

Larysa Bogush

*PhD in Economics, Senior Researcher, Leading Research Scientist
Ptoukha Institute for Demography and Social Studies of the
National Academy of Sciences of Ukraine*

**THE EFFECTIVENESS OF THE UKRAINIAN WORKFORCE'
REPRODUCTION AND USE IN WAR AND POST-WAR
REALITIES OF MACRO-REGION AND WORLD:
THREATS, CONDITIONS, PROSPECTS**

Summary

The efficiency of workforce' reproduction and use is one of the key factors of competitive businesses' management, socium progress and social harmony in the conditions of neo- and post-industrial economic modes that have been spreading throughout the world and its macro-regions. The organization, regulation priorities of the employment sphere, trends and problems of its functioning determine a multiplicative cluster of incentives and disincentives for the life quality in Ukraine in a number of its manifestations, among which, in particular, – the characteristics of the living environment (household, work), resource base, indicators and features of human resources' reproduction and use that are of great importance for recovering from war losses and damages in post-war realities of modern globalized world. Socially recognized practice and already achieved parameters of the life quality outline the long term material and immaterial incentives and motivators of individual and community human development, parameters and processes of diversification of the national economy' and the labor market' territorial segments, and therefore – the expectations and sustainability of positive post-war socio-economic and, among other, demographic and migration shifts.

Introduction

The efficiency of workforce' reproduction and use is one of the key factors of competitive businesses' management, socium progress and social harmony in the conditions of neo- and post-industrial economic modes that have been spreading throughout the world and its macro-regions at the same time with intensification of communications' spectrum (including cross-border logistics), globalization of living practices' set of compact human communities (up to the level of separate state entities and their political associations). The principles and priorities of the workforce' reproduction and use, the sequence of relevant long-term guidelines serve as the basis for the reproduction and improvement of the level and quality of life of the entire population, i.e. factors that (along

with the national policy' systematic measures for innovative modernization, economic diversification, socium solidarity, including by social protection' means) provide a powerful reverse influence on the sustainable competitive development' rates of countries and their political macro-regional unions in war and post-war realities.

The organization (mechanisms, tools), regulation priorities of the employment sphere, trends and problems of its functioning determine a multiplicative cluster of incentives and disincentives for the life quality in Ukraine and other countries all over the world in a number of its manifestations, among which, in particular, – the characteristics of the living environment (household, work), resource base, indicators and features of human resources' reproduction and use that are also of great importance for recovering from war losses and damages in Ukrainian post-war realities against the modern background of the world further globalization.

It's worth to mention generalized key factors of the orientation and quality of the processes of formation and improvement of the living standard and living environment, reproduction and use of human resources and, in particular, labor force, such as:

- aggregate (direct and indirect) expenses for the workforce reproduction – financial, other material – in the prime cost and the market value of production of each economic activity, especially in the specialization branches in the national and foreign markets;
- legislatively regulated potential and realities of local budgets' practice regarding the accumulation of business entities' taxes in the locations of their production base and economic activity;
- mechanisms of distribution and redistribution of budget and other targeted funds in practices of social protection, individual and community human capital' increasing, activation of the population' employment and entrepreneurial initiatives.

These factors, while potentiating by established socially recognized practice and already achieved parameters of the life quality, in the Ukrainian post-war realities will outline the long term material and immaterial incentives and motivators of individual and community human development, parameters and processes of diversification of the national economy' and the labor market' territorial segments, and therefore – the expectations and sustainability of positive socio-economic and, among other, demographic and migration shifts.

1. Threats to the employment sphere' functioning in the context of Ukraine' competitive post-war revival expectations

The relevance of the consistent diversification of the national economic complex and its territorial subsystems towards the accelerated development of innovative and science-intensive activities (in particular, with a funds' fast

turnover, attractive for entrepreneurship) is argued by the forecasts of the Ministry of Economy made in 2023. This forecasting regards the needs to engage at least 4.5 million employees on the Ukraine' labor market over the next ten years [1]. Large-scale military actions force us to expect catastrophic losses of the economically active population, because, according to the United Nations Organization, 6.3 million Ukrainian refugees were registered in the countries all over the world in 2023; according to expert calculations, there were about 3.7–4.8 million people in European countries. At least half of the forced migrants were children, and most of the adults were women aged 25–49. From 40 to 60% of migrants may remain abroad, as the propensity to return (primarily among families with children, young people) significantly decreases over time [1].

According to the most balanced assessments (in our opinion), due to the consequences and results of military operations and expected irreversible migration Ukraine will loss up to 23–32% of the working population [2–7].

According to the analysis of vacancies that employers submitted to the State Employment Service, the most sought after in mid-2023 were: skilled workers with tools – 21%; workers for maintaining, operating equipment and machines – 16%; workers in the sphere of trade and services – 15% [8]. However, the average salary in these vacancies was only UAH 11,000. Therefore, employers are not ready to finance their own need for qualified workers (even of a rather narrow specialization). Thus, according to the Construction Industry Trade Union, the salary of crane operators and construction workers is very low – nowadays such workers can rarely earn more than UAH 20,000, even with the salary' unofficial part [9]. As of 2023, the experts of the Construction Industry Trade Union estimated a decent wage for work, which also guarantees its safety for the employed, in the amount of UAH 200 per hour.

The currently widespread non-tariff wage systems and corporate standards for evaluating the suitability of the employees' qualifications for the positions they hold and job duties' scope, which are weakly consistent with the relevant state standards, contribute to numerous manipulations with salaries' rates and enterprises' wage funds. The source of the problems is the vague regulation of non-tariff wage systems in national legislation, which allows employers to save on the wage fund at the employee' expense, while paying a united social contribution from the monthly minimum wage.

According to the letter of the Ministry of Social Policy dated March 20, 2017 No. 766/0/101-17/28, the state guarantee that must be observed for workers with hourly payment is the minimum wage in an hourly (not monthly) amount. Therefore, if an employee (whom hourly rate is set or whose work is paid according to the qualification characteristics and certain work results determined by the employer) has fulfilled the monthly labor rate, but the

accrued salary amount turned out to be less than the minimum monthly salary, then no additional payment is made to it. In turn, in accordance with subsection 2 of part 5 of article 8 of the Law «On the collection and accounting of united contribution to mandatory state social insurance» dated 07/08/2010 No. 2464, as well as with the clarification of the State Fiscal Service dated 04/13/2018 No. 1549/IPK/15-32-13-01-10, the monthly salary may be less than the monthly minimum wage, without requiring the employer to pay the difference. At the same time, only the mandatory deduction of the united social contribution is controlled.

