
CHARACTERISTICS OF THE REGIONAL LABOR MARKETS

Metodi IvanovSofia University „St. Kliment Ohridski“, Republic of Bulgaria, ivanov.metodi@abv.bg

Abstract: The development of regional the labor markets must be the result of a coherent and sustainable strategy for economic development with a clear vision of economic structuring and labor demand in the medium term. Regionally aspect, the countries of Southeast Europe are experiencing serious difficulties in securing a quality workforce of specialists with secondary education who are well trained professionals with the necessary communication skills and ability to work with modern technologies. On the other hand, the trend of outflow of specialists from the countries, especially important is the continued emigration of young people as a result of which will emerge not only quantitative but also qualitative workforce problems in the coming years. Government policy should be aimed at seeking ways to stimulate job creation in sectors providing higher productivity and competitiveness rather than those who have traditional and low productive nature. Identifying and taking into account the peculiarities of economic development and the possible impacts on the labor market is becoming an essential element of the process of creating labor market policies that should aim to influence the processes or behavior of the target groups in accordance with the objectives set out and planned to be achieved. The implementation of effective youth activities and youth programs in the regions must to be decision-making process with the active cooperation and partnership of the decentralized and deconcentrated administration, in partnership with the non-governmental sector, the employers' organizations, the vocational schools, the labor offices, the existing centers for qualification and retraining. In Bulgaria there are negative trends in the labor market, which are related to the decrease of the number of the active population, which is accompanied by an increase of the unemployed persons, the persons outside the labor force as well as the discouraged persons, as a result of demographic problems and the crisis is diminishing the active population. About the solving labor market problems requires reforms that need to be pursued in parallel in the fields of labor law, health, education, the pension system, business environment, increasing the efficiency of using public funds, taking into account interregional peculiarities and differences in promotion of investments in opening new high-quality and sustainable jobs in the individual territorial-administrative units (or different regions).

Keywords: regional development, regional economy, labour markets, employment, unemployment, social policy

INTRODUCTION

When looking at the main features of the regional labor market, due attention must be paid to the dynamics of the economic activity of young people, which can be addressed through a variety of factors that create difficulties, both in analyzing and formulating adequate solutions to overcome the problems of youth unemployment. Looking at the main labor market factors at the regional level, we need to start analyzing identifying the main factors that determine labor activity and can be presented in several categories. The first category covers the economic factors, namely the determination of the type and degree of development of the economic system, both at national and regional level. Certainly, the development of the market situation must be taken into account, paying attention to the territorial specialization and the concentration of the developed production capacities in the different regions. One of the main economic factors influencing the labor market is the size and stability of major markets and partners, with an important consideration here in the analysis of the pay-out for factors of production (labor, capital, land) and the net disposable income of households. The second category of factors on which to analyze the labor market should be the social factors, namely the origin of the economically active population and the occupational habits. Certainly important for the development of the regional labor market is based on the categories of marital status and family traditions, which are linked to the existence of contacts and social capital. Important importance in the development of the regional labor market has to be devoted to the identification of the current and at the same time the fast growing professions and productions both in the country as a whole and in the different regions of the country. Essential in identifying the main features of regional markets, it is necessary to address the dynamics of psychological factors such as individual sustainability and initiative, the level of motivation to carry out work activity among the population in the region. The availability of opportunities for both personal and professional development of the regional labor market and in the desired sphere of realization by the economically active population. Attention should also be paid to the category of political factors influencing the development of the local regional labor market. This category mainly relates to the state policy in education, the social sphere, as well as in the economy and public finances. It is precisely the degree of involvement of young people that is determined by the

labor market policy, whether active, passive or combined, with regard to the use of various instruments for influencing the national and regional labor market as a subsidized employment policy, the provision of unemployment benefits, changes in labor law, or the promotion of changes in education such as changes in curricula, the granting of additional scholarships, etc. Also, one should not overlook the group of factors related to the existence of the individual characteristics that determine the labor activity, among which the health status of the economically active population, as well as the demographic characteristics as a sex and the presence of migratory attitudes among the working population. Because of multiple factors influencing labor market developments, it is often necessary to use an interdisciplinary scientific approach that involves the use of a wide range of tools from different areas of scientific knowledge, including mathematical and statistical techniques to formalize and support analytical achievements. This imposes on researchers that characterize labor market changes to apply different approaches to its research, definition, problem solving, solving, and very often pure-econometric studies based on purely quantitative data, but also on the sociological and the institutional perspective of the development of the main trends of the labor market.

