

Changes of Employment through the Segmentation of Labour Market in the Baltic States

Bronislovas Martinkus¹, Stasys Stoskus², Daiva Berzinskiene²

¹Kaunas University of Technology
Laisves av. 55, LT – 44309 Kaunas, bronius.martinkus@ktu.lt

²Siauliai University
Architektu str.1, LT-78366 Siauliai, deksta@elekta.lt, daiva.berzinskiene@ktu.lt

Analysing the situation in the labour market and solving the employment and growing unemployment problems the estimation of the labour market often appears as a problem itself. Labour market is characterized by a complex morphological structure, where the components of different markets interlace with each other. The functioning of labour market is determined by the interaction of different market segments and sectors, which differ in different regions as well as in demographical, social, professional, qualification and other features. It is pointed out that labour market influenced by economic, social and political forces is resolved into separate segments (parts of labour market), which differently operate and react to the changes of environment. Estimating labour market through the regional aspect it can be resolved into particular territorial units, with their regional similarities and differences. The objects of segmentation can become employers as well as the unemployed groups. The segments of labour market can be formed according to the performance sector, work specialization, qualifying skills, etc.

The segmentation of labour market enables:

- to analyse labour market through the aspect of the extent as well as the content;
- to survey the possibilities of the different groups of people in the labour market;
- to train the qualified specialists according to the demand in the labour market;
- to organize training and re-skilling courses;
- to distribute political means through the different territorial units of the labour market;
- others.

The paper deals with the essential attitudes of labour market segmentation and presents the results of the research on the employment in the Baltic States.

Keywords: labour market, employment, segmentation of labour market.

Introduction

Scientific problem and relevance of the research.

Due to the globalization and intensive changes in many different economic sectors the problems of labour market still remain in the national as well as in the international levels. These problems have been dealt by many scientists

and researchers to evaluate the situation in labour market involving all its segments however, it remains difficult because:

- there is no one common opinion to define a labour market segment;
- specific information is necessary to analyse a particular labour market segment;
- research of every labour market segment is concerned with different methodological and measurement problems;
- etc.

Estimating the results much subjectivity appears because of the lack of methodology of labour market segment evaluation, based on objective informational resources. Different labour market segments are being analysed according to many different features (demographical, geographical, social, economic, psychological, etc.), but because of the lack of information a lot of questions, especially concerned with psychological problems of labour market members, cannot be solved.

Though a lot of different specialists deal with the problems of employment, still the research to analyse the labour markets in homogeneous countries as different territorial segments have not been found.

Research object – having generalized the presumptions of segment formation in the theories of labour market processes to estimate the changes of employment.

Research objective – the changes of the employment in the Baltic States.

Research methods – the analysis of the scientific literature, the methods of the mathematical statistics.

Theoretical basement of the labour market segmentation

Labour market as a part of economic market without its main function, i. e. the distribution of labour force among the economic sectors, professions, territory, company, performs two more social economic functions:

- distributes the income according to the form of salary and in this way stimulates work performance,
- creates similar possibilities to get rights to work and professionally improve.

Labour market, unlike the other markets (product and service market, estate market, etc.) is characterized by specific features (Lukosevicius, Stankevicius, 1998). Labour

market distinguishes it self from others by its subjects characterized by different objectives and goals. The main members of labour market are the employees, employers and intermediary institutions, where every of them forms separate labour market segments with the specific group goals and functions in the different economic sector.

The originators of labour market segmentation were Doeringer and Piore (1971), who based the presumptions, determined the development of labour market segments. The main idea of this theory, created by these authors and adapted to labour market, is that labour market segmentation to the partial markets is determined by the influence of different social, economic and political forces.

The market segments have been formed naturally in the territorial aspect, so having analysed the problems of labour market in a country, they can be evaluated according to the rates of different regions. Having joined the Europe Union, Lithuania has entered the main EU labour market and become one of the territorial labour market segments. Consideration of regions is the necessary part of the EU politics, so having estimated the development of regional structure and economic social regularity in a country as well as internationally, it is important to analyse the rates and define the existing differences. The regional political problems of social – economic system were analysed by the following Lithuanian and foreign scientists: Bagdzeviciene (2001), Dumcius, Siupsinskas (2004), Streimikiene (2002), Heidenreich, (2003), Davies (2002), Clout (1987), Kavaliauskas (2008), Melnikas (2008) and others. The analysis of the scientific literature on the problems of labour market segments formation showed that the main idea of the different viewpoints is the same, however, the reasons influencing it and being pointed out are different (Edwards, Reich, 1989; Victorisz, Harrison, 1973; Piore, 1971; Doeringer, 1971).

