

JOB MOVEMENT TRENDS AT THE GLOBAL MARKET

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The article reviews basic job movement trends at the global market. The concepts of “job movement” and “job” are reviewed. Comparative analysis of job dynamics in the countries of Europe, the USA and Russia is made.

In the modern context of effective job creation and reduction of unemployment (according to the data [1] the dangerous level of unemployment is 7% and higher. It is exceeded in most of the countries [2]) the problem of job movement is especially acute. This problem has been attracting considerable attention over the last decade in the works devoted not only to developed and developing countries, but also to emerging countries. It is necessary to carry out a thorough and detailed economic analysis to define factors affecting job creation and elimination.

Within the framework of this article under the term of “job” we shall understand “some agreement in explicit or non-explicit form that is made between a concrete person and an institutional unit for carrying out of certain work for specific payment till the specified deadline or until further notification”. [3, p. 5].

Job movement is a process that goes on permanently. It is connected on the one hand with creation of new companies that require staff, on the other hand with companies that discontinue their activities, which results in the elimination of jobs. In developed countries “annually there emerge around 10–15 % of new jobs (of the total number of the employed at all the companies) and disappear about the same number of “old” ones. [3, p. 3].

As the analysis shows, there is a certain disparity in job movement in different countries of the world. The table provides comparative dynamics of jobs at operating enterprises in Western Europe, the USA and Russia.

Table 1 – Creation and elimination of jobs at operating enterprises in Western Europe, the USA and Russia over the period from 1992 till 2002.

<i>Country</i>	<i>Creation</i>	<i>Elimination</i>	<i>Turnover</i>	<i>Change</i>
Austria	4,6	3,4	8,0	1,2
Belgium	5,2	3,8	9,0	1,4
Denmark	6,2	3,3	9,5	2,9
France	5,1	3,2	8,3	1,9
Germany	4,4	3,7	8,1	0,7
Italy	8,2	4,1	12,3	4,1
Portugal	4,9	3,5	8,4	1,4
Holland	6,5	4,3	10,8	2,2
Spain	8,6	3,4	12,1	5,2
Sweden	8,1	3,6	11,7	4,5
Great Britain	6,6	4,4	11,0	2,2
USA (1994–1999)	9,9	7,9	17,8	2,0
USA (2000–2010)	8,2	8,2	16,4	0,0
Russia, industry (1992–1999)	2,4	10,3	12,7	-7,9
Russia (2008–2010)	4,8	6,9	11,7	-2,1

Source: worked out by authors based on [3, p. 37].

However setting up or closing down of companies is not the basic factor of creation and elimination of jobs: many operating companies hire and reduce their staff. Significant factors influencing the number and structure of employees are changes of technological infrastructure, transition to production of more updated and quality goods. Also we should mention replacing of “old” employees for more qualified and high-performing ones, who in their turn are able to improve the quality and volume of output product.

Thus, movement of jobs in global economy is a process that depends on various economic and social processes.

There has been recorded a problem of absence of comfortable conditions for setting up and development of companies.

Indeed, Vishnevskaya N.T. thinks that for advantageous job movement it is necessary:

1) not only to simplify greatly the process of registration of companies, but also to create comfortable conditions for their development. Statistic shows that the peak of jobs creation refers not to the time of company's set up, but to the 3rd-5th year of its operation [4, p. 71];

2) to reduce taxation burden;

3) to enhance promotion of entrepreneurship.

The following tendency in job movement at the global employment market is also explained by the excess of labour turn-over over the number of jobs. This contributes to active job competition and company's right to choose the best candidate.

Vishnevskaya N.T. notes in her article about job movement that: "enterprises functioning in different branches will show absolutely different dynamics of labour turn-over" [4, p.68]. For example, the number of jobs in the sphere of construction will exceed the number of jobs in the sphere of education and medicine.

As a result, among the basic tendencies in the job movement in the global economy we may note:

– excess of labour turn-over over the number of jobs;

– permanent process of closing down of old and setting up of new companies;

– poor means of description of job movement at labour market;

– difference in labour turn-over and work force depending on working field;

– forwarding of employees from a less productive enterprise to a more productive one by means of closing down of the former enterprise.

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