A significant role in the accumulation and aggravation of the problems of the employment sphere' functioning, which affect the situation and prospects of domestic demographic and migration processes, is played by the government' orientation to the consistent reduction of trade unions' role, downsizing the spread of collective-contractual regulation of employment and working conditions.

On the conviction of the regional associations of Ukrainian trade unions, in particular, expressed as early as 2021, the course to implementing neoliberal policies in the economy and social sphere, weakening the state' regulatory function that was taken by the authorities, as well as an effective social dialogue' lack (especially in establishing of a range of significant social minimums) leads to deepening of labor results' unfair distribution and poverty' growth, destabilization of demand and supply in the labor market, further labor migration increase and aggravation of social confrontation in the country [10]. With the government help, a significant part of business avoids collective bargaining, which negatively affects the observance of citizens' labor, social and economic rights.

The number of collective agreements concluded and registered in Ukraine in 2010–2015 decreased by 27.6% (from 105 thousand to 76 thousand), in 2010–2017 – by 39.7% (to 63.4 thousand), in 2010–2021 – by 58.9% (to almost 43.2 thousand) [11; 12]. At the end of 2021, 5064.4 thousand or 70.2% of full-time employees were covered by collective agreements [12].

According to sociological studies of the social dialogue' parameters on the compliance of employment with the decent work criteria, conducted in a number of settlements and regions, the lowest level of collective agreement regulation was registered among workers in such types of economic activities as temporary accommodation and organization of meals, wholesale and retail trade, repair of motor vehicles and motorcycles, real estate transactions [11]. At the same time, the level of collective bargaining was high in industry, financial and insurance activities, arts, sports, entertainment and recreation. The fulfillment level of the collective agreements' provisions, according to the employees' assessment, is also heterogeneous. Its highest indicators were

observed in professional, scientific and technical activities, while the worst – in education and real estate transactions [11].

The privatization processes and other forms of state-owned enterprises' reorganization, which are carried out in order to fill the state budget, have revealed a number of acute problems of observing the social and labor rights of their collectives that affect the preservation of the professional and qualification potential of industries and the economy in general. According to the trade union «Mashprilad»' assessment, one of the main problems is the maximum retention of highly qualified employees, ensuring their protection and compliance with labor legislation in the reorganization process [13].

Branch trade unions also often note significant contradictions between the parameters of the labor legislation' adaptation of Ukraine and European Union, the implementation of international norms of labor organization and safety, as well as realities of the national practice of the employment sphere' reforming. In particular, specialists of the Trade union of agro-industrial complex' employees and the Trade union IUF international organization found contradictions between a number of documents ratified by Ukraine (ILO Conventions No. 129 on labor inspection in agriculture, No. 135 on the protection of the rights of workers' representatives at the enterprise and the opportunities that provided to them, No. 155 on occupational safety and hygiene and the production environment, No. 184 on occupational safety and hygiene in agriculture) and the draft law «On the safety and health of workers at work» developed by the Ministry of Economy [14]. The trade union community believes that this draft law carries the risk of destroying the system of institutions of national legislation, narrows the rights and guarantees of workers for healthy occupational conditions. First of all, they are talking about risks in the workplace, the safety and health of women workers in agriculture, ensuring the special needs of women in connection with pregnancy, breastfeeding and reproductive health [14].

The Law «On amendments to certain legislative acts on simplifying the labor relations' regulation in the field of small and medium-sized entrepreneurship and reducing the administrative burden on entrepreneurial activity», which was adopted on 07/19/2022, according to the conclusion of the Professional Unions' Federation, significantly limits fundamental constitutional labor rights and guarantees of hundreds of thousands of workers in this category and puts them in unequal conditions with others, as it introduces extreme forms of labor relations' liberalization and discrimination regarding the rights of workers who work at enterprises with up to 250 employees [15].

According to the experts' conclusions, the provisions of this Law contradict the Constitution of Ukraine, ILO Conventions, EU Directives and in practice will lead to the deterioration of the employment contract conditions for hired personnel in comparison to the current legislation due to the unfavorable

conditions' imposition in the individual employment contract, employees' discrimination and the weakening of the rights-protecting role of trade unions, as well as their legal representatives. The result of this law implementation will be the destruction of the interests' balance between the employment contract' parties and the formalization of opportunities for the employer absolute dictation in relation to the employee [15].

The 111th International Labor Conference emphasized the need for systematic coordination of political actions at the international, regional and national levels with social issues, since only such a strategy will allow to resist growing economic inequality (in particular, in dimensions of: citizens' deprivation from social protection; wages below subsistence minimum; tendencies towards bankruptcy of micro- and small enterprises; gender inequality in wages, when women on average earn up to 20% less than their male colleagues) [16]. For reference, it should be noted that in the first half of 2023 in Ukraine, men's wages were higher than women's by almost 19% [17]. The ILO announced the following priorities:

- ensuring a balanced consideration of environmental, economic and social aspects, in particular, during the international financial system' restructuring;
- conducting a coordinated policy on issues of social protection and decent work and increasing investments in this sphere [16].

In addition to the current extremely acute security threats, their immediate and long-term consequences for the quantitative and qualitative parameters of the labor force and employment, Ukraine (so as the whole world) will face numerous new economic and social challenges in the near future. Their content is associated with overcoming the economic recession' consequences, the national markets' further globalization, at the same time as the segmentation of sectoral foreign markets, the digitalization of work, the transition to new professional standards based on a modernized national classifier. As a result, we should expect the reduction of jobs in the economy' traditional sectors, the large-scale spread of employment non-standard forms, which, among other, will lead to a decrease in trade union membership and the limitation of trade union mechanisms for the hired labor protection [10].

According to experts' assessments, over the next 5 years 83 million jobs will be lost and 69 million new ones will be created on the world labor market, which will lead to the elimination of 17% of jobs at least [18]. In general, administrative positions and jobs in the spheres of security and trade are at risk of the biggest reductions. Cashiers, accountants, administrators, secretaries and a number of other workers may be out of a job due to the expectations of automation and digitization of some processes. Among these workers we should also mention: security guards; household workers; collectors and factory workers; postal service employees; bank cashiers; shop assistants;

telemarketing specialists; customer service personnel; managers of business services and administration; door-to-door salesmen (in fields), street vendors, as well as related workers. Workers with basic education and women are also expected to face significant challenges, as employers would look for experienced professionals and men for labor vacancies [18].

