

ORGANIZATIONAL AND ECONOMIC PRINCIPLES OF FORMATION AND USE OF HUMAN CAPITAL OF UKRAINE'S AGRARIAN SECTOR OF ECONOMY

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***Abstract.** In this article are considered the problems of the formation and use of human capital of Ukraine's agrarian sector of economy. The special attention is paid to the study of the root causes of unemployment and migration of rural population. The main attention is paid to the problem of self-employment research of the population that live in rural areas. And also in this article are proposed measures to reduce unemployment in rural areas.*

***Key words:** agricultural enterprises, population, unemployment, self-employment, private peasant farming.*

JEL: J21, J24, J43, Q10

UDC: 338.43(477)

Significant changes and active social processes that take place in the village require the formation of new social relations, the central figure of which is a peasant, as a defining resource in production. In the present conditions of complicated socio-demographic situation in the countryside, job cuts in agricultural industry its productive employment which is realized in the field of work activity is a decisive factor in solving urgent problems in the industry. The question of employment of rural population increase of workforce productivity and productiveness on this basis improvement of economic relations with further structural rebuilding of the agrarian sector organizational forms of homekeeping widely researched by well-known scientists in particular mainly: V.G. Andriychuk, D.P. Boginya, O. H. Bulavka, V. S. Diyesperov, S. M. Zlupko, S. H. Kaflevs'ka, YU. M. Krasnov, D. F. Krysanov, H. I. Kupalova, E. M. Libanova, M. Y. Malik, L. I. Mykhaylova, O. I. Pavlov, V. M. Petyukh, I. V. Prokopa, P. T. Sabluk, V. M. Skupyy, L. O. Shepot'ko, O. H. Shpykulyak, V. V. Yurchyshyn, K. I. Yakuba and others.

However, in the conditions of a long crisis and the withdrawal of the state from the appropriate financial assistance to the countryside on the development of rural areas the question of the employment of the rural population requires further research. Special attention is required to study directions of formation functioning of employment in the countryside in the context of improving the demographic situation and social protection of rural areas restoration and development of social infrastructure of the village and rural areas. The foregoing defines the relevance of the article.

The development of rural areas directly depends on the quality of management of labor potential (laying the groundwork for its preservation and reproduction, creation of opportunities for effective application of labor activity, regulation of workers mobility, etc.) [1]. Assessing the state and prospects of improving the situation regarding the development of the labor potential of the village and providing rural populations with jobs, we should focus on the following aspects: impairment of the value of rural labor and the provision of large agro-enterprises extensive agriculture; underestimation of the contribution of private farms (small landowners); shadowing of the rural labor market; destruction of social infrastructure and non-professional forms of support and development of human potential of rural territories; insufficient attention to the diversification of the labor market (to the non-agrarian employment); migration processes in rural areas.

Land is the fundamental national wealth that is under special state protection. (Constitution of Ukraine, Article 14). Removing the state from management. Removal the state from the state's management redistribution and common property in the countryside is the cause of the essential differentiation of the population is the cause of the essential differentiation of the income level of the population, possession of land and property. The land is actually concentrated in a small number of owners, reduced the efficiency of the use of land, decreased profitability of small and medium-sized farms. Excessive concentration of land is turning into a monopolization of the agrarian market and lowering the efficiency of land use, the

application of extensive technologies and outdated forms of labor organization, making the agricultural sector of Ukraine ineffective, and employment in it is not prestigious [2].

According to Ukraine's State Committee of Statistics in the first half-year of 2017 the number of employed population at the age of 15-70, which live in rural areas was 5.0 million people. Among the employed population in the countryside two thirds of them were hired, almost a third were self-employed, and 1.0% were employers and free-working family members. The employment rate of the population living in rural areas was 54.0% in the first half-year of 2016 – 54,3%), among the urban population - 56.9% (in the first half-year of 2016 – 57,1%). The number of unemployed people at the age of 15-70 in rural areas were 584.6 thousand people. In the first half-year of 2017 unemployment rate (according to the methodology of the International Labor Organization) in the countryside was 10.4% of the economically active population (in the first half-year of 2016 – 10,4%). The main causes of unemployment in the countryside are: seasonal nature of work and dismissed because of economic reasons and in urban areas – voluntary redundancy, negotiated resignation and also dismissed because of economic reasons.

