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THE INFLUENCE OF THE WORLD LABOR MARKET ON THE PROFESSIONAL DEVELOPMENT OF WAR EDUCATION WORKERS

Summary

Modern conditions and rapid scientific and technological development are leading to radical changes in labor markets. Technology is replacing manual labor, which reduces the demand for labor. Globalization and the expansion of international trade relations are also leading to migration between countries. The education system employs more than 700,000 people who need continuous professional development and improvement. Under the influence of negative environmental factors, elements of non-formal education are becoming increasingly important. Ukraine, as a part of the world economy, has its own peculiarities of the labor market, which need to study and provide recommendations for further reform. Thus, the study of changes in the educational process against the background of war and hostilities is becoming increasingly important and requires detailed research.

Introduction

One of the most important parameters of a market economy is the social orientation of the labor market. It means the proper level of demand for labor, its rational distribution among sectors of the economy, high employment, development of labor potential of the country and its stimulation, improving the quality of life of all segments of the population. In today's world, under the influence of the pandemic, the global labor market is undergoing inevitable changes that require employees to have more specific skills and abilities, and

for companies to attract and retain skilled workers and respond to current trends in talent.

Conditions for constant updating of information determine the specifics of the individual process of cognition and accumulation of personal experience, require the acquisition of new knowledge throughout the active life of man. Such knowledge becomes tools for effective continuous self-improvement and self-development of adults and their inclusion in social and professional activities.

Changes in the structure of the workforce, the transition to the information society, the achievement of scientific progress, the development of new technologies are associated with the process of loss of knowledge and lack of competencies that are vital for training and development as individuals.

In a dynamic market environment, it is important for people to constantly develop their skills in order to remain attractive to employers, and for companies to enable their workforce to learn new skills and adapt to new processes and technologies. Since, as already mentioned, this is the main key to a person's fitness for employment, the ability to learn can be an indicator of career mobility (because it indicates how smart a person is).

As technological innovation accelerates change, there is a growing awareness that people looking for learning opportunities will have better positions for career advancement. Today, professional success is determined by both an individual's ability to adapt to change and his or her willingness to make progress in his or her career.

Thus, one of the key issues of the labor market that needs research is the formation and satisfaction of labor demand, as technological progress and the unstable economic situation, both in the world and in Ukraine are causing its decline.

Part 1. Features of the international labor market

The international labor market is a system of relations that arise in the process of balancing supply and demand for world labor resources, the conditions of labor formation, wages and social protection. These relations were formed due to the uneven qualitative and quantitative distribution of labor in the world and the existing differences in the approach of each country to the reproduction of labor. In the process of globalization there are two main ways of forming the labor market:

1) unification of labor markets of individual countries, when any obstacles in the market are eliminated – social, cultural, administrative. For example, the Schengen Agreement on the Single Labor Market;

2) migration of labor resources of the country. In this aspect, both physical movement and virtual movement with the help of new methods of communication are considered.

In general, the world labor market has developed rapidly as a result of the active growth of mobility of the two determinants of production – labor and capital.

The course of economic, social and political development, the improvement of productive forces, the complication of production and labor processes, the struggle of workers for their rights, the deepening division of labor have led to different understandings of employment in different countries. Employment, in general, depends on the model of labor relations or relations in the labor market. This dependence is closely linked to various forms of government. Even taking into account the similarities between the development of the economy and the social sphere of countries with market economies, employment policies are different for all, which has led to the formation of different models of the labor market. Currently, scientists identify three main models of labor relations [1]: European (continental); Anglo-Saxon; Chinese.

The European (continental) model is characterized by a high level of legal protection of the employee, strict labor law, which focuses on job retention, sectoral tariff regulation, relatively high statutory minimum wage and relatively low differentiation.

This model is mainly used by experts of the International Labor Organization. However, this model is criticized for rising unemployment, difficult access to the labor market of youth, women and low-skilled people, weakening the incentive role of wages, reducing economic growth [2, p. 19].