The forecasted world trends, while multiplying by an outdated structure, unsatisfactory diversification, significant resource-raw material and logistics-transport specialization of the national economy and its territorial subsystems, may have a sharp impact on the Ukrainian employment sphere, especially if we compare them with the modern demand dynamics on the labor market.

According to the recruitment management system Work.ua [19], sales consultant, sales manager, driver, cook and accountant were consistently dominated among the five most in-demand positions in the summer of 2023. In turn, the largest increase in June 2023 was shown only by the seasonally significant small group of primary school teacher vacancies (+44%, in absolute terms – approximately from 2.3 to 5.9% of the total demand for the above-mentioned most sought-after positions), which is related to the search of private schools and kindergartens for temporary staff in order to prepare children for school during the summer vacations.

In October 2023, the most part of vacancies were offered in the following categories: «Working specialties, production» (+2% increase by September 2023, 20,018 vacancies); «Sphere of services» (19,417 job offers, 4% less than in September); «Sales, purchases» (+2%, 14,012); «Retail trade» (-1%, 12,755); «Logistics, warehousing, foreign economic activities» (+3%, 11,265); «Hotel and restaurant business, tourism» (-7%, 10,518); «Medicine, pharmaceuticals» (6,583 vacancies, -1% by September) [20]. According to the level of demand increase for workers, it was most noticeable in insurance (+7%, 205 job vacancies), sphere of security and safety (+5%, 2164), real estate operations (+5%, 767), jurisprudence (+4%, 1,245); finance and banking (+3%, 4,300 vacancies). Among the positions, the greatest growth was shown by the demand for tire fitting masters (+23% by September), couriers (+22%), crane operators (+17%), furniture designers (+14%), media buyers (+14%), stackers, packaging workers (+12%), office managers (+10%), sales coordinators (+10%) [20].

Therefore, the long-term orientations of changes in the labor market, related to the national economy' innovative modernization, as well as the increase of the share of highly qualified workers and specialists for the specialization branches in the employment structure, are still not traced.

2. Problems and prospects of reforming the labor legislation and the employment sphere within obligations' framework of the EU association Agreement

Activities to bring national labor legislation to the European Union norms, regulations and standards have been ongoing since Ukraine signed the Association agreement with the EU and approved the National program for the adaptation of Ukrainian legislation to the European Union legislation (Law dated 03/18/2004 No. 1629-IV).

In general, the progress of implementation of the Association agreement with the EU in the area of Ukrainian social policy and labor relations in 2017 was estimated at 52%; this indicator at that time was ahead of the indicators for most sectors of harmonization of national legislation and the EU *acquis communautaire* [21]. As of 2022, the results of the obligations' implementation in social policy, organization and regulation of labor relations were estimated at 54%, which was one of the lowest indicators of the corresponding screening against the background of the overall progress in the Association agreement implementation that was determined at 72% (among worst indicators – fulfillment of obligations in the areas of financial cooperation and measures against fraud – 24%, protection of consumer rights – 48%, transport, transport infrastructure, postal and courier services – 53%) [22].

Having analyzed progress in the implementation of principles and tasks in the areas of social policy, employment and equal opportunities from articles 419–420 of the Association agreement, the European Commission assessed the level of Ukraine' preparation as initial in the analytical report «Conclusion of the European Commission on Ukraine's application for membership in the European Union», dated February 1, 2023 [23].

Activities in the sphere of adaptation of Ukrainian labor legislation to the provisions of the European Union law take place in three main areas: normalization of the labor legislation' basic principles; prevention of discrimination and ensuring employees' gender equality; guaranteeing the safety work of the employed [21; 22].

The already passed period of adaptation of Ukrainian and EU legislation has evidenced that the most active process of bringing national labor legislation to current EU Directives, regulations and guidelines is taking place in:

- coordination of production norms, regulations and standards (both of technical and technological processes – in particular, in aspects that directly determine the conditions and level of employees' labor safety, as well as of the final products themselves);
- provision of certain standards of social equality for the population groups' spectrum in terms of implementation of employment rights, adequate material basis for preservation and reproduction of professional and qualification

potential (own and their families' members), accumulation of certain pension savings upon completion of the socially active working period of life;

- balancing the interests of employers and employees regarding: the level and rates of capitalization of individual and collective labor potential, its value in production costs, parameters of distribution and redistribution of income from economic activity; approaches to maintaining the desired flexibility of business entities and production processes in the dynamic conditions of the functioning of national, macro-regional and world economies, outlined by the newest technological modes.

In general, according to the monitoring results, activities related to the adaptation and implementation of EU norms and standards have been significantly intensified in recent years on the following issues: stimulation of the increase in the level of the population employment; creation and preservation of jobs, in particular, for forcibly displaced persons; reduction of tension in the labor market by involving clients of the State Employment Service in active employment promotion programs; improvement of labor relations taking into account international norms and standards, which are monitored and distributed by the ILO; raising the level of wages in Ukraine; regulation of problems of temporary workers, collective dismissals, ensuring labor safety requirements, work of women (pregnant women and workers who have given birth to children), amounts of social leave, remote work of domestic workers, prohibition of discrimination based on characteristics of race, sex, skin color, health status, sexual orientation, etc. [24].

The main shortcomings and problems of adaptation and implementation of common EU norms and standards in the labor legislation, business and management practices of Ukraine, which were summarized by the Analytical report «Conclusion of the European Commission on Ukraine's application for membership in the European Union», revealed the urgent need for additional steps, first of all, regarding [23; 25; 26]:

- further settlement of salary arrears;
- improvement of social dialogue (in particular, the provisions of the Law of Ukraine «On social dialogue in Ukraine» and their implementations), strengthening of non-discrimination in the employment sphere;
- increase of the principles' harmonization level in the sphere of occupational health, labor protection and safety;
- improvement of the labor inspections' system;
- harmonization of labor law in the transport sector;
- regulation of informal employment, strengthening the protection of employees with partial employment in the private and public sectors, including persons who have a non-standard form of employment (for example, freelancers) and perform work under a fixed-term contract;

- ensuring the freedom of employees' movement;
- improvement in the field of workers' gender equality.

In addition to above-mentioned problems, the experts who have analyzed the report of the European Commission also point out:

- the lack of Ukraine's development socio-economic doctrine as a strategic theoretical basis for bringing labor legislation of Ukraine into line with EU legislation;

- the shortage of a systematic national policy for the labor legislation development;

- the chaotic planning and low quality of preparatory analytics for bringing Ukraine's labor legislation into compliance with the EU legislation;

- the ambiguity of the formulation and interpretation of the «safe flexibility» concept of labor relations, enterprise, economy as a whole, which is used to justify the government initiatives regarding the employment sphere reforming that are most discussed by the national society nowadays;

- disadvantages and contradictions of social dialogue [25].

