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**FORMATION OF DATABASES FOR THE STUDY
AND REGULATION OF THE UKRAINE' WORKFORCE
COMPETITIVENESS AND MOBILITY**

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The asymmetry of processes of settlement and production systems' territorial organization, that for a long time has been studied by world science on a national and cross-border scale, affects the functioning of labor markets, determining its vectors, stimulating or limiting the competitive potential and movement parameters of the workforce (individuals and groups of formal and informal employment' searchers). As a result, these asymmetries are constantly in need of study and are in the process of being settled, creating both factors for their strengthening (in particular, on the basis of dynamics in the skilled and unskilled workers' concentration in the labor market and asymmetries of their mobility), as well as conditions for these disparities' productive use by economic competition' objects (separate enterprises, economic activity' sectors and types, countries and their groups) within the competitive fields of micro-, meso-, macro-levels respectively, each of which has a national and international scale.

The quality of study and regulation of the workforce' competitiveness and mobility parameters depends on the validity of databases that characterize the processes and trends in the dynamics of the spectrum of immanent characteristics.

In particular, it is advisable to form and monitor a set of indicators that reflects the functioning of national employment spheres and labor markets in the conditions of scientific and technological progress. This phenomenon of human civilization gradually intensifies and increases the density of a wide range of interpersonal and inter-community communications (information, cultural, spiritual and ideological; technological and product; transport and transit ones), which results in:

- the rapid expansion and consolidation of transnational structures focused on drastic reduction in production costs and increase of the profit rate through diversification of production capacities in regions of concentration of relatively cheap raw materials and skilled labor, as well as on decrease in the time of transit both the range of production resources, semi-finished and finished products to consumers;

- the specialization of growing range of countries on offer in foreign markets a limited list of raw materials, semi-finished products, finished goods and services in quantities capable to meet the needs of macro-regions and the world as a whole;

- the tendency to establish macro-regional and global standards of management, lifestyle and consumption in all its spheres;

- the reduction of material and time costs for emigration and pendulum labor migrations (in particular, interstate ones), as well as leveling the aggregate of socio-cultural factors that determine the pace and possibilities of migrants' integration and assimilation in territorial and functional communities regardless of their location and state affiliation (the socium' functional communities include, in particular: labor collectives; the workforce of various associations of enterprises, economy' sectors, branches and their clusters; range of employers' associations and trade unions).

Therefore, the issue of development and monitoring of databases formed according to the relevant characteristics of national workforce and labor markets, which are influenced by the economic and socium-forming processes' globalization, is interdisciplinary [1–5]. In order to improve the public administration efficiency, first of all, we should develop databases (information ones, as well as databases formed with standards and benchmarks) that reflect:

- subjectively and functionally oriented mechanism for ensuring the balance of the territorial labor market with an aggregate of influence levers (economic, administrative, legal, information);

- socio-economic factors, manifestations and consequences of the formation and implementation of labor market asymmetries in conditions the network society formation in Ukraine as a country with contradictory trends of modernization of the economy, social protection sphere and civil society;
- specifically business and general economic aspects of the natural asymmetries' impact on the labor market (in particular, gender, age ones);
- assessment of the framework, scale and pace of formation of the national workforce' and labor market' disparities in the context of European integration processes on the macroeconomic turbulence background;
- modern domestic problems of the labor market and employment in the context of implementing the priorities of rapid economic growth policy;
- overcoming the asymmetry of specialized and territorial labor markets (particularly rural) in a set of measures on reproduction and realization of the labor potential of industrial regions, transport complex, rural areas.

Monitoring of relevant databases taking into account multiplied influences of globalized economic, normalized consumer, worldview and communication factors (intra- and inter-community) will ultimately contribute to the systematization of state policy priorities on mitigation and preventive response to relevant issues, distortions and disparities in the labor market and international rating assessments of the domestic economy in general, including in the direction of productive use of the asymmetries' potential, which (with the intensification of Ukraine's integration into global socio-economic structures) are always formed in the areas of a workforce' professional potential reproduction and realization.

On the other hand, the use of these databases in the state and public administration practice will meet the needs of the country in reproducing the principles of its own identity and sovereignty (including by ensuring proper filling and deficit control of budget, as well as a range of budgetary and non-budgetary funds to meet common public and socially necessary needs that determine the key parameters of states and sociums' sustainable development). This purpose is achieved by protecting and promoting the national producer, diversifying the economy through increasing the share of closed production cycles and sectors of innovative activities, raising productive employment through incentives of wages' and social protection parameters that can provide decent living standards to workers and their families.

Interaction of interests of powerful macro-regional and transnational economic actors, national subjects of economic competition and state formation within the framework of the highlighted trends establishes numerous asymmetries of the national labor markets which face, in particular, with:

- a narrowing of employment in traditional spheres;
- an imbalance of supply and demand for consumer goods and services of traditional and innovative assortment in domestic and foreign markets (and in the latter case – a reduction of absolute figures and share of domestic producers' relevant export);
- mismatch between domestic educational, organizational, technological standards of the life spheres spectrum and modern macro-regional and world practice, and hence, as a derivative, inconsistency of available professional and qualification potential with requirements of rapidly growing specialized (including innovative) activities with foreign capital substantive share;
- cross-border outflow of qualified personnel and the population of older pre-working age to countries with higher living standards (wages, level and quality of life, social protection and inclusion);
- threats of marginalization of less competitive population, involved in economic activities in specialization' traditional areas and service sector of territorial economic complexes (especially monospecialized), due to the establishment and deepening of unproductive and temporary (including seasonal) employment.

The urgent task of a long-term state strategy for the socio-economic situation' stabilization and sustainable development of Ukraine during its consistent integration into common civilization and global economic processes is to develop mechanisms for monitoring, mitigating and preventing problems, distortions and imbalances arising in areas of workforce, its professional and qualification potential' reproduction, productive use, decent wages, social protection (in particular, health care, pension provision) of hired labor and self-employed' economic activity, territorial economic complexes' specialization and diversification, efficiency' increase (among other, legalization) of internal and cross-border labor migrations under the influence of unstable processes of foreign and domestic capital (investments') movement, economic sectors and activities' transnational corporatization, modernization of technical and technological base of economic management and other life spheres, standards' unification of economic management, labor activity, vocational education and competences, intercultural interactions and international cooperation' cardinal revival.

Simultaneously with the investment processes optimization (in particular, territorial and sectoral investment flows) and the national economy diversification, as well as improvement of state lobbying mechanisms of national producer interests in foreign markets, there are a number of important factors in adjusting the asymmetries spectrum in national and regional labor markets, such as: optimization of social and territorial mobility' basic factors (based on a socially sufficient income level, implementation of state policy

measures for regional disparities' self-regulation through the development of areas with special management regimes and innovation infrastructure, targeted job creation, promotion of local programs of recruitment and everyday life arrangement of the necessary workforce); the population "activation" (by means of stimulating entrepreneurship, self-employment and economic entities' innovation activity, legalization of cross-border and interregional labor migrations, improvement of labor resources' professional and qualification potential in accordance with the needs of implementation of the economy' modern technological mode).

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