Europe entered the 19th century already with high unemployment. In general, the EU labor market has gone through several stages: from the policy of «full employment» in the 50-60's of the 20th century. to a record increase in unemployment in the 70s of the 20th century; from a sharp rise in employment in the 1980s to a sharp decline in the 1990s. Today, the European Union also has a relatively high unemployment rate. The reasons for this phenomenon are called low GDP growth rates, etc., higher indicators of labor productivity dynamics, as well as the mismatch of the qualification and professional structure of labor supply.

The Anglo-Saxon model (UK, US, Australia, New Zealand) is characterized by the similarity of labor law with civil and employer freedom of employment and dismissal, the predominance of collective bargaining at the enterprise and firm level, rather than industry or region. There is also increased labor mobility, higher wage differentiation, despite the fact that there are restrictions on the application of the statutory minimum wage.

This model contributes to a more dynamic creation of new jobs, lower unemployment, high rates of economic growth. However, when using this model there is a sufficient number of citizens whose income does not correspond to the subsistence level or below social spending [3, p. 135].

The Chinese model is two-sectoral and combines strict regulation of state-socialist labor relations, which formally resembles the European model in the public sector, with no legal regulation in the private sector, where labor relations similar to early capitalist ones predominate.

The development of labor relations in China in the late 20th century was marked by «socialist modernization», at the same time began large-scale

reforms of labor relations. The first stages of the formation of labor law were completed by the publication of the Labor Law. Later, acts were developed: the Law on Employment Contract, Employment Promotion, Labor Protection, Working Conditions, Wages, Working Hours, Social Insurance [4, p. 242].

The following models of market and labor relations will also be distinguished in the scientific literature: liberal (USA), socially oriented (Sweden, Austria, Germany) and Japanese. Let's consider features of each of models in more detail.

Liberal market economy is based on the division of social functions. The right to make decisions in the field of development and structuring of production remains with entrepreneurs, and employees have the right to negotiate the consequences of decisions made by entrepreneurs, as well as to defend their rights and interests [5, p. 9]. This approach is typical of the United States, where a labor law was passed in 1948, the Wagner Act, which limited not only government intervention in the private sector but also trade union rights. This model stimulates the economic activity of entrepreneurship against the background of increasing its risk. This implies high business activity during the upswing, increasing the number of bankruptcies and rising unemployment during the downturn.

The liberal model has significant leverage over the labor market, with the most vulnerable sections of society in employment. Accordingly, the US labor market has developed certain features: the focus on the territorial movement of labor, filling jobs by moving workers between firms, training is conducted outside the company, the firm is staffed by outsiders, selecting already trained workers the right professions and qualifications. Conventionally, such a market can be called external.

In a socially oriented market economy model, the least competitive segments of the population in the labor market have strong guarantees of social protection, not to mention those who are unable to earn their own money. Regardless of which sector is the leader in the industry, private or public, modernization of production is carried out provided that workers receive their share of growth in production and productivity [6, p. 50]. Thus, a characteristic feature of the Swedish labor market is an active employment policy pursued by the state. Much attention is paid to increasing the competitiveness of the workforce, so the bulk of the employment fund is used for training and retraining programs, job creation in the public sector and, for the same purpose, subsidizing private companies. In Austria, the policy is aimed at preventing the balance of payments deficit by increasing the price competitiveness of products and achieving income balance.

This economic model assumes a fairly high degree of social consensus on the goals. Wages increase through collective bargaining, not from the supply and demand of labor. Tax policy is used as a stabilization tool: taxes are reduced during the downturn to stimulate aggregate demand and increased during the

growth phase to prevent economic «overheating». This model, with some modifications, has found its application in several countries.

The Japanese model is characterized by a domestic market, which focuses on internal migration of workers. According to the strategy of enterprise development, the structure of jobs within the company is training, formation of their professional qualification structure, movement of workers horizontally and vertically [7, p. 28]. The internal market solves two tasks: provides the process of transferring specific knowledge and internal firm experience to new employees and provides for the leakage of accumulated knowledge outside the firm.