Orientation of large farms for export, increase in the volume of cultivation of rapidly recovered and less labor-intensive industrial crops (which exhaust the earth) monopolization in the harvesting regions doesn't lead only to rising food prices and insufficient security the domestic market of certain food products, and also to the permanent dismissal of people employed in agriculture and reducing their income. Agroholdings actively reduce the number of employees (ensuring employment only the fifth part of the able-bodied rural population) and reduce the cost of wages [3]. Share of annual wages fund in the cost of production of agricultural enterprises - 9,7% (if the profitability is not less than 50% - 4.7%). Competitive advantages of domestic agricultural products are achieved largely due to the exploitation of the land (step of development of the land fund - 72%) and cheap labor [4]. Heads of enterprises often do not comply with the requirements of legislation about the size and terms of payment of wages [5]. The average wage of agricultural workers in August 2017 was 5797 UAH, which is 7.9% less than in July 2017, but 48.9% more than in August 2016.

Ukrainians are massively dissatisfied with the level of their wages. Recent studies have shown that 72% of respondents are very dissatisfied with the level of their wages, 18 are dissatisfied, 6 are partially satisfied and only 4% are satisfied. Unfavorable wage conditions push the most active part of the population towards labor migration. The total number of illegally employed and labor migrants is now estimated at more than 8 million people.

Wages are not the main source of money for the peasants (42.5% of their cash income in 2011). For 55% of the rural population, the main way of self-sufficiency is the management of private plots. In the conditions of the crisis state of employment in large-scale agricultural production, private economy became a means of survival and the main area of application of labor peasants. Production in personal peasant farming with land use up to 1 ha (56.3% of the total number of personal peasant farming) is directed primarily at satisfying the needs of the family. The most active part of the rural population combines farm management with trips to earnings to cities [6]. The productivity of personal peasant farming is low, labor is mostly natural with difficult and inappropriate conditions. However, small volumes of production make investments in personal peasant farming mechanization unprofitable. Due to the low level of development of rural territories, small size of land, lack of financial assets, equipment, high prices for means of production (seeds, cattle, which are purchased at retail prices), low quality of infrastructure and lack of access to outlets and so on personal peasant farming can not get proper added value and provide a positive cycle of accumulation and investment (or spend a significant part of it on intermediaries) [7].

Members of personal peasant farming are in less favorable conditions than engaged in other types of activities. Art. 4 of the Law of Ukraine "On employment of the population" relates members of personal peasant farming to the busy population keeping repeatedly criticized the norm of the Law of Ukraine "About amendments to some laws of Ukraine on reducing the impact of the global financial crisis to the sphere of employment of the population " No. 799-VI dated 25.12.2008). Members of personal peasant farming are considered to be busy when personal peasant farming work for them is basic, and calculated monthly income per member of personal peasant farming equal to or greater than the minimum wage [8]. However, the size of a plot of land per member of personal peasant farming often do not provide a real opportunity to

ensure their actual employment and receive income from farming, which would be enough for normal existence. Besides for the population which is self-employed in agriculture or working on personal household plots there are not any requirements for payment of insurance premiums to the matching funds, therefore, in the event of the loss of the possibility of carrying out its activities, they can not count on an adequate level of social protection of the state [9]. The current procedure for recording activities of personal peasant farming is also problematic, in particular in the part to the acquisition or loss of membership in it, which does not allow many peasants in need of unemployment benefits to receive appropriate public employment services.

Although the part of personal peasant farming in the gross production of agricultural products made up more than 55% they do not have any impact on the market (55% of the total land area belongs to large enterprises). Personal peasant farming - the leading supplier of agricultural products to the domestic market - do not have even the support of the state, which preserves their low productivity, reduces motivation to agrarian labor and strengthens a welfare mentality in the village [10].

There are some unsolved questions of accounting work experience for the members of personal peasant farming, adequate pensions, insurance against accidents and other types of social protection. In accordance with the legislation of Ukraine activities related to the conduct of a private peasant farm, does not belong to the business. Insufficient legal regulation of the activity of such farms, the status of employed persons, lack of proper state support, cause considerable difficulties for the peasants working there, leads to the existence of a "shadow" labor market.

