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METHODS OF UNEMPLOYMENT PREVENTION IN THE TAMBOV REGION

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Abstract: The paper deals with the situation at the labour market in the Tambov region. Statistical data characterizing the situation at the labour market are given by the authors. The main ways to decline unemployment level and trends to employment contribution in the Tambov region are considered.

Not too long period went by since the Government of the RF took the decision to realize additional measures to support the labour market. However it can be said with assurance that these measures proved their value, they were timely and had a positive effect on the situation at the labour market in the Tambov region. The procedures of support and normalization of economics in the Tambov region are actual and timely. Large enterprises of the region succeeded in working in the crisis situation and were not exposed to bankruptcy. Industrial production drop by 22 % since the beginning of the crisis was succeeded in surmounting. During the whole last year our region was included by the Ministry of the regional development of Russia in the number of regions where anticrisis measures were realized rather successfully; social and economic stability was provided (Fig. 1).

The situation at the labour market in the region of Tambov can be characterized by a number of indices:

– in January – June 2011, 19188 persons applied to the employment agency trying to find a suitable job;

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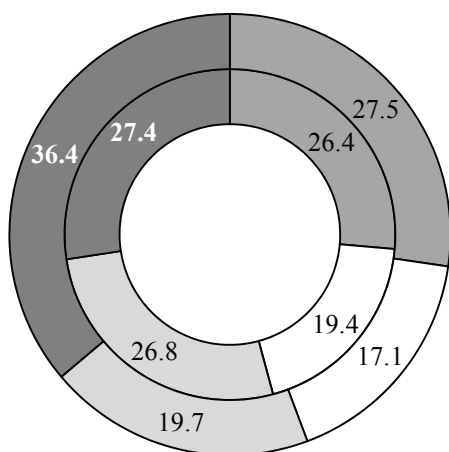


Fig. 1. Unemployment structure in the Tambov region (January – June 2011–2012):

- – dismissal of smb's own accord;
- – expiry of employment contract;
- ▒ – staff reduction;
- – people trying to recommence their activity After a long period of recess

– most unemployed people (36.4 %) were citizens trying to recommence their activity after a long (more than a year) period of recess;

– the number of dismissals due to liquidation of organizations and reduction of numbers or staff declined by 7.1 % while in 2000 it was 20.3 %.

The unemployment level in the region of Tambov is represented in Fig. 2.

The level of unemployment registered for the 1st of July, 2012 was 1.74 % of economically active population (this index in 2011 was 2.1 %). Actual number of the unemployed was 9727 persons (it was 80 % to the analog index of the last year (2011 – 12161 persons)) (Fig. 3) [1].

In January – June the need in personnel claimed by employers exceeded 29 000 vacancies (it was 105.1 % of the last year index).

The coefficient of strains for the beginning of July was 0.9 of the unemployed per one vacancy (it was lower than the last year index-2011 – 1.0).

The process to regulate the regional employment market is done in accordance with two main trends: according to the Programme of population

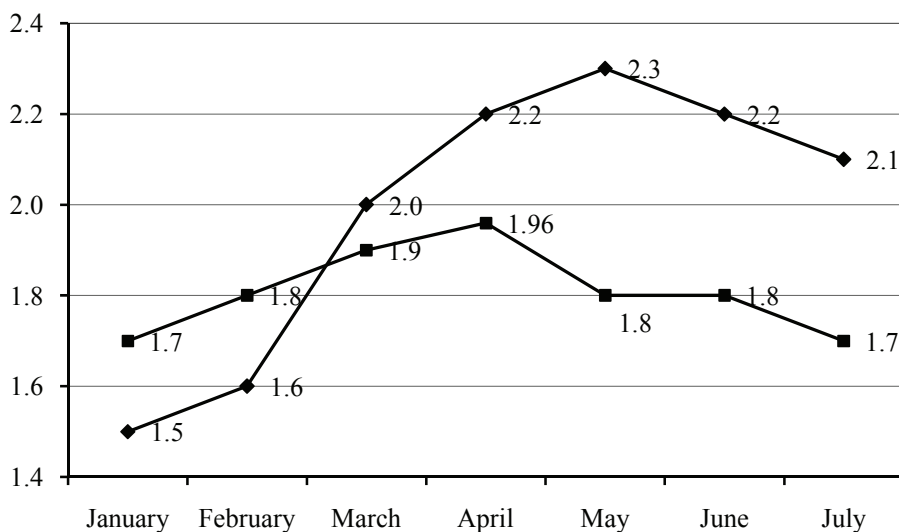


Fig. 2. The unemployment level in the region of Tambov (January – July 2011–2012):