According to the broad scientific community, the tactics of labor law reforming chosen by government structures weakly corresponds with European social policy' standards; hence, this tactics can't ensure the growth and stabilization of economic and human development indicators currently or in the more or less distant perspective, which is extremely important for increasing production' volumes and profits, as well as for improving the competitive properties of the workforce and products on foreign markets. As claimed by the National Institute of Strategic Studies' experts [24], further increase of the competitiveness of production base and products in the conditions of adaptation of EU value guidelines in the field of hired labor and entrepreneurial activity involves:

- rising up the cost of material, technical and organizational support of the production base and its resource part as well;

- transition of employers in technologies' area from their established determinism to choice.

Consequently, we should emphasize the growth of the measures' relevance to activate and stimulate employees to decent reproduction and increase of their own professional and qualification potential in the process of labor relations' modernization and macro-regional unification (at the EU level and within the EU). The topicality of correlation of such corporate policy (in particular, regarding professional mobility, career growth in labor collectives), as the base of above-mentioned tendencies, with national and regional socio-political and socio-economic guidelines is increasing.

Along with obligations regarding the unification of labor law' key provisions, the conditions for this are also assured by EU legislation. According

to articles 145–150 of chapter IX «Employment» and articles 151–161 of chapter X «Social Policy» of the Treaty on the European Union functioning, which is based on the main social rights set forth in the European Social Charter (signed in 1961) and the Community Charter on workers' basic social rights (1989), EU member states and EU candidate states have the opportunity and legal incentives to develop national labor law more deeply. Thus, national labor law (including that of Ukraine as a candidate for joining the EU) must take into account [25]:

- existing trends towards the progress of the labor law science, the effectiveness of approaches to legal technique and law enforcement;
- the level of legal maturity, legal awareness, legal culture of individual and collective labor relations' subjects in their activities, which creates certain legal consequences for them;
- the range of national and Pan-European goals for promoting employment, improving living and working conditions according to guidelines: enabling their coherence while maintaining improvements; ensuring proper social protection, dialogue between administration and employees; preserving high employment and measures against exclusions as priorities of the long-term strategy of human resources development;
- the goals of sustainable economic, social and environmental development of developing countries, aimed at poverty' eliminating;
- the principle of consistency of national labor law with the effective implementation of fundamental and priority conventions of the International Labor Organization, as well as the ILO Declaration on basic principles and rights in the work (from June 18, 1998). The impact of the global financial crisis on the world economy and the international community led to the adoption of the aforementioned Declaration due to the: awareness that economic development is important, but not sufficient to ensure equality and social progress, overcome poverty; the need to strengthen the connection between social progress and economic growth, within which the guarantee of compliance with basic principles in the field of labor is of particular importance. Each of the EU member states determines independently which ILO conventions correspond to the vision regarding the provision of social and labor rights of the labor relations' subjects, which is adopted at the national level, however, the EU encourages the member states to ratify the ILO conventions in the view of common fundamental values;
- the principle of not using labor standards established in ILO conventions for protectionist purposes in trade.

Thereby, we are talking about the development of a coordinated employment strategy by EU member states and countries applying for membership in order to promote, use and increase of competitiveness of a qualified, trained and

adapted workforce and labor markets that respond quickly and effectively to economic changes and challenges for the benefit of certain common long-term goals.

On the other hand, article 153 of the Treaty on the EU functioning defines the legal institutions in the regulation of which the Union must support and complement the activities of the member states within the framework of the common requirements' formation for: improving the working environment to protect the employees' health and safety; working conditions; employees' social welfare and social protection; protection of employees in case of their employment contract termination; informing and consulting employees; representation and collective protection of the interests of workers and employers; employment conditions for citizens of third countries who legally reside on the Union' territory; integration of persons excluded from the labor market; equality between men and women regarding opportunities in the labor market and attitudes at work; struggle with social isolation; modernization of social protection systems [25; 26].

In general, the above-mentioned approaches of the EU *acquis communautaire* to the adaptation of national labor law and its systemic reforming are extremely relevant for Ukraine, as they largely contradict the consistent (since 2014) efforts of government institutions to stimulate entrepreneurship by drastically reducing its social burden, as well as the social guarantees' narrowing as a mechanism for significantly strengthening competition in the labor market.

The pace and qualitative characteristics of the obligations' fulfillment under the Association agreement should be coordinated with the realities of the national socio-economic situation, in particular with:

- the needs of social protection of citizens' vulnerable and other target groups (including in the sphere of shadow employment, non-standard labor relations, legal and illegal pendulum and interstate labor migration);
- the policy' priorities of social inclusion, social security and solidarity in meeting the common and socially necessary needs of the entire population, the spectrum of territorial and functional communities (agrarian, resource-extracting and those ones of other monospecialization, in the first case, by branches, sectors, types of economic activity and their clusters, in the last case);
- the trends of increasing labor shortage in the economy of Ukraine and its regions as a result of military operations and the expected irreversible migration of the working population' significant part.

A business-centric approach to reforming labor relations and labor legislation in Ukraine under the pretext of its adaptation to the EU *acquis communautaire* was fully embodied in the draft Law «On Labor» (in the 2022 version). The needs to increase the flexibility of national

enterprises and industries in response to the challenges of current economic realities and competitiveness problems, as well as to expand representation on foreign product markets (in particular, in the European Union countries) this draft law connects with:

- a drastic reduction in the employers' social burden (as a result, a reduction in deductions, which will be further redistributed through the funds of social protection and employment promotion);
- a simplification of the procedures for the workforce' individual and collective release, including their duration and cost for the employer;
- a spread of mechanisms to guarantee payment only for actual time of work (without taking into account force majeure and forced downtimes not due to the hired personnel' fault) and according to informal corporate standards (within tariff-free wage systems), which will further stimulate the spread of non-standard labor relations with the mediation of employer' socially significant functions, civil law contracts (as a basis for regulating an average worker' employment), and will also create manipulative grounds for working hours' regular extension (in particular, at enterprises with a significant logistics component).

The obvious goal of such changes are to: increase the supply of national products on the foreign markets of Europe and all over the world due to social dumping (reducing the labor cost, costs of workers' reproduction as a production factor); strengthen competitive relations in the labor collectives and in the hired workers' sectoral markets in order to speed up the labor force' turnover, to select the personnel as highest quality as possible; transfer the main responsibility, material and time costs for the reproduction of the professional and qualification potential of an employee (as well as his family members of pre-working and working age) to the households themselves.

