

The essence and tendencies of labour mobility formation: national problems

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The article emphasizes that the world around two millenniums undergoes large-scale, multi-vector, ambiguous, contradictory changes. It is stated that these changes open not only new and unprecedented opportunities but also create threatening challenges and dangers. It is established that a man was completely unable to adapt to the changes that he himself has made in this world. First of all, it refers to labour mobility, which reflects the adaptation of the labour market to structural and business changes. All this determines that among the most important problems of our time, one of the leading places belongs to the problem of mobility in general and especially the problems of labour mobility.

Taking into account the significance and versatility of the concept of "mobility", its research was conducted from the standpoint of various social sciences. This made it possible to differentiate the notion of mobility, to define its philosophical, social, labour, professional, educational, economic, and other aspects. However, the versatility of approaches to the study of labour mobility does not give a clear picture of the factors affecting it and ways to increase the mobility of labour in Ukraine, which proves the relevance of this study.

The purpose of the paper is to study the genesis of the concept of "labour mobility" in terms of its constituent components, based on the consideration of theoretical and methodologi-

cal approaches, the analysis of the main factors influencing it, and the development of economic measures aimed at its activation in the new economy.

In order to achieve this goal, the approaches to the interpretation of the concept of "labour mobility" are generalized in the research process. Objective and subjective aspects of labour mobility are considered and analysed. The main factors influencing them are highlighted. Three models of the strategy of adaptation of workers before the crisis are described. Traditional and innovative forms of these models are identified, the causes of which are not unambiguous. The specific character of these strategies and forms in the present conditions of Ukraine is revealed. It is determined that the spontaneous adaptation of working citizens to hard social realities forms "crisis thinking". It is proved that "crisis thinking" is a factor in the expansion of the migratory sentiment of the Ukrainian population and in the reduction of labour productivity. It is determined that the problem of "crisis thinking" can become a reason for the conservation of the difficult economic situation and the containment of the socio-economic development of Ukraine. A system of measures aimed at overcoming this phenomenon by creating conditions for the development of productive abilities and their effective implementation is proposed.