# The Peculiarities of Implementing the World Experience in the Process of Un shadowing the Economy of Ukraine

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## **ABSTRACT:**

The main reasons of shadowing social-economic processes in the countries across the world are characterized in the article. The threats and consequences of shadow economy for the countries with different levels of economic development were investigated. The analysis of shadow economy dynamics in the world countries during the period of 2011-2017 and prognostication for 2020, 2025 were made. The dynamics of the integral index of the Ukrainian shadow economy level was considered and its factors were determined. The world experience of the leading countries having the low level of shadow economy and the experience of the countries being in the similar position with Ukraine as to the level of economy shadowing were investigated to form the efficient mechanism of unshadowing the economy of our country. Based on implementing the world experience, three directions of un shadowing national economic processes were suggested. The first one is based on introducing and implementing economic measures the main aim of which is to make the participation of business people in legal, official market relations economically, materially beneficial and safe instead of continuing activities in the illegal, shadow sector. The second direction includes the measures of the state compulsion, namely, the improvement of the legislation aimed at strengthening the struggle against business people, engaged in shadow activities. The third one is declaring the amnesty to the people engaged in shadow business; this amnesty envisages making all the sides of social-economic relations democratic, creating favorable

legal conditions for producers, reforming the tax system, real responsibility of executive bodies before the Parliament, changing money and currency policy, counteracting corruption, stabilizing the internal labor market.

**Keywords:** State Safety, Directions of Un Shadowing, Official Economy, Level of Shadow Economy, World Experience, Shadowing of Social-economic Relations.

#### INTRODUCTION

Market transformation of post-Soviet countries was accompanied by the growth of threats to economic safety, the phenomenon of shadow economy was one of the most serious among them. Despite considerable losses of the society and efforts of the state as to its limitation, the shadow economy continues spreading over a considerable part of the post-Soviet economic space [8, 11, 23].

Besides, the processes of shadowing enveloped not only economic, but also other general state and social relations, having converted them into the system of shadow mechanism of society functioning and the society itself – into the shadow para-society. In this connection, the reformation in any sphere of activity (political, economic, organizational, legal) in the modern society is, first of all, connected with overcoming or, at least, limiting shadow phenomena [24, 26, 30].

After the decades of accelerated shadow processes development and in efficiency of non-systemic efforts of the states as to their limiting and overcoming, it becomes clear, that the threat of shadowing is closely connected with the problem of government management effectiveness, its deviation from the fundamental appropriateness of the progressive transformation of the post-Soviet society economic structure, the availability in its certain layers of peculiar possibilities for developing the mechanisms of shadow restraining and archaizing, marginalizing of the whole social-economic structure [22, 33].

A long period of the transition from the centralized to market economic system was accompanied by implementing the unbalanced strategy of market transformations, uncoordinated and unconnected structural priorities of development, aimed at solving current problems having the character of single projects, the corruption schemes, which created the system of the shadow economy, did not allow to achieve the pre-reform level of the Ukrainian economy, and thus, having determined the negative tendencies of the country's development.

By 2018, the volume of the shadow economy in Ukraine had been 1 trillion hryvnias (UAH). Ukraine is among the top-five countries with the largest shadow economy.

It is proven by the research of the International Association of Chartered Certified Accountants (ACCA) devoted to the evaluation and prognostication of developing the global shadow economy.

The leader according to the highest index of shadow economy is Azerbaijan (67,04%), the second is Nigeria (48,37%), Ukraine is the third (45,16%). The Russian Federation (39,07%), Sri Lanka (37,76%), Brazil (34,76%), and Pakistan (31,78%) also have high levels.

At the same time, the USA, Japan, and China (7,78%, 10,08%, and 10,15%, correspondingly) have the lowest indices. According to the data, in which 28 countries are indicated, in 2017, the volume of the shadow economy in Ukraine was 1 trillion and 95,3 billion UAH or 45,96% of the country's GDP, which was 2,38 trillion UAH (Table 1).