Such a strategy is quite suitable and well-founded, if the long-term priority of the Ukraine' socio-economic policy is the development of resource extraction, intensive agriculture and a limited range of agro-industrial complex' industries (with a minor level of agricultural raw materials' processing), a number of services' branches in the structure of the systemic service of international transport corridors and tourism industry. At the same time, this is the shortest way to: establishing Ukraine as a raw material appendage of the EU and the world economy; stagnating social and economic processes (in particular, in the aspects of territorial economic complexes' diversification, their science-intensive modernization, increase of the income' and living' level); deteriorating the national professional and qualification potential, social institutions and systemic mechanisms for its reproduction and improvement (including by stimulating cross-border irreversible labor migration of highly qualified employees, reducing the mobility and marginalization of the

workforce' other segments, especially the low-skilled, informally employed and in seasonal activities).

Therefore, the identified problems and difficulties of the Ukrainian labor legislation reforming within the obligations' framework of the EU association Agreement testify to the needs for more careful consideration of the already formed national practice of the employment sphere' regulating along with the intensification of the *acquis communautaire*' implementation in the sphere of observing the social and labor rights of an average employees and labor teams, guaranteeing labor safety in the conditions of the economy' technological base diversification, as well as legitimization of the best international standards and benchmarks for improving the working life' quality.

Conclusions

The sustainability and public recognition of comfortable quantitative and qualitative parameters of household and work life play a key role in improving the workforce' professional and qualification parameters, initiating and implementing incentives for diversifying the employment sphere and territorial labor markets, expanding the country' foreign economic specialization, increasing the national producer competitiveness in clusters of modern technological modes' branches (neo-, post-industrial).

The life quality of employees and their family members is based on:

- the consistency of mechanisms for guaranteeing decent wages, social protection and activation of economic and educational initiatives of the working and pre-working age population, which ensure the sufficiency of labor income and redistributed resources of social protection for the natural, professional and qualification reproduction of the workforce, its labor and social mobility, stimulation of vulnerable categories' range, progressive pension provision;

- the comfortability of the socio-cultural and socio-political conditions and country' development trends the for the spectrum of ethno-religious communities that inhabit it, including the viability of values and guidelines for the consolidation and evolution of the macro-social system;

- the quality of the environment' natural and anthropogenic components, their balance and ergonomics in the context of the sustainable development principles.

The set of measures to adapt the Ukraine' legislation to the EU *acquis communautaire* highlights a significant part of the requirements for technical and technological support of production processes and standardization of products in accordance with modern technological modes. A technologically backward country implementing a long-term strategy of reproducing its own technological backwardness, narrow specialization and poverty stagnation

(including as a result of deliberate limitation of income redistribution through the systems of education, professional development, solidarity welfare and social protection) will not have reasonable prospects for membership in EU and improvement of the competitive positions of a wide range of national producers.

References:

1. Ukrainyskyi soiuz promyslovtsiv i pidpriiemtsiv [Ukrainian Union of Industrialists and Entrepreneurs] (2023) Eksperty obhovoryly potrebu zberezhenia liudskoho kapitalu zadlia vidnovlennia Ukrainy pislia peremohy [Experts discussed the need to preserve human capital for the recovery of Ukraine after the victory]. 28.07.2023. Available at: <https://uspp.ua/news/ostanni-novyny/2019/depopuliatsiia-nemynucha-eksperty-obhovoryly-potrebu-zberezhenia-liudskoho-kapitalu-zadlia-vidnovlennia-ukrainy-pislia-peremohy> (accessed 27 November 2023). (in Ukrainian)
2. MOP [ILO] (2022) Vplyv kryzy v Ukraini na sferu pratsi: poperedni otsinky [The impact of the crisis in Ukraine on the labor sphere: preliminary assessments]. 11 p. Available at: https://ukraine.un.org/sites/default/files/2022-05/UKR_Brief%20note_11_May-2022.pdf (accessed 27 November 2023). (in Ukrainian)
3. Bohdan T. (2022) Yak povernuty ukrainskykh bizhentsiv domu pislia viiny [How to return Ukrainian refugees home after the war]. Економічна правда [The economic truth], 28.12.2022. Available at: <https://www.epravda.com.ua/columns/2022/12/28/695503/> (accessed 27 November 2023). (in Ukrainian)
4. Filipchuk L., Syrbu O. (2022) Vymushena mihratsiia i viina v Ukraini (24 bereznia – 10 chervnia 2022) [Forced migration and war in Ukraine (March 24 – June 10, 2022)]. Cedos [Socio-economic studies], 27.06.2022. Available at: <https://cedos.org.ua/researches/vymushena-migracziya-i-vijna-v-ukrayini-24-bereznia-10-chervnya-2022/> (accessed 27 November 2023). (in Ukrainian)
5. Potapenko V., Kaplan Yu., Dvihun A. et al. (2022) Sotsialno-demohrafichna sytuatsiia v Ukraini: shliakhy podolannia naslidkiv viiny [Socio-demographic situation in Ukraine: ways to overcome the consequences of the war]. Natsionalnyi instytut stratehichnykh doslidzhen [National Institute of Strategic Studies]. 24.11.2022. Available at: <https://niss.gov.ua/news/komentari-ekspertiv/sotsialno-demohrafichna-sytuatsiya-v-ukrayini-shlyakhy-podolannya> (accessed 27 November 2023). (in Ukrainian)
6. Kovalenko O. (2022) V yakikh krainakh ukraintsi shukaiut prytulok vid viiny? Rozbyraemo detalno [In which countries are Ukrainians looking for refuge from the war? Let's analyze in detail]. Holos Ameryky [VOA]. 13.06.2022. Available at: <https://ukrainian.voanews.com/a/de-ukraiinci-shukaiut-prytulok-vid-viiny-za-kodonom/6615534.html> (accessed 27 November 2023). (in Ukrainian)
7. Ombudsman Ukrainy [Ombudsman of Ukraine] (2022) Spetsialna dopovid Upovnovazhenoho Verkhovnoi Rady Ukrainy z prav liudyny shchodo doderzhannia prav osib, yaki postrazhdaly vnaslidok zbroinoi ahresii Rosiiskoi Federatsii proty Ukrainy za period 24 liutoho – 31 zhovtnia 2021 roku [Special report of the Human Rights' Commissioner of the Verkhovna Rada of Ukraine regarding the the rights' observance for persons who have suffered as a result of the Russian Federation' armed aggression against Ukraine for the period of February 24 – October 31, 2021]. Kyiv: Pravo Publishing House of the National Academy of Legal Sciences of Ukraine and Yaroslav Mudry' National Law