The presence of different models means that there is no single way to choose a policy for companies. The formation of a specific model depends on the choice of priorities of the national economy, which are determined by the characteristics of socio-economic development of countries and the degree of their integration into the world economy.

Analyzing the above theories on the formation of the world labor market, we can conclude that the main element of the functioning of this market at the macro level is international labor migration, which means the movement of labor from countries for employment. Transnational corporations play an equally important role in the development of the international labor market, as they work on the basis of scientific and technical, commercial cooperation of enterprises of any legal form and regardless of type of activity, operate in markets of two or more countries. policy through several decision-making centers.

It should also be noted that when the world labor market developed rapidly, in parallel began the segmentation of the international market into several private segments, which are distinguished by their own patterns of movement of labor resources. Segmentation of the international labor market indicates the peculiarities of demand for labor resources, its qualifications and the international division of labor. This means that the labor force in the labor market is diverse and differs from that which appears only in national markets. It is characterized by a high level of mobility and the ability to adapt to the requirements of employers. The structure of the world labor market at the present stage is given in more detail in Table 1.

Of course, there are a number of factors that have a direct impact on the global labor market, as it itself has a significant impact on the country's economic growth and its macroeconomic environment. On the other hand, it should be borne in mind that the labor market is influenced by the dynamics of the world economy and certain socio-economic indicators. In figure 1 shows the main economic factors that have a direct impact on the development of the world labor market. Let's consider these factors in more detail.

Table 1

Segments of the modern world labor market

TNCs	Medium and small enterprises of developed countries
Privileged workers Information workers, programmers Specialists of secondary qualification Highly skilled groups of workers from Singapore, Hong Kong and Taiwan Female workforce (young single women) Labor supplied to areas with low levels of development Migrant workers Scientists and scientists	Specialists of secondary qualification Female workforce (young single women) Labor supplied to areas with low levels of development Migrant workers Scientists and scientists
Entrepreneurs of developing countries	International organizations
Privileged workers Information workers, programmers Specialists of secondary qualification Highly skilled groups of workers from Singapore, Hong Kong and Taiwan Female workforce (young single women) Labor supplied to areas with low levels of development «Export workers» of Asian countries Illegal workers	Information workers, programmers Specialists of secondary qualification Scientists, scientists

Source: compiled by the authors for [9]

1. At present, the international division of labor (WFP) is actively developing, consisting in the specialization of each country in the production of goods or services beneficial to it and in the further exchange of such products between the countries specified in the WFP. The active development of WFP began in the late XX century. and is actively continuing to this day. Experts note that from 2006 to 2018, world trade turnover increased 18 times [8].

An important contribution to the development of trade relations between the countries was made by multilateral negotiations regulated by the General Agreement on Tariffs and Trade (GATT), which resulted in a 10-fold reduction in customs tariffs.

Determinants of the growing role of world trade:

- growing role of the international division of labor;
- a significant increase in the share of services;
- increasing the role of transnational corporations in the world market;
- overcoming barriers between countries, uniting countries into common markets or free trade zones.

2. The impact of scientific and technological progress, informatization and communication is considered from two aspects. In the first place, they contribute to the growth of demand for scientists and highly qualified personnel, the demand for which was not met in the national market. This, in

turn, has led to the well-known phenomenon of «brain drain», the essence of which is that highly qualified personnel have not found job offers in their country and are forced to migrate to other countries and work for their benefit. On the other hand, these factors have led to unemployment, because with the widespread development of technology, the need for additional labor is automatically eliminated.



Figure 1. Factors that have a decisive influence on the development of the world labor market

Source: [9]

3. International competition has developed mainly through overcoming national isolation. This has led to a struggle in the market between countries for influence over the information space, which is now extremely powerful, and over the use and redistribution of resources. Countries must now actively pursue their economic policies towards the development of high-tech industries, the development of technology to maintain their competitiveness at a high level, as it depends on the well-being, living standards and wages of the entire population.

