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## ANALYSIS AND CHARACTERISTICS OF THE AVERAGE WAGES

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**Abstract**

The subject of the study is a set of theoretical and practical aspects of the analysis of the average wage in Ukraine. An analysis of the average salary in Ukraine from 1995 to the present, an analysis of the average salary in the regions, including Vinnytsia region and monthly since 2017.

The influence of working conditions and financial condition of the country on the amount of wages was studied. In particular, due to the fact that wages as the main source of income is a determining factor in the formation of social tensions in society, solvency, which directly affects economic activity in the real sector of the economy.

Wages in Ukraine and several EU countries, where the level of salaries is the highest and the lowest, have been studied. In order to study the impact of sectoral employment structure, structural changes in the number of employees of different economic activities and changes in wages in different areas of activity on the dynamics of average wages, the analysis within the range of existing changes in growth rates of the studied relationship is not linear and a quadratic function. The equation of the dependence of the growth rate of the number of births in Ukraine on the growth rate of the average wage is constructed.

Expert assessments of the restraining factors of Ukraine's economic growth and perspective directions of its development are systematized and generalized.

**Keywords:** Average salary, Ukraine, production, income, growth rate, analysis, Vinnytsia region.

**Setting the nutrition.** Payment pratsi - najvivlivsha categories at systems umov pratsi. I have, as in the old sphere, I am struggling with super-slurry suspensions, and I have reached and pro-girls. That is why it comes to economical food, paying for the necessary consideration through the availability of real real suspension vidnosin. Socially-economical aspects allow you to solve problems, as well as to have a small mind in Ukraine at the moment of payment, and to protect effectively and formally.

The effective functioning and development of the labor market in Ukraine requires an adequate organization of labor remuneration, which provides for both ensuring its reproductive function and the relationship between the level of wages of employees and their productivity and productivity, qualifications, experience, and the like. One of the urgent problems in the field of remuneration is the presence of unjustified industry, regional and professional (qualification) differentiation of wages of employees. Objective differentiation of the wage level is an important condition for increasing its motivational function. The main factors that determine this differentiation include: labor market conditions; industry features of the content, organization and remuneration; regional factors; complexity of labor, its responsibility; working conditions; post value; the level of qualification of the employee, his personal characteristics; collective and individual labor results; results of financial and economic activities of the entities; norms in the field of remuneration [1]. Since one of the significant factors of the functioning and development of regional labor markets in Ukraine is the level of remuneration, special attention, in our opinion, deserves the problem of assessing its regional differentiation, as well as identifying the factors under the influence of which it is formed.

In Ukraine, there are a number of problems in the

system of wage organization: wages are virtually detached from the final results of work of employees and enterprises; imperfect wage differentiation; the role of the minimum wage is not defined. All these problems were exacerbated by the payment crisis, which led many companies to wage arrears.

**Analysis of recent research and publications.**

The main ideas of the analysis of wages are reflected in the works of foreign authors S. Bart, K. Pearson, G. Thomson, D. Garnett, K. Holzinger, V. Kalinina, V. Solovyov, V. Bakhrushin, B. Bolch [1] Theoretical and practical bases of the method of analysis of wages at the enterprise are covered in the works of K. Izmailova, V. Kovalev, A. Sheremet, G. Savitskaya, I. Mitrofanova, etc. Questions of adaptation of models of factor analysis for research in A. Dubrov, A. Yerina, L. Malyarets, V. Mkhitaryan, V. Ponomarenko, L. Troshin, G. Malynych, V. Zdrok, T. Lagotsky, V. Berezny, V. Andrienko, S. were engaged in various spheres of knowledge. Gusev, K. Shubina, V. Khokhlov, K. Bykov, O. Poshivalova, V. Poshivalov, M. Tereshchenko, L. Totska, U. Sadova, L. Semiv, etc .. Problems of assessing the financial condition and forecasting the crisis at the enterprise E. Kamyshnikov, O. Roik, O. Melnyk, M. Kyzym, O. Ligonenko, and A. Gryaznova paid considerable attention. Despite the large number of studies, the question of the formation of the average wage and the factors that affect it remains relevant.

**The purpose of** the article is to analyze and characterize the average wage and its dependence on the conditions of the economy in the practical activities of the manufacturing enterprise.

