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METHODOLOGICAL APPROACHES TO THE FUNCTIONING OF THE LABOUR MARKET IN THE CONTEXT OF ENSURING EMPLOYMENT OF THE POPULATION

In modern terms, the labour market is a complex socio-economic process that develops within the framework of social reproduction of labour potential. This mechanism creates a link between workers acting simultaneously in the roles of consumers and suppliers of labour resources. In today's highly dynamic and innovation-oriented economy, there is a need for new forms of labour activity. These forms provide for flexibility, efficiency and constant renewal in the content, structure and types of labour, contributing to the improvement of the quality of human capital and the realisation of the intellectual and creative potential of the population.

Innovative economic models supporting these trends have already attracted the attention of many countries striving for post-industrial development. The development of the labour market is determined both by the impact of market forces and government policies aimed at stimulating labour activity and innovation in employment.

Additionally, the labour market is undergoing transformations due to globalisation, technological progress and changes in the demographic structure of the population. This requires the adaptation of employment policies and the development of new economic mechanisms to regulate labour relations, taking into account changing skill requirements, the increasing importance of continuous learning and the need to support the balance between labour market flexibility and social protection of workers.

Keywords: labour market, employment, labour market regulation, labour market economics, labour market transformation.

Introduction

Global economic transformations have a significant impact on the socio-economic sphere, including changes in the structure of the economic system, such as patterns of reproduction, ownership relations and the dynamics of market institutions. These institutions have to adapt to economic shifts, which implies an increase in the complexity of market mechanisms. Epidemics with significant economic and social consequences stimulate fundamental changes in labour relations. In this context, the global economy faces the challenge of improving labour institutions at different levels, requiring attention to changes in the labour market and the culture of imbalances caused by technological progress and shifting consumer preferences. The structure of labour market functioning is determined by economic institutions, including organizations, norms and traditions that promote skills and social behaviour, providing opportunities for employment and profitable activities. Employment issues are at the forefront of global challenges, affecting young people seeking career advancement, entrepreneurs facing the challenges of innovation and recruitment. Current trends in the labour market include the emergence of atypical forms of employment, such as temporary work, part-time work, remote work, which require detailed analysis and clarification in the field of labour and social relations [1].

Materials and methods

The article uses methodological tools, including system analysis, correlation and regression analysis, summaries and groupings, multivariate classification, time series analysis and forecasting, graphical and tabular methods of analysis. The materials for the study were the analysis of domestic and foreign literature devoted to the study of labour market functioning mechanisms [2].

Results and discussions

In modern terms, the labour market is a complex socio-economic process formed in society to provide employment opportunities. It is a system that brings together employers and employees – sellers of labour services, facilitating

interaction between them. The approach to understanding the labour market solely as an economic mechanism ignores its social aspects. For this reason, scholars view the labour market as a network of social ties that includes the education, recruitment and continued use of labour. It is also defined as the economic and geographical space where employment takes place. The diversity of socio-economic processes arising in the development of the labour market has led to the creation of various methodological approaches, including historical and genetic methods, system analysis, structural and functional methods, as well as the institutional approach [3].

Table 1 – Aggregate methodological approaches to labour market analysis [4].

Approach	Methodology
Historical and genetic	The labour market as an economic phenomenon has its own history of emergence, separate stages of development and formation, which are accompanied by a certain historical context.
Historical modeling	Representation of economic processes and phenomena in the form of models that functionally repeat the process under study, in a historical context. There are visible differences between the American and European models.
Systems	Representation of economic processes and phenomena in the form of complex and simple systems, which should meet all necessary and sufficient signs of systematicity. The systemic nature of the labour market is expressed in a set of structured elements in relations and links with each other, forming a certain integrity (system), which is subject to a common goal and the logic of functioning
Structural	The labour market has its own object-subject structure and infrastructure. They characterize the labour market as a special form of resource market.
Functional approach	Representation of the labour market in the form of models that are functionally distinct from each other.
Process	The labour market is saturated with various economic processes. Taking into account the action of these processes is necessary for a better understanding of the labour market as an economic phenomenon.
Institutional	The labour market has a clearly expressed institutional nature and is considered, firstly, as an independent economic institution and, secondly, as a set of economic institutions representing it.

Methods of historical and economic analysis are aimed at revealing the complex essence of the phenomenon under study. Research in the field of the labour

market serves as a systematic approach to problem solving aimed at assessing the effectiveness of their implementation. The interaction of the labour market with the system of economic institutions, socio-economic relations and organizational methods allows us to identify the regularities of its development on the basis of certain principles of analysis. This opens up opportunities for assessing the current state of the labour market, identifying trends in the labour sphere and preventing a one-sided perception of the labour market in the economic life of society, especially in transitional periods [5].