4. An important factor is the development of international transport infrastructure. In recent decades, aviation, rail, water and road transport have developed especially. These modes of transport carry huge volumes of traffic every day. No less popular is the network of pipelines that supply oil and natural gas.

5. Openness to the movement of capital means that it creates a demand not only for the labor resources of their country, but also for foreign labor, which often has certain advantages over national. Nowadays, TNCs and investors aim at a quick process of making a profit, so it is advantageous for them to move production to regions where wages are low, ie a great opportunity to use cheap labor, but its level of skills provides opportunities for new technologies. Due to this movement, the labor force of the country to which production is transferred, receive high incomes.

6. Structural changes in the economy of each country had their own characteristics, complexities and were of varying severity, but the ratio of macroeconomic stabilization, price liberalization and foreign trade, institutional change was aimed at expanding private property. These structural changes have led to unemployment and underemployment. Such changes led to underproduction of GDP and underpayment of taxes in the state. There were also social consequences for the working population and the level of stability of the state in general.

7. The most important and complex factor influencing the development of the world capital market is international labor migration, as migration processes are influenced by all the factors listed above. And no less important is the fact that people are involved in this process. In general, the dynamism of the labor market is influenced by the flexibility of the labor force, which leads to migration processes, as well as the flexibility of capital, the result of which is outsourcing. Modern migration flows consist of two directions. This means that one country can accept migrants from other countries, and citizens of this country move to other countries [9, p. 38].

Among the factors that indicate its impact on the world labor market are the following: economic development of the country; economic cycle; formation of macroeconomic and labor market policies.

Currently, the labor market needs new ideas for development. The current system is less effective and ill-suited to structural change, which is happening at an ever-increasing pace. As a result, we see high unemployment with unfilled jobs, increased productivity with unchanged wages, and economic recovery with reduced vertical mobility for many.

Fortunately, real dysfunction and obvious contradictions are contributing to change. Instead of returning to business, as usual, after the recession, the labor market is settling into a new norm. With the right course, the global labor market can navigate the changing world of work and open up new opportunities for employment and economic growth for the fourth industrial revolution.

For example, some global organizations call this period a new era of the Human Age, where talent is becoming a key factor for both organizations and countries. This process is manifested in the four global forces of restructuring the global labor market: demographic change, the benefits of individual choice, the continuous technological revolution and increasing customer experience.

1. Moving demographics, dynamic workforce

Trends such as the aging of the nation and declining birth rates are observed in most parts of the world. 60% of people now live in countries where labor is constantly declining. China's working population peaked in 2010; by 2050, more than a quarter of its population will be over 65, up from 8% today. In Germany, the workforce will be reduced by six million workers over the next 15 years, which is one of the reasons why their policies are aimed at being open to migrants [10].

Faced with labor shortages, employers and politicians are forced to think differently about the sources of talent. In Japan, where a quarter of the population is over 65 (compared to 15 percent in the US), there is a strong push to get more women and older workers in the labor market. As a result of these and other efforts, the workforce has shrunk by only 1% in the last decade, although Japan's «working age» population (traditionally defined as ages 15-64) has shrunk by 8%. Politicians in other countries should take note – according to UN estimates, by 2050, 33 countries will have more elderly people than Japan has today [11].

A more intensive search for talented people is beginning, and we are already seeing interesting results. Aerospace companies, faced with the problem of an aging nation, began to develop a flexible work schedule, retirement in stages, «careers for the devil» and many knowledge transfer programs to prepare the next generation. All over the world, employers are experimenting with new policies to better address underrepresented groups of women, youth, minorities, people with disabilities, migrants, etc.

2. Increasing the role of individual choice

Most people are willing to work multiple jobs and change directions several times during their working lives. They have a new way of thinking. Instead of hoping for one job for life, the goal today is to develop the skills, experience and knowledge needed to move up, regardless of the employer. Ideally, this gives people more choice and flexibility to slow down at different stages of their working lives. This, in turn, will ensure the demand for such labor resources.

Helping this group of people to improve their skills is a defining labor challenge of our time, and requires extraordinary efforts on the part of educators, politicians and most of all employers.

