basic principles of its implementation, the possibility of using various instruments of implementation of state policy in the field of employment, and the organization of services delivery to the unemployed people is carried out in accordance with the Law of Ukraine "On employment of the population" [1]. State regulation of employment is the formation and implementation of state employment policy in order to create conditions for full and productive free-choice employment and social protection in the case of unemployment.

State employment regulation is the one of the necessary condition for the functioning and reformation of the state economy. The improvement of economic and political reforms in Ukraine leads to a change in the structure of employment in different sectors of the economy. That is why the state should monitor the situation on the labor market.

The analysis of global managerial practice for mechanism of improvement of the employment area defined that the most scientists stress the need to creating a partnership between all the actors of the labor market, increase the role of the state, as well as increase the impact on local government and other non-state entities. Ukrainian scientists E. Libanova [2], Y. Marshavin, V. Petyuch and others made a great contribution to the scientific development of the problem of state regulation of employment in the market economy.

According to the State Statistics Service of Ukraine, the economic activity of the population aged 15-70 years (according to the population surveys of the population on economic activity) is decreased and in 2015 it was 18,097.9 persons (62.4%), for 2016 - 17 955.1 (62.2%), for the first quarter of 2016 - 17,822.2 (61.7%), and the first quarter of 2017 - 17 672.7 (61.4%). The level of employment of the population during the same periods was, respectively, 56.7%, 56.3%, 55.6%, 55.2%. Information was given without taking into account the temporarily occupied territory of the Autonomous Republic of Crimea and the city of Sevastopol, also without part of the area of the anti-terrorist operation [3].

Therefore, in the current political and economic conditions, as well as in the period of the decentralization of power reform in Ukraine, the key component of the control of the situation in the labor market is the establishment of cooperation between the public and private sectors, the government, local self-government bodies, and non-governmental organizations.

Stimulation of market demand, implementation of purposeful investment policy, improvement of functional training of employee,

promotion of self-employment of the population and development of small business influences the structure of employment of the population.

Methods of implementation an active government policy in the labor market through instruments such as employment programs foresees a series of active measures to expand the sphere of employment of unemployed population, to organize professional guidance and professional training with simultaneous increasing the level of coverage of the population by measures of active employment policy.

Positive dynamics in the activity of the State Employment Service in January-June 2017 dynamics have been achieved in the main areas of activity. The number of people employed with the assistance of the State Employment Service increased by 38 thousand people and amounted to 426 thousand people, which is 10% more than in January-June 2016. Furthermore 135 thousand people were involved in public and other temporary work.

The number of vacancies in the State Employment Service database increased by 19% to 571 thousand. With aim to ensure the professional qualification of jobseekers in accordance with the requirements of employers, in January-June 2017, with the assistance of the State Employment Service, 108 thousand unemployed received vocational training, which is 3% more than in the corresponding period of 2016. Among the unemployed people registered in the State Employment Service as of July 1, 2017, 21% were formerly employed in public administration, 3% - in defense or in obligatory State social insurance; 17% - in trade and repair; 14% - worked in agriculture, forestry and fisheries; 13% - in the processing industry.

As of July 1, 2017, the number of vacancies declared by employers to the State Employment Service increased by 63% and amounted to 67 thousand as compared to the corresponding date of last year. Due to an increase the number of vacancies and volumes of unemployed employment, the imbalance between supply and demand in the labor market has significantly decreased. As of July 1, 2017, 5 vacancies were claimed by one vacant job (as of the corresponding date in 2016 - 10 persons). [4].

The passive state policy in the employment area (registration and registration of unemployed people who seeking work, organization of the system of providing unemployment benefits) is carried out by measures that do not affect the ratio of demand and supply of labor and generally do not regulate the employment rate of the population. There are both active and passive measures with the advantage of one or another in the state employment policy of any country. But the most important thing for the working-efficient citizens is the availability of jobs for all who want to work.

During the developing employment programs of the population, it is necessary to expand the cooperation of the state with the united territorial communities - a new category of local self-government bodies created as a result of the reforms of local self-government and territorial organization of power in Ukraine.

The united communities have a wide range of powers, as well as autonomy in decision-making, financial autonomy, new opportunities for community planning and budgeting, investment attraction, and entrepreneurship development.

That is why the reformed local self-government together with the State Employment Service and the state authorities should actively promote the creation of additional workplaces, the provision of information services assistance to citizens in opening their business, organizing temporary community work, defining the types and volumes of these works based on the situation prevailing on a particular territory.

Issues that have a direct impact on the number of jobs, especially in countryside, are assigned to the powers of the united territorial communities. On issues of community planning and budgeting, economic development, investment attraction, entrepreneurship development, land management, construction permits, development of local infrastructure, maintenance and construction of roads, heat and water supply, provision of housing and communal services, organization of passenger transportation to Community territory, creation of public security units and local fire brigade. Local communities are provide the services of units of state bodies, especially: payment of pensions, subsidies, provision of privileges (social protection of the population), treasury service, control of the sanitary state of territories, services of registration of acts of civil status of the population.

Strategic planning of community development, based on the long-term vision of the local structure in the social, economic and territorial context is an important issue for today. Such planning is based on the partnership's interaction between different actors and thus allows them to adapt to external influences and successfully manage the development process.

Strategic analysis of the planning should take into account the dynamics of processes that occur, to show them in quantitative terms. Today, statistics exist in the state, in particular in regions and districts. But there is a problem that the newly created communities have united within their borders a new configuration of settlements, and often there is no reliable data, even elementary ones (migration, natural population growth, tax reports, police statistics, employment centers, infrastructure, etc.).

Due to the fact that there are no such information resources in the communities, it is necessary to begin to create together with the state authorities own reliable information resources, this task is designed for many years.

Finally, the result of the above cooperation is the results obtained and the achievement of the indicators indicated in the strategic development projects of the territories, including employment programs of the population. Participation of the public at the stage of monitoring the implementation of socio-economic programs ensures the implementation of measures and tasks in the interests of service users and the fact that the services provided by the authorities will be of appropriate quality.

Long-term reduction of unemployment (including long-term unemployment); Reducing the number of people receiving social assistance; Increase in the number of inhabitants of the community; Increased satisfaction of residents living in the community; Increase of investments in the territory of the community; Increase in the number of economic entities; Improvement of ecology; Reduction of crime rate; Increase in the number of non-governmental and economic organizations; Development of entrepreneurship and self-employment of the population can be indicators in the process of decentralization on the community level.

References:

1. The Law of Ukraine "On Employment of the Population" dated 05.07.2012 № 5067-VI (Information from the Verkhovna Rada of Ukraine (VVR), 2013, No. 24, p. 243)., Access mode: <http://zakon3.rada.gov.ua/laws/show/5067-17>
2. Labor market and social protection: education. Manual Fromsoc. Politicians., E. Libanova, O. Palii. - Kiev., Publishing of Solomiya Pavlychko "Fundamentals", 2004. - 491 p.
3. State Employment Service of Ukraine. Executive Direction of Ukrainian Obligatory State Social Insurance Fund unemployment cases., Statistical information: Brief summary of socio-economic development of Ukraine., Access mode: [/http://www.dcz.gov.ua/statdatacatalog/document?id=350869](http://www.dcz.gov.ua/statdatacatalog/document?id=350869).
4. State Employment Service of Ukraine. Executive Direction of Ukrainian Obligatory State Social Insurance Fund unemployment cases., Statistical information: Provision of public employment services to the population and employers., Access mode: <http://www.dcz.gov.ua/statdatacatalog/document?id=401365>