As part of the theoretical study of the labour market, an important aspect is the analysis of the elements of the system and their contribution to its functioning. This approach allows not only to assess the structure of the analysed object, but also to identify the role of individual components in the system's operation. In the context of interaction between public and private labour market participants, such as large employers, social support organisations and educational institutions, this approach highlights the importance of their interrelationships for a holistic understanding of labour market mechanisms [6].

Failure to properly fulfil their roles reduces the efficiency of the labour market, where replacing one market actor with another is impossible without risking the destruction of the entire system. Thus, attempts to stimulate employment that focus on less significant aspects of the relationship between market participants (such as employers, employees and trade unions) cannot lead to profound changes in key market processes. The foundation for the formation of the labour market is the development of mechanisms aimed at strengthening the role of the state in regulating these relations: recognition of the unique value of human labour in social and legal institutions, consolidation of the equality of parties in production relations through economic and legal norms, as well as the development of protection and social support measures [7].

The system approach to the analysis of the labour market considers it as a complex socio-economic system with all the necessary characteristics to ensure stability. The following methodological principles are applied in the study of the labour market: integration of interrelationships between economic processes, social environment and political decisions that ensure employment and productivity; identification of the causes underlying labour market phenomena; understanding of the interrelationships between causes and their consequences affecting the development of the labour market; analysis of the role of economic activity of market participants as a motivational factor and in the context of the institutional set-up of the market; multi-level structure of the labour market; and analysis of the labour market structure. Thus, the labour market is a socio-economic system, in the centre of which there are production and property relations of society, Figure 1.

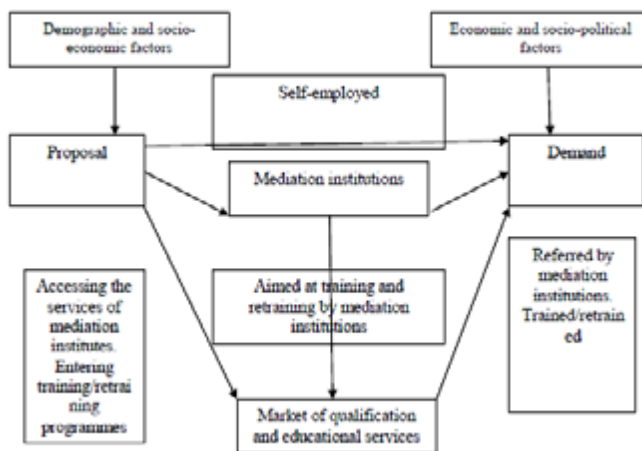


Figure 1 – Structure of the labour market [8]

The interrelationship of the components that have contributed to the development of the labour market system, on the one hand, demonstrates the interplay of causes and effects that shape these relationships, including aspects such as rents, labour supply and demand dynamics, competitive conditions, as well as training and skills development, unemployment and income levels. The labor market is a network of labor relations, including the interaction and relationships of subjects at different levels, driven by motives that determine their goals and objectives. It reflects a unique system of social connections between its participants in the context of the population's involvement in the economic process. The labor market is also a system of institutions with a complex self-regulation mechanism, consisting of interrelated and interdependent elements, which are additionally supported by external regulatory mechanisms., Figure 2.

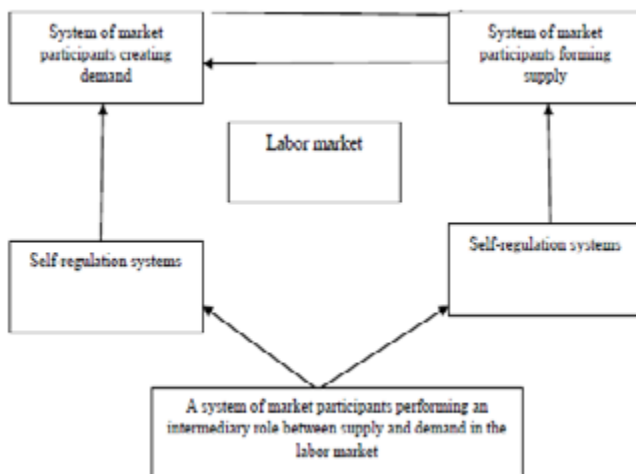


Figure 2 – Conceptual scheme of the labour market [9]

On the other hand, labour market action is also a process of combining its various elements and subsystems into a single structure. Therefore, analysing the labour market by limiting oneself to only one of its parts and making generalisations on this basis is not sufficient to understand its state and dynamics. The issue of skills matching and the gap between supply and demand cannot be resolved without integrating the education and training subsystem and without taking into account employment support measures aimed at achieving the specific goals of job seekers. Consequently, the effectiveness of the labour market as a complex socio-economic system is not reduced to the totality of effects from the action of its individual subsystems.