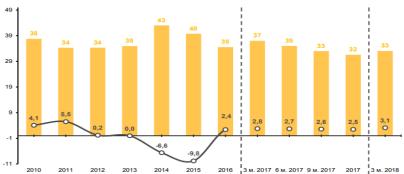
Table 1: The analysis of the shadow economy of the countries across the world during the period of 2011-2017 and prognostication value for 2020, 2025 (is grouped based on the data of the Ministry of Economic Development and Trade of Ukraine, 2018; The

Association of Chartered Certified Accountants, 2017)

Associati	on or	Cnari	erea '	Cerm	iea A	ccountants, 2017)
Country	2011	2016	2017	2020	2025	Period average (2011-25)
Japan	10,22	10,08	9,89	9,42	7,86	9,00
China	10,53	10,15	10,17	10,05	9,90	10,12
Australia	12,82	11,40	11,09	10,24	8,89	10,85
UK	11,83	11,47	11,29	11,19	10,83	11,33
Singapore	11,57	12,54	12,88	13,36	14,06	12,86
Ireland	14,74	14,17	13,59	13,57	12,78	13,84
Hong Kong	14,39	14,20	14,14	13,88	13,65	14,05
Canada	14,82	14,4	14,15	13,95	13,80	14,30
India	18,62	17,22	16,55	15,70	13,60	16,35
Indonesia	17,34	16,53	16,49	16,24	16,17	16,51
Poland	24,59	23,68	23,42	22,95	22,13	23,33
South Africa	23,48	23,29	23,33	23,71	24,19	23,59
Malaysia	28,83	23,24	22,90	21,90	21,00	23,60
Latvia	25,45	24,57	24,17	23,21	20,79	23,61
Turkey	27,43	25,72	24,95	23,85	21,55	24,70
Lithuania	27,87	26,27	26,01	25,54	25,79	26,23
Italy	26,24	26,32	26,50	26,56	26,37	26,37
Kenya	27,77	26,82	26,79	26,60	26,72	26,89
Estonia	27,78	28,48	28,40	28,09	26,46	27,83
Bulgaria	30,28	29,93	29,85	29,56	29,56	30,06
Pakistan	32,50	31,78	31,99	32,41	33,89	32,46
Brazil	35,57	34,76	34,75	34,48	34,20	34,69
Sri Lanka	39,50	37,76	37,33	36,46	34,85	37,13
Russia	39,33	39,07	39,29	39,37	39,30	39,19
Ukraine	45,16	45,96	46,12	46,10	45,98	45,84
Nigeria	50,73	48,37	47,70	46,99	46,11	47,93
Azerbaijan	47,00	67,04	66,12	56,73	58,38	58,05
Global	23,10	22,66	22,50	22,11	21,39	22,35

Nevertheless, as the previous calculations of the Ministry of Economic Development and Trade of Ukraine testify, the level of the shadow economy in the first quarter of 2018 was 33% of the official

GDP, which 4% less than in the first quarter of 2017 (Fig. 1).



The level of the shadow economy, % to the volume of the official GDP

— The change of the actual GDP volume of Ukraine, % to the corresponding period of the previous year

Figure 1: The integral index of shadow economy level of Ukraine (% of the volume of the official GDP) and rates of growth/decrease of the level of the actual GDP (in % to the corresponding period of the previous year)[3, 20].

So, if in 1990 the GDP per capita in Ukraine according to the purchasing power parity exceeded the average world indices by 11%, in 2018 it was 56% lower than the average world value and constituted 16,4% of the EU countries' level. In 2015, Ukraine, having the GDP of 2,11 thousand dollars per capita, was the 133d among 186 countries [13]. In 2018, this index was 2,6 thousand dollars.

It should be mentioned, that the level of the shadow economy can vary considerably depending on the method of calculations. Despite wide spreading of shadow economic activity, it does not have homogenous structure [16, 21].

The economies of separate countries are in a strict sense based on illegal business – piracy, trade of drugs and weapons (Somali, Nigeria, Columbia, Afghanistan), illegal manufacturing of counterfeit products (Azerbaijan, Russia, Ukraine). In developed countries shadow economic activity is characteristic of individual and small business.

For example, in the USA it permeates fashion industry, where the labor of illegal migrants is used.

In the EU countries illegal economic activity is peculiar of such labor market segment as self-employment, and, as a rule, it starts growing as a reaction to increasing tax burden and/or falling of the demand on workforce (Giving with one hand and taking with the other: Europe's role in tax-related capital flight from developing countries, 2013).

It should be understood, that the development of the economy in Ukraine is accompanied by the manifestation of not only economic crisis, but also political and social crises, the crisis of trust to the power, redistribution of financial flows for life support of the society between corruptive oligarch-clan structures, which leads to ruining of the country's economic potential [10].

