



Analysis of the labor market in Tomsk and Tomsk region
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Abstract

After graduation some people can find a job, but some people can't find it for a long time. Problems with finding a job are important for employers and employees. This paper examines an issue of overwhelming importance in Tomsk and Tomsk region - unemployment of recent graduates and gives analysis of labor market of Tomsk and Tomsk region. The results of this work show that skilled workers have a higher chance to get a job than the people with higher education. The results of analysis and advices, which were given in this paper, will help the authorities to solve problems of labour market in Tomsk and Tomsk region.

Keywords: Labor market, unemployment, subsistence minimum, demand;

1. Introduction

Problem of labor market is important for Tomsk region people. Statistics shows that Tomsk population is 756256 people. 205500 people are people aged from 18 to 22 who want to start working [2].

The main purpose of this paper is to identify the problems of labor market in Tomsk region and to find possible solutions to the problems. To achieve this purpose, the following tasks were set:

1. To analyze the labor market in Russia
2. To compare state employment policy in Russia and other countries
3. To make general analysis of the economic situation in the Tomsk region
4. To make research of statistical data on unemployment in Tomsk and Tomsk region
5. To make research of the vacancy market of Tomsk and Tomsk region

The author makes recommendations to help solve this problem which are based on this analysis.

2. Discussion

According to the Rosstat (Federal service of state statistics) the unemployment level was 5,8% in 2016. Statistics display that unemployment rate in Russia from 2000 to 2008 fell from 12% to 6%, and from 2008 to 2010 it increased to 8% and then began to decline gradually.

According to the research conducted online (www.jobresource.ru) about 70% of Russian people refer to working population and almost 6% are unemployed. Having analyzed the research of labor market in Russia we can make conclusion, that employers are looking for candidates with ample work experience over a year. Thus, recent graduates of universities or colleges can have difficulties in finding a job. People with secondary vocational education have the highest demand on labor market [3].

Russian employment policy is based on the experience of Western countries, considering national characteristics. To estimate the unemployment rate, Russia faces discrepancy between officially registered unemployment rate and actual unemployment rate. The 1st one includes job seekers who are registered in the employment service and look for a job. However, according to analysts, official unemployment numbers are misleading and actual unemployment rate may be four times higher. The main reason of difference between officially registered unemployment rate and actual unemployment rate is a small amount of unemployment benefits. In Russia it equals 900 rubles and people do not want to be registered as job seekers in the employment services. For example, in the USA unemployment benefit is 35000 rubles, in Japan is 70000, in Europe is 75000. In 2014 the average age of a registered job seeker in our country was 35. Nevertheless, in Japan and the United States, this age was 40 years old.

Ageing population is the main problem of these countries. A lot of companies, which lay off their employees, offer them social benefits [4].

In the United States, unemployment benefits are paid for 6.5 months and insurance is paid for 2 years.

The situation of unemployment in Japan differs from other countries. In the late 80's of the 20th century the state had problems with employment regulation. As a result, private companies were allowed to enter the market as an intermediary between the employer and the employee. Companies had to comply with the conditions prescribed in the laws.

In the Russian Federation, the unemployed needs to collect a package of documents to confirm that he does not have a job, but wants to get it. This in turn affects the size of the pension payment. Nevertheless, the unemployment benefit in Russia is below the subsistence minimum, but the unemployed can receive subsidies to pay for public services as a poor citizen.

We can conclude that because of low unemployment benefits and difficulties with documents, Russian unemployed don't have a desire to be registered as job seekers in the employment services which affects the difference between officially registered unemployment rate and actual unemployment rate.

The next step is to analyze employment sectors in Tomsk (Tomsk region) and in Russia. The main industries in Tomsk region are mining and manufacturing industry.

The main contribution to GRP is made by OAO Tomskneft VNK and OOO Tomsktransgaz (a total of 40%) [8].

The average wage of the total working population of Tomsk in 2014 was is 27.2 thousand rubles. It is 3.2 times higher than the established cost of living.

The average wage of large and medium-sized companies of Tomsk increased 3.5 times and reached 37,000 rubles. The average wage of workers in small businesses for 2006-2014 increased by 2.6 times - from 6 thousand rubles to 15.5 thousand rubles and is significantly (2.4 times) lower than the wage of large and medium enterprises of the city of Tomsk. The ratio of the average wage of workers employed in small businesses to its average city level in 2014 was 57% [5].

Other powerful resource of city is Tomsk scientific and educational complex, which includes 6 state universities, 2 of which have the status of national research universities; 5 institutes of the Tomsk Scientific Center of the Siberian Branch of the Russian Academy of Sciences and 6 institutes of Tomsk Scientific Center of the Siberian Branch of the Russian Academy of Medical

Sciences as well as other subjects of scientific activity. The volume of financing of the Tomsk scientific and educational complex in 2014 amounted to 21 billion rubles.

According to the employment center of Tomsk region, the number of job seekers is 9438 people, in previous year the number of unemployed was 10275.

According to Rosstat, the unemployment rate in Tomsk region is 6.8%, compared with 2012 the unemployment rate fell by 1.61% [6].

The great number of unemployed people is observed among people aged from 20 to 29 years. This category includes citizens who have just graduated from a university or college and they are looking for a job

Statistics shows that skilled workers have the highest demand on labor market and unskilled workers have the lowest demand.

Specialists have the highest estimate on labor market and skilled workers have the lowest one. That is why we can make conclusion that the demand in the labor market does not satisfy the labor market proposal. People with higher education can have difficulties in finding work, and there will be a shortage in the vacancies of skilled workers. As noted earlier, a similar situation is observed in the labor market in Russia [7].

Having compared the results for Tomsk and Tomsk region we can draw the following conclusion:

- Tomsk and Tomsk region have high demand for skilled workers;
- The estimation of skilled workers is lower than demand;
- The estimation of people with higher education in Tomsk is higher than in Tomsk region (for people without education, situation is totally opposite).

3. Conclusion

Unemployment is one of the main problems of Tomsk and Tomsk region. It was revealed that Tomsk region has the following problems:

1. The discrepancy between estimation and demand in the labor market;
2. A large number of unemployed are young people.

It is possible to note some problems which are typical for the labor market in Russia. For instance, a small amount of unemployment benefits, a large number of people who undertake unreported employment. To solve the first problem, we suggest the following ways to solve it:

1. To carry out active agitation on promising directions in the labor market;
2. To regulate the number of budget places in universities and colleges;
3. To increase salaries for highly-qualified specialists;
4. To create additional jobs in the public sector of the economy, because state-owned companies ensure strategic interests of the state in the economic sphere and they solve vital social problems such as the rise in unemployment [1].
5. To stimulate the employment of recent graduates. According to statistics, one of the main factors in the search for new employees is the experience. Enterprises and educational institutions should agree that students can work part time while studying to gain working experience.

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