In the short term, individual choice will cause problems in the labor market. Companies, for obvious reasons, will ask: why should I train you if you will work for my competitor? However, with the lack of manpower there is a need to retain staff, which leads to increased investment in development programs [12, p. 22].

Politicians will also need to explore new ways of providing social benefits that are tailored to non-traditional work. Focus on employment for life, rather than protecting specific jobs in companies, increasing labor mobility, protecting people and promoting lifelong learning and development.

3. Scientific and technological revolution

As a result of rapid technological change, companies today face shorter cycles of business activity and truly global competition. Few industries are protected from destruction. Automation contributes to the spread of artificial intelligence, which has a significant impact on jobs. Up to 60% of jobs in the United States in 2020 were estimated to be computerized in the next 10 years. It is likely that the creation of new industries will surpass those that are

disappearing, but the transition will be difficult for the labor market and may take decades.

However, there is an optimistic forecast. Technology is contributing to the emergence of new models of work that can help solve some of the current problems of the labor market.

4. Increasing customer experience

Human resource management has become a science, organizations are beginning to use large amounts of data and supply chains, recruiting. The goal is to increase efficiency and productivity, and it is transforming. With the proliferation of so-called «people analysts», digital performance measurement systems and better human resource information systems, companies know their employees like never before. This makes it easier for companies to identify the best employees and analyze where there are gaps in the work of employees.

With all the data, companies are starting to think more strategically about where to hire new talented people. For example, due to the complexity of staying up to the speed of technology change, companies are increasingly using outsourcing, IT management for professionals. This, in turn, creates new performance metrics by enabling cybersecurity vendors to control attacks against a wide range of customers around the world and share security decisions.

An equally important component that affects the development of the labor market is the structure of employment. The economic development of countries and their specialization has a significant impact on the area in which the bulk of the labor force will be concentrated. At the same time, considerable attention should be paid to which areas of the country's activity have the greatest demand for labor. Let's analyze the situation on the labor market in these aspects in the G-20. In the table. Figure 2 provides information on the structure of employment in the G-20 countries.

Analyzing these indicators, we can conclude that in almost all countries the largest share in the structure of employment is occupied by services. The United Kingdom has the largest share of employees in the service sector – 83.5%. In the range of 70-80%, the share of those employed in the service sector is observed in the United States, Saudi Arabia, Japan, Korea, Germany, France, Brazil, Argentina, Australia, and Canada. China and Indonesia are defined as the countries with the lowest share of employment in services, with 36.1% and 31% respectively.

Indicators of employment in industry range from 20-30%. The largest share in China is 30.3%. The lowest in Canada, Indonesia and Spain with a percentage of 13; 13.1 and 15 respectively.

Table 2

The structure of employment

	The structure of employment, %		
	Service Industries	Industry	Agriculture
1	2	3	4
Argentina	74,7	24	0,5
Australia	75,3	21,1	3,6
Brazil	71	13,3	15,7
Canada	76	13	2
China	36,1	30,3	33,6
France	75,7	21,3	3
Germany	73,8	24,3	1,6
India	31	20	49
Indonesia	47,9	13,2	38,9
Italy	67,8	28,3	3,9
Japan	70,9	26,2	2,9
Korea	70,2	24,2	5,7
Mexico	61,9	21,3	13,4
Saudi Arabia	71,9	21,4	7,9
South Africa	66	18	4
Spain	58,4	15	2,9
Turkey	48,4	26,2	25,5
Great Britain	83,5	15,2	1,3
USA	79,1	20,3	0,7
Ukraine	67,8	26,5	5,8

Source: compiled by the authors for [13]

Part 2. Opportunities for professional development of educators

Ukraine has a fairly high rate of employment in agriculture, compared to developed countries 5.8%. Dominant in employment is the service sector 67.8%, almost three times less than those employed in industry – 26.5%, as industry is in a difficult situation.

