

LABOUR MARKET SEGMENTATION: THREATS TO THE STATE ECONOMIC SECURITY

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The article analyses theoretical foundation of labour market segmentation in the aspect of threats to the state economic security. The relevance of the research is determined by the fact that in the modern conditions, there is increasing attention to all components of the economic security, among which issues of effective functioning of the national labour market are of great importance, which in turn requires deepening the understanding of the main problems in all its segments in order to counteract negative threats to the economic security of the state in the conditions of socio-economic transformations. The increase in the segmentation of the aggregate labour market in modern conditions is conditioned by general negative trends of the socio-economic development. A study of specific characteristics of separate segments of the labour market makes it possible to find out the main threats to the economic security of the state in the respective segments. From the viewpoint of deepening the study of the theory of duality of the labour market, the article presents the inevitability of threats to the economic security of the state in the segment of the secondary labour market. The greatest threat to the state economic security is determined as the pres-

ence of a significant spread of the informal (shadow) labour market; at the same time, the view is maintained that the shadowing of the social and labour sphere in the vast majority for the state and hired workers has dramatically negative consequences; with regard to employers, the practice of shadow employment is beneficial to them as it leads to significant savings in labour costs. The segmentation process of the labour market is compounded by the interweaving of segments of simultaneously employed in the formal and informal economy. The division of the labour market into the domestic (covering workers employed at enterprises and organizations) and external (determined by the quantitative and qualitative composition of the unemployed) makes it possible to note that the latter is the main source of threats to the country's economic security and needs to be assessed in detail. The inevitability of the modification of segmentation of the labour market in connection with the dynamics of conditions of the socio-economic development of the state is determined. Trends of labour market segmentation in the conditions of scientific and technological progress and the threats that appear in this connection are outlined.