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INVESTIGATION OF THE TRANSFORMATION STAGES OF UKRAINIAN LABOR ACTIVITY

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Summary. Transformation of labour activity from industrial to post-industrial epoch is analyzed in the article. The dynamics of population employment changes in Ukraine is investigated. The main features

of knowledge society are distinguished. The basic indexes of intellectual labour sphere formation are defined.

Key words: *labour activity, intellectual labour, knowledge, industrial society, knowledge society, employment of population.*

Statement of the problem. Nowadays the development of knowledge society becomes a challenge for the further evolution of Ukraine as a competitive state. The ability to generation, usage and dissemination of the new knowledge is both the basis of the national economy competitiveness as well as the main prerequisite of the intensive social-economic growth. The gradual transition to the innovative model of the Ukrainian economic development becomes required for the Ukrainian society. The ability to the knowledge production, accumulation and its effective usage are the competitive advantages of the modern economy.

The labor activity of every individual person is the development basis of any economic system. The knowledge economy is not the exception, but the concept of labor activity is gaining new features and properties.

The analysis of the recent research and publications. The knowledge economy problems were investigated by domestic and foreign scientists, such as A. Chukhno, S. Vovkanych, V. Heiets, L. Fedulova, Y. Bazhal, M. Danko, L. Musina, V. Demyanenko, I. Kurylo, V. Semynozhenko, M. Dolishniy, S. Zlupko, L. Semiv, F. Haiek, Y. Shumpeter, F. Mahlup, P. Druker, V. Inozmtsev, V. Makarov, V. Danylov, V. Polterovych, H. Kosheva, A. Kozyrov. These studies were the basement for the further investigation of the field of labor activity. Thus, this concept in terms of motivation and human resources was studied by A. Smith, J. Keynes, B. Henkin, I. Maslova, Y. Odehov, N. Shatalova, E. Libanova, H. Osovska, A. Kolot, H. Kulikov, O. Kuzmin, M. Semykina, D. Bohy-

nya, V. Breech, T. Zanzirova, A. Ilyashenko, Y. Vitvytskyi, O. Hrishnova, O. Holovinova, H. Zelinska, M. Pitiulych, L. Yankovska, U. Sadova, N. Slivinska, L. Shevchuk and others.

The aim of the paper is to analyze the transformation stages of the Ukrainian labor activity from the industrial age to the age of the knowledge society construction.

Grounds of the received scientific results. Nowadays the term of labor activity is not yet clearly articulated and explored. The Soviet Union scientific literature treats this economic category as the material and physical process of the objects converting to the products of the material production. Other scientists and economists equate the concepts of labor activity and work.

According to the author, the term of labor activity is both wide and ambiguous, and it can be explained as the kind of activity, which can be based on the contractual relations between employer and employee as well as on the self-realization of the labor activity of the certain duties performance in the center of which is personality, its individual needs and interests and the main product of its activity becomes the ability to acquire, apply and implement knowledge.

The analysis of the current global trends of the employment area transformation indicates the separation of the three main courses of the labor activity transformation in the transition to the knowledge economy, such as: the existing professions modification; the certain professions replacement by the automated systems; the emergence of new professions. The labor activity is closely dependent on the eco-

conomic growth and therefore the change and expansion of its types occurs with the evolution of the economic system.

E. Toffler in his work "The Third Wave" (1980) proposed the scheme of the social development, consisting of the next three "waves": agricultural civilization, which pre-existed Modern times; industrial civilization; and the age of information and knowledge (from the end of the XX century). According to the mentioned above author, the main goal of the labor activity in the era of agrarian and industrial civilizations was the unlimited economic growth and the material benefits increase. The third wave was based on the principle of the limited, balanced growth. The transition to this stage of the society development was caused by the humanization of all areas of human life because of new computer technology implementation, which allows to make social processes and labor activity as individual as possible.

V. Inozemtsev in his fundamental work "Beyond Economic Society" divides the history of the civilization development into three epochs, each one of which have its inherent definite type of labor activity. The main type of activity in the pre-economic era was the pre-labor activity, which allowed for hu-

man to confront the nature and fight to survival. The economic epoch is based on the labor, as expedient activity of the creation of the welfare, tangibles and safe environment for human life. The main features of the post-economic activity were appeared in the past two decades of the XX century. According to the mentioned above author, these main features were expressed by the qualitative changes of the human activity character. This activity is called creativeness, and is fundamentally different from the labor activity in its traditional sense.

Knowledge becomes the main condition for the production and implementation of the labor activity. The traditional "factors of production" (such as natural resources, workforce and capital) does not disappeared, but were transformed into the factors of minor importance. They can be used, even without much labor costs, when all the necessary knowledge is presented. In its new interpretation, knowledge means the real useful force, instrument for the social and economic results achievement.