The theories of labour market emphasize two main concepts: internal labour market and external labour market. Through the institutional aspect, companies appeal to the internal labour market avoiding the external market, which mainly includes the unemployed and the people who want to change their jobs (having temporal job or working according to a terminal labour contract). So, the internal labour market can be defined as “labour market in the industrial company, where work assignment and payment are fixed according to the regulated administrative rules and procedures” (Gruzevskis, 2001; Buttler, Franz, Schettkat, Soskice, 1990) However, the external labour market is regulated according to the competitive rules (especially the payment changes), but not according to the fixed, administrative internal rules (Piore, 1971; Doeringer, 1971; Kerr, 1978). The theorists of labour market segmentation claim that the internal labour market is protected from the external market. The changes of the payment are not meaningful because they depend on the position in a company or on the career possibilities. So the payment is determined by the stability of the positions in a company (Gary, 1993).

Morphological characteristics of the internal labour market deal with many different elements. Firstly, specific qualifications exist in every company, which are not possible to be applied in the other one. The investment is

often used for the specific workers training. Because of that *companies are concerned in the stabilization of labour force turnover and rotation.*

There are a lot of different factors of internal labour market structurization. Firstly, if a company needs more and more investment for specific workers training, to increase its income, a company will apply more flexible payment politics (accordingly payment increase, career possibilities will arise). In this way a company seeks to keep its professional workers, technologies, defines the boundaries of movement in organizing company’s performance (Piore, 1971; Doeringer, 1971; Kerr, 1978). Thus, the division of labour is almost finished and work is specialized. If work is less specialized, more attention is paid to the development of workers’ qualification. Material investment is less, and labour force specialization depends on the orientated markets. If the final demand is stable (in size and structure) or its changes can be forecasted, the internal labour market can be related with the external labour market. In this way the mobility of the employees achieves the hierarchical format (career steps). *In conclusion, it can be claimed that the variations of demand are determined by the strict organization of work.*

This labour market research shows that the flexibility of labour market can depend on the demand changes (Daugeliene, 2007; Dubra, 2008). The links with the internal labour market are particularly important because they more or less influence the possibilities of labour force recruitment for uncontrolled rotation. The rarity of some qualifications enables companies to defend the internal labour market from the external one.

Having analysed microeconomics interpretations in the context of the national economics labour market, Doeringer (1973) and Piore (1973), later Lutz and Sengenberger (1980) defined the duality category of the labour market, and presented the concepts of primary and secondary labour markets as well as pointed out their differences. The ground of the studies of these scientists has been the *dichotomy* of labour market based on the horizontal *labour market* segmentation.

Primary labour market is specified by increasing payment, good working conditions, position stability, career possibilities, obeying the rules in organizing the usage of labour force.

Secondary labour market, on the contrary, is characterized by low payment and profit, worse working conditions, big turnover and temporary unemployment periods, low career possibilities. The equivalence of social structure and labour market is possible (Piore, 1973), because secondary labour market involves the members from lower society layers (culture minority, especially migrants). The *lower and higher layers* are defined in primary labour market. The higher layer involves specialists and executives. Often they bypass the consistent pattern of the internal labour market, and the external mobility is related with their career. The lower layer ensures the effective stability of a company.

Analysing the duality and internal and external labour market links, according to Doeringer (1973) and Piore (1973), the first segment is related with the internal labour markets. The entrance to this segment is often followed by the particular processes: classification of payment according to the worker’s productivity and education, the changes of work demand.

Secondary labour market is specified by other different elements. Only the positions having the highest competition (outwork, hotel works, construction works, etc.). However, secondary labour market is typical for such companies, which stimulate welfare market, though their work organization has not structured the internal labour market.

Possibility to enter all organizational levels is very low, payment and profit are low and labour force rotation is high. Real internal labour market includes primary positions, the other part includes secondary positions. For this reason the conditions to enter the first and second segment are different. *Secondary* positions are related with the movable labour force, which depends on the changes of the primary segment in an organization. Generally the rotation of the *secondary* labour market members is becoming more active: more redundancy appears, workers prefer the short procedures of their recruitment. The primary labour market distinguishes it self with reverse processes: to enter it, the strict selection is being made (Booth, Francesconi, Frank, 2000; Crouchley, Oskrocki, 2000; Haynes, Upward, Wright, 1999; Leontaridi, 1998; Green, 1997 and others).