Highly developed countries are significantly developing services and industry, so the share of employment in agriculture is negligible. However, the geographical factor should also be taken into account. Thus, agricultural workers in the United States and Argentina 0.7% and 0.5% respectively, the UK 1.3%, Germany – 1.6%. Employees in the agricultural sector in China – 33.6%, Indonesia – 38.9%, Turkey – 25.5%, which indicates the specialization of countries and, accordingly, the ability of workers to get a job.

Considering employment in various spheres of activity of the countries, it is necessary to note those professions for which there is a demand in the countries of the world. In general, the world needs the most specialists in engineering, IT, doctors, tourism, logistics, environmentalists, chemists, energy, nanotechnologists and service specialists. That is, areas that are developing rapidly need qualified personnel.

If we focus on professions that are in demand in some countries, we can give the following characteristics:

1) Demand for engineers of various profiles is high in the United States, Russia, China, Australia, Brazil, France, Germany, Italy, Japan, Argentina, Britain, Spain, Turkey;

2) IT specialists are sought in Brazil, Canada, Turkey, Mexico, France, Germany, Poland, Australia, Austria, Russia, Slovenia, Great Britain, Sweden, Norway, Ireland;

3) Specialists in the petrochemical industry are needed in Great Britain, South Africa, Singapore, New Zealand, Brazil, Australia;

4) High demand for doctors, especially in the context of the coronary crisis is observed in Australia, Denmark, Finland, Canada, Germany, India, Ireland, Singapore, Sweden, Great Britain;

5) Specialists in databases and computer networks are sought in Austria, Belgium, Brazil, Ireland, New Zealand, Luxembourg, Norway, Poland, Singapore, South Africa.

Through COVID-19 there is a sharp transformation of the workforce: work has become increasingly remote, classified by new methods and there is a change in demand. Undoubtedly, this crisis should be a catalyst for a new future of work, more flexible, diverse and more prosperous. To find out what has changed, ManpowerGroup surveyed more than 8,000 people in 58 countries about the future of workers [14], and identified the following changes:

– Changing demand for labor. Demand for new vacancies, such as contact, distance and temperature trackers, is growing as fast as others. Acute skills shortages are exacerbated by technology – the demand for cybersecurity, software development and data analysts continues to grow. There is also a growing demand for human and power skills – in times of rapid transformation and uncertainty, these so-called soft skills are more important than ever for workers and leaders.

– Increasing the salaries of important employees. Underestimated key employees have become the main characters who serve in hospitals, grocery stores, delivery centers. Increasing attention on social networks has led to the emergence of a new category of workers, many of whom are better recognized, more widely celebrated and increasingly supported. France and the United Kingdom have committed themselves to long-term wage increases for key health workers, education and training workers, and law enforcement officials. Elsewhere, politicians, politicians, trade unions and individuals are calling for greater equality between permanent and temporary workers, remote or outgoing, irrelevant and necessary.

– The need for a work-life balance. Many workers have felt more flexible in their work in different directions. Firms offering job vacancies need to be offered a phased start and end time, a more flexible schedule and a distribution of priorities so that people can do their jobs more efficiently.

– Improved health and safety. Feelings of isolation, stress, fear and anxiety are a legacy of COVID-19 and will change our thinking about the value of health, well-being, family and society. Therefore, the priority for employers is to maintain emotional well-being as well as physical and organizational activities so that people are confident, healthy and productive.

Thus, in the context of dynamic changes in the labor market, most employers in the world are working to create more flexible types of vacancies, which were previously considered inflexible. 36 percent of employers plan to implement schedules combining remote work and work in the workplace.

But for a successful career move, much depends on the skills and desire of the employee to be more flexible on the mobile and focused. The need for training is: «the desire and ability to quickly develop and adapt their skills to the needs and requirements of today in order to remain able to work throughout their lives».

It is time to look in a new way at the motivation and development of the labor market, both employers and employees. Thus, in a crisis environment, the ability to learn is a path to success for both employers and individuals.