**Presentation of the main research material.** Average wage - a macroeconomic indicator calculated as the arithmetic mean of wages of a certain group of employees (for example, by company, industry, region). It

is calculated based on the payroll of employees (including part-time pay), bonuses, redundancies, remuneration for the year and one-time incentives. The average salary in Ukraine in March 2020 amounted to UAH 11,446.

Tabl.1

Average monthly salary by regions of Ukraine in 2020 (UAH)

2020	January	February	March
Ukraine	10727	10847	11446
Vinnitsa	9481	9514	9681
Volyn	8594	8717	8765
Dnepropetrovsk	11310	11003	11666
Donetsk	11656	11423	12225
Zhytomyr	8562	8734	8835
Transcarpathian	9112	9257	9615
Zaporizhzhya	10720	10729	11531
Ivano-Frankivsk	9043	9095	9247
Kiev	11267	11177	11638
Kirovograd	8677	8724	9013
Lugansk	8904	9282	9399
Lviv	9782	9786	9965
Nikolaev	10525	10344	11210
Odessa	9653	9780	9917
Poltava	10017	10002	10678
Rivne	9179	9213	10194
Sumy	8891	8960	9199
Ternopol	8181	8542	8646
Kharkov	9182	9416	9820
Kherson	8275	8408	8967
Khmelnitsky	8846	9033	9528
Cherkasy	8865	8936	9475
Chernivtsi	8185	8384	8285
Chernihiv	8479	8540	8730
Kiev City	15787	16447	17990

\* excluding occupied territories (Crimea, Sevastopol, parts of Donbass)

\* According to the Ministry of Finance of Ukraine

Tabl.2.

The average salary in the Vinnytsia region. for recent years (UAH)

	Average Salary	Change by previous month		Deviation from average salary in Ukraine	
June 2017	6437	577	9.8%	-923	-12.5%
July 2017	6552	115	1.8%	-787	-10.7%
August 2017	6118	-434	-6.6%	-996	-14.0%
September 2017	6329	211	3.4%	-1022	-13.9%
October 2017	6433	104	1.6%	-944	-12.8%
November 2017	6468	35	0.5%	-1011	-13.5%
December 2017	7613	1145	17.7%	-1164	-13.3%
January 2018	6750	-863	-11.3%	-961	-12.5%
February 2018	6758	8	0.1%	-1070	-13.7%
March 2018	7013	255	3.8%	-1369	-16.3%
April 2018	7428	415	5.9%	-1052	-12.4%
May 2018	7534	106	1.4%	-1191	-13.7%
June 2018	8166	633	8.4%	-975	-10.7%
July 2018	8235	69	0.8%	-935	-10.2%
August 2018	7924	-311	-3.8%	-1054	-11.7%
September 2018	8038	114	1.4%	-1004	-11.1%
October 2018	8351	313	3.9%	-867	-9.4%
November 2018	8151	-200	-2.4%	-1010	-11.0%
December 2018	9255	1104	13.5%	-1318	-12.5%
January 2019	8262	-993	-10.7%	-961	-10.4%

February 2019	8333	71	0.9%	-1096	-11.6%
March 2019	8642	309	3.7%	-1595	-15.6%
April 2019	8811	169	2.0%	-1458	-14.2%
May 2019	9055	244	2.8%	-1184	-11.6%
June 2019	9640	585	6.5%	-1143	-10.6%
July 2019	10278	638	6.6%	-693	-6.3%
August 2019	9243	-1035	-10.1%	-1294	-12.3%
September 2019	9504	262	2.8%	-1183	-11.1%
October 2019	9736	231	2.4%	-991	-9.2%
November 2019	9460	-276	-2.8%	-1219	-11.4%
December 2019	10661	1201	12.7%	-1603	-13.1%
January 2020	9481	-1180	-11.1%	-1246	-11.6%
February 2020	9514	33	0.3%	-1334	-12.3%
March 2020	9681	167	1.8%	-1765	-15.4%

\* According to the Ministry of Finance of Ukraine

The average salary - by enterprise, institution - an economic indicator that characterizes the amount of accrued wages per employee of the enterprise, organization; is determined by dividing the total amount of accrued wages by the average number of employees. The current method of calculating the average salary went to the former CIS countries from Soviet times and does not reflect the real picture. In European countries, there is another method of calculating average earnings, based on the definition of the median salary. When calculating the average salary, the median divides the market in half, one half of employees earn more than this level, and the other less. Economists call the median calculation of the average wage more objective. For example, five Ukrainians earn 1,000, 1,100, 1,200, 1,300 and 100,000 hryvnias, respectively. The arithmetic average salary in such a situation is 20,920 hryvnias, and the median salary is 1,200 hryvnias. This is the salary of a person who is in the middle of a number of salaries. Derzhkomstat hides data on the median salary of Ukrainians. Average salary for accounting purposes. Nominally calculated in accordance with the law "On approval of the Procedure for calculating the average wage."

