

PECULIARITIES OF INTERPRETATION OF THE CATEGORY "LABOR MARKET"

Prolonged economic crisis in Ukraine leads to production decrease having a negative influence upon the employment of the population, and, as a result, the number of the unemployed grows rapidly, labour productivity decreases, the imbalance in the labour market increases. Meanwhile, the labour market transforms quickly, its development has specific features and characteristics in terms of movement to innovative economy, causing changes in the content of labour and the structure of employment. These processes have a greater impact on creating demand in the labour market imposing fundamentally new requirements for employees, their knowledge, competencies, motivation, choice of profession and employment forms. Theoreticians and practitioners think over and over again of the essence of labour market searching new approaches to overcoming the contradictions arising in the interaction between employers and employees. The necessity of deepening the essence of categorical apparatus of labour market, deep understanding of the specific features of its development is still relevant nowadays.

The publications of S. Bandura, O. Volkova, V. Heiets, T. Zaiats, V. Blyzniuk, O. Hrishnova, A. Kolota, E. Libanova, L. Lisohor, V. Onikiienko, I. Petrova, V. Petiukha, M. Semykina, L. Shaulska and other Ukrainian scientists confirm the urgency of the problem of Ukrainian labour market and an urgent need of constant study of its development tendencies in globalization. The phenomena of inefficient employment, rising unemployment, the tensions of industrial relations reinforce the need for the advanced study of the essence of labour market and the controversial issues of its development. The investigation of the essence of labour market is also relevant in terms of epistemology.

The epistemological analysis of the categorical apparatus of labour market requires deepening. The modern features of Ukraine labour market functioning, the determinant trends of its development, the directions of regulatory impact on labour market for the benefit of employment legalization require a separate study.

The goal of the problem is to systematize the scientific ideas about the nature of labour market and its diverse development, deepening of the epistemological analysis of "labor market" and "labour market development" categories from the standpoint of the present.

The analysis of scientific literature shows that the problems of labour market is always in sight of scholars, because the labour market serves as an indicator of social and economic reforms. However, theoretical analysis shows a wide range of scientific approaches to interpret the essence of "labour market" category; the most common are the following:

- an institution or mechanism that combines, brings together the buyers and sellers of "labour force" product [1, p. 77];

- a "system of socio-economic relations between employers, the owners of production means, and people, the owners of labour force, to meet the demand for labour of the first and for jobs being the source of livelihood of the latter" [2, p. 12];

- “a system of the exchange of individual abilities to work and the fund of social values necessary for the reproduction of labour force” [3, p. 14];

- a special market, which is the sale of labour services as a specific product that allows an employee to fulfill a certain amount of work (employment services) of certain quality at the conditions of an agreement (contract) within the required time, getting income [4, p. 96];

- a system of special interaction of market supply and demand, which results in a certain amount of employment and the cost of labour services; it is the reconciling of the interests of employers and the real and potential employees about the amounts and terms of labour, which is based on demand, supply, price, competition, labour redundancy and labour mobility [5, p. 17].

It should be noted that the interpretations listed do not contradict each other, but complement and enrich the understanding of the content in this category.

At the same time, one of the traditional ways of learning different philosophical categories and concepts, along with anthropological and ontological, is epistemological one. Epistemology (Ancient Greek “gnosis” - knowledge, “logos” - teaching, science) in the traditional sense is the type of value operating, which aims at establishing meanings relevant to the elucidation of the phenomenon of interaction between opinion and fact, opinion and event, thought and the essence of life, which it interprets [6, p.157]. In other words, the epistemological analysis provides the substantiation of the reality of an object existence, its compliance with those properties, forms, and features that are attributed to it. Epistemological approach to the analysis of the labour market concept is important in terms of the need to form the *interdisciplinary paradigm* of its research. The labour market is increasingly becoming a subject of economists’ study due to its importance in the economic (production) processes. It is the study of the labour market in public administration as an object of influence, a factor of socio-economic development of countries, regions and settlements. Other disciplinary perspectives, each in its own way, reveal the specifics of the labour market as a category denoting “something”. Epistemological analysis of the concept of the labour market makes us think about what it actually is: a meeting place for an employer and an employee – a real picture of the market as a physical object; a mechanism, a system – an abstract picture of the market as what occurs during the interactions of different subjects. Similarly, there may be controversy over the reference of the market to certain spatial conditions. In different spatial and temporal dimensions, labour market may manifest itself quite differently and more - lose its traditional features (e.g. the labour market of mono-specialized cities; for them, labour market does not meet all the features, and in case of branch crisis, it actually loses its functionality).

Updating the philosophical foundations of studying, the labour market as, primarily, an economic category is caused by the need to form a new perspective on the process of its development. Therefore, the formation of interdisciplinary paradigm of the labour market study is an important task, which allows scientists to clearly separate the functional significance of this category in the various fields of knowledge (Fig. 1.1).