As organizations seek to invest in their employees' development, understanding the three-dimensional ability to learn (an employee's intrinsic desire to explore and learn new, the employer's motivational dimension, not tradition, ie questioning the status quo) will provide guidance on how to it is best to increase efficiency and make better decisions about motivating your employees. This approach reveals the benefits for all labor market participants.

Advantages for an individual: allows the employee to better understand the training profile; receives resources to help the employee improve learning ability.

Advantages for the organization: allows you to make development decisions, indicates the agility / mobility of the employee, measures motivation for self-development.

Thanks to the results expressed in three dimensions (Inner desire to explore; Motivated to learn; and Unconventional: challenges the status quo), Learning Assessment enables organizations and individuals to succeed.

The effectiveness of adult learning in non-formal education requires different approaches to achieving the goals of learning and depends on motivation, level of preparation, desire to learn, improve their professional level. In non-formal education, the applicant independently takes steps to realize their own motives, needs, interests, which determines the development of his personality. The source of non-formal education can be books, newspapers, television, Internet, online networks that are created in a virtual environment, distance communication, museums, schools, institutes, personal experience, the experience of friends and relatives. [15, p. 58].

A significant part of the EU population is actively involved in non-formal learning, 80% of their non-formal education is directly related to professional development. The most popular goals of people are the desire to have a better

job and improve their career (45%), to improve the level of knowledge and skills in a certain field (33%), to acquire knowledge and skills needed in everyday life (26%). The most active participants in non-formal education are Sweden (70%), Norway and Finland (50%) [15, p. 59].

Continuing adult education is given considerable attention in the educational policy of developed EU countries. It is seen as a mechanism for achieving sustainable economic development, guaranteeing civil progress and democratic social order; as a manifestation of society's responsibility for the formation of human and social capital, which is a key element of modern knowledge society [16, p. 188].

All over the world, labor markets are in turmoil as the economic situation, which has a direct impact on them, has deteriorated in the last two years (2020–2021). Such market trends are the reason for a number of fundamental differences between what employers are looking for and the skills of those they would like to hire. There have never been so many highly educated people in the world as needed; There is currently a crisis in Europe, a slow recovery in the United States, and the growth of developing economies that reveal previously hidden shortcomings in the labor market. Analyzing this, it becomes clear that world markets will need a wide range of policy measures [17, p. 115].

Conclusions

Thus, solving problems begins with an education system that would be more effective not only in teaching and training new generations, but also in dividing them into promising career paths. The pandemic changed schools and universities, they learned to work remotely. Online education and training is and remains an important part of the corporate world. Cost inflation also has a serious impact on the availability of quality education for the majority of the population.

In most countries, the population between the ages of 16 and 30 is divided into two very different groups. Some are quite educated, but it is difficult for them to find a job that matches their skills, employment among such people is incomplete. The rest of the economically active population did not have the opportunity to receive education. In some countries, a whole generation of young people may lose the opportunity to get a decent job and develop in their chosen field because politicians and companies do not consider it necessary to experiment with new ideas, concepts and schemes.

At the same time, rapid technological change, including distributed manufacturing and digital business, has left many people aged 50-65 unemployed. Because not all companies want to adapt to changing market conditions, they try to find ways to circumvent change and not spend on training, which often means hiring new employees with different skills. After losing relatively well-paid jobs, many older workers either retire early or find vacancies in much less attractive occupations.

This phenomenon is a huge problem, because it is quite a difficult task – to retrain a large number of people displaced by the introduction of new technologies. Both governments and companies have a responsibility to make decisions that will incur education and training costs and redesign jobs to match existing skills. Elements of formal and non-formal education can be used to implement such educational activities.

In order to maintain and improve their level of vocational education, non-formal education methods are becoming increasingly important. Non-formal education of scientific and pedagogical workers can be an effective tool for fully or partially solving the challenges of the modern world, in particular, training during the war. Military action is not only a restriction of human freedom, physical and psychological suffering, but also humanitarian crises, including the crisis in the education sector. This is manifested in limited access to educational institutions and training programs. And in this case, the only solution to the problem may be to expand the types and forms of implementation of educational initiatives.

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