University, 108 p. Available at: <https://ombudsman.gov.ua/storage/app/media/Доповіді/Доповідь.pdf> (accessed 27 November 2023). (in Ukrainian)

8. Federatsiia profesiinykh spilok Ukrainy [Trade Unions Federation of Ukraine] (2023) Robota – 2023: na yaki profesii naibilshyi popyt, maksimalni ta seredni zarplaty [Work – 2023: which professions are in the greatest demand, maximum and average salaries]. 20.07.2023. Available at: <https://www.fpsu.org.ua/materialy/24770-robota-2023-na-iaki-profesii-naibilshyi-popyt-maksimalni-ta-seredni-zarplaty.html> (accessed 27 November 2023). (in Ukrainian)

9. Profbud [Construction Industry Trade Union] (2023) 200 hrn./hodynu – hidna oplata pratsi [UAH 200 per hour is a decent wage]. 20.07.2023. (in Ukrainian) Available at: <http://www.profbud.org.ua/company-details/10> (accessed 27 November 2023).

10. Ob'iednannia profspilok Kharkivskoi oblasti [Trade Unions Association of Kharkiv Region] (2021) Zasadnna Rady OPKhO [Meeting of the Council of the Association of Trade Unions of Kharkiv Region]. 25.11.2021. Available at: <http://opkho.com.ua/609-2/> (accessed 27 November 2023). (in Ukrainian)

11. Samoliuk N.M., Yurchyk H.M. (2019) Stan ta problemy kolektyvno-dohovirnoho rehuliuвання trudovykh vidnosyn na lokalnomu rivni [The situation and problems of labor relations' collective bargaining regulation at the local level]. P. 93–95. Available at: https://rep.polessu.by/bitstream/123456789/14706/1/47samoliuk%20n.m_iurchik%20g.m_stan%20ta%20problem%20kolektivno-dogov%20d1%2096rnogo%20reguliuвання.pdf (accessed 27 November 2023). (in Ukrainian)

12. Derzhavna sluzhba statystyky Ukrainy [State Statistics Service of Ukraine] (2022) Stan ukladannia kolektyvnykh dohovoriv za vydamy ekonomichnoi diialnosti na 31 hrudnia 2021 roku [The status of concluding collective agreements by economic activities as of December 31, 2021]. Available at: <https://www.ukrstat.gov.ua/> (accessed 27 November 2023). (in Ukrainian)

13. Federatsiia profesiinykh spilok Ukrainy [Trade Unions Federation of Ukraine] (2023) Profspilka «Mashprylad» initsiiuvala naradu z problemnykh pytan, shcho vynykly pid chas reorhanizatsii pidpriemstv [The «Mechanical Engineering and Instrument Engineering» trade union initiated a meeting on problematic issues that arose during the enterprises' reorganization]. 28.07.2023. Available at: <https://www.fpsu.org.ua/materialy/24816-profspilka-mashprylad-rozhlianuto-problemni-pytannia-shcho-vynykly-pid-chas-reorhanizatsii-pidpriemstv-haluzi-2.html> (accessed 27 November 2023). (in Ukrainian)

14. Profspilka pratsivnykiv APK [Trade Union of Agricultural Complex' Workers] (2023) 12 lypnia 2023 roku vidbuvsia onlain-seminar na temu «Pokrashchennia okhorony zdorov'ia ta bezpeky pratsi v silskomu gospodarstvi Ukrainy». 12.07.2023. Available at: http://profapk.org.ua/news/news_apk/3270.html (accessed 27 November 2023). (in Ukrainian)

15. Federatsiia profesiinykh spilok Ukrainy [Trade Unions Federation of Ukraine] (2022) Vidkrytyi lyst SPO ob'iednan profspilok Ukrainy do parlamentariv Ukrainy iz zaklykom ne holosuvaty za proiekt zakonu № 5371! [An open letter of the joint representative body of trade union associations of Ukraine to the parliamentarians of Ukraine with an appeal not to vote for the draft law No. 5371!]. 23.05.2022. Available at: <http://profzviazku.org.ua/novini/novina/article/vidkritii-list-spo-objednan-profspilok-ukrajini-do-parlamentariv-ukrajini-iz-zaklykom-ne-golosuvati-z.html> (accessed 27 November 2023). (in Ukrainian)

16. Federatsiia profesiinykh spilok Ukrainy [Trade Unions Federation of Ukraine] (2023) Potribna hlobalna koalitsiia za sotsialnu spravedlyvist! [A global coalition for social justice is needed!]. 13.06.2023. Available at: <https://www.fpsu.org.ua/materialy/24571->

potribna-hlobalna-kaolitsiya-za-sotsialnu-spravedlyvist.html (accessed 27 November 2023). (in Ukrainian)

17. Federatsiia profesiinykh spilok Ukrainy [Trade Unions Federation of Ukraine] (2023) Statystyka. Zhinky v Ukraini zarobliaiut na 19% menshe za cholovikiv [Statistics. Women in Ukraine earn 19% less than men]. 15.05.2023. Available at: <https://www.fpsu.org.ua/materialy/24403-zhinky-v-ukraini-zarobliaiut-na-19prosent-menshe-za-cholovikiv.html> (accessed 27 November 2023). (in Ukrainian)

18. Federatsiia profesiinykh spilok Ukrainy [Trade Unions Federation of Ukraine] (2023) Transformatsiia rynku pratsi: shcho bude z robotoiu cherez 5 rokiv [Labor market transformation: what will happen to work in 5 years]. 19.06.2023. Available at: <https://www.fpsu.org.ua/materialy/24600-transformatsiia-rynku-pratsi-shcho-bude-z-robotoiu-cherez-5-rokiv.html> (accessed 27 November 2023). (in Ukrainian)

19. Federatsiia profesiinykh spilok Ukrainy [Trade Unions Federation of Ukraine] (2023) Vlitku v Ukraini stalo shche bilshe roboty: desiat vakansii iz naibilshym pryrostom [There was even more work in Ukraine in the summer: ten vacancies with the largest growth]. 26.07.2023. Available at: <https://www.fpsu.org.ua/materialy/24794-vlitku-v-ukraini-stalo-shche-bilshe-roboty-desiat-vakansii-iz-naibilshym-pyrostom.html> (accessed 27 November 2023). (in Ukrainian)