The calculation of the average wage to pay for annual leave, additional study leave, creative leave, additional leave for employees who have children, or to pay

compensation for unused leave is based on payments for the last 12 calendar months of work preceding month of granting leave or payment of compensation for unused leave. Holidays are not included in the calculation.

An employee who has worked at the enterprise, institution, organization for less than a year, the average salary is calculated based on payments for actual working hours, ie from the first day of the month after registration to the first day of the month in which leave is granted or paid for unused leave .

In all other cases, the retention of the average wage and the average monthly wage is calculated based on payments for the last 2 calendar months of work preceding the event to which the corresponding payment is related. Employees who have worked at the enterprise, institution, organization for less than two calendar months, the average salary is calculated based on payments for actual time worked.

When calculating the average salary to pay for vacation time, actual earnings include payments for the time during which the employee retains the average salary (during the previous annual leave, performance of state and public duties, business trip, etc.), and assistance in connection with temporary disability.

Tabl.3.

## The average salary in Ukraine

Year	Average fee (hryvnia)
1995	73
1996	126
1997	143
1998	153
1999	178
2000	230
2001	311
2002	376
2003	462
2004	590
2005	806
2006	1041
2007	1351
2008	1806
2009	1906
2010	2239
2011	2633
2012	3026
2013	3265
2014	3480
2015	4195
2016	4691
2017	8777
2018	10269
2019	10239

\* According to the Ministry of Finance of Ukraine

If in the richest countries of the European Union the average monthly salary remained almost unchanged (in Ireland increased by 0.15%, in the Netherlands - by 1.4%) and in one of the poorest - Croatia - increased by 0.15%, in Ukraine, as and in Bulgaria and Romania, there was growth associated with growth in all economic activities. No significant structural changes have taken place, and their impact is insignificant. As in all surveyed EU countries, in Ukraine the highest salaries are paid to employees in the field of financial and insurance activities, where only 1% of citizens are employed, and in the field of information and telecommunications (about 3% of employees). The largest population of Ukraine is employed in industry (almost 40%), trade (more than 15%), transport, warehousing, postal and courier activities (more than 12%), which determines the average wage for all types of economic activity. 10% of citizens work in agriculture, their salary is 1/4 lower than the average. In 2014, compared to the previous year, the average monthly salary of employees in Ukraine for 15 analyzed types of economic activity increased by 8.19%.

Moreover, it increased due to an increase in the level of wages for each type of economic activity by an average of 8.28%, and due to a decrease from 39.5% to 38.6% of the share of employees in industry, from 5% to 4.5% in construction, from 12.3% to 12.1% in transport and some other activities, where wages are higher than others, the average wage decreased by 0.08% (almost unchanged). The conducted statistical

analysis confirms that the sectoral structure of employment of the population of different countries only partially influences the level of the average wage. The key indicator of the economic health of the country, its development is the gross domestic product (GDP), without the growth of which it is impossible to increase wages and pensions.

It is necessary to develop the economy, relying on agriculture, light industry and other industries in demand in the EU, Asia, Africa, to build roads, social facilities, etc., which will, on the one hand, increase the production of concrete, metal structures, bricks, and, on the other hand - to create new jobs. Thus, the crises were overcome by China and the United States, and this was a good impetus for the development of these economies. We need the economy to produce, gross product to grow, people to have jobs and wages to rise.

Accrual of wages to employees is a calculation of earnings for the month, taking into account the salary, various surcharges and allowances, bonuses, benefits, vacation pay minus deductions.

Salary is calculated on the basis of primary documents on the accounting of production, actual time worked, surcharge sheets, orders, documents on the award of academic titles and degrees, etc.

