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### **THE CURRENT STATE OF THE LABOR MARKET ON THE BASIS OF INTERNATIONAL MARITIME ORGANIZATIONS STATISTICS**

Despite the very high availability of literature on the general topic of demand and supply in the markets, there is a gap in the juxtaposition and analysis of demand and supply in the market of seafarers. The basic tasks of the article are preliminary analysis and an attempt to sort out existing statistics related to the demand and supply on the market of seafarers.

The demand trends for the entire labor market in the transport sector in the European Union are as follows [1]. Speaking of employment (number of jobs): in the EU-27 in 2009 and 2010, the transport and storage sector showed a decline in employment. In 2010, the total number of people involved in transport and storage (excluding postal and courier services) was 9 344 700 (against 9 433 500 in 2009 and 9 571 000 in 2008). In 2010 more than a half of the employed (56.4%) worked in road transport and almost one third in logistics (29.0%). Mobility in employment: With regard to worker mobility, people can move from work to work in the same transport company, from company to enterprise in the same transport sector (subsector), between different sectors or different regions or countries (geographical mobility). Number of vacancies: The number of vacancies is subject to cyclicity and special economic conditions and should be interpreted by their prism. In the case of EU-27, data indicate a decrease in demand for labor in

transport in 2008-2011. The latest figures, which are not regarding job vacancies, are unfortunately not yet available. Market expectations, however, indicated that after the economic crisis the labor demand would increase again. Job requirements / types of work: In the transport sector there is a general tendency to polarize the work (employers seek primarily highly skilled workers, not highly qualified workers). In addition, the demand for IT staff and workplaces is increasing in many of these types of jobs. Most demanding jobs at all skill levels will increasingly be characterized by non-routine tasks that will not be easily replaced by technology or organizational change. Forecasted demand for the labor force in 2020: future trends in employment in transport depend on many factors, including: development of trade and business, aging population and patterns of population mobility, technology development, availability and energy prices, sustainable transport measures, alternative transport, etc. Between 2010 and 2020, employment in the transport and storage sector in the EU-27 is expected to fall by 0.1%. Expected significant losses of storage and support jobs. The level of employment in land transport is at an average level, while employment in transport and air transport is increasing. In general, employment in transport professions is expected to remain stable over the next decade. The results for each profession are closely linked to the performance of the industry. Professions are closely linked to the employment performance of individual industry sectors. For example, significant increases in air traffic control, air traffic safety, number of pilots, guides (to some extent), and tourist staff are closely linked to increased employment in air transport. The same reasoning applies to ship personnel. On the other hand, employment in the land transport sector is projected to decrease [2, p. 75].

Talking about the labor market of seafarers, it cannot be said that it is a market with completely different conditions. Demand for offshore work is primarily driven by the demand for maritime transport and general cargo services. Regulations setting minimum requirements for the number of crew members are reflected in the demand for work, for example by setting the size of the crew required for safe navigation. Maritime safety and sticking to all the rules are the most important issues, observing the size and scope of potential damage that can be caused by accidents. The International Maritime Organization (IMO) estimates that over 80% of maritime accidents are caused by human error. It is therefore important to concern the safety of maritime lawmakers and shipowners, which is reflected in the expectations of seafarers. The labor market of seafarers is very difficult to investigate comprehensively. This is due to the environment and the specifics of the work. As a result of the analyzes, it was found that: Currently, seafarers have a shortage of officers at the rate of 2.1% and a surplus of the fleet of 15.8%. Each organization examining the level of demand and supply uses different methods of research, thus having no consistent effect on the shape of demand and supply in the labor market of seafarers; shaping the demand and supply of seafarers labor market is strongly dependent on the economic situation of the whole world; The trend of employing seafarers of specific citizenship depends on the state of the vessel; most of the sailors come from the far east and the Philippines; The highest

rank of officer seamen comes from the Philippines and India, while the smaller number comes from the OECD and Eastern Europe. This article is an attempt at an initial analysis of the specific labor market. The subject needs much more extensive analysis. With further actions, there is a need to: analyze the research methods of the organization that provide statistical results and assess which methodology is best for demand and supply.

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### **СУЧАСНІ ТЕНДЕНЦІЇ В СФЕРІ ЗАЙНЯТОСТІ: ВІТЧИЗНЯНИЙ ТА МІЖНАРОДНИЙ АСПЕКТИ**

Трансформація зайнятості, зміни в її структурі та динаміці мають не аби який вплив на економічний розвиток країни. Натомість, розвиток економіки країни забезпечує розширення можливостей зайнятості, скорочує безробіття, підвищує продуктивність праці, сприяє збільшенню доходів населення та, як наслідок, позитивно впливає на його добробут. Вивчення сучасних трендів мобільності населення, їх причин, дозволяють розробляти оптимальну державну та регіональні стратегії розвитку трудового потенціалу, адже саме він є визначальним чинником стійкого розвитку економіки. Важливим моментом при цьому є визначення тенденцій в сфері