Low productivity of rural economies is due not only to the insufficient level of application of agricultural technologies, but also a significant shadowing of the stages of supply chain: because of decline indicators of productivity one third of trade turnover is in the shadow [11]. The level of shadowing of the domestic agrarian sector is estimated in the range of 15-20% (contribution to informal GDP according to the results of the first quarter of 2012, about 1.5 billion UAH). Shadowing also determines employment of rural population: in the age group of 15-49 years, the employment rate in the informal sector is 3.5 times, and in the group of 50-70 years - 5 times higher than the corresponding indicator for the urban population. The point at issue is about unregistered production units of households, and about individuals and legal entities, which work without the conclusion of employment contracts, and about unlicensed activities in the sphere of harvesting and selling berries, mushrooms, timber, fish, etc. The shadowing of rural employment increases the burden on social insurance funds, from which the relevant persons receive funds in connection with poverty and unemployment, though, some of them are not poor or unemployed [11].

According to the results of a sociological research among rural youth conducted by Ukraine's State Committee of Statistics it was found that out of almost 426 respondents 29.4% are dissatisfied with their work.

The low prestige and unattractiveness of labor in the countryside for young people is mainly explained by the lack of proper production, labor, material, socio-cultural and living conditions of work and living.

In particular, this is proved by a survey of school leavers of general academic schools and also educational institutions on the direction of the agricultural profile. So they do not want to work in this industry because the salary is low – 31.2% of the respondents; low level of mechanization of production processes - 24.7; the work is not prestigious and unattractive - 16.4; imperfect organization of labor - 11.4; unsatisfactory sanitary and hygienic working conditions - 10.5; limited choice of occupations, specialties, jobs - 5.8%.

Speaking about the forms of management, the respondents preferred cooperatives, small and joint venture companies. According to the number of people willing to work in agriculture, the abovementioned enterprises came in the first place (44.3%), private farms of citizens - on the second (19.2%), then - agricultural enterprises (17.2%), farms (14.3%) and state agricultural enterprises (5.0%).

Gives rise to concern the fact that every fourth of the respondents will work in the village for the time being, but at the first opportunity will try to move to live and work in the city. Consequently, they can be considered potential migrants. However, the desire and intentions of children in this support a significant

part of their parents. So 39.3% of the respondents answered that their parents want them to work in the city, and 27.3% - to live and work in the village.

As the study shows, in this way, for most graduates of rural schools, which have already been trained as cadres for agriculture this industry is not prestigious for their work. At the same time, in the process of agrarian transformations, the emergence of market relations in a certain part of rural youth, there is an interest in independent management and entrepreneurial activity. So, every fifth respondent wants to organize his own business and set up his own agricultural enterprise. The proportion of those who wish would be even greater if favorable conditions were created, as the development of entrepreneurial activity hinders in their opinion (in order of priority): impossibility of profitable sales of products, lack of initial capital and inaccessibility of credit, insufficient level of education, opposition of managers of different levels, difficult economic and political situation, etc. [12]. At the same time, youth admit: various forms of ownership of agricultural land (46.2% of respondents), private (29.7%), collective (14.6%), state (9.5%). Young people are more loyal than other categories of people to work for a fellow villager, relative, or other private entrepreneur. Effective management of the labor potential of the village requires improving living conditions, work, life, leisure of the population; improvement of the demographic situation; strengthening the stimulating and reproductive function of wages; creating conditions for an effective combination of family and work responsibilities [13]. It is important to equalize internal and interregional imbalances (including between urban and rural areas), but this area requires significant financial, managerial and institutional resources.

The current Law of Ukraine of October 17, 1990 No. 400-XII "About priority of social development of the village and agro-industrial complex in the national economy" still remains the only act that determines real measures for the social development of the countryside, providing a list of priority organizational, economic and legal measures to be implemented in rural areas. In particular, the minimum size of state centralized investment aimed at strengthening the material and technical base of the social sphere of the village and agro-industrial complex should be at least 1% of GDP (for the construction of non-productive purposes in rural areas, at least 50% of state investments provided for by this Article shall be directed). However, the Law is not being implemented, especially in terms of providing the village with a city advantage (per capita) in the construction of housing, educational facilities, culture and sports, health, life, trade, gas, water and electricity, communal facilities, etc., as well as providing high-quality medical, cultural, sports, communal, transport and trade services for the village [14].