Equilibration of the primary and secondary labour markets depends on the demand of labour market as well as on its supply. Regulation of the migrant flow is very important for the labour market supply. It is related with the effective labour force adaptation and the satisfaction of the company needs (the structure of the labour force in a company). The internal social category of the *secondary segment* is mostly immigrants. When the demand of the labour force is decreasing, immigration is decreasing too, and some employees of the secondary segment are able to move to the primary labour market. It is very important for their social integration (Gruzevskis, 2001; Cekanavicius, 2009).

Lithuanian problems in the different segments have been analysed by Kanopiene (1995), Valackiene (2001), Paluckiene (1998), Matiusaityte (1999, 2001), Pocius (2001), Gruzevskis (2001), Okuneviciute-Neveauskiene (2001) and others.

The different possibilities of the integration into labour market, segmenting the members according to the problem groups were researched by Heidrich (1999), Matiusaityte (2001) Pocius (2001), Gruzevskis (2002), Okuneviciute-Neveauskiene (2001), Berzinskiene (2006), Sileika (2006), Dubra (2008) and others. These authors define long term groups of the unemployed, such as women, youth, elderly people, the disabled, whose placement process is complicated because of the attitude of the employers, discussing their work possibilities. The expenses of their training and teaching, the contracts with the disabled, low work productivity and other factors limit the competitive possibilities of the discussed groups of people, pretending to the vacancies.

The classification of the factors according to Cernina (1991) and the determination the labour market segmentation is shown in Table 1.

The basement of research methodology

Analysing the changes of employment in the Baltic States, it can be noticed that this homogeneous group segments labour market into three separate territorial units:

Lithuanian, Latvian and Estonian labour markets (Berzinskiene, 2006).

The following goals to indentify the changes and differences of these segments have been formulated: S_i group creates the segmented labour market indicator, n number of indicators, which combine m number of y_{ij} , components similar for all indicators, so i indicator is equal to $S_i = \Sigma y_{ij}$. In this way the sum of the components is equal to:

$$f_{ij} = (y_{yij} / \Sigma y_{ij}) \times 100; \quad (1)$$

here: $\Sigma f_{ij} = 100$.

It is a procedure of change of the initial data with the relative structure parameter (Valkauskas, 2004). There are n number of indicators, so $S_i \rightarrow S_{f_{ij}}$.

Knowing the factual and comparable bases of the last period, $S_{f_{ij}}$ means can be identified and analysed *dealing with these goals*:

1. Factual S_i structure features are identified (*the rate statistics is being estimated during the particular period of time*);

2. Features of S_i structure changes are estimated comparing them with the factual and comparable data (*the dynamics of the phenomenon is being estimated in the retrospective aspect*). Dealing with this goal the mathematical models of time rows are being used to define the changes of variable x at the time moments $x(t)$, $t_1 < t_2 \dots < t_n$;

3. S_i structure links with K_i indicators are estimated (*the correlation regression analysis is being done*). Dealing with this goal the rates of link tightness are defined.

$$r_{yx_j} = \frac{\overline{x_j y} - \overline{x_j} \times \overline{y}}{\sigma_{x_j} \sigma_y}, \quad (2)$$

where: $(j = \overline{1, m})$;

$$r_{x_j x_k} = \frac{\overline{x_j x_k} - \overline{x_j} \times \overline{x_k}}{\sigma_{x_j} \sigma_{x_k}}, \quad (3)$$

where: $(j, k = \overline{1, m}; j \neq k)$.

Results of the research of the employment changes in the Baltic States

Though the Baltic States have some similar features (small territorial regions, all three countries are post-soviet countries and their economic development was determined by almost the similar reasons), they differ in the variation of changes in their labour markets. The Baltic States are often presented as one homogeneous group, though the transformation and integration processes determine the different changes in their labour markets (Berzinskiene, 2006). This paper deals with the results of the research during 2001 – 2007, which are structuralized into the following groups of rates:

- the dynamical changes of employment in the Baltic States;
- the dynamics of the rates in the particular segments of the labour markets.