◆ – 2011; ■ – 2012

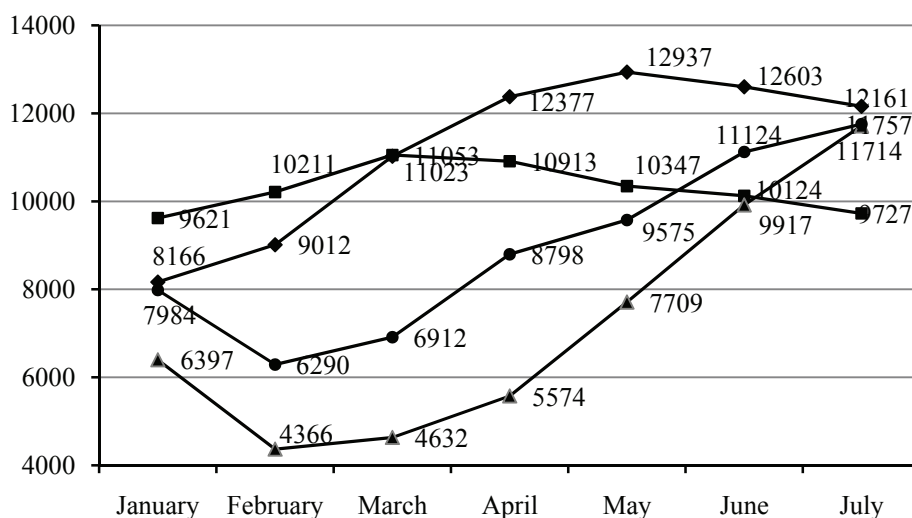


Fig. 3. Ratio of the unemployed number and vacancies in 2011–2012:

—◆— – unemployed 2011; —■— – unemployed 2012;
—▲— – vacancies 2011; —●— – vacancies 2012

employment assistance in the region for 2009 – 2012 and the Programme of additional measures to reduce strains at the labour market for 2012.

To sum up, practically all the indices of these two Programmes were accomplished in the first half of 2011.

The Programme emphasizes the necessity to support the unemployed who open their own enterprises creating additional working places in the sphere of small business. The experience of 2011 showed the effectiveness of this trend: numerical indices of the Programme were increased more than in a twice; the creation of 760 new working places for the unemployed were provided for.

The Programme envisages:

- to create 12140 working places for organization of public activities, temporary job placement of workers risking to be dismissed as well as unemployed persons and people looking for a job;

- to contribute to self-employment of 2500 unemployed persons and to stimulate them to create 760 additional working places to place in a job unemployed people;

- outstripping professional education of 800 workers risking to be dismissed;

- to work on probation 700 graduates of educational institutions in order to get working experience (the number of instructors – 600 persons);

- to contribute to place in a job 120 disabled persons.

As early as 2011 the estimate of decline unemployment perspective due to self-employment permitted to test «the pilot» project as the Sosnovsky region example. In accordance with the resolution of the Tambov region administration the executive government bodies, local government and other structures were set tasks to promote the development of small entrepreneurship as well as the algorithm of coordination of all structures interested in enlisting the unemployed to self-employment, to provide them with methodical,

organizational and other assistance. As a result of the work done 150 unemployed persons in the Sosnovsky region have become entrepreneurs [2].

In addition, the trend to realize investment projects in agriculture is being developed. For example, in the Bondarsky district the butter and cheese dairy is being reconstructed.

Employment agencies select the unemployed ready to open their own business enterprises in milk cattle-breeding while administration guarantees these entrepreneurs to lay in milk supplies at fixed prices allowing small business be profitable.

In all 1951 persons were registered in the region as individual entrepreneurs; 526 unemployed persons were placed in additionally created working places.

In early of July, 92 agreements were concluded by the employment agency with 22 employers and 11 educational institutions (organizations, enterprises) for outstripping professional education of 469 workers risking to be dismissed in 45 specialities and sorts of activities including: man in charge of synthesis apparatus, dangerous cargo driver, specialist in checking and calibrating of measurement means, metalworker in instrumentation and automation, defectoscopist, metalworker in hoisting device repairing, operator of industrial furnace, person responsible for exploitation of dangerous industrial installations, operator of compressor plants, metalworker in repairing and exploitation of gas equipment.

In accordance with organizational work on probation of educational institutions graduates it was concluded 129 agreements with 99 employers for work on probation of 230 graduates in 52 professions and specialities including marketer, manager, ecologist, mechanic in repairing and maintenance, chemist, accountant, economist, lawyer and others.

200 instructors were appointed to help probationers at working places. 527 agreements for 16724 participants were signed to organize public activities. For the beginning of July 2010 47 agreements to contribute to place in a job 55 disabled persons were concluded.

For example: Joint Stock Company «Metallist» provides a special working place for die stamper (tables and racks adjusted for height); Joint Stock Company «Tambovsky Trikotazh» – 3 working places for seamstresses (manually hand operated sewing machines); Joint Stock Company «Revtrud» – 2 specialized working places of metalworker for mechanic assemblage (automated set of tools); Joint Stock Company «Almaz» – a working place for programmer (computer with a protective screen). In all 30 persons were placed in a job.

Due to realization of measures to further employment of the region population and additional measures it was succeeded in providing the decline of general unemployment level in the region from 11.4 % in December 2010 to 8.3 % in 2012.

Additional measures allowed fixing the level of unemployment at the level achieved, to stabilize the situation at the labor market and to render real assistance to the unemployed and those risking to be dismissed. Besides, program measures positively influenced the decline of social strain in the society, gave the opportunity to enterprises of real economics sector to keep

personnel potential and to restore the production process according to the activity profile.