Salary is calculated once a month. In case of hourly wages, the basis for salary accrual is the timesheet, which is compiled in individual departments of the institution and signed by the head of the department and the person authorized to keep records of employ-

ees, submitted to the accounting department. The employee of the accounting department, responsible for the calculation of the salary, checks the report card both from the point of view of correctness of its registration, and on the maintenance: structure of the persons brought in the report card; agreement with the relevant documents on the dates of vacation, illness, business trip, enrollment, dismissal, work on holidays and non-working days, night shifts, etc. The correctness of the calculation of the number of hours (days) worked by each employee and the number of absences from work for various reasons is also checked. The accrual of salary for the worked time can be carried out directly in the report card or in the settlement (settlement and payment) statement, proceeding from quantity of the worked days (hours) and the established monthly salary (hourly rate of payment). There is an hourly wage, where the amount of earnings is determined by multiplying the number of hours worked per month by the tariff rate, taking into account surcharges and allowances.

Surcharges for work at night, on holidays and non-working days are determined separately. Thus, the surcharge for night hours (from 10 pm to 6 am) is determined by multiplying the number of hours worked at night by the hourly rate and the surcharge ratio (for example - 0.4). Similarly, the amount of surcharge for work on holidays and non-working days is determined. Some employees have a monthly salary, so the amount of earnings is determined by dividing the amount of salary by the number of working days (hours) for the standard length of the month and multiplying by the number of days actually worked (hours). When calculating the salary of all categories of staff, it is important to take into account all payments that should be included in the basic and additional salaries, and other incentive and compensation payments. Allowances and bonuses are incentive payments that encourage certain categories of workers for high-quality and highly skilled work. The Company must develop and approve Regulations on bonuses of the company. The Cabinet of Ministers of Ukraine has agreed on the following allowances and bonuses:

a) for high professional skill (III category - 12%, IV category - 16%, V category - 20%, VI and higher categories - 24%);

b) for high achievements in work (up to 50% of the salary).

The following surcharges and allowances may also be applied:

a) combination of professions; Employees who perform at the same enterprise in addition to their main job, defined by the employment contract, additional work in another profession (position) or the duties of a temporarily absent employee without dismissal from their main job, are paid extra for combining professions (positions) or performing the duties of a temporarily absent employee. For example, the duties of a staff member during the period of his absence were partially assumed by the secretary.

b) work on holidays and non-working days; Work on holidays and non-working days is paid in double amount ; • employees whose work is paid at hourly or

daily rates - in the amount of double the hourly or daily rate; • employees who receive a monthly salary - in the amount of a single hourly or daily rate in excess of salary, if the work on holidays and non-working days was carried out within the monthly working hours, and in the amount of double hourly or daily rate in excess of salary norm. Payment in the specified amount is made for the hours actually worked on holidays and non-working days. At the request of an employee who worked on holidays and non-working days, he may be given another day off.

c) work at night; Night work is paid at a higher rate, but not less than 20 percent of the tariff rate (salary) for each hour of work at night. According to the General Agreement - 35% for each hour of work. Hours of night work are considered to be from 22 to 6 o'clock. The set duration of work (change) is reduced by 1 hour. The following are not allowed to work at night: pregnant women and women with children under 3 years of age; employees under 18 years of age; employees of other categories (according to the current legislation). Night work hours are paid in the increased amount provided by the employment contract, but not lower than the amounts established by law.

d) overtime work; Overtime work is considered to be longer than the established length of the working day. It is prohibited to involve in overtime work: 1) pregnant women and women with children under the age of three; 2) persons under the age of eighteen; 3) employees who study in secondary schools and vocational schools without interruption from production, on school days.

Overtime work is not paid at double the hourly rate for all overtime hours worked. For workers with an hourly form of remuneration, the "Statement for the payment of bonuses" is used. It contains the last name, first name and patronymic of employees, their professions, ranks, how many hours were worked. Then there are the following columns: hourly or daily tariff rates, tariff for hours worked, the percentage of the plan, part-time, night and holiday. The last column is the amount to be paid. The total amount is formed by summing up the tariff for time worked, the percentage of the plan, tariff, premium, combination, night and holiday.

An important characteristic of the dynamics of the level of wages is its impact on the formation of supply in the labor market. The offer of labor services is formed at the expense of the economically active population - those who work and those who are looking for work [3].