The analysis of statistical data shows that the overwhelming number of villages is outside the scope of social services. According to Ukraine's State Committee of Statistics villages are not provided with schools today - 51.4%, 70.8% of villages do not have children's kindergartens, 41.2% - institutions of club type, 46.6% of the total number of villages do not have required for each village doctorate-obstetric item. There are not any objects of social infrastructure in villages with a small number of inhabitant, household services almost completely decreased in the countryside. The problems of the improvement of villages, housing and utilities and engineering support are being solved at a fairly slow pace. A little more than 40% of rural streets have a solid coverage and are lighted [15]. From 1990 to 2009, the village educational network of institutions across Ukraine decreased by 3.8 thousand preschool institutions, or 69.8%, 1.6 thousand general educational establishments, or 89.4%, 4.5 thousand cultural buildings, clubs, or 78.6%, 1.3 thousand paramedic and obstetric centers, or 92, 1% and so on. The retail network in general was down by 46.6 thousand stores, or by 23%, by 10.5 thousand catering establishments, or 42.6%. According to the aforementioned socio-economic research made by Ukraine's State Committee of Statistics in rural settlements, not all social facilities function. Due to the lack of funds for their reconstruction, repair and maintenance for their intended purpose, only 63.2% of households are operating in Ukraine, 78.9% of children's preschool institutions, 97.3% of shopping centers. Even not all primary schools (95.5%) and hospitals (99.3%) are functioning.

The provision of social infrastructure objects has a clear tendency to decrease - now there is one hospital in 29 villages, a kindergarten - in three villages, a school, a clubhouse and a nursing and midwifery point - in two villages. According to Ukraine's State Committee of Statistics 70.8% of the total number of settlements in Ukraine did not have children's kindergartens, including 36,5% with the

number of children under 6 years of age - 20-50 persons and more, in 51.4% of settlements there are no schools, 36.5%, where the number of 7-17 year-old children and young people was 20-50 people or more.

The level of social adjustment of the village settlement and rural areas in general can only be achieved by comparing the volumes and qualitative characteristics of their condition in space and time.

First and foremost, for this purpose, priority directions of development of social development of rural areas should be determined, taking into account the availability of financial support for it.

However, in the state and local budgets there is not enough money not only for the construction of new ones, but also for the maintenance of functioning social infrastructure objects. The Ukrainian village is in a financial decline, so there are many problems in this regard. Almost completely suspended social development processes [16].

Thus, in 2016, due to all sources of funding, the total housing area was put into operation by 16.6% less than in 1990, built apartments for 1 thousand people by 57% less, only 5.2 thousand pupils' places were put into operation in general education schools, which is 8.5% of the places introduced in 1990. And this despite the fact that the expenditures on education in Ukraine in 2016 amounted to 23.9 billion USD and against 2008 increased by 11.0%.

With expenditures on health care UAH 7.5 billion. only 48 beds in district hospitals and 212 beds in outpatient clinics were introduced in the village, which, before the introduction of such in 1990, was 0.8% and 1% respectively. A similar situation has arisen regarding the introduction of other social infrastructure objects.

The transfer of communal property of social infrastructure objects belonging to agricultural enterprises is not provided by filling in local budgets with appropriate finances, and agroholdings, as a rule, do not see the need to create (support) social infrastructure facilities, although it increases the attractiveness of the territory, contributes to the improvement of the quality of labor potential, inhibits the disappearance of the able-bodied population, the destruction of settlements and non-agricultural spheres of the rural economy. In turn, increasing the well-being of peasants and solving their social problems is possible only thanks to the integrated development of rural areas by increasing the growth rates of labor productivity, increasing productive employment (including non-agricultural areas), and developing entrepreneurship. Decrease in the level of employment, lack of quality jobs, destruction of non-agricultural sectors and low opportunities for alternative employment in rural areas. In Ukraine, the employment policy is implemented through state and regional programs aimed at supporting vulnerable groups of the population (persons with disabilities, youth, women, elderly persons), however, the proposed measures, mainly aimed at adapting the labor market to the existing economic realities, and they do not solve the issues of efficient employment of the population.

In the early 1990's rural areas were considered labor-free, but since 1994, the unemployment rate of peasants exceeds the same indicator for urban population. In 2009, the negative situation was complicated by the partial return of peasants released in the cities due to the financial and economic crisis. At the end of 2012, the burden on one job in agriculture was 55 people (from 14 in the Crimea to 608 in Lugansk region and 302 in Cherkasy region). At the end of 2011, a similar figure was 43 people per one vacant place (from 16 people in place in the Crimea to 164 people in one place in Cherkasy region). Although the above statistics do not fully reflect the state of things, because it is calculated only for agricultural workers (data on nonagricultural employment in the reporting "Number of rural unemployed and agricultural workers and their employment by region" are not given), but it shows that the problem of rural unemployment has become much worse.

