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«METHODOLOGICAL TOOLS FOR ASSESSING THE SITUATION ON THE RUSSIAN LABOR MARKET»

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Problem statement

The labor market is an extremely dynamic system that is influenced by many factors. Assessment of the situation in this market may be ambiguous. Currently, there are methods that allow diagnosing the situation on the labor market. Often, methodological tools are presented only by forecasting the needs of the labor market for specialists in various fields. This forecasting is carried out by the department of statistical work, the department of analytical work or the department of interaction with employers. It depends on different factors, for example, on the development of Internet technologies

The methods that are used in forecasting are quite extensive: extrapolation method; modeling method; method of mathematical analysis; intuitive models and correlation method. However, public employment services use only intuitive models and the extrapolation method. Thus, it is difficult to make a correct forecast on the labor market, which leads to the inaccuracies and errors in assessing the current situation and its development



By analyzing the methodological tools, it was possible to establish that there is no comprehensive methodology for assessing the situation on the labor market. After a critical analysis of the specialized literature, as well as having studied the methodological tools of the studied service, there was a need to develop new methodological tools that would neutralize the following limitations :

- indicators are not considered comprehensively, each parameter is calculated individually and cannot be calculated in any integral indicator;
- all methods are reduced only to a quantitative assessment, while qualitative components are ignored.

We propose the following algorithm for the implementation of the method that implies the sequential execution of 8 stages:

- 1) identification of the parameters that characterize the situation on the labor market based on the results of a critical analysis of the literature;
- 2) substantiation of the list of indicators characterizing the situation on the labor market;
- 3) expert evaluation of the relative significance of the parameters;
- 4) development of a map of expert evaluations;
- 5) compilation of a source data table;
- 6) calculation of certain (by parameters) levels;
- 7) calculation of the integral level of evaluation of the situation on the labor market;
- 8) identification of the level of the situation in the labor market.

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Solution methods



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Conclusions

Results, implementation

Labor market problems are complex and overriding in terms of resolving them, since they affect the urgent needs of the majority of the population. In recent years, due to changes in the economy, the problem of imbalance in demand and supply of labor force has become more acute. There are contradictions between the requirements of employers and the skill level of job seekers. Monitoring of the staff structure of the economy and the social sphere, the estimation of the current situation, identification of trends in demand and supply in the labor market are getting more relevant now. In this work, we proposed methodology that combines a number of methods for the estimation of the situation on the labor market. The considered methodological apparatus can be applied in public employment centers of Russia, as well as in enterprises for making appropriate management decisions



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