The labor market interacts mainly with employers (ownership of the means of production) and employees, who form the volume, structure and ratio of supply and demand of labor, whose interests are closely intertwined in determining the price of labor and its operating conditions. Demand and supply of labor - the main components of the labor market, the ratio of which forms the employment policy in the country and its individual regions. It should be noted that between employers, employees and the state establishes a social dialogue that helps to ensure the effective functioning of the economy, regulates its social aspects, including

socio-economic relations in the labor market [1]. The main components of the labor market are the demand and supply of labor, cost and price. The supply of labor in the labor market is determined by the number of people who offer their labor force, as well as the number of jobs they apply for. The position of the labor force is determined by the number of able-bodied people who want to get a job and have a decent wage. The volume of labor supply can be explored at the level of enterprises, sectors of the economy, types of economic activity, and at the level of individual territories. The formation of demand and supply of labor in Ukraine largely depends on the development of educational services in the labor market. The problem of development of educational services in the labor market is an important and urgent issue today, without which it is impossible to form a qualitatively new workforce, providing qualified personnel to the economy. According to neoclassical theory, wages balance supply and demand in the labor market. It plays the role of a mechanism that influences the establishment of a balance between them. It is important to assess the relationship between supply and demand, to determine the impact of various factors of equilibrium or imbalance in the labor market. Wages directly balance the supply and demand of labor in the labor market.

It should be noted that the level of wages in some economic activities is high enough to stimulate demand for labor, which would correspond to the size of the potential labor supply. This is due to the low level of scientific and technological progress, low productivity of individual labor and significant loss of working time in enterprises of certain economic activities, as well as the difficulties of the transformational economy, violations of coordination of economic activity at all levels. In assessing the situation of the ratio of wages, supply and demand, considerable attention should be paid to the analysis of wage arrears, which in many cases determines the excess employment in enterprises of certain economic activities. The above problems of the labor market can not be solved without improving its economic mechanism, which should be based on an in-depth analysis of existing ratios of wages, supply and demand of labor and certain patterns of their development. It is possible to assess the situation with the imbalance between the demand for labor and its supply in the labor market, to determine its main trends for the coming years through the use of statistical methods of analysis. The need for a statistical approach to the analysis of the above relations in the labor market is due to the fact that the labor market operates under conditions of many random factors, their variations and mutual influence. The statistical approach allows to compare individual and generalized indicators of labor market functioning in time and space, to consider the degree of changes, connections, interrelations, ie to reflect the natural connection of quantitative and qualitative aspects of labor market functioning, in particular, existing disparities between demand for skilled labor. labor force and its supply at the regional and state levels.

As a result of a comprehensive statistical analysis of labor supply and demand in Ukraine in 2000-2008, it was found that the workload per vacancy in Ukraine, starting from 2000 (17 people), gradually decreased until 2007. (4 people), and in 2008 increased to 10 people. Demand for labor grew very actively until 2007 (169.7 thousand people), in 2008 it decreased to 91.1 thousand people. As for the supply of labor, for the period under review, it decreased to 660.3 thousand people in 2007. And in 2008 the volume of labor supply increased to 876.2 thousand people. The reason for such changes in the labor market is the bankruptcy of industrial and construction enterprises, as well as the negative impact of the financial and economic crisis, which has led to a decrease in production and services in the country [2]. One of the ways to solve such a difficult situation in the labor market - to establish a rational relationship between supply and demand of labor - is to create conditions for expansion and constant updating of the vacancy bank, cooperation of enterprises, institutions, organizations with the state employment service. The basis of this direction is the creation of such conditions for enterprises, institutions, organizations, clients, which will help to intensify the constant renewal of the vacancy bank. In turn, this will improve the situation with providing information to the public about vacancies and vacancies that require specialists of various professions and qualifications; expand the scope of labor; will help to overcome the negative social consequences of the restructuring of the economy; will promote youth employment. In addition, the cooperation of enterprises, institutions, organizations with the state employment service forms a real state order for the prospects of economic development of regions, helps to achieve a balance between demand for skilled labor and its supply at the sectoral, regional and state levels [3].

The existing multi-purpose Unified Information and Analytical System "Employment Service" in Ukraine is aimed at improving the information support of labor market participants. To this end, the following groups of indicators are proposed. The first group includes indicators that characterize the expected volume of labor, which must be taken into account by the state employment service when providing the first job (including persons who fall under the 5% quota). The second group includes indicators that characterize the volume and structure of unemployment, the third group - indicators that reflect the existing qualification and occupational imbalance in the labor market. The fourth group includes indicators that assess the staffing of vacancies in the labor market, the fifth group - indicators that characterize the employment process, the next group includes indicators that characterize the provision of the state employment service with the necessary staff. In fig. 1 presents a block diagram of statistical indicators of the labor market, which will help determine the real relationship between supply and demand in the labor market. Note that the main sources of information on the functioning of the labor market are statistical reporting of enterprises, institutions, organizations; sample surveys of enterprises,



population (households); administrative registers, census.