Over the years of market transformation, a category of rural population has emerged, unemployed people, who for a long period of time can not find work and from year to year, their number increases slowly. According to statistics, in 2009 in Ukraine, the unemployed of able-bodied age in the village were 502.0 thousand people, or 8.2% of the total number of economically active population, and in cities - 1454.6 thousand people, or 10, 2% of the total number of economically active inhabitants.

Certain changes occur in the age structure of the rural population. In the context of the general tendency towards a decrease in its number, the group of able-bodied people increased, which is important for the reproduction of the rural labor resources.

At the beginning of 2010, the load of one vacant workplace by skilled workers in the sectors of agriculture, forestry and fisheries was 53, which is today the largest among the remaining occupational groups.

The given data testify to the significant negative impact of market agrarian transformations on the employment of rural population. It can be stated that the consequence of this was a significant narrowing of the possibilities of employing labor in the countryside, as we have already noted. Certainly, the special tension and pressure on the rural labor market has led to too much reduction in the level of employment in agricultural enterprises.

At the same time, the industrial and processing enterprises stopped working, the scope of service was curtailed, the construction in rural areas declined, etc., which also substantially increased the above-mentioned tendencies of employment in the countryside.

The change in the natural base of employment formation is mainly influenced by the change in the size of the rural population and population of villages. Therefore, for their self-sufficient development, the most important problem of the present is the replenishment of labor resources in agricultural production and processing industries of agricultural activity. It is extremely important at the same time not to exclude from the field of view the social and ecological functions concerning the organization of workplaces in one or another rural area.

It is known that the best opportunities for employment and professional growth existing in cities, where, respectively, higher wages and real incomes, better working and living conditions, and the ability to meet diverse needs were always attracted by peasants and especially rural youth.

These factors are the main reason for the depopulation of villages and the reduction of settlements.

It is possible to identify long-established trends in the countryside, primarily related to the economic situation in agriculture. Undoubtedly, the general demographic situation in the countryside, in particular, depopulation processes, changes in the age structure, aging and extinction of the inhabitants is the most noticeable factor of influence.

It should be noted that the real state of unemployment is much worse than officially registered. That is, the phenomenon of hidden unemployment, the volume of which, according to various estimates, reaches 30-50% of the number of employed.

Thus, according to the calculations of the Institute of Economics of the National Academy of Sciences of Ukraine, hidden unemployment in the agrarian sector of the economy reaches an average of 38% of the total number of employees. In general, in the village, the amount of hidden unemployment is 900-950 thousand people, while the actual unemployment rate of the working-age population in rural areas is estimated at 2 million people.

The level of agricultural development in Ukraine (72.0%) is such that there are almost no reserves of extensive involvement of new lands. Thus, the resources of the hired labor of the peasants in the agrarian industry are almost exhausted, which, in the absence of a choice of economic activities, is the main source of income generation. The solution of the problem of rural employment lies outside the sphere of agrarian production as such, and it is necessary to focus on the diversification of forms of employment in the non-agricultural sector of the rural labor market, with which the development of the village is closely linked.

The development of non-agricultural employment, absorbing the labor force released from agricultural enterprises and households, will significantly expand the scope of rural labor attraction; to form a multi-sectoral employment structure of the rural population; slowing down the pace and minimizing the negative effects of rural migration; create conditions for the consolidation of youth in the countryside through the development of productions that require high qualifications; increase rural incomes and reduce poverty, increase labor mobility; to form employment focused on the value orientation of different social strata of the rural population [17]. Multifunctional development will contribute to reducing the dependence of rural areas from economically developed cities, as well as provide an opportunity to increase the number of employed people among categories that need additional support in the labor market. The most important sectors in terms of rural employment are the processing industry, wholesale and retail trade, transport and education.

Non-agricultural employment can offer alternatives for the development of labor or professional development, which for individuals are more attractive than agriculture. The experience of the countries of the European Union reflects that rural areas, where non-agricultural employment growth is observed, changed the characteristics of the rural environment. Trade with non-agricultural products, transport networks and a wide range of services focused on production, consumer and entertainment needs, significantly strengthen the links between cities and rural areas nearby. This approach enables rural residents to have better opportunities, reduces the gap in quality of life between rural areas and cities.