The aggravation of economic situation, social tension presuppose the necessity of determining the primary sources of the ruinous decay trajectory of countries' economies, their shadowing, the economy of Ukraine, in particular, forming the system of the necessary measures for unshadowing,

which, during short periods, enable to accumulate the country's economic potential and direct it at developing the real sector of the economy aimed at entering the creative vector of development.

The aim of the article is to investigate the reasons of the negative tendencies of growing the level of shadow economy and to form the system of measures aimed at unshadowing the economy of Ukraine based on the implementation of the world experience.

#### **ANALYSIS**

The understanding of the shadow economy by various scholars is much determined by the choice of the main criterion of referring economic relations to this sphere.

From the viewpoint of the legislation currently in force and legal practice, shadow economic activity is the whole complex of contradicting legislation actions, the currently in force or making harm to the state safety and the interests of its citizens [29, 32]: illegal banking activity, purposeful bankruptcy, violating accounting regulations and the rules of document storing, crimes against management order, laundering criminal incomes, organized criminal activity, abusing the authorities, making and selling counterfeit money and securities, and also non-state securities, and corruption.

From the viewpoint of traditional approaches, shadow economy can be characterized by the following signs: it is economic activity, aimed at gaining profit; incomes, which are received from the activity in the informal economy, they not accounted by the official statistics and hidden from tax bodies; the workforce, which was not used in the legal sector, is mainly attracted in the informal economy; the positive process for the state at transformational stage because of decreasing social-economic problems, arising between different strata of the society as a result of high differentiation in incomes.

The necessity of counteracting the negative manifestations of the shadow sector as a result of the threat of investing illegal capital in the branches of the economic sector arises [25].

The conducted generalization revealed the fact, that different manifestations of the shadow economy: the routine and conditions of forming shadow economic relations, illegal schemes of achieving the necessary result, while keeping the general signs and properties, inherent to shadow business, in general, acquire specific features and signs, which are determined and stipulated by the peculiarities of economic development in separate countries.

Coming from the presence of shadowing problems in Ukraine, its following main factors can be determined:

- Political uncertainty, distrust to the actions of the authorities, and a high level of bureaucracy;
- the lack of institutional ensuring the economic policy in Ukraine;
- inefficiency of state property management and protection of owners' rights;
- The drawbacks of tax policy and imperfection of the budget policy;
- Unbalancing of the state regulatory policy;
- Deformation of the structure of the population employment;
- Raidership, which is connected with the following factors: the weakness and imperfection of judicial power, the elucidation of the shadow parastate, unproductive capital outflow, and other factors of shadowing [18, 27].

The conducted research enable to state, that a considerable level of economy shadowing is observed in the Western European countries, the average levels – in the South Africa, Malaysia, Latvia, Turkey, and the minimal levels – in such countries, as Switzerland, Denmark, Norway, the USA, Japan, and China.

These differences are explained by a high level of nationalizing the mixed economy in the developed countries of Europe, negative expenditures of the American individualism, and the atmosphere of "social consensus" in Japan, in which even "gangsters pay income taxes received from drug business, racket, and prostitution "honestly"" [14, 19].

The scale of shadow economy in the developed countries is relatively small and constitute about 5-15% of the GDP (which explains long-time inattentiveness of economic science to these problems). In developing countries the shadow sector plays more important role.

The shadow economy in some of them surpasses the official one (Nigeria, Bolivia, and Thailand). The average scales of the shadow economy in "the third world" constitute about 35-45% [7].

The reasons of the shadow economy are different in different regions of the world, however, the complex of the reasons for the market shadow business existence will be more various, especially if the experience of the most vulnerable branches of market economy is taken into account.

In order to form the effective mechanism of unshadowing the Ukrainian economy, it is necessary to take into account the experience of the leading countries across the world, having a low level of shadow economy, as the measures, conducted by them have already brought certain effect and have positive tendencies; also the experience of the countries, being in the same condition with Ukraine as to shadowing the economy is to be used because these countries are also searching effective instruments of counteracting the transition of the economy into shadow. For this purpose, the complex of directions and measures was generalized and determined aimed at counteracting the shadow economy in different countries across the world (Table 2).