The theoretical foundations of labor and the labor market were laid by representatives of classical labor theory, such as Adam Smith, David Ricardo and John Stuart Mill, in the second half of the 19th century. A key tenet of these early theories is minimal government intervention in the labor market, based on the premise that the market is regulated by its own mechanisms and provides employment to each economically active citizen according to his or her preferences. The classics argued that full employment is natural for a market economy.

Neoclassical economists such as Alfred Marshall, Arthur Pigou, Dennis Robertson, Leonid Gurvich, Arthur Laffer, Francis Edgeworth and others, as well as supporters of this traditional trend, argued that the market, left to its own devices, was capable of self-regulating problems such as unemployment and the restoration

of full employment, and that government intervention in the labour market economy was undesirable. A distinctive feature of their approach was the recognition of the existence of unemployment as a natural and necessary condition for labour flexibility and mobility, with unemployment seen as a voluntary choice [10].

In the 1930s, when Western economies were experiencing serious socio-economic crises resulting in high unemployment rates, it became apparent that a market economy without intervention was unable to provide stability in the labour market. Institutional theory, established by such scholars as Thorstein Veblen, Wesley Mitchell, John Clark, John Commons, developed towards the analysis of economic behaviour through the system of institutions and rights, which led to the formation of neo-institutionalism with such representatives as Oliver Williamson, Ronald Coase, Douglas North, focusing on the role of formal and informal institutions in the economy.

The works of John Maynard Keynes, Euseus Domar, Roy Harrod contributed to the development of evolutionary economics, complementing the modern economic system with an analysis of its development and the study of the labour market based on the ideas of leading economists, including Adam Smith, David Ricardo, John Stuart Mill, as well as Milton Friedman and Alvin Hansen, looking at the labour market from an economic perspective.

By the late 1980s, issues related to the human factor and labour efficiency began to be studied more comprehensively, which coincided with fundamental changes in socio-economic systems and required a new approach to labour issues from a labour market perspective. Determining the factors affecting employment and regional development, as well as distinguishing between external and internal factors, has become a major aspect of modern development management theory and practice., Figure 3.

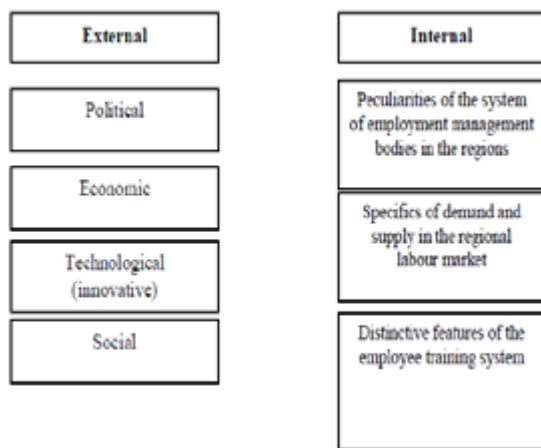


Figure 3 – Conditions affecting employment growth in the region [10]

External factors and conditions influencing regional employment encompass political, economic, social, and cultural environments. Internally, employment is shaped by unique regional labor management institutions, local labor market supply and demand dynamics, and the distinct characteristics of training, skills development systems, and professional development. Consequently, the labour market as a socio-economic category is a multidimensional and changeable phenomenon that depends on both national economic development and the personal motivation of workers. This concept surpasses simple definitions of employment and unemployment, representing a measure labour sector at a certain point in time.

Conclusions

The labor market serves as both an economic entity and a multidisciplinary study subject, encompassing various fields such as economic theory, labor economics, sociology, and the sociology of labor. This multifaceted approach allows for a comprehensive understanding of labor dynamics from both economic and social perspectives. Economics has laid the foundation for theoretical analysis in the field of labour relations and the labour market by proposing various ideas, theories and schools of thought based on the evolution of approaches to the analysis and understanding of the role of human beings and their activities in society. Labor studies have a long history of development, but economists began to look in depth at specific aspects of labor, especially in labor markets and jobs, mainly in the post-industrial period, while the general field of research in social relations and history continued to develop.