Classification of the factors influencing on the labour market segmentation through the labour market literature, the methods of the mathematical statistics

<i>Factor</i>	<i>Characteristics</i>	<i>Features</i>
<i>Geographical</i>	Region	Regions of the country, international position.
	Administrational partition	Town, country.
	Quantitative parameters	Human resources, economically active people.
	Migration	Immigrants, emigrants, migration increase, movement of economically active people.
<i>Demographical</i>	Gender	Women, men.
	Natural increase of population	Born, dead, natural population increase (decrease).
	Age	Pre-workers, workers, pensioners.
	Marital status	Married, single, divorced.
	Nationality	Lithuanians, Estonians, Frenchmen.
<i>Economic</i>	Education	Primary, secondary, high, university.
	Professional and social status	Distribution of population according to the profession, having estimated the quantitative parameters of students and pensioners.
	Employment	People who enter the labour market, people who exit the labour market, people who deal with economical activities, the unemployed, students.
	Redundancy	Redundancy according to the reasonable classification.
	Employment of marginal groups	The situation of the disabled in the labour market.
	Unemployment	The number of the unemployed according to the gender, age, education and unemployment period.
	Distribution of human recourse according to the economical sector	Workers in the public and private sectors.
	Professional education and re-skilling of unemployed	Qualitative and quantitative parameters of the individuals who were oriented to the active labour market programs.
	Dynamics of the economical development	Stability, recession, growth.
<i>Psychological</i>	Size of the companies	Big, middle, small, individual.
	Life style	Primitive, conservative, innovative, bohemian, youth's.
	Social level	With big income, middle income, on the poverty level (under the poverty level).
	Competitive ability	Big, middle, small, uncompetitive.
	Individual qualities	Ambitious, authoritative, active, responsible, etc.
	Type of an individual	Introvert, extravert, choleric, easily convinced, hardly convinced, etc.
	Employment motivation	Search of the high paid job, wish to work in good conditions, wish to work according to the obtained qualification, search of any job, search of prestige work, etc.
<i>Behaviour</i>	Grade of re-skilling possibilities	Wish and can get other qualification, do not wish and cannot get other qualification.
	Grade of loyalty	Through employer attitude, through employee attitude.
	Grade of readiness to work	Ready for labour market, unready for labour market.
	Emotional disposition	Positive, negative motives, do not mind.
	Cultural level	High, middle, low.
	Religion	Catholic, Buddhist, Mussulman, other.

Having analysed the changes of employment during 2001 – 2007, the growth of this rate has been noticed in all Baltic States. In Latvia this rate increased up to 7.7 per cent, in Estonia – up to 8.3 per cent and in Lithuania – up to 6.4 per cent. The common rate of employment in the EU has also increased up to 2.1 per cent. The growth of employment was influenced by the economic growth, where the main reason was the internal demand and it was especially increasing when the countries entered the EU in

2004, as well as the expansive policy of money. The recent deceleration of the economic growth in the Baltic States was determined by the decreased consumption and investment growth as well as the decreased borrowing and increased interests. The consequences of the economic deceleration are closely related with the instability of the employment. One can be anxious because of the rising prices and the increasing unemployment rate. The number of redundancies is determined by the new problems in the companies.

Analyzing the rates of employment in the different labour market segments, pointing out the youth, women, men and elderly people's groups, the biggest changes have been noticed in the youth's group. Estimating the main rates of EU youth's employment, it has been noticed that this rate was increasing for about 1.1 per cent every year, and in the Baltic States and Estonia for about 1.9 per cent, in Latvia even for 2.4 per cent. These differences were determined by the economic as well as social reasons.

Though in Lithuania the growth of youth's employment was higher than in the other neighbour countries during the analysed period, it has been noticed that in 2006 this rate decreased up to 1.7 per cent, and in 2007 – 2.9 per cent. In 2003 the growth of youth's employment was one of the smallest among the

Baltic States, however, in 2004, as distinct from the other countries, this rate increased for 1 per cent, while in Latvia and Estonia it remained the same. The growth of youth's employment was related with the Baltic countries integration into the Europe Union, when the integrated countries created the opportunity for the mobile youth to move to the other countries' labour markets. It is

interesting to notice that in Estonia in 2006 the growth of employed youths was one of the biggest during the analysed period – even 5.4 per cent.

Analysing the rates of youth employment through the vertical segregation, boys are noticed to be more active than girls. In all surveyed countries boys' employment was higher than girls'. The difference between boys' and girls' employment was 6.6 per cent in Lithuania, 10.9 per cent in Latvia and 10.7 per cent in Estonia. Analysing the dependence of youth employment and students, it was noticed that the EU, where the employment rate is high, the number of students is relatively low. While in the Baltic States the general rate of youth employment is lower than in the EU, the number of students is higher. The dependence of these rates is reverse (correlation coefficient $r = -0.74$), so the presumption can be made that it is difficult in the EU to work while studying. In Lithuania and Latvia the number of working students is higher and the dependence of these rates is statistically meaningful, so it can be claimed that in the mentioned countries a lot of students try to find a job while studying.