Table 2: The complex of directions and measures of counteracting shadow economy: the world experience [1, 4, 6].

	world experience $[1, 4, 6]$ .	
Direction of	Measure	The country where the
unshadowing		unshadowing measure
		was implemented
	Taxation	T
	Tax benefits for creating new working places	The Netherlands, Great
burden		Britain
	Tax benefits for new employees	Montenegro
	Tax remission of the vulnerable strata of population	Hungary
	Increasing the limit of non-taxable income	Bulgaria, Belgium
	Decreasing the total gross of tax burden (% of the GDP)	Many countries of the EU
	Decreasing the individual income tax	Estonia, Slovakia
r	Tax remission on re-invested incomes	Estonia
	Lowering VAT for labor-intensive services	The Netherlands, Bolivia
	Lowering corporate income tax	Hungary, Poland, Slovakia
ļ ,	Tax benefits for the branches, in which a high	Sweden, Belgium,
	percentage of unregistered employees is noticed	France
	Establishing the uniform tax rate for non-residents	Montenegro
	Harmonizing tax system	Austria, Greece, the
tax system	,	Netherlands, France,
simplification		Portugal, Denmark
	The simplification of tax system for small and medium- sized business. Brazil introduced the integrated system of taxes and payments for small and medium-sized business (SIMPLES). As a result, the registration of firms grew by 10-30%. Also the level of employing workers without labor contract decreased. Argentina introduced the simplified tax system for small business, which led to raising tax payments. However, the measures of simplification in Bolivia and Chile, in their turn, created a lot of different taxation schemes, which decreased the positive impact of these reforms, particularly where the access to information and the level of entrepreneurs' education were limited	Kenya, Tanzania, Uruguay, Brazil, Argentina
	Introducing on-line registration and payment system	Estonia
	Establishing the uniform tax rate for non-residents	Montenegro
j	Changing of VAT /income tax / with the uniform tax.  Latin American countries are the example of successful introducing these measures, because many firms in these countries have legalized their activities	Argentina, Bolivia, Brazil, Chile, Costa- Rika, Dominican Republic, Guatemala, Honduras, Mexico, Nicaragua, Paraguay, Peru
Social security		
	Payment of social assistance proportionally to personal	Estonia and many of
	payments and income taxes	the EU countries
new employees	Reducing payments for vulnerable strata of the population	Hungary
1	Reducing payments for new employees	Poland
		Germany, the
[	Contractor is also responsible for social security of the client company	Netherlands, Great Britain
	-	Netherlands, Great

mploying workers  Introducing labor contracts together with mentioning part-time employment  Introducing part-time contracts with renewing / raising the flexibility of femporary contracts. The introduction of such measures results in raising tax payments and considerable dismissing of unregistered employees  Flexibility of labor payment  Maximal increasing of minimal wages per consumer price index, introducing differential minimal wages (according to age, region, etc.)  Motivating of employees' registration  Motivating of employees' The legalization of unregistered employees  The legalization of unregistered employees  The classing the dependence of the unemployed / disabled people on social assistance and providing them with the help in looking for work  Following labor legislation  Following labor legislation  Following labor Registering new employees:  The compulsion to perform duties in registering new employees in departments engaged in social protection  Strengthening the relations between institutions  Raising the level of material-technical provision for monitoring unregistered employees, creating monitoring agencies  Implementing target measures in concrete fields (household work, agriculture, etc.), in which unregistered labor is excessive  Monitoring the employers of unregistered workers, which will enable employees to demand social assistance payments  Regulating business activity  The creation of favorable demand on credits, because there had existed a cumbersome procedure of business registration, and also there had been no support of micro-enterprises and small business. In Peru \$12.000 families received property right on land during the period between 1996 and 2000  Improving the laws as to property rights and their following  Shortening the terms of procedures and cost of business registration. As a result of adopting the program of "quick business registration" in Mexico in 2002 the term of registering small and medium-sized business  Was shortened to 2 days, and the procedure – from \$1 to 2 d	Flexibility in	Registered unemployed can work part-time and receive	Czech Republic
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			Australia, Belgium,
Columbia grove by 5.20%		result of these measures, the share of registered firms in	Ukraine, Estonia,
Columbia grew by 3,2% Lithuania, Columbia,		Columbia grew by 5,2%	Lithuania, Columbia,
Uganda			
Introducing the single general ID (passport) of business Finland			Finland
Temporary amnesties for entrepreneurs, who decided to Italy			Tr. 1
register their business (without fines)			Italy