Given the above policies directed at rural areas, it should focus on providing incentives for employment in the non-agricultural sector, as well as on the ability of households to meet these incentives. Implementation of state support in the direction of rural development should be concentrated on the combination of related activities of the "yellow box" (development of individual enterprises, industries) to the unrelated support of the "green box" (administrative costs, rural development, breeding, education, land reform, environmental protection) - measures for the development of rural areas. This would increase the efficiency of using budget funds in the agrarian sector and ensure the development of rural territories.

Due to the low wages in agriculture, villagers are trying to find employment in other sectors of the economy (only 60% of the peasants work in the place of residence) [18]. This is most characteristic of young people, which affects the decline in fertility in the countryside, aging of the population, reducing the number of workers and deteriorating the quality of the labor potential of the village.

It should be noted that the average size of youth earnings in rural areas is less than in urban areas, and in the agricultural sector it is one of the lowest in comparison with other branches of the economy. It is through low wages that full reproduction of the workforce is not ensured and there is no possibility to properly maintain the family, a significant part of rural young families have incomes, they do not provide the subsistence minimum. In addition, the amount of wages is almost not coordinated with the results of the work of employees. Besides, arrears in the payment of wages. Labor remuneration is often replaced by various types of in-kind payments and, in fact, has lost its stimulating role in increasing labor productivity, performing only an accounting function.

In the opinion of half of the respondents, their families do not always have enough money, although they save on everything, even on food. All of the above factors led to the fact that 82.8% of young people see improvements in the living standards of the villagers primarily due to higher wages. That is why half of the respondents assess their financial situation in comparison with other villagers as: below the average - 28.1%, low - 18% and very low - 3.3%, which does not contribute to the welfare and creation of young families, does not stimulate birth children, undermines health and causes social and psychological stress.

The employment analysis conducted in the village, particularly young people, shows in general that its interbranch structure is deformed. In the branches of material production work more than 80%, and only the rest in the non-productive sphere, in education, culture, health care, household services, etc.

Too many rural youth have abandoned the attractive labor on farms, complexes, and in the processing industry, because all this industrial work in the past. Cooperative associations and cooperatives require much less workforce. But its carriers, education and quality must be much higher than the previous criteria and must fully comply with international standards.

Currently, there is a direct proportional trend in the growth of the number of employed people at the place of residence registration by type of economic activity and the number of inhabitants in rural settlements. Thus, in rural settlements with a population of up to 50 people, the percentage of employment is 26.8%. At the same time, in densely populated areas - up to 50%. Thus, more than 70% of inhabitants of rural settlements with a population of up to 50 people migrate. It should be noted that almost 1,300,000 employed people work in urban settlements, 384 thousand people - outside the region, 205 thousand people - abroad.

According to the results of a survey of rural migrants in the Khmelnitsky region, individuals (age groups 18-29 and 30-39 years old) are the most physiologically suitable for reproduction of the population (65.7%), including women (81.6%) who have been abroad for a long time, that is, with a separation from the family.

This undoubtedly negatively affects the process of reproduction of labor potential.

According to the level of education received - 42.2% of the persons have higher education, which makes 42.2%, including - 36.8% of women.

According to respondents' survey, in the studied region, the most important reasons for labor migration are the low salaries of rural residents - 39.2% and the lack of work - 40.2%, as well as: absence of work in the specialty - 2.9 %; lack of permanent work - 13.8%; other reasons - 3.9%.

Regarding the duration of labor migration, the situation is as follows: up to 3 years - 19.6%, including women - 28.9%; 3-5 years - 39.2%, including 39.5% of women; over 5 years - 41.2%, of which 31.6% are women.

According to the directions of labor migration, the following is typical: 26.5% of respondents in the studied region work or worked in the CIS countries. Among them more than 90% of migrants are employed in Russia, in particular in Moscow and Moscow region, Tyumen region, St. Petersburg.

According to the analysis, 73.5% of the interviewed respondents work in other countries, in particular in Portugal, Spain, Italy, England, Germany, Poland, Czech Republic, Greece, Canada, the USA, etc.

Studies show that more than 90% of respondents want to return to Ukraine provided that the following socio-economic issues are resolved:

- ensuring sustainable development of rural areas and rural social infrastructure, meets international standards and norms - 8.8%;
- availability of work in the specialty and proper social and living conditions - 20.6%;
- adequate wages, guarantees of social payments and an increase in the total income of the rural population - 60.8%;
- bringing the current legislation of Ukraine in line with international standards on social protection, stimulation and development of entrepreneurship - 9.8%.