Philosophic and economic approach to the study of the labour market allows using general philosophical approaches including epistemological for deeper understanding important economic categories. We know that the basic question of epistemology as a philosophical direction is to determine recognizability of an object,

its real existence. Therefore, epistemological analysis helps to find the real forms of labour market, at present (in statics) and by retrospective and prognostic estimates (in dynamics).

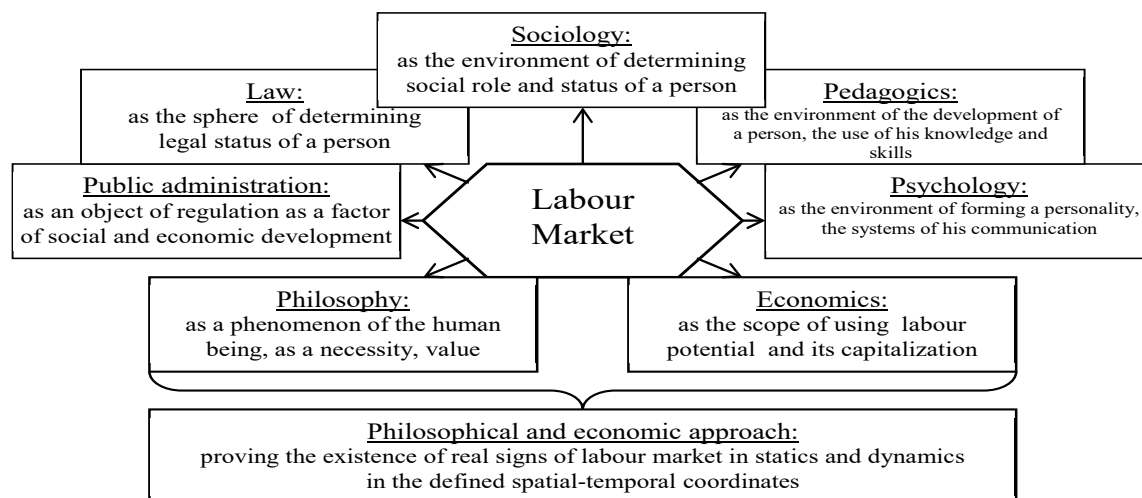


Fig. 1.1 – Interdisciplinary paradigm of determining the essence of labour market

*Source: authoring

According to the theory of philosophy, the modern science of epistemology is known to be based on the following fundamental principles: the principle of objectivity; the principle of knowability; the principle of active creative reflection; the principle of dialectics; the principle of practice; the principle of historicism; the principle of truth concreteness [7]. Hence, the epistemological analysis of labour market and its development process directs to clarify the following concepts: an object, a subject, characteristics, development, etc. with the final determination of their validity (Table 1.1).

Table 1.1

The main epistemological issues with specific labour market study

№	Fundamental issues of epistemology	Concepts in the study of the labour market
1	Object	Labour market
2	Subject	Institutions-subjects (employer, including self-employed, worker, mediator), institutions-regulators (state, public)
3	Knowability	Signs of labour market (conditions: demand, supply, price, structure, infrastructure, competition), functionality
4	Reflection	Spatial dimension: global, transboundary, national, regional, local labor market Time dimension: permanent, temporary
5	Dialectics	The development of labour market (change, transformation, modernization, innovation, etc.)
6	Practice	Labour, work, economic activity, employment, self-employment, unemployment, disability, etc.
7	Historicism	The formation of market, a retrospective of development (a combination with dialectics)
8	Truth	Value, purpose, result

In epistemological analysis, the central aspect is an *object of cognition* as the fragment (part) of any reality (natural, social, subjective, mental, emotional, etc.), that, at the moment, does not coincide with intelligence which cognizes, and at which cognitive activity is directed [8, p. 238].

The epistemological analysis of labour market concept shows the necessity to find the subjects acting in it. In this case, these are institutes forming the system of social-labour relations related to hiring, use, reproduction of labour force and aimed at ensuring a high level and quality of life of an individual, groups and a society in general. Modern problems and peculiarities of Ukraine labour market reflect deep internal contradictions and features being peculiar to national economics, employment sphere due to the incomplete nature of the structural reconstruction of economics, political shocks, the poor control of social-economic policy in the labour scope, the distortion of social values, the weak mechanisms of state regulation, inadequate marketing techniques. The mentioned above shows the necessity of improving the state regulation of labour market, establishing active social dialogue to improve formal employment, ensuring the social responsibility of the state and business for the creating productive jobs.

The prospects of further scientific study should be associated with the development of the state strategy of national labour market development in terms of global processes and European integration.

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