	Establishing temporary limitation for courts aimed at giving out official confirmations of business registration	Bosnia
Simplifying the	Simplifying licensing regulations, introducing automatic	Georgia
system of	licensing	
licensing	Simplifying trade procedures of licensing / automatic	Uganda, Tanzania
	continuation. In the framework of this project in	
	Uganda, the time of giving out licenses was shortened to	
	30 minutes instead of 2 days, administrative expenses	
	decreased by 10%, and the efficiency of working hours	
C	increased by 2%	Macedonia
Cutting down expenses	Simplifying the procedures of business closing	Macedonia
Strengthening of	Adopting the laws to fight corruption and internal policy	More than 15 countries
requirements	to fight corruption in governmental bodies; adopting the	of the EU
requirements	code of behavior / standards of ethics for the state and	of the Ec
	private sectors	
	Exchanging information between agencies and	More than 15 countries
	inspections (bodies of social protection of the	of the EU
	population, state employment service, tax bureaus).	
	Forming the automatic communication of data bases,	
	their renewing. As a result of strict measures, the	
	incomes of Spain from tax payments increased	
	considerably, and informal employment decreased	
	Unique identification numbers / the number of	More than 15 countries
	employee's social security, which can be checked by the	of the EU
	inspector any time	
	Increasing the frequency of checks-up. In Brazil at	More than 15 countries
	increasing the number of checks-up by 1% the informal	of the EU, Brazil
	employment fell by 1,5%, thus the incomes from taxes	
	on wages in the state budget grew. In Argentina	
	increasing the number of labor inspectors per 100	
	thousand of persons led to increasing the share of formal	
	employees in the private sector by 1,4%  Raising the authority of state inspection bodies	Lithuania Carmany
	Strengthening the punishment in legislation for informal	Lithuania, Germany Austria, Belgium,
	employment. As a result of these measures in Spain, the	Denmark, Germany,
	share of coming in the GDP from tax payments doubled	Ireland, Slovenia,
	share of coming in the GD1 from tax payments doubled	Spain
	Expanding the authorities of control bodies' employees	Austria, Germany
	Creating the firm registering employees at the national	Poland
	level	
	Starting the company in the informing of the public /	Denmark, Sweden,
	improving communication strategy. The simplified	France, Great Britain,
	taxation scheme introduced in Tanzania in 2001 was not	Lithuania, Estonia,
	successful, because the information about it was not	Romania
	properly given to entrepreneurs	
	Employing private detectives for watching over	Germany
	unregistered employees	
	Publishing, making known the names of infringers	Ireland
	Compensations to companies for delays in conducting	India
	separate procedures	
The country of	Measures to counteract corruption	C
The system of	Destroying material, first of all financial basis of	Germany
political and legal mechanisms to	criminal groupings. Confiscating property and creating independent legal base for the impossibility of	
fight corruption	"laundering" "dirty" money	
ngii comption	Making the register of corruptive firms	Germany
	Making payments for the labor of government officials	Singapore, Japan, the
	according to the formula, which is linked with the	USA
	according to the formula, which is illiked with the	

average wages of persons, who work successfully in	
private sector; controlled annual reporting of	
government officials concerning their property, assets	
and debts; prosecutor has the right to check up any	
bank, stock, and payment accounts of persons, who are	
suspected in violating the Statement about preventing	
corruption	
Strict attitude to considering corruption cases,	Singapore
concerning government officials of high rank aimed at	
supporting moral prestige of incorruptible political	
leaders	
The liquidation of unnecessary administrative barriers	Singapore
with the aim of economic development	
Limiting business activeness of former government	The USA
officials after retiring from government bodies	
The possibility of public control over making the most	The USA, Georgia, the
important economic and political decisions,	EU countries
independence of judicial power; sustainability of power	
branches	

## **DISCUSSION**

Generalizing the world tendencies and taking into account the existing and probable factors of shadowing the economy of Ukraine, the system of the following strategic measures for counteracting the informal economy is suggested:

- Attracting decent and professional managers, who in a short period will make the plan of the economy reanimation, free the system of government regulation from corruption and bureaucracy, and transfer it to the system of management, uniting plan and the market;
- Considering illegal enriching to be a criminal offence;
- Ratifying the Convention about corruption in the context of the criminal law:
- The reforming of the system of lawenforcement bodies' reporting corresponding to the standards of developed countries;
- Working out the complex theoreticalmethodical base for determining the volumes and counteraction to criminal and shadow activities;
- Activating the participation in the international system of counteracting the illegalization of economic activity at different levels of international cooperation;
- The creating of favorable environment for the development of business. Real