Table 2

Average rates of employment and studying among the youth in 2001-2007

Rate	Average employment rate, percent				Studying rate, percent				Correlation links (P = 95 percent.)			
	EU	Estonia	Lithuania	Latvia	EU	Estonia	Lithuania	Latvia	EU	Estonia	Lithuania	Latvia
Segment												
General	39.8	28.4	30.7	22.7	57.7	62.5	61.6	66.3	-0.74	0.11	0.72	-0.9
Men	42.9	33.7	36.0	26.0	55.7	58.1	57.7	63.0	-0.83	0.16	0.72	-0.71
Women	36.7	23.0	25.1	19.4	59.8	67.1	65.6	69.7	-0.59	-0.32	0.56	-0.94

To increase the integration to labour market and to create the conditions for all labour market participants to choose the right job and working time form, the problem of labour market flexibility appears as relevant. Analyzing the rates of employment in the Baltic States according to the status of employment, it was estimated that having a full time job in the EU was 16.9 per cent of all employees, in Lithuania – 9.4 per cent, in Latvia – 9.5 per cent and in Estonia – 8 per cent. The number of women having a part time job was bigger than the number of men and made 81 per cent in the EU, 60 per cent in the Baltic States. It shows that the labour market in the EU compared with the Baltic States is more flexibly adapted to the need of employees.

Labour market flexibility is one of the reasons determining the mobility of labour force through the territorial aspect (Dobson, 2007). During the mentioned period in the Baltic States the negative saldo rates of migration have been noticed, and it shows that more people leave their countries that arrive to it. Saldo rates of migration in Lithuania fix the highest rates during the mentioned period (-10.2 thousand).

Generalizing the results of the research it can be claimed that emigration directly depends on the general economic situation in the country: as long as the differences of the living standards and incomes are high,

the motion of emigration will exist. The dynamics of migration emphasized that countries having weaker economic potential lose part of productive society, because the flow of migration goes from weaker countries to more developed, and this increases the uneven difference among economically weak and strong countries.

Analyzing employment in the different segments (economic sectors) it was estimated that in the EU as well as in the Baltic States the biggest rate of employees has been noticed in the service sector: 70.8 per cent in the EU and 60 per cent in the Baltic States, however, women are dominated in this sector (about 60 per cent in the EU and the same rate in the Baltic States). The highest employment in the industrial sector has been fixed in Estonia – 33 per cent, in Lithuania and Latvia – 27.9 per cent and 26.1 per cent.

According to the results of the research, it was estimated that employment was directly influenced by the regional EU support policy in the whole group of three countries. Correlation dependence was defined between the regional EU support policy and employment in Lithuania, which was $r = 0.41$ during the researched period and showed that 1 mln. EUR of the regional EU support increases the employment for 0.64 per cent. Correlation coefficient between these rates was in Latvia - $r = 0.31$,

and in Estonia - $r = 0.51$. The biggest influence of this support was defined in the segment of construction sector in all researched countries. Though the regional EU support policy is more oriented to the development of the service sector, it was estimated that the biggest added value has been created in the construction sector. Reverse dependence was noticed between the regional EU support policy for agriculture sector and employment in all researched countries, so it can be claimed that the EU support for the agriculture sector decreases employment in this sector, however, it has a positive influence as well for the productivity in the mentioned sector.

Conclusions

1. The studies of the scientific literature on the development of labour market segments showed that the main idea of the different viewpoints is the same. Labour market is divided into separate segments (partial labour markets) according to the different features, however, the reasons determining their development have been defined differently.
2. It is important to segment the labour market because it enables to:
 - complexly analyse labour market in its size as well as in its content;
 - complexly analyse the possibilities of different groups of people in the labour market;
 - according to the demand, train the specialists of appropriate qualifications;
 - organize trainings and re-skilling of labour force;
 - gradually distribute the means of labour market policy through the separate territorial units.
3. Though the Baltic States are often defined as one homogeneous group, still trying to define the differences of employment, every labour market has been analysed as a separate territorial segment.
4. The results of the research showed that:
 - the number of the employed was growing up in the all Baltic States in 2001-2007;
 - the biggest changes have been noticed in the youth's group, though big emigration is typical for this group, too. The results of the research pointed out that the countries, having lower economic potential, lose the part of their productive society, what increases differences among economically stronger and weaker countries;
 - the regional EU policy support has directly influenced the employment in the whole group of the researched countries during the researched period. Though this support was oriented into the development of a service sector, still it was estimated that the biggest added value was developed in the construction sector.
5. Having generalized the results of the research, it can be claimed that the growth of employment during the researched period was determined by the economic growth in the whole homogeneous group. Nowadays the deceleration of the economic growth in the Baltic States was influenced by the lower consumption and investment growth as well as the smaller loans and higher interests. The consequences of it are closely related with the instability of employment and its decrease.