According to the author, there are the next periods of the Ukrainian labor activity evolution of the XX – early XXI century (table 1).

Table 1*The evolution of Ukrainian labor activity of the XX – early XXI century*

Period	Ages	The employment structure
development of the industrial age	early XX century – 30 th years of the XX century	74 % – agriculture, 11 % – industry, 9 % – trade and transport, 6 % – others.
noon of the industrial age	30 th years – end of the 70 th years of the XX century	42,7 % – agriculture, 38,8 % – industry (70 % – heavy industry), 18,5 % – trade, services, industry.
decadency of the industrial age	early 80 th – mid. 90 th years of the XX century	20,1 % – agriculture, 40,2 % – industry, 40 % – service sector.
transitional post-industrial era	mid. 90 th years – early XXI century	15,5 % – agriculture, 17,6 % – industry, 63 % – service sector (trade, transport, administration, education, health, finance), 4 % – others.

The development of the industrial age began with the widespread introduction of the achievements of scientific and technical progress, changes in the structure of professional employment. In the end of the XIX century the employment structure was the following: about 74 % of the population was employed in the agricultural sector, 11 % – industry, 9 % – trade and transport and 6% was employed in other branches. From the 20th years of the XX cen-

tury, the process of the active industrialization has started. Thus, at the end of the 30th Ukraine was the second European country (next after Germany) from the iron smelting volume, the fourth country in the world from the coal mining. An intensive industry development was the result of a massive workforce involvement, especially from the rural areas.

The noon of an industrial age has started after the World War II and was accompanied by an intensive

industrialization processes. Thus, at the beginning of 1950th, part of an industrial, constructional and transport branches workers was high enough – 38,8 %, of an agricultural sector – 42,7 %, unlike of trade, services and governance sector, where fraction of employees was just 18,5 %. As the negative index was the slow implementation of a science and technical progress achievements. Invention was not stimulated enough and the patent law was not existed. There was an imbalance between the different branches development because the biggest support was given to the heavy industry. The services industry, communication and housing does not satisfied the needs of population.

The decadence of an industrial age. The transition to the market relations in 90th years was accompanied by the development of new economic, financial and judicial activities. At the same time, the journalist profession becomes prestigious. Reason was that earlier in XX century, the process of an article publication was accompanied by the approval of editor and censor. The political incorrect statements were the reason for imprisonment.

The collapse of Soviet Union has transferred in inheritance the deformed structure of employment. In 1990, the employees quantity of manufacturing sector was 73,8 %, and of non-manufacturing sector – just 26,2 %. Such disproportions caused the problems of labor reorientation and adaptation to new economic realities.

The transitional post-industrial era has started at the end of XX century. Rapid technical progress caused disappearance of many specialties and professions, which were connected with old informational systems services, for example typist, telephonist, printing compositor. In return, very actual become professions, related to development of computer engineering and information technology. According to experts' forecasts for the next five years, the following professions will be the most demanded: IT professionals, tourism, insurance and consulting experts, engineers, health workers, advertisers, event managers, technologists in tailoring and footwear, construction specialties.

Nowadays, Ukraine is one of five countries with the biggest staff potential in computer sciences and European leader in the staff training in information

technology services. Every year, quantity of graduates from the high technologies specialties is nearly 50 000 persons. Ukraine is the fourth country in the world (after USA, India and Russia) in the quantity of certified programmers.

There is a tendency to labor intellectualization, increasing of demand to the intellectual employment because of transition to the knowledge economy. The work of researchers, scientists, teachers and engineers is interpreted as an intellectual.

The segmentation of an economic activity shows that the biggest part of employees with the diplomas of high educational institutions, are involved in the governance sphere – 64 %, financial sector – 63,9 %, airlifting – 54,1 % and education – 51,8 %. In return, less than 20 % employees with the mentioned diplomas are involved in agricultural sector, fishing, industry, hotel and restaurant businesses, transport sector. A positive tendency is the increasing of quantity of employees with high education diplomas in all economic spheres, because it can be interpreted as the prerequisite of new type economy development.

The transition from the technocratic to anthropocentric production and work organization is accompanied by the replacement of employees' narrow specialization to their activity in universal conditions. The need of integration into the production of high qualified and initiative employees requires the transition from the supporting educational type to innovative type of education.

Conclusions. So, new postindustrial phenomena and tendencies cannot just replace previous social forms as the stages of social evolution. They often co-exist, deepening the society complexity and the social structure nature. Management methods of intellectual employees are changing and take their new roles in production process (due to the fact that workers are the knowledge owners, they must be managed in such way as they are the members of freewill organizations). The crucial factor in improving the quality of intellectual work is the professional and educational level of workers and permanent knowledge renewal. Education enables to realize not only educational needs, but also social in spiritual and intellectual development.

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