Joint Stock Company «Michurinsky Avtobus», Joint Stock Company «Vagonremmash», «Morshansky Manufactura» and some other enterprises succeeded in overcoming not a full employment. A great deal of work in repairs and reconstruction of industrial premises was done.

In 2012 the necessity to create new permanent working places in the course of realization of investment projects of priority was underlined. These projects are as follows:

- the replacement of Moscow plant named after Voytovich (1500 working places) at the site of the railway-carriage repair works (Tambov);
- the construction of sugar-refinery in Mordovo workmen's settlement (1736 working places);
- the construction of «Resurs» pig-breeding module complex for 100000 heads in Bondarsky area (110 working places);
- the construction of «Capital-Agro» meat and milk production complex in Sosnovsky area (115 working places);
- the construction of «Ryslinskaya Niva» cattle-breeding complex in Morshansky area (63 working places) and some other works.

The realization of these measures in full scale will allow the Tambov region to keep subsequently stable situation at the labor market, to provide the unemployment level not above average 2 % a year of economically active population, the number of the unemployed not more than 12000 persons.

At present it can be noted that the situation at the Tambov labor market is stable, controlled and has a tendency for improvement.

In order to decline the unemployment level at the regional level as well as to improve state measures to prevent unemployment the following trends to improve state and regional measures at the labor market (Russian and regional) can be proposed.

In our opinion, in order to decline the unemployment level it is necessary to work out the regional regulations to further employment and job placement of young people.

This trend of state measures improvement to prevent unemployment is suggested because both in Russia as a whole and in the Tambov region the problem of job placement of specialists and graduates from different institutions without working experience is very urgent. While working out regulations to further employment and job placement a special attention should be paid to the increase of manpower quality, to decline unemployment risk among graduates from institutions, to put into practice forestalling retraining.

By working out and taking the abovementioned regulations it would be possible to provide the development and improvement of flexible system of professional education of unemployed young people aimed to job placement, to work out the mechanism to forecast demand for workers.

To our mind, one of the efficient trends to improve the complex of state measures realized today at the labor market is the creation on the basis of institutions of higher, secondary and primary professional education the employment agency, the formation of contract relations with employers.

Due to this agency employers could be provided with objective information about the students completing their course of studies (the final course) as well as about graduates. Thus, institutions could create either their own agency, department, contributing to closer interaction with branched organizations or create the information base of their graduates including the results of education, the level of future specialists, creative students' works. These measures could considerably influence young people job placement both in Russia as a whole and in the Tambov region.

It is necessary to pay attention to the creation of new working places by supporting self-employment of the population of the Tambov region. Following this trend active work is being carried out both at the federal and regional levels. To the unemployed wishing to open their own business independently and having an effective business-plan a financial grant in the sum of 200000 rubles is given from the federal budget. A 60000 rubles grant is given for these purposes by the administration of Tambov. This measure could be improved by enlarging activity trends of priority included in the programme of entrepreneurs assistance.

Enlarging spheres of small business support it would be possible to create not only additional working place but to decline the unemployment level.

Nowadays one of the trends to improve methods of state regulation of unemployment level, the involvement of women after children's birth in labor activity could be proposed. According to the labor code of the RF women having a maternity leave and a leave for taking care of a baby up to reaching the age of 1,5 or 3 years old get the financial support in amount determined by the Russian labour code.

The elaborated normative and legal act regulating the peculiarities and labor conditions for young mothers must provide a child with a guaranteed seat in crèche (if a baby reaches the age of one year) or give the woman the possibility to have not a full working day. Thus, it is possible to hire two women at one working place; one of these women or both of them will have the possibility to work effectively a four hour working day instead of eight hour one. Both workers should be paid in proportion to time worked. Thus, it is possible to decline the number of unemployed without increasing vacancies by hiring two young mothers at one place.

Besides, state institutions could be recommended to enlist the services of foreign labor force in regions by placing a list of vacancies at websites of other regions and areas; to put into practice voluntary migration of compatriots from abroad etc.

Summing up the measures undertaken by the state to prevent unemployment as well as the complex of sophisticated trends proposed it is possible to achieve a considerable decline of unemployment level both in Russia as a whole and in the Tambov region.

It seems that there is no necessity to rise the amount of unemployment benefit in conditions of the crisis until the unemployment rate achieves natural norms. Such a measure must stimulate the unemployed registered at the labor exchange not to reject a job offered but to activate their own efforts to job placement or retraining.

Thus, the dynamics studied and the unemployment level revealed both in Russia as a whole and in the Tambov region require complex approach to the development of trends to improve state measures to prevent unemployment.

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Методы борьбы с безработицей в Тамбовской области

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Ключевые слова и фразы: ситуация на рынке труда; действие занятости населения; трудоустройство; уровень безработицы.

Аннотация: Дано описание ситуации на рынке труда Тамбовской области. Приведены статистические данные, характеризующие состояние, сложившееся на рынке труда. Рассмотрены основные пути снижения уровня безработицы и направления содействию занятости на Тамбовщине.

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