

# **TRANSFORMATION OF THE SYSTEM OF FINANCIAL INCENTIVES IN THE CONTEXT OF CORRECTING OF THE INDIVIDUAL LABOUR MOBILITY**

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The foundation of the most dramatic positive changes that are taking place within any national economy and which Ukraine badly needs in conditions of prolonged economic and political crisis, advocates individual labour mobility. Its state vector leads not only to the size and structure of labour resources of each state, but also the prospects for increasing the efficiency of production and living standards.

Our state is now dominated by negative trends in individual labour mobility; it is accompanied by the impoverishment of the people, folding businesses and innovative initiatives, protracted economic downturn and the degradation of society as a whole. And this is at a time when, in the face of constant changes in the labour market, formation of the modified forms of employment, there is a need in the emergence of innovative channels of mobility, adequate to modern realities and demands, awareness of the need for greater investment in human capital, intensifying essential powers and overcoming passive consciousness of the population of our country.

So there is an acute need to identify opportunities to promote mobility to accelerate the speed of response and adaptation of people with current changes in society, the growth of employment and economic activity, maintaining workers striving to improve educational and qualification level, encouraging the development of self-employment, forming a basis for the positive the dynamics of social production. After chaotic individual labour mobility is not conducive to

the efficient reallocation of labour across sectors of the economy and the rapid adaptation of workers, and immigration as one of the channels of mobility can lead to the loss of essential human resources. Accordingly, these processes require control and, above all, the public. It becomes important to review priorities for the rational use of the labour potential of Ukraine, socio-economic and educational policies.

Individual labour mobility. It is a conscious and deliberate legitimate need, temporal transformation of motivation, contents and process components activities, professional and human geographic position, which is implemented as a result of the revitalization and development of the essential powers of the individual, and responding to the impact of regulatory institutional mechanism through the choice of forms and directions of mobility.

Among these factors it is advisable to identify: a) unsatisfactory dynamics and structure of income; b) significant social inequalities and lack of a strong middle class, stratification of society; c) deformed economic system of the country.

The most significant of the factors in Ukraine should consider the dynamics of income. So in general we can say irrational structure of revenues and the behaviour of Ukraine's population, the low level of economic activity and individual labour mobility make a significant influence on the financial decisions of macroeconomic factors. It should be mentioned low propensity to save, which has a negative impact on their investment potential.

The main priorities of transformation of the system of financial incentives in the context of the adjustment of individual labour mobility at the macroeconomic level: 1) review of the mechanism for the distribution of income, ensuring a fair tax optimization, promotion of the middle class, introduction of a progressive scale of taxation of corporate profits and personal income based on their social status, as proposed by K. Schwabiy; 2) gradual improvement of standards of wages by accelerated growth of the minimum wage (with substantiation of a higher labour costs), a living wage and real income compared with GDP growth; 3) increasing the efficiency of state social support through its assistance reorientation from all vulnerable to the most needy, providing better social assistance addressing by improving the legal, methodological and technical support; 4) formation of a new model of economic system that

builds on the socialization of the economy, development of high-tech, export-oriented sectors of production, increasing the share of state ownership and improving its role to stimulate the development and innovation in all sectors of the economy while improving investment climate in the country.

The main priorities of transformation of the system of financial incentives in the context of the adjustment of individual labour mobility at the microeconomic level: funding for professional development, training and retraining of personnel; corporate programs for the prevention of occupational diseases and improving general health of workers; stable and fair wages, availability of additional incentive payments and effective motivational system; creating conditions for rest and leisure; attracting employees to participate in capital; social insurance of employees.