20. Chernetska A. (2023) Kadriv brakuie, a zaplatty zbilshuiutsia: khto korystuietsia na rynku popytom [There is a shortage of personnel, and wages are increasing: who is in demand in the market]. *Ukrayina.pl* [Ukraine.pl]. 8.11.2023. Available at: <https://ukrayina.pl/ukrayina/7,183471,30381678,1050-1072-1076-1088-1110-1074-1073-1088-1072-1082-1091-1108.html> (accessed 27 November 2023). (in Ukrainian)

21. Ofis Vitse-prem'ier-ministra z pytan yevropeiskoi ta yevroatlantlychnoi intehtratsii Ukrainy [Office of the Vice-Prime Minister for European and Euro-Atlantic Integration of Ukraine] (2018) Zvit pro vykonannia Uhody pro asotsiatsiiu mizh Ukrainoiu ta Yevropeiskym Soiuzom u 2017 rotsi [Report on the implementation of the Association Agreement between Ukraine and the European Union in 2017]. Kyiv, 88 p. Available at: https://eu-ua.kmu.gov.ua/sites/default/files/inline/files/layout_16_02_final.pdf (accessed 27 November 2023). (in Ukrainian)

22. Ofis Vitse-prem'ier-ministra z pytan yevropeiskoi ta yevroatlantlychnoi intehtratsii Ukrainy [Office of the Vice-Prime Minister for European and Euro-Atlantic Integration of Ukraine] (2023) Zvit pro vykonannia Uhody pro asotsiatsiiu mizh Ukrainoiu ta Yevropeiskym Soiuzom za 2022 rik [Report on the implementation of the Association Agreement between Ukraine and the European Union in 2022]. Kyiv, 102 p. Available at: https://euua.kmu.gov.ua/sites/default/files/inline/files/zvit_pro_vykonannya_ugody_pro_asociaciyu_za_2022_rik.pdf (accessed 27 November 2023). (in Ukrainian)

23. European Commission (2023) Analytical Report following the Communication from the Commission to the European Parliament, the European Council and the Council Commission Opinion on Ukraine's application for membership of the European Union. Brussels, 01.02.2023. Available at: <https://www.rada.gov.ua/news/razom/233003.html>; https://neighbourhood-enlargement.ec.europa.eu/system/files/202302/SWD_2023_30_Ukraine.pdf (accessed 27 November 2023).

24. Chyzhmar Yu.V. (2020) Stan vidpovidnosti norm natsionalnoho trudovoho prava normam trudovoho prava Yevropeiskoho Soiuzu [The compliance of national labor law norms with European Union labor law norms]. *Yurydychna nauka* [Juridical science], no. 6 (108), pp. 360–368. Available at: <https://journal-nam.com.ua/index.php/journal/article/view/371/359> (accessed 27 November 2023). (in Ukrainian)

25. Makohon O. (2023) Potensial udoskonalennia pidkhodiv do rozroblennia novoho ta vdoskonalennia chynnoho trudovoho zakonodavstva v ramkakh yevrointehratsiinoho kursu Ukrainy [The potential for improving approaches to the development of new and enhancement of existing labor legislation within the framework of the European integration course of Ukraine]. Kyiv: Office for reforms of the Cabinet of Ministers of Ukraine, 46 p. Available at: https://rdo.in.ua/sites/default/files/document_a4.pdf (accessed 27 November 2023). (in Ukrainian)

26. Shevchenko S. (2023) Kroky Ukrainy v adaptatsii ukrainskoho zakonodavstva do yevropeyskykh standartiv: istorychna retrospektyva i poriadok dennyi [Ukraine's steps in the adaptation of Ukrainian legislation to European standards: historical retrospective and agenda]. YuRFEM.ua [Association of Women – Lawyers of Ukraine]. 15.05.2023. Available at: <https://jurfem.com.ua/kroky-ukrayiny-v-adaptatsiyi-ukrayinskoho-zakonodavska-do-evropeyskykh-standartiv/> (accessed 27 November 2023). (in Ukrainian)

Список використаних джерел:

1. Експерти обговорили потребу збереження людського капіталу задля відновлення України після перемоги. *Український союз промисловців і підприємців*. 28.07.2023. URL: <https://uspp.ua/news/ostanni-novyny/2019/depouliatsiia-nemynucha-eksperty-obhovoryly-potrebu-zberezhennia-liudskoho-kapitalu-zadlia-vidnovlennia-ukrainy-pislia-peremohy> (дата звернення: 27.11.2023).

2. Вплив кризи в Україні на сферу праці: попередні оцінки. МОП, 2022. 11 с. URL: https://ukraine.un.org/sites/default/files/2022-05/UKR_Brief%20note_11May-2022.pdf (дата звернення: 27.11.2023).

3. Богдан Т. Як повернути українських біженців додому після війни. *Економічна правда*. 28.12.2022. URL: <https://www.epravda.com.ua/columns/2022/12/28/695503/> (дата звернення: 27.11.2023).

4. Філіпчук Л., Сирбу О. Вимушена міграція і війна в Україні (24 березня – 10 червня 2022). *Cedos*. 27.06.2022. URL: <https://cedos.org.ua/researches/vymushena-migracziya-i-vijna-v-ukrayini-24-bereznya-10-chervnya-2022/> (дата звернення: 27.11.2023).

5. Потапенко В., Каплан Ю., Двігун А., Валевський О., Токман В., Степико М., Головка А. Соціально-демографічна ситуація в Україні: шляхи подолання наслідків війни. *Національний інститут стратегічних досліджень*. 24.11.2022. URL: <https://niss.gov.ua/news/komentari-ekspertiv/sotsialno-demohrafichna-sytuatsiya-v-ukrayini-shlyakhy-podolannya> (дата звернення: 27.11.2023).

6. Коваленко О. В яких країнах українці шукають притулок від війни? Розбираємо детально. *Голос Америки*. 13.06.2022. URL: <https://ukrainian.voanews.com/a/de-ukraiinci-shukaiut-prytulok-vid-viiny-za-kodonom/6615534.html> (дата звернення: 27.11.2023).

7. Спеціальна доповідь Уповноваженого Верховної Ради України з прав людини щодо додержання прав осіб, які постраждали внаслідок збройної агресії Російської Федерації проти України за період 24 лютого – 31 жовтня 2021 року. Київ: Вид-во «Право» Національної академії правових наук України та Національного юридичного університету ім. Ярослава Мудрого, 2022. 108 с. URL: <https://ombudsman.gov.ua/storage/app/media/Доповіді/Доповідь.pdf> (дата звернення: 27.11.2023).