1. SPECIFIC FEATURES OF THE REGIONAL LABOR MARKET.

The labor market is defined as the place where "job seekers" and businesses, governmental and other organizations wanting to fill vacancies are found. While the labor market is one of the main macroeconomic markets in the economic system, it differs from other markets because the "object" of exchange is the labor of the employer for whom the employers compete. When agreement is reached by both parties on the price of labor provided, the balance of this market is determined, but if there is no agreement between the parties, the available vacancies in the production are not taken as a result. The labor market is highly institutionalized, both in terms of supply and demand from state and international organizations, trade unions, educational structures, employers' and non-governmental organizations, which have a major role in development, both on the national and the regional labor market. The presence of economically active population is seen as the main group of the labor market, which includes persons over 15 who are currently either employed or unemployed. Naturally, there is also a smaller but significantly more heterogeneous group on the labor market, which is defined as an economically inactive population and is created by persons of active age but unwilling to provide their labor for the market for various reasons. Typically, this group refers to:

- Pupils and students;
- Persons with temporary disability and permanent disability;
- Early retirement;
- Persons who care for other people in their home - hosts, mothers, fathers;
- Discouraged people, these are long-term unemployed people who have dropped out of work because they suggest they will not find one.

When looking at the dynamics of the labor market at a national and regional level, we must bear in mind that there is a continuous movement of human capital among the categories of the labor market. It is definitely not possible to identify a proportional relationship between the numbers of persons in the different categories of the labor market due to the constant movement of different flows of persons among them. The economy of our country is vulnerable to the effects of processes going beyond its borders, as well as the main labor market categories such as workforce size and income due to facilitated capital mobility.

2. INDICATORS FOR MEASURING THE TRENDS OF THE LABOR MARKET.

Through the regular monitoring of the workforce, statistical information is compiled, which, on the one hand, characterizes the labor market and on the other hand it is used as official information by the executive authorities in defining the policies and specifying the measures to be implemented on the market of labor. The definitions used for terms of employment and unemployment are in full accordance with those applied by the International Labor Organization, which provides the opportunity to achieve maximum reliability, comparability and relevance of regional, national and supranational data. The data collected from Labor Force Surveys is provided by the Eurostat Member States' Local Statistical Organizations, which publishes the results of similar surveys across the European Union. In this way, it is possible to compare the individual regions and the development of the labor market in them. The main categories for the labor market are employment and unemployment, which are determined by the number of persons employed as employed or unemployed at a given time. According to the employment status, employees are classified into the following groups: employers, self-employed persons, employees and unpaid family workers. And unemployed are "15-74 year olds who do not work during the observed period while simultaneously seeking active work over a four week period including the observed week and are available to start working until 2 weeks

after the end of the observed period". The following coefficients are essential for the economic analysis of the labor market:

- The economic activity rate, the higher, the higher the labor market situation and its ability to favor national and regional economic growth, as well as the country's fiscal stability. If the ratio is below 50% of the working age, it means that there are large groups of people on the regional labor market who rely on social or non-declared income if there is a long-term lack of activity, it negatively affects future productivity and returns to the labor market.

- The employment rate is defined as the ratio between the number of persons employed and the population of the same age.

- Unemployment rate is determined by the ratio between the number of unemployed and the number of economically active persons.

Difficulties in identifying regional labor market patterns are linked to the process of synchronizing international statistical practice, which requires technological time, often accompanied by a number of changes in national methodologies and definitions by the country's statistical offices. Another problem in the interpretation of labor market statistics is related to the gap in the age group of the active population in some countries that disclose their official unemployment figures in the 15-64 age group and others present the unemployment figures in the age group 15-74. Young people who are particularly interested in the development of the labor market are the young people facing the expectations of adequate inclusion in employment systems, introducing new knowledge and skills in the maintenance and upgrading them. But young people often fall into the group of vulnerable groups on the labor market due to the lack of professional experience and the significant difficulties in combining work and education. In addition, vulnerable groups also include people with low levels of education, vocational qualifications and skills, people with disabilities, ethnic minorities and the long-term unemployed. Demanding and creating an opportunity to integrate these groups into the labor market requires the implementation of an active state policy that must be tied up with serious efforts, initiative and financial means to implement the necessary measures to reduce unemployment rates on a regional level. But in terms of economic activity, young people represent a heavily heterogeneous group of people most often in the transition from education to employment, where entry into the labor market is related to adapting the acquired in the education systems, knowledge and qualifications with the current labor market demand in a regional and national context.

3. DEMOGRAPHIC AND EMPLOYMENT POTENTIAL OF THE REGION.

The demographic appearance and potential of a given territory is directly related to the mechanical movement of the population, its age and educational characteristics that affect the functioning of the regional labor market. Statistical migration of the population reflects the number of persons who declared a change of their address within the country in the case of internal migration, from the country abroad or from abroad in the country with external migration. It is particularly important to note that the process of declaration by individuals is due to various reasons, such as individual attitudes, migration times, individual levels of organization, which is why often the actual volume of migration does not coincide completely with statistics. Factors influencing the migratory behavior of the population are varied but can be summarized in the following six groups (Slaveykov, 2012):

1. Socio-economic disparity between the territorial distribution of the population and the sphere of application of its work, the pursuit of a more favorable social environment of living, better working conditions and higher pay;
2. Natural - of decreasing importance, indirectly related to the production conditions;
3. Psychological - referring to the individual ideas and aspirations for personal and labor realization;
4. Ethnic - a combination of traditions and cultural features;
5. Political - war and political persecution;
6. Religious - Migration outside conflict areas as a result of religion-based opposition.

