

## LABOUR MARKET ANALYSIS IN SAMARA OKRUG

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**Keywords:** labour market, labour resources, employment, unemployment, part-time work, tendencies, development strategy.

The article is devoted to the problems of using labour resources in Samara okrug, the ones that were revealed in the period from 1995 to 2008. Strategic ways for optimizing the use of labour resources and labour market development are suggested.

The important factor of social and economic development of Samara okrug is the efficient use of labour resources.

Various indices are used for characterizing labour resources. The index of the number of labour resources gives the general overview. In the situation of the absolute decrease of city population in the period from 1995 to 2008 the number of labour resources fluctuated. It was influenced by demographic and migration processes and increased by 7 thousand people having reached 746,1 thousand people in 2008. In the meantime the share of labour resources in city population has increased by 5.1 per cent.

To our mind, the positive effect is that the formation of labour resources in the examined period was mainly accomplished by able-bodied population. As for the tendency of decreasing the share of economically active population both in the number of labour resources and in the overall shortage of the number of population, it can prove the shortage of the labour potential of the city okrug, and means that a bigger part of able-bodied population is employed in the informal sector of economy.

The main social and economic factors influencing the employment level of Samara city okrug, for the analyzed period, were structural transformation of economy, the decrease of investment activity, demographic factor, the variance of the structure of working places to professional qualification structure and the profiles manpower training.

The analysis of the branch structure of employment, accomplished in the examined period, has shown that the branches of material production provide 67-68% of population employment, and the branches of nonproduction sphere and service sphere – 32-33%. Such situation is the consequence of orientation at extensive development, insufficient introduction to the innovative resource-saving technologies, undervaluation of the influence of social sphere on economy efficiency.

The changes that take place in employment sphere influence the dynamics of unemployment. In the last 15 years two peaks of unemployment were observed - 1997-1998 and 2005-2006. In 1997-1998 the situation was explained by production recession and the change of ownership forms. As for 2005-2006, the

assumption could be made that the number of unemployed increased due to the restructurization of economics and unemployed university graduates.

Therefore, the following peculiarities of population employment could be distinguished in Samara okrug.

**Firstly**, an unfavorable demographic situation. Since 2006 we have the decrease in the number of able-bodied population.

**Secondly**, low quality of manpower, low labour culture, low flexibility and mobility of labour resources, insufficient professional training, the gap between professional education and the demands of labour market, employers not participating in projecting and implementing study process in the average professional and higher educational institutions.

**Thirdly**, low branch, professional and territory mobility of workforce lead to the irregular distribution of labour resources in the spheres of employment.

**Fourthly**, inefficient employment of population leads to hidden unemployment and the decrease in working population.

**Fifthly**, there is a relatively big informal sector of economy.

**Sixthly**, the insufficient share of people employed in small-scale business.

In order to solve all these problems it is necessary to develop certain programs (regional, municipal) of employment regulation and efficient use of labour resources. Such programs should include at least five main trends: 1. stimulating the growth of employment in the priority spheres of economic activity; 2. developing the system personnel training and retraining in the priority trends of scientific and technological progress taking into account the economy needs; 3. contribution to manpower employment; 4. social support of the unemployed (unemployment insurance and other ways of support, developing active programs of labour market development due to certain segments, sharing the responsibility between regional and federal power); 5. regulating the international migration of the working power.

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