- and radical simplifying of approval and permit procedures as to conducting business activity;
- The monitoring of offshore zones;
- The "amnesty" to capitals of noncriminal origin, first of all those, which are directed to innovative sphere and other socially important and priority sectors;
- Declaring tax amnesty;
- The improving of taxation system, in particular, narrowing the base of shadow economic activity by decreasing the level of physical persons' taxation on the value of confirmed money, spent on the development of human capital (education, extension training, etc.);
- Creating and introducing the transparent system of tax benefits, optimizing tax administrating;
- Developing the mechanisms of instituting legal proceedings against indecent payers;
- Supporting the balance between fiscal and regulating functions of taxes;
- Overcoming illegal market of lab:
- Improving social insurance and decreasing fiscal burden on the fund of labor payment (including the conducting of pension reform);
- Adequate payment of labor;
- Legalizing of wages;
- Ensuring the effective protection and state guarantees of owners and investors' rights;

- Overcoming shadow phenomena in the sphere of foreign economic activities, particularly, in the system of regulation;
- Accelerating the development of financial markets and corporate sector corresponding to European standards;
- Considerable raising the effectiveness of fighting corruption and organized criminality (in the financial sphere, in particular);
- Raising the public's being informed, ensuring its influence on the decisions of the authorities;
- government support of innovation And investment projects in the real sector of the economy;
- Strengthening the system of government bodies;
- Using strict measures of punishment for corruption and raidership;
- Minimizing the state regulation of different spheres of life;
- Ensuring the transparency of the real sector of economy;
- Creating in regional state administrations of work groups for coordinating the activity of lawenforcement bodies and governmental security structures for economic and physical protection of entrepreneurship, the main tasks of which must become: the coordination of the activity of law-enforcement bodies, business unions, and nongovernmental security structures for economic and physical protection of entrepreneurship;
- Elucidating the practice of entrepreneurship protection in Ukraine from criminal infringing, raidership[5];
- Monitoring the property government officials and deputies of all levels by voluntary declaring by them of the real estate and financial assets, obligatory declaring the property and incomes of participants of pre-election campaigns (potential electives) before and after the elections;
- Prohibiting anonymous donations, payments from foreign companies and

- non-profit organizations for the benefit of the subjects of election process;
- Publishing annual financial reports of political parties' activities;
- Conducting official and public financial monitoring of using the money of electoral funds, ensuring the possibility of financing pre-election campaigns only from specially opened accounts and in non-monetary form;
- Eliminating the restrictions to the amount of the electoral fund and simultaneously strengthening controlrevision measures concerning the sources of receiving money;
- Strengthening the control over prohibiting business activities of government officials, introducing full property responsibility through the mechanism of confiscating the property of the government officials, connected with the process of money laundering and stealing the state property and budget money [14].

It is a rather substantial, but not full list of the main measures of fighting the illegal economy, which are expedient to implement and adapt to the conditions of the national social-economic relations, and which will assist in recovering and growing of the economy, strengthening of the state in the context of its economic and national safety.

Based on the conducted research, it is expedient to make the conclusion, that in the conditions of using the world experience of unshadowing economic relations, it is necessary to limit and oust the shadow market of Ukraine by two main ways. The first one is based on introducing and implementing the economic measures, the main aim of which is to make the participation of entrepreneurs in legal, official market relations economically and materially profitable and safe instead of continuing the activities in the illegal, shadow sector. The second direction includes the measures of the state compulsion, and namely, the improvement of the legislation, directed at strengthening the fight against "shadow" business people and the ensuring of its strict implementation in life. However, during the recent years the possibility of using the third direction has been discussed. This direction was successfully approved in some countries now having developed economies, but in the past they ran down, and this direction is connected with the amnesty of "shadow" business people. The main ways of legalizing the shadow capital are well known, but they are difficult to implement. The main thing is making democratic all the sides of social-economic relations, creating favorable legal conditions for producers, the reform of tax system, real responsibility of executive bodies before the Parliament, changing money and currency policy, counteracting corruption, stabilizing the internal labor market, etc. It should be noted, that the measures, mentioned above, require serious political will and at the same time freedom from the government bodies of different levels.

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