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Bronislovas Martinkus, Stasys Stoškus, Daiva Beržinskienė

Pabaltijo šalių gyventojų užimtumo pokyčių vertinimas segmentacijos aspektu

Santrauka

Straipsnyje aptariamos darbo rinkos segmentacijos teorijų esminės nuostatos ir jomis remiantis pateikiami Pabaltijo šalių gyventojų užimtumo tyrimų rezultatai.

Analizuojant situaciją darbo rinkoje bei sprendžiant užimtumo ir didėjančio nedarbo klausimus, dažnai susiduriama su pačios darbo rinkos vertinimo problemomis. Įvertinus tai, kad darbo rinka pasižymi sudėtinga morfologine struktūra, kurioje persipina įvairių rinkų komponentai, galima teigti, kad jos funkcionavimą lemia sąveika tarp įvairių rinkos segmentų, sektorių, besiskiriančių tarpusavyje regioniniu, demografiniu, socialiniu, profesiniu, kvalifikaciniu ir kt. požymiais. Pažymėtina tai, kad darbo rinka, veikiami ekonominių, socialinių, politinių jėgų, yra skaidoma į atskirus segmentus (dalines darbo rinkas), skirtingai funkcionuojančius ir savitai reaguojančius į aplinkos pokyčius. Vertinant darbo rinką regioniniu aspektu, pastaroji gali būti suskaidyta į atitinkamus teritorinius vienetus, kuriems būdingi regioniniai panašumai ir skirtumai. Segmentacijos objektais darbo rinkoje gali tapti tiek darbdaviai, tiek darbo ieškančių asmenų grupės. Rinkos segmentai susiformuoja atsivėlgiant į veiklos pobūdį, darbo specializaciją, kvalifikacinius gebėjimus ir kt.

Siuolaikinės globalizacijos, intensyvių pokyčių įvairiose veiklos sferose sąlygomis aktualios išlieka darbo rinkos problemos tiek nacionaliniu, tiek tarptautiniu lygiais. Nors šios problemos sulaukia itin didelio tyrinėtojų dėmesio, tačiau kompleksiskai įvertinti situaciją darbo rinkoje, aprėpiant visus rinkos segmentus, yra sudėtinga. Įvertinus tai, kad atskiras rinkos segmentas analizuojamas pagal daugelį požymių (demografinius, geografinius, socialinius, ekonominius, psichologinius ir kt.) dėl informacijos stokos daugelis klausimų, ypač susijusių su darbo rinkos dalyvių psichologinėmis nuostatomis, iš viso lieka neišspręsti. Nors užimtumo problemoms skiriamas didelis įvairių sričių specialistų dėmesys, tačiau menkai tyrinėti homogeninės šalių grupės, išskaidytos į teritorinius segmentus, užimtumo rodikliai.

Darbo rinkos skaidymo į segmentus pradininkai P. B. Doeringer ir M. Piore (1971) savo darbuose pagrindė prielaidas, sąlygojusias dalinių darbo rinkų susidarymą. Pagrindinė šios teorijos idėja, iškelta autorių ir adaptuota darbo rinkai yra – kad rinkos skaidymą į dalines rinkas sąlygoja skirtingų socialinių, ekonominių, politinių jėgų poveikis.

Vertinat teritoriniu aspektu, rinkos segmentai yra susiformavę natūraliai. Analizuojant šalies darbo rinkos problemas, jos gali būti vertinamos pagal atskirų regionų (apskričių) rodiklius. Tapusi Europos Sąjungos (toliau – ES) nare, Lietuva įsiliejo į bendrą ES darbo rinką ir sudaro vieną iš daugelio teritorinių darbo rinkos segmentų.