As a result of facilitating educational and labor mobility within the countries and regions of the European Union, the most active labor migration among young people is both the highest and the lowest educated, which is one of the main characteristics of youth unemployment in Europe (O'Reilly et al., 2015). The segmented approach is increasingly applied as it includes the demographic characteristics of the participants, such as gender, age, ethnicity, background; moreover, regional "labor markets of different countries operate in different economic, institutional and cultural contexts" (Bacher, 2017), which requires an in-depth analysis in order to lay the foundations for the formation of regional and national employment policy and to take measures to achieve a balanced regional economic development of the territory but the country. Here, analyzing the labor market peculiarities at regional

level, we need to take into account the ratio of unoccupied and unaccountable youth, known as NEET, to young people who are outside the employment, education or training systems of a country or region. NEET's ratio measures the relative share of the unemployed and non-participating youths in the age group by combining the number of unemployed and inactive young people not participating in formal or informal learning. This indicator, which focuses on drop-out among teenagers, is applied to determine the performance of young people on the labor market (Elder, 2015). The most widely used interpretation shows that low values of NEET's ratios reflect the well-functioning economic system, while high coefficients indicate the existence of structural mismatches between the demand and supply characteristics of the workforce and between its expectations and the realities of the regional and national labor market in the surveyed country. Another analytical indicator is the NLFET, which measures the number of young people between 15 and 19 who are outside the labor force, do not study and do not study, the difference between the NLFET and NEET it is in this age group that NLFET excludes active unemployed youths, the purpose of which is to identify possible marginalized groups among young populations that will lead to timely responses in the implementation of the policy planning process and action by of the executive. Changes in unemployment rates on a regional level show us the degree of unevenness between the unemployment rates in the individual administrative-territorial units of the country. One of the most important characteristics of unemployment is its duration, and for analytical purposes it is assumed that unemployment over one year is long-term and indicates deficits in the functioning of the regional and national labor market where the long period of unemployment can to mean inadequate qualifications or a weak labor market implementation. In our country, attempts have been made to curb the demographic decline of the nation, as the main strategic objective is to slow the pace of reduction in the number of the population with a view to achieving a trend of stabilization in the long term and of ensuring high quality of human capital. Population reproduction, birth rate, mortality and migration are influenced by natural, economic, social and behavioral factors. Reproduction of the population is also influenced by the specific behavior of different social groups in these conditions. Socio-psychological factors define the system of needs and values of different social and demographic groups, their motivation in the areas of birth rate, marriage, divorce, health, migration, employment and social mobility. In demographic global literature, the term demographic dividend is increasingly used. The demographic dividend can be defined as the benefit that can arise when a country has a relatively large proportion of working-age population due to declining fertility, and effectively invests in their health, empowerment, education and employment through public action and private sector involvement. In connection with this, you may say that our country has a demographic dividend. It has to be developed economically well. That does not happen. Why? In our country the labor population is more than the rest. The birth rate is not high - more parents invest in fewer children. Families with one child, especially those where both parents are well paid, have the opportunity to invest in the education of their child more than a family with three children. What is actually happening? We continue to create highly intelligent and capable people who are "bought" by other countries. In fact, we continue to invest in other economies (Naydenov, Kl., 2017).

CONCLUSION

In order to achieve an upward regional economic development, a basic prerequisite is to adjust the available imbalances in the development of the regional labor market. For this reason, it is extremely important to carry out the correct analysis of the changes in the labor processes, which have an impact on the development of the economic environment. And for the change in the workforce, all the population groups that make it work are important, which implies the determination of the labor market pressure coefficient, which shows the number of unemployed people in relation to vacancies. The degree of development of the education process of different age groups is an integral part of the analysis of labor markets, especially with regard to the definition of employment and income of the population, as higher education means a lower probability of unemployment. As a result, the unemployment rate for university graduates is lower than that of those leaving the primary education, which shows us that analytical attention should be paid to studying the qualitative and not just the quantitative dimension of the workforce and the role in terms of regional economic growth. Education is the key to increasing individual productivity both in real-world production and in acquiring post-secondary education, qualification and retraining that goes into the process of developing ideas and establishing a knowledge-based economy. Migration is a global problem that will remain in the future. Coping with the increasing migratory flows of people is one of the main problems at the beginning of the 21st century. In many countries there is a serious conflict between the economic and demographic case for expanded labor migration, and public resistance to increased migration. European states have dealt with this problem in different ways. In most cases, governments have been able to introduce liberalizing legislation or programs. The consequences of international migration on both social and economic life in host and

home countries should not be underestimated. In view of the importance of international migration for the dynamics of the population in Europe, it is of great importance to explore the factors that determine it. Such knowledge would contribute to making more accurate forecasts on migration, which in turn will also help to better predict the population. Different types of migration will leave a different impression on the overall appearance of parts of Europe that changes over time (Naydenov, Kl., 2018).

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