The labour market acts as a system of social relations between its participants, the employment sector and the mechanism that ensures the negotiation of working conditions and wages between employers and employees. In parallel there is a view of the labour market as a part of the market of factors of production, where labour is exchanged for payment. This diversity of theoretical approaches to the labour market underscores the need to incorporate the ideas and proposals of both Western and local economists to better understand its functioning.

The labour market mechanism plays a key role in determining employment and wages, and the structure of its functioning includes elements of taxation and regulation, as well as the culture of social and labour relations. The importance of this institutional mechanism is manifested through the dynamics of interaction between market actors within a framework of legally established rules that determine the organisation and management of economic activity within certain temporal and spatial frameworks.

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МЕТОДОЛОГИЧЕСКИЕ ПОДХОДЫ К ФУНКЦИОНИРОВАНИЮ РЫНКА ТРУДА В КОНТЕКСТЕ ОБЕСПЕЧЕНИЯ ЗАНЯТОСТИ НАСЕЛЕНИЯ

В современном понимании рынок труда – это сложный социально-экономический процесс, развивающийся в рамках общественного воспроизводства трудового потенциала. Этот механизм создает связь между работниками, выступающими одновременно в роли потребителей и поставщиков трудовых ресурсов. В современной динамичной и инновационно-ориентированной экономике возникает потребность в новых формах трудовой деятельности. Эти формы обеспечивают гибкость, эффективность и постоянное обновление содержания, структуры и видов труда, способствуя повышению

качества человеческого капитала, реализации интеллектуального и творческого потенциала населения.

Инновационные экономические модели, поддерживающие эти тенденции, уже привлекли внимание многих стран, стремящихся к постиндустриальному развитию. Развитие рынка труда определяется как влиянием рыночных сил, так и государственной политикой, направленной на стимулирование трудовой активности и инноваций в сфере занятости.

Кроме того, рынок труда претерпевает трансформации, связанные с глобализацией, технологическим прогрессом и изменениями в демографической структуре населения. Это требует адаптации политики занятости и разработки новых экономических механизмов регулирования трудовых отношений с учетом меняющихся требований к квалификации, повышения значимости непрерывного обучения и необходимости поддержания баланса между гибкостью рынка труда и социальной защитой работников.

Ключевые слова: трудовой рынок, трудоустройство, регулирование рынка труда, экономика рынка труда, трансформация рынка труда.

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КОНТЕКСТІНДЕ ЕҢБЕК НАРЫҒЫНЫҢ ЖҰМЫС
ІСТЕУІНЕ ӘДІСНАМАЛЫҚ ТӘСІЛДЕР**

Қазіргі мағынада еңбек нарығы–бұл еңбек әлеуетін әлеуметтік жаңғырту шеңберінде дамитын күрделі әлеуметтік-экономикалық процесс. Бұл механизм тұтынушылар мен Еңбек ресурстарын жеткізушілер ретінде бір уақытта әрекет ететін жұмысшылар арасында байланыс жасайды. Қазіргі динамикалық және инновациялық бағытталған экономикада еңбек қызметінің жаңа түрлеріне қажеттілік туындайды. Бұл формалар адами капиталдың сапасын арттыруға, халықтың зияткерлік және шығармашылық әлеуетін іске асыруға ықпал ете отырып, еңбек мазмұнын, құрылымы мен түрлерін икемділікті, тиімділікті және үнемі жаңартып отыруды қамтамасыз етеді.

Осы тенденцияларды қолдайтын инновациялық экономикалық модельдер постиндустриалды дамуға ұмтылған көптеген елдердің назарын аударды. Еңбек нарығын дамыту нарықтық күштердің әсерімен де, жұмыспен қамту саласындағы еңбек белсенділігі мен инновацияларды ынталандыруға бағытталған мемлекеттік саясатпен де анықталады.

Сонымен қатар, еңбек нарығы жаһандануға, технологиялық прогреске және халықтың демографиялық құрылымындағы өзгерістерге байланысты өзгерістерге ұшырайды. Бұл жұмыспен қамту саясатын бейімдеуді және біліктілікке қойылатын өзгермелі талаптарды ескере отырып, еңбек қатынастарын реттеудің жаңа экономикалық тетіктерін әзірлеуді, үздіксіз оқытудың маңыздылығын арттыруды және еңбек нарығының икемділігі мен жұмысшыларды әлеуметтік қорғау арасындағы тепе-теңдікті сақтау қажеттілігін талап етеді.

Кілтті сөздер: еңбек нарығы, жұмыспен қамту, еңбек нарығын реттеу, еңбек нарығының экономикасы, еңбек нарығының трансформациясы.

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