Among the main social consequences of the migration of Ukrainian peasants, which are closely interrelated, one should highlight the following: rapid rates of aging of the Ukrainian village and an increase in the indicators of the demographic burden (the ratio of persons of incapable working age to persons of working age); as a result of a decrease in the population (density) of rural residents, the process of destroying the settler's land was accelerated. The migration caused a sharp aging of the rural population. In almost half of the regions of Ukraine, the proportion of rural residents older than working age reached a third or exceeded this amount. According to Kharchuk S.A., only about 10% of the total share of young people entering into working age remains at work in agriculture. The number of agrarian workers in the rural settlements remote from the cities is especially intensive [19].

The level of participation of the rural population in labor migration is twice higher than in the urban one - 8% of the rural working-age population (4% of the urban working-age population) are attracted to them. This is due to the fact that the rural population is more motivated to find work abroad, since it has much less opportunities to find employment in the community. The most common types of economic activity of labor migrants from the rural population were construction (59.8%), domestic work (16.8%) and agriculture (9.1%). It should also be noted that almost half of labor migrants from rural areas (47.5%) were young people (15-34 years).

It is difficult to determine the volume of labor migration in Ukraine. The main source of statistical information on migration in the state statistics bodies is the data of filled arrival / removal registers showing only the transfer from one place of permanent residence to another but does not reflect the actual picture of migratory flows.

The rapid growth of the proportion of people of working age in the total number of peasants increases the economic burden on the able-bodied population. The decrease in the number of villagers in Ukraine is allegedly in line with world trends, but there is no redistribution of jobs to adjacent sectors that are serviceable for the direct production of agrarian products (supply of means of production, production and technical maintenance, harvesting, processing, storage, transportation and sale products, road transport, communications, etc.). So, the main task is not to preserve the number of rural residents per se, but in conjunction with the optimization of the division of labor in rural areas and the diversification of employment.

The state must shape the behavior of economic actors, primarily employers, on the principles of sustainable development (with an emphasis on the social component of rural development, effective management, de-agrarization of employment and preservation of the natural environment of the village). From the point of view of state policy, attention should be focused on the effectiveness of investments in the social sphere, and the priority should be the optimization of the labor market and the sphere of labor relations (including ensuring compliance with the current labor legislation by employers, supporting personal peasant farming, promoting de-agrarization of employment, etc.). To mitigate the problem of rural employment, it is necessary:

In addition to promoting the growth of profitability of agricultural enterprises, including through increasing labor productivity, state policy should be aimed both at encouraging owners of agro-enterprises to increase the share of the wage fund for hired labor for peasants (wages should become the main part of personal income), and control over the strict observance of legislation by owners in this area from outside. In the absence of state control, large landowners will continue the policy of understating wages and purchasing prices for products of small agricultural enterprises (including personal peasant farming).

To ensure the growth of personal incomes of the rural population, it is necessary to promote the intensification of production in enterprises and in personal peasant farming by:

- development of state policies aimed at supporting a small agricultural producer. In particular, despite the fact that the development of domestic agro-production occurs in conditions of an increase in the number of personal peasant farming with mechanized labor and irregular working hours, to direct the state's assistance to provide personal peasant farming with small mechanization facilities or to promote the formation of enterprises (cooperative associations) that provide personal peasant farming with the relevant services. Concentrate state and regional agrarian policy on establishing integration links between personal peasant farming and other sectors (marketing, processing, etc.) and creating an infrastructure for support;
- implementation of policies aimed at the formation of commodity-type farms (including personal peasant farming), expansion of volumes of intensive crops production and livestock breeding development;
- to facilitate the conduct of a small agricultural producer of production to promote the development of production cooperation and the introduction of a system of non-financial state support. Cooperation also provides for the merger in the following areas: processing and sale of products; supply of means of production; crediting; production service. Non-financial state support should include: state regulation of product sales (monitoring and forecasting prices); analysis of samples of soils, water, animal health; providing advice for various manufacturers' industries; promotion of transportation of products. It is advisable to introduce the construction of centralized state and private storage facilities and create a system of crop insurance;
- raising the professional level of managers of farmers and private farms in agricultural higher and secondary specialized educational institutions and setting up advisory services to assist agricultural production in oblasts and regions.

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Received: 20.11.2017

Reviewed: 14.12.2017

Accepted to publishing: 22.12.2017