These sources are different in scope and, accordingly, the purpose of obtaining information form a system of indicators on the basis of which it is possible to have data on the functioning of regional labor markets. At the same time, the greatest attention is paid to monthly sample surveys of the population on economic activity, which have been introduced into the practice of permanent work of state statistics bodies of Ukraine since 2004 (in 1995-1998 were conducted once a year, from 1999-2003 - quarterly). To conduct a statistical analysis of the impact of wages on the supply of labor services, the use of absolute values will not be correct. First, there is a steady downward trend in Ukraine. Secondly, official statistics for the last three years do not take into account the temporarily occupied territory of the Autonomous Republic of Crimea and the city of Sevastopol and part of the anti-terrorist

operation zone. To eliminate this problem, the supply in the labor market is represented by a relative indicator - the ratio of the economically active to the working age population and analyzed the impact of average wage growth on the growth rate of this ratio. The use of growth rates for analysis also eliminates the problem of not taking into account the size of the shadow wage (it is assumed that its share on average remains unchanged). It is established that between the growth rate of the average wage and the growth rate of the supply of labor services there is a statistical relationship with a lag of one year (correlation coefficient equal to 0.72, with a lag of two years - -0.07, without lag - 0.45 ).

Within the range of existing changes in the growth rates of the studied quantities, the relationship between them is described not by a linear but by a quadratic function (Fig. 1).

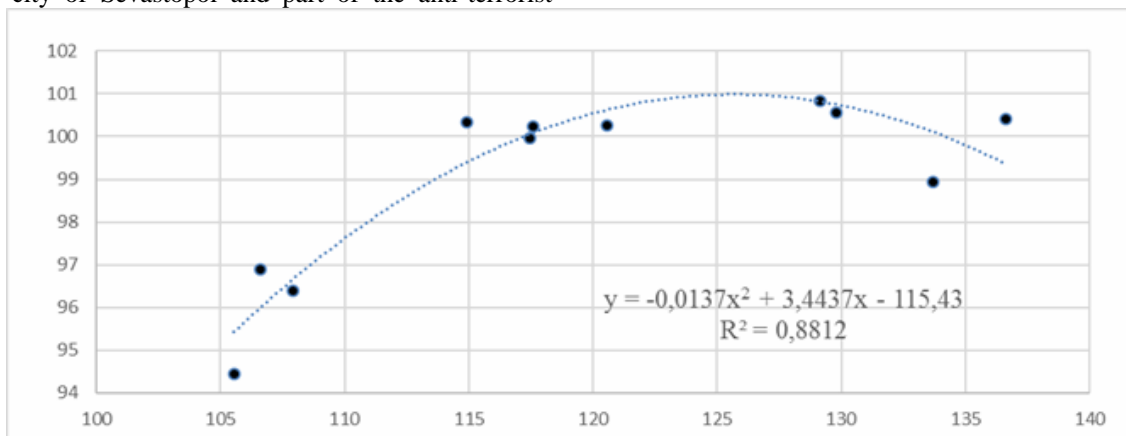


Рис.1. Залежність темпів зростання відношення економічно активного до населення працездатного віку від темпів зростання середньої заробітної плати [розраховано і побудовано автором за даними[5]]

The mathematical model of the relationship between the studied quantities of this type is logical for the following reasons. First, the supply of labor services must have a saturation effect, when wages increase and the number of employed population and, consequently, its growth rate does not increase (theoretically, as an example, all economically active population is employed and the number of able-bodied population is not growing). Second, with a significant increase in the wages of one part of the family, the other part of the family can afford not to work, ie they come from the category of economically active population. Based on

the graph in Fig. 5 it can be concluded that when the growth rate of wages (compared to the previous year) exceeds 130%, the tension in the labor market in Ukraine begins to decline.

