

are programmers and top-managers. Averagely they earn about 25-50 thousand UAH per month, depending on their qualification and experience.

Drawing a conclusion from all the above mentioned, we understand that the tendency for improvement of the labour market really exists, but there is also a great amount of problems, which have to be solved. Our state needs to soberly look at these problems and, foremost, to propose the best politics to follow the interests both employers and employees, because still labour market in fact belongs to employer. Ukraine needs to increase the amount of enterprises, and, consequently, the amount of available workplaces. It is necessary to note, that it is useful to start from creating or reconstructing the plants, factories and other industrial objects, because many people are specialized in engineering and machinery construction but they cannot be involved nowhere, because of the absence workplaces. Further, it is necessary to revise the conditions of work where the employees will be, add some social privileges and insurance, moreover, it is necessary for the enterprises to balance the salary rate: not bordering with a living wage, but also not bringing losses to the producer.

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UKRAINE IN THE INTERNATIONAL MARKET OF INTELLECTUAL RESOURCES

Economy, based on concrete and iron, under the influence of changes in the conditions of market relations on the international scene is gradually replaced by the economy, based on ideas and knowledge, in which intellectual property is one of the main values. In the economy, a new type of national wealth is ensured through the creation of knowledge

and their transformation into values. The statistics confirms positive relationship between economic growth, scientific and research work, and intellectual property. Impact of intellectual property shows that the proportion of high-tech industries associated with an intensive use of the achievements of scientific and technical revolution in the gross national product of developed countries is increasing. So there is no wonder that the international market of intellectual labour has appeared.

Unfortunately, we cannot say, that Ukraine is a full-right participant of this market. To ensure the equal participation of Ukraine in the international market of intellectual labour it is necessary to solve a number of problems. They are associated with the development of high-tech sector, which should be provided with sufficiently intelligent human capital and participation in international scientific and technological cooperation.

The issue of forming intellectual capital of the nation requires further development, the accumulation of intellectual human resources, promoting the circulation of intelligence personnel and their combined use for the participation of Ukraine in the international market of intellectual work. It implements an innovative model of economic development of Ukraine.

Integration into the international market of intellectual work is possible only through the establishment of competitive human capital. Intellectual capital outflow from Ukraine due to temporary migration and emigration of highly skilled professionals and academics may continue to move in the form of refunds or circulation. It is necessary to develop a set of measures of effective involvement of both Ukrainian specialists travelling abroad and foreign experts, using available mechanisms of transnational transfer of knowledge and technology transfer.

Immigrant societies play a significant role in international collaboration of scientists and experts. They act as intermediaries in contracting and as a mechanism for strengthening bilateral trust. Due to the lack of Ukrainian deliberative policy of intellectual migration, scholars and professionals who have left, are lost to the country.

Communication between educational institutions, scientific and research institutes and their employees who travel abroad for various periods in order to work or to get education is a very important element for the accumulation of the total amount of knowledge of the new representatives of intellectual work.

To my mind, the accumulation of human intellectual resources of Ukraine should be carried out from different sources and should consist of internal and external resources.

Internal resources are intellectual human capital and intellectual potential of the country. Intellectual capital includes scientific and creative workers in education, science and production. Intellectual potential of the country — are students, expanding their knowledge for future practical use.

External resources are Ukrainian citizens who have gone abroad for various periods, and representatives of the Ukrainian diaspora, that came from the Ukraine who live in other countries. They are Ukrainian citizens staying abroad attending schools, universities or colleges; businessmen, people, who work in higher educational and research institutions (teachers, scientists, researchers, employees under the contract) [1].

There is another big problem, which makes Ukrainian positions in the international market of intellectual labour weaker and weaker. There is no straight and strong system or mechanism of protection of intellectual property. It is better for our specialists to go abroad to live, work and study there, because they will not only receive higher payment for the same amount of intellectual work. They would also have a chance to be aware that no one could own the results of their work.

A further interesting question concerning Ukrainian market of intellectual labour is that there are some problems with investments into national economy. It goes without saying that even if we have some ideas, if we built a strong national market of intellectual labour, we need a great amount of investments to bring these ideas to life and to make our market of intellectual labour productive. Sometimes we feel lack of our own national investment, so we have to find ways to attract foreign investors. Sometimes it becomes a difficult problem to solve it. But it is quite possible. By the results of W. Lesser's (from The Cornell University) studies intellectual property plays an active role in economic activity of developing countries. He finds a positive relationship between the role of intellectual property and direct foreign investment. Intellectual property has become one of the common tools of business regulation, especially in Europe and the U. S. [2].

As international experience shows, intellectual property can greatly increase the company's market value. And this may attract some

foreign investors. But there is something like a «closed circle». We need foreign investors to build a strong national market of intellectual resources in order to use this «national basis» for becoming a member of the international market of intellectual resources. And we need the national system of intellectual resources to attract foreign investors.

In the conclusion it is necessary to say, that nowadays Ukraine has its market of intellectual recourses, but it is far from ideal. It is complicated to establish the intellectual market with ideal characteristics, which will be a considerable part of the international one. But using the mechanisms described above and some other it is quite possible to create Ukrainian market of intellectual resources, which in several years after its establishment will be competitive in the international one.

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INVESTMENTS IN HUMAN CAPITAL DEVELOPMENT

One of the most essential events of the XX century was scientific-technical revolution. Since then the world has been changing quite fast. Of course, it influenced economics as well. Companies have started worrying about their human capital development, because human capital has become a factor of production of paramount importance.

In Ukraine human capital development is one of the most actual problems. Every year lots of scientists are leaving Ukraine to work abroad. They want to get higher wages and better living conditions. Some scientists estimated our country loses 200 or even 300 million dollars of GDP annually because of human capital loss.

Earlier human capital was considered to be just physically working power. Thanks to technical development this term became much wider. Human was replaced in the center of economical processes. These