

### Literature

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### GLOBAL LABOR MARKET IN THE ECONOMY OF KNOWLEDGE: CURRENT PROBLEMS OF FORMATION

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*В умовах глобалізації особливого значення набувають питання формування сучасного ринку праці, де відбувається становлення нового типу соціально-трудових відносин. Економіка перетворюється в нову систему, яка функціонує на основі обміну не товарами, а знаннями. Тому в статті аналізуються інноваційні підходи до формування професійно-кваліфікаційної структури кадрів, що відповідає сучасним засадам розвитку світового господарства на основі економіки знань для досягнення ефективного кадрового менеджменту як окремої фірми (компанії), так і національної та світової економічних систем в цілому.*

There are fundamental changes taking place in modern society. They influence people's life as well as the scope of labor and labor relations. On the world labor market, the labor is being replaced by knowledge: scientific knowledge and unique skills become a source of creating the jobs of the new quality. As a result, professional and qualification structure of human resources is also changing.

Economic system is now transforming into the new one: according to OECD research, more than 50% of GDP of the OECD top countries is creating in the knowledge — intensive sectors [2]. So, knowledge and innovations become the determinants of the company's competitiveness nowadays. On the other hand, a lack of talented employees is being observed in modern society. And different companies all over the World are competing for the best talents from different countries. These processes are called «The World Struggle for Talents».

So, taking into account different factors we can come up with the most expected trends of the modern global labor market:

- 3 — lack of talented employees;
  - 6 — formation and development of the new conception: knowledge management, that will serve as a tool to increase the competitiveness of the company at the World stage;
  - 1 — distant work is becoming the reality, the amount of people who work at distant jobs is increasing;
  - 2 — more and more companies understand the advantages of having the distant employees: saving money when transfer the employee from one place to another, when rent the office; the advantage for the employees: the ability to work for several employers at the same time;
  - 5 — the ability of being creative will be in the top-five skills that will be required from the graduates. Besides, speaking foreign languages, understanding other cultures and the ability to work at the international level will be also very significant when getting a job;
  - 4 — free time becomes more important than money: getting flexible work schedule may be more important than the salary offered by the employer;
- In terms of the contemporary processes of globalization and integration, the mentioned trends will take place in Ukraine too. This conclusion proves the need to form new approaches for the professional and qualification structure of human re-

sources that will correspond to the contemporary World development trends. Those should be based on the knowledge economy to achieve the effectiveness and the efficiency within the company as well as on the national and the world levels.

**References:**

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**TWO-SECTORAL MACRO MODEL OF AN OPEN SHADOW ECONOMY**

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*Робота присвячена дослідженню проблеми легалізації економічної діяльності. Розроблено дво-секторну модель відкритої тіньованої економіки. Аналіз ефективності функціонування в різних секторах економіки проведено з метою визначення комплексу умов, що можуть забезпечити перехід до легальних форм підприємництва.*

Within the proposed model the national output consists of outputs in legal and shadow sectors of economy:  $Y = Y_T + Y_h$ ;  $Y_T, Y_h$  are outputs of legal (shadow) sectors;

Production function in each sector is described in the Cobb-Douglas form:

$$Y_T = K_T^\alpha \cdot L_T^\beta; Y_h = K_h^\alpha \cdot L_h^\beta$$

The product of each sector is distributed between the consumption fund (final product) and accumulation fund (capitalized product):

$$Y_T = C_T + S_T$$

$$C_T = c_T \cdot Y_T; c_T = F(p_T)$$

$$S_T = (1 - c_T) \cdot Y_T$$

$$Y_h = C_h + S_h$$

$$C_h = c_h \cdot Y_h; c_h = F(p_h)$$

$$S_h = (1 - c_h) \cdot Y_h$$

$C_T, C_h$  are consumption funds in the legal (shadow) sectors,  $S_T, S_h$  are accumulation funds in legal (shadow) sectors,  $c_T, c_h$  are rates of consumption of legal (shadow) products;  $0 < c_i < 1$ . They determine the sectoral demands on product and depend in the inverse proportion to the consumer prices.

Enterprise profit in each sector depends on a volume of product realized at a proper price to the consumer and expenses of the production. Expenses in the legal sector include labor expenses  $L_T$ , taxes  $T$  (tax on profits and employer payroll tax), amortization expenses and expenses of storage  $S_T$ . Expenses in shadow sector include labor expenses  $L_h$ , expenses of storage  $S_h$  and bribes  $B$  paid to officials and/or criminal structures:

$$\Pi_T = V_T - Z_T$$

$$V_T = p_T \cdot C_T$$

$$Z_T = (w_T \cdot L_T) + T + (\mu_T \cdot K) + S_T$$

$$T = t \cdot (\Pi_T + L_T)$$

$$\Pi_h = V_h - Z_h$$

$$V_h = p_h \cdot C_h$$

$$Z_h = B + (w_h \cdot L_h) + S_h$$

$$B = b \cdot \Pi_h; b = f(Y_h)$$

Describing dynamics of the human resources one must take into the account the process of migration between these two sectors:

$$L_T(t+1) = L_T(t) + \eta; L_h(t+1) = L_h(t) + \eta; \eta = f(w_T - w_h, \Delta Y_T) \quad (1)$$

$L_T, L_h$  denote labor input in the legal (shadow) sectors,  $h$  is number of workers moving from the shadow to legal sector,  $w_T, w_h$  are rates of wages in the legal (shadow) sectors.

The dynamics of moving Eq.(1) is determined not only by the difference between the rates of wages in sectors but also by the existence of workplaces in each sector.