One of the main reasons for the aggravation of the demographic crisis in Ukraine is the reduction to a critical birth rate. Its current state is such that only part of the population needs to be reproduced. Examining the possible impact of wages on the number of births, we can establish the level at which it performs (or does not perform) its functions, in particular, reproductive

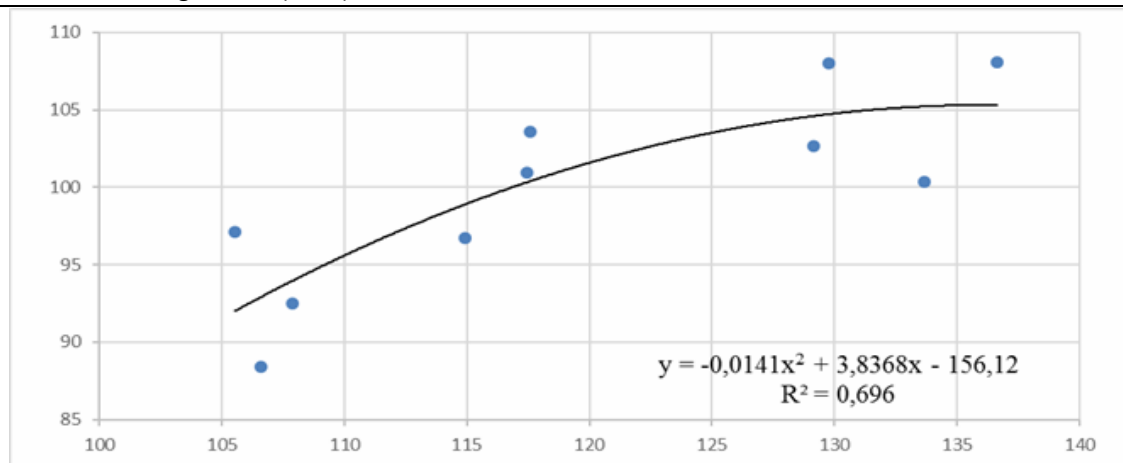


Fig.2. Dependence of the growth rate of the number of births in Ukraine on the growth rate of the average salary  
[calculated and constructed by the author according to [5]]

Comparing the growth rate of the average wage and the number of births in Ukraine, it was found that they correlate with a lag of one year (correlation coefficient of 0.81, with a lag of two years - 0.47, without a lag - 0.48). Within the range of existing changes in the growth rates of the studied quantities, the relationship between them is best described not by a linear but by a quadratic function (Fig. 2). This mathematical model of the relationship between the studied quantities is logical because the birth rate should have a saturation effect, when the number of births increases and, consequently, its growth rate does not increase. With low incomes, the family may postpone the birth of a child due to the inability to support it financially and financially. An increase in income provides such an opportunity and the number of births increases. A further increase in wages does not lead to an increase in birth rates as other factors (career, psychological state, health, unwillingness to have more children, etc.) begin to have a significant impact.

**Conclusions.** Until 2017, wages did not fully perform their functions, in particular, reproductive, regulatory, incentive. This leads to a devaluation of the labor of most employees, in particular, the budget sphere, there is an opportunity to pay part of the salary "in envelopes", "pushes" to receive illegal benefits, increases social tensions, inequality, informal and secondary employment and more. Compared to developed countries, there is a low level of the Cates index, the share of wages in GDP.

It is established that between the growth rate of the average wage and the growth rate of the supply of labor services there is a statistical relationship with a lag of one year. The percentage of economically active population in relation to the working age population increases provided that wage growth exceeds 115% and then there is an effect of saturation of this indicator, ie it remains at almost the same level.

A comparison of average wage growth and the number of births in Ukraine showed that they correlate with a lag of one year. Exceeding the growth rate of wages at 117% led to an increase in the number of births a year later.

In order to improve the performance of salaries its functions are offered.

1. Improve the method of calculating the subsistence level, in particular:

- timely take into account changes in consumer demand and the structure of real total expenditures of the population;
- review the timing of consumption of non-food products in the direction of reduction;
- in the structure of the subsistence minimum to take into account the personal income tax;
- to reconcile the growth rates of the minimum wage and subsistence level with the growth rates of consumer prices and utility tariffs.

2. Keep the Cates index at 50-60%.

3. Develop a system of economic and legal measures to increase the share of wages in GDP, reduce the level of the shadow economy and the shadow wage.

Need further research: the effect of a significant increase in the minimum wage in 2017; the impact on the economic behavior of the population of a sharp decline in real wages in recent years.