Lietuvoje problemas atskiruose rinkos segmentuose analizavo Kanopinė (1995), Valackienė (2001), Paluckienė (1998), Matiušaitytė (1999, 2001), Pocius (2001), Guževskis (2002), Okunevičiūtė-Neveauskienė (2001) ir kt. Skirtingas integracijos į darbo rinką galimybes, segmentuojant rinkos dalyvius į problemines grupes, tyrė Offe, Hindrich (1997), Matiušaitytė (2001), Pocius (2001), Guževskis (2002), Okunevičiūtė-Neveauskienė (2001) ir kt. Šių autorių darbuose išskiriamos moterų, jaunimo, pagyvenusių asmenų, asmenų su negalia, ilgalaikių bedarbių grupės, kurių įsidarbinimo procesą apsunkina pačių darbdavių požiūris į šių asmenų galimybes.

Nors Pabaltijo valstybės turi bendrą bruožą: yra nedideli teritoriniai regionai, visos trys šalys yra postsovietinės, šių šalių ekonominę raidą lėmė panašios priežastys, tačiau joms būdingi skirtingi darbo rinkos rodiklių pokyčiai. Pabaltijo valstybės dažnai pristatomos kaip viena homogeninė grupė, tačiau transformaciniai ir integraciniai procesai sąlygojo skirtingus pokyčius ir šių šalių darbo rinkose (Beržinskienė, 2006).

Šiame darbe pateikti tyrimų rezultatai apima 2001–2007 metus. Analizuojant užimtų gyventojų skaičiaus pokyčius tiriamuoju laikotarpiu stebėtas šio rodiklio didėjimas visose Pabaltijo valstybėse. Latvijoje šis rodiklis padidėjo 7,7 proc., Estijoje – 8,3 proc., Lietuvoje – 6,4 proc. ES užimtų gyventojų per tiriamąjį laikotarpį taip pat daugėjo, tik lėčiau, ir tesudarė 2,1 proc. Šio laikotarpio gyventojų užimtumo didėjimas sietinas su ekonomikos pakilimu, kurio priežastis buvo vidaus paklausa, jos augimas ypač paspartėjo 2004 m. įstojus į ES ir ekspansinė pinigų politika. Pastarųjų metų ekonomikos plėtros lėtėjimą Pabaltijo šalyse lėmė mažesnis namų ūkių vartojimo ir investicijų didėjimas dėl sulėtėjusio skolinimo ir augančių palūkanų normų. Dabartinio ekonomikos lėtėjimo pasekmės glaudžiai susijusios su gyventojų užimtumo nestabilumu. Vis didesnį susirūpinimą namų ūkiams kelia kylančios kainos ir, prasidėjus atleidimams, padidėjusi nedarbo grėsmė. Atleidimus sąlygojo sunkumai, su kuriais susidūrė įmonės smunkant ekonomikai.

Analizuojant užimtumo rodiklius atskiruose darbo rinkos segmentuose, iš jaunimo, moterų, vyrų ir pagyvenusių asmenų grupių didžiausi pokyčiai pastebėti jaunimo amžiaus grupėje. Vertinant bendrus ES jaunimo užimtumo rodiklius, nustatyta, kad šis rodiklis tiriamuoju laikotarpiu kasmet didėjo apie 1,1 proc., o Pabaltijo šalyse, t.y. Lietuvoje ir Estijoje – apie 1,9 proc., Latvijoje net 2,4 proc. Tokį skirtumą iš dalies lėmė tiek ekonominės, tiek socialinės priežastys.

Vertinant jaunimo užimtumo rodiklius vertikalios segregacijos aspektu, šioje amžiaus grupėje aktyvesni jaunuoliai nei merginos. Visose tirtose šalyse vaikinių užimtumas buvo didesnis nei merginų. Skirtumas tarp vaikinių ir merginų užimtumo Lietuvoje sudarė 6,6 proc., Latvijoje – 10,9 proc. ir Estijoje – 10,7 proc.

Tiriant jaunimo grupės užimtumo ir besimokančiųjų dalies priklausomybę, pastebėta, kad ES, kurioje fiksuotas aukštas užimtumo rodiklis, būdinga sąlyginai žema besimokančiųjų dalis. Pabaltijo šalyse bendras jaunimo užimtumo rodiklis mažesnis nei ES, bet gerokai didesni besimokančių asmenų dalies rodikliai. ES priklausomybė tarp šių rodiklių atvirkštinė (koreliacijos koeficientas $r = -0,74$), todėl galima daryti prielaidą, jog ES mokslą derinti su darbu yra sudėtinga. Lietuvoje ir Latvijoje besimokančių jaunuolių dalis tarp užimtųjų yra didesnė, o priklausomybė tarp šių rodiklių statistiškai reikšminga. Taigi galima manyti, kad šiose šalyse nemaža dalis jaunuolių derina darbą su mokymusi.