8. Робота – 2023: на які професії найбільший попит, максимальні та середні зарплати. *Федерація професійних спілок України*. 20.07.2023. URL:

<https://www.fpsu.org.ua/materialy/24770-robota-2023-na-iaki-profesii-naibilshyi-popyt-mak-symalni-ta-seredni-zarplaty.html> (дата звернення: 27.11.2023).

9. 200 грн./годину – гідна оплата праці. *Профбуд*. 20.07.2023. URL: <http://www.profbud.org.ua/company-details/10> (дата звернення: 27.11.2023).

10. Засідання Ради ОПХО. *Об'єднання профспілок Харківської області*. 25.11.2021. URL: <http://opkho.com.ua/609-2/> (дата звернення: 27.11.2023).

11. Самолюк Н.М., Юрчик Г.М. Стан та проблеми колективно-договірного регулювання трудових відносин на локальному рівні. 2019. С. 93–95. URL: https://rep.polessu.by/bitstream/123456789/14706/1/47samoliuk%20n.m_iurchik%20g.m_stan%20ta%20problemi%20kolektivno-dogov%20d1%2096rnogo%20reguliuвання.pdf (дата звернення: 27.11.2023).

12. Стан укладання колективних договорів за видами економічної діяльності на 31 грудня 2021 року. Державна служба статистики України. 2022. URL: <https://www.ukrstat.gov.ua/> (дата звернення: 27.11.2023).

13. Профспілка «Машприлад» ініціювала нараду з проблемних питань, що виникли під час реорганізації підприємств. *Федерація професійних спілок України*. 28.07.2023. URL: <https://www.fpsu.org.ua/materialy/24816-profspilka-mashprylad-rozhlianuto-problemni-pytannia-shcho-vyukly-pid-chas-reorhanizatsii-pidpryemstv-haluzi-2.html> (дата звернення: 27.11.2023).

14. 12 липня 2023 року відбувся онлайн-семінар на тему «Покращення охорони здоров'я та безпеки праці в сільському господарстві України». *Профспілка працівників АПК*. 12.07.2023. URL: http://profapk.org.ua/news/news_apk/3270.html (дата звернення: 27.11.2023).

15. Відкритий лист СПО об'єднань профспілок України до парламентарів України із закликом не голосувати за проєкт закону № 5371! *Федерація професійних спілок України*. 23.05.2022. URL: <http://profzviazku.org.ua/novini/novina/article/vidkritii-list-spo-objednan-profspilok-ukrajini-do-parlamentariv-ukrajini-iz-zaklikom-ne-golosuvati-z.html> (дата звернення: 27.11.2023).

16. Потрібна глобальна коаліція за соціальну справедливість! *Федерація професійних спілок України*. 13.06.2023. URL: <https://www.fpsu.org.ua/materialy/24571-potribna-hlobalna-kaolitsiya-za-sotsialnu-spravedlyvist.html> (дата звернення: 27.11.2023).

17. Статистика. Жінки в Україні заробляють на 19% менше за чоловіків. *Федерація професійних спілок України*. 15.05.2023. URL: <https://www.fpsu.org.ua/materialy/24403-zhinky-v-ukraini-zarobliaiut-na-19protsent-menshe-za-cholovikiv.html> (дата звернення: 27.11.2023).

18. Трансформація ринку праці: що буде з роботою через 5 років. *Федерація професійних спілок України*. 19.06.2023. URL: <https://www.fpsu.org.ua/materialy/24600-transformatsiia-rynku-pratsi-shcho-bude-z-robotoiu-cherez-5-rokiv.html> (дата звернення: 27.11.2023).

19. Влітку в Україні стало ще більше роботи: десять вакансій із найбільшим приростом. *Федерація професійних спілок України*. 26.07.2023. URL: <https://www.fpsu.org.ua/materialy/24794-vlitku-v-ukraini-stalo-shche-bilshe-roboty-desiat-vakansii-iz-naibilshym-pryrostrom.html> (дата звернення: 27.11.2023).

20. Чернецька А. Кадрів бракує, а зарплати збільшуються: хто користується на ринку попитом. *Ukrayina.pl*. 8.11.2023. URL: <https://ukrayina.pl/ukrayina/7,183471,30381678,1050-1072-1076-1088-1110-1074-1073-1088-1072-1082-1091-1108.html> (дата звернення: 27.11.2023).

21. Звіт про виконання Угоди про асоціацію між Україною та Європейським Союзом у 2017 році. Київ: Офіс Віце-прем'єр-міністра з питань європейської та

євроатлантичної інтеграції України, 2018. 88 с. URL: https://eu-ua.kmu.gov.ua/sites/default/files/inline/files/layout_16_02_final.pdf (дата звернення: 27.11.2023).

22. Звіт про виконання Угоди про асоціацію між Україною та Європейським Союзом за 2022 рік. Київ: Офіс Віце-прем'єр-міністра з питань європейської та євроатлантичної інтеграції України, 2023. 102 с. URL: https://eu-ua.kmu.gov.ua/sites/default/files/inline/files/zvit_pro_vykonannya_ugody_pro_asociaciyu_za_2022_rik.pdf (дата звернення: 27.11.2023).

23. Analytical Report following the Communication from the Commission to the European Parliament, the European Council and the Council Commission Opinion on Ukraine's application for membership of the European Union. European Commission: Brussels. 01.02.2023. URL: <https://www.rada.gov.ua/news/razom/233003.html>; https://neighbourhood-enlargement.ec.europa.eu/system/files/2023-02/SWD_2023_30_Ukraine.pdf (дата звернення: 27.11.2023).

24. Чижмарь Ю.В. Стан відповідності норм національного трудового права нормам трудового права Європейського Союзу. *Юридична наука*. 2020. № 6 (108). С. 360–368. URL: <https://journal-nam.com.ua/index.php/journal/article/view/371/359> (дата звернення: 27.11.2023).

25. Макогон О. Потенціал удосконалення підходів до розроблення нового та вдосконалення чинного трудового законодавства в рамках євроінтеграційного курсу України. Київ: Офіс реформ КМУ, 2023. 46 с. URL: https://rdo.in.ua/sites/default/files/document_a4.pdf (дата звернення: 27.11.2023).

26. Шевченко С. Кроки України в адаптації українського законодавства до європейських стандартів: історична ретроспектива і порядок денний. *ЮРФЕМ.ua*. 15.05.2023. URL: <https://jurfem.com.ua/kroky-ukrayiny-v-adaptatsiyi-ukrayinskoho-zakonodavska-do-europeyskykh-standartiv/> (дата звернення: 27.11.2023).