Thus, in order to increase wages, it is necessary to increase the size of Ukraine's GDP, which requires improving the economic activity of enterprises and creating appropriate conditions for people to participate in productive economic activities, to fully realize their economic potential. Modern social policy should focus not so much on supporting the economically weak sections of the population, but on creating the conditions for increasing the motivational potential, labor mobility and productive labor activity of national human resources; not so much to the state guarantee to each member of society of income not lower than the subsistence level, but to create conditions for the development of their productive abilities and their effective implementation [2]. Priority areas for the use of public investment, legislative and organizational opportunities to support job creation in Ukraine should be types of economic activity, the development of which directly determines the level of economic security of the state (fuel and energy and agro-industrial complex); which have accumulated great export potential (aircraft and shipbuilding, metallurgy,

chemical and petrochemical industries); with fast capital turnover (light, food, microbiological industry, trade, some branches of agriculture); creating the material and technical base of production (mechanical engineering, especially energy, electrical and electronics, construction and building materials industry); ensuring the creation and operation of production and commercial infrastructure (transport and communications, scientific, technical and financial engineering); focused on meeting the priority needs of the population (housing and communal services, medicine, education).

Among the promising areas of Ukraine's development, experts call: - development of agricultural infrastructure, water logistics, crop storage systems and biofuel production, etc. for Ukraine's traditional specialization in agro-industry due to favorable weather conditions, chernozems, global population growth and food demand; - the growth of domestic IT business, which depends less on political conditions and more on human capital (we rank first in Europe in the number of certified professionals), almost 100% is already working for a foreign customer, shows 30-35% growth annually, and investment in domestic startups in this segment over the past five years has exceeded \$ 240 million, which is much more than the average in Eastern and Central Europe; - development of renewable and alternative energy, especially in light of rising resource costs and efforts to follow European trends in energy conservation; - growth of the private medical industry, as it is in all developed countries, and the manufacture of a wide range of pharmaceuticals according to the latest world recipes due to the European trend of population aging and Ukraine's capacity to increase production capacity, qualified staff, relative unemployment, government programs business support in the field of pharmaceuticals; - reorientation from the industrial and raw material structure of the economy to the service sector, where small and medium-sized enterprises will appear in a wide range of services, provided that the current proportion is maintained, when services now account for about 70% of GDP.

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### КОНСОЛИДАЦИЯ СЕЛЬСКОХОЗЯЙСТВЕННЫХ ЗЕМЕЛЬ АЗЕРБАЙДЖАНА НА ПРИМЕРЕ ЕВРОПЕЙСКИХ СТРАН

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### CONSOLIDATION OF AGRICULTURAL LAND IN AZERBAIJAN ON THE EXAMPLE OF EUROPEAN COUNTRIES

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#### Аннотация

Анализ, систематизация и обобщение научных трудов отечественных и зарубежных ученых позволили определить возможный порядок проведения консолидации земель в Азербайджане и представить подробную характеристику каждой стадии. В результате исследования были предложены следующие основные этапы консолидации земель: инициирования, инвентаризации, планирования, внедрения и заключительная. В статье каждый из этих стадий рассматривается последовательно с обоснованием их целесообразности, перечнем необходимых мероприятий и землеустроительной документации, приведением практических примеров из разных стран мира. Установлено, что каждый этап процедуры консолидации земель должна проводиться с соблюдением принципа открытости, который обеспечивает привлечение максимального количества землевладельцев и землепользователей и защиту их интересов, создает положительное отношение общества к проведению консолидации земель. Составлена структурно-логическая модель процедуры проведения консолидации земель сельскохозяйственного назначения, которая наглядно отражает стадийность и мероприятия ее проведения. Даны рекомендации о необходимости введения новой землеустроительной документации по консолидации земель с подробным описанием их содержания.

#### Abstract

The purpose of the article is to develop recommendations on the stages of consolidation of agricultural land in Azerbaijan on the basis of international best practices. The analysis, systematization and generalization of scientific works of domestic and foreign scientists allowed us to determine the possible order of land consolidation in Azerbaijan and provide a detailed description of each stage. As a result of the study, the following main stages of land consolidation were proposed: initiation, inventory, planning, implementation, and final. Each of these stages is considered sequentially with justification of their expediency, a list of necessary measures and land management documentation, and practical examples from different countries of the world. It is established that each stage of the procedure of land consolidation should be carried out in compliance with the principle of openness, which ensures the involvement of the maximum number of landowners and land users and protection of their interests, creates a positive attitude of society to land consolidation. A structural and logical model of the procedure for the consolidation of agricultural land, which clearly reflects the stages and activities of its implementation. Recommendations on the need to introduce new land management documentation for land consolidation with a detailed description of their content. The relevance of further research on the procedure of agricultural land consolidation is to introduce a flexible, simple, cost-effective and short-term approach to its implementation.