Siekiant didinti asmenų integraciją į darbo rinką, kai sudaromos sąlygos visiems rinkos dalyviams pasirinkti tinkamą užimtumo ir darbo trukmės formą, aktualia tampa darbo rinkos lankstumo problema. Analizuojant Pabaltijo šalių užimtumo rodiklius, pagal užimtumo statusą nustatyta, kad ES nevisą darbo dieną dirbančiųjų dalis tarp visų užimtųjų sudarė 16,9 proc., Lietuvoje – 9,4 proc., Latvijoje – 9,5 proc., Estijoje atitinkamai 8 proc. Moterų, dirbančių nevisą darbo dieną, dalis tiek ES (81 proc.), tiek Pabaltijo šalyse (apie 60 proc.) buvo didesnė nei vyrų. Visa tai rodo, kad darbo rinka ES, palyginti su Pabaltijo šalimis, lanksčiau adaptuota dirbančiųjų poreikiams.

Darbo rinkos lankstumas – viena iš priežasčių, lemiančių darbo jėgos mobilumą teritoriniu požiūriu. Tiriamuoju laikotarpiu Pabaltijo šalyse stebimi neigiami migracijos saldo rodikliai, o tai rodo, kad daugiau gyventojų palieka šalį, nei atvyksta į ją. Vidutinis Lietuvos migracijos saldo rodiklis tiriamuoju laikotarpiu fiksuotas didžiausias (–10,2 tūkst.). Apibendrinus atliktus tyrimo rezultatus, pastebėta, kad emigracija tiesiogiai priklauso nuo šalies bendros ekonominės situacijos: kol egzistuoja pragyvenimo lygio ir pajamų skirtumai, tol išliks paskatos emigruoti. Gyventojų migracijos dinamikos raida išryškino, kad šalys, turinčios silpnesnį šalies ekonominį potencialą, praranda produktyviosios visuomenės dalį, nes paprastai migracijos srautai driekiasi iš ekonomiškai silpnesnių šalių į labiau išsivysčiusias, kas taip pat didina netolygumus tarp silpnesnių ir ekonomiškai stipresnių šalių.

Analizuojant gyventojų užimtumą ekonominės veiklos segmentuose (sektoriuose), nustatyta, kad tiek ES, tiek Pabaltijo šalyse didžiausia dalis dirbančiųjų pasiskirstę paslaugų sektoriuje – ES sudaro 70,8 proc., Pabaltijo šalyse – apie 60 proc. Šiame veiklos sektoriuje dominuoja moterys (apie 60 proc. tiek ES, tiek Pabaltijo šalyse). Pramonės sektoriuje daugiausia užimtų gyventojų yra Estijoje – 33 proc., Lietuvoje ir Latvijoje atitinkamai 27,9 proc. ir 26,1 proc.

Remiantis tyrimo metu gautais rezultatais, nustatyta, kad gyventojų užimtumui didelę tiesioginę įtaką turėjo ES regioninė politikos parama visoje tirtų šalių grupėje. Nustatyta koreliacinė priklausomybė tarp ES regioninės paramos įsisavinimo ir gyventojų užimtumo Lietuvoje tiriamuoju laikotarpiu parodė, kad 1 mln. EUR ES regioninės paramos įsisavinimo užimtumą didina 0,64 proc. Didžiausias šios paramos poveikis nustatytas visose tirtose šalyse statybų veiklos segmente. Nors ES regioninės politikos parama labiau orientuota paslaugų sektoriaus plėtrai, tačiau nustatyta, kad didžiausia pridėtinė vertė sukurta statybų sektoriuje. Reikšminga, tačiau atvirkštinė priklausomybė nustatyta tarp ES regioninė politikos paramos žemės ūkiui ir gyventojų užimtumo visose tirtose šalyse, t. y. ES parama žemės ūkiui mažino užimtųjų skaičių šiame sektoriuje, tačiau turėjo teigiamą įtaką žemės ūkio veiklos produktyvumui.

Raktažodžiai: *darbo rinka, gyventojų užimtumas, darbo rinkos segmentacija.*

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