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CRITICAL DIMENSIONS OF PROPERTY, LABOUR AND REPRODUCTIVE ASPECTS OF SOCIAL INEQUALITY IN THE FIELD OF UNDECLARED WORK

Peculiarities of the organization of socio-labour relations within undeclared work, the problems of numerous forms of non-standard labour relations, loan work, hidden and shadow employment outline their main consequences for the level and quality of life, social protection of persons employed both informally and without proper declaration (including persons whose labour income is hidden at the initiative of the employee or employer). These consequences are:

- opportunistically positive for the level of monetary incomes of the spectrum of strata, the equalization of the property differentiation of their middle and low-income segments (including the trend of increasing monetary incomes of the most qualified employees, their equalization in relation to the average values for persons with the least competitive education and qualifications), as well as for formal access to social protection programs (except state mandatory and cumulative pension insurance), primarily in the field of subsidizing housing and communal services, financial and material assistance to vulnerable population groups;

- strategically negative – for access to legislative mechanisms of social protection with the onset of retirement age and cases of labour incapacity (temporary, total, as a result of occupational or general illness, disability), as well as for individual strategies of reproduction of the professional and qualification potential and life quality of households, whose able-bodied members work mostly informally, receive salaries “in envelopes” under the temporary employment conditions, and are characterized by enhanced professional and territorial mobility.

Considering the significant number of undeclared workers among persons with vocational and general secondary education, low qualifications, older working age groups who are less competitive on the labor market, representatives of the simplest professions, informally employed in agriculture, forestry, fisheries, construction, wholesale and retail trade, repair and maintenance of vehicles, industry, transport, warehousing, postal and courier activities, temporary accommodation and catering activities, as well as among residents of rural areas [1], employment non-declaration contributes to

increasing the levels of their economic activity and monetary income, including in relation to the corresponding average indicators in the country (region) and types of activities.

According to the Institute of Sociology of Ukraine, social well-being could be identified through 5 groups of factors, which describe 53% of the total variance of most significant needs of the average individual [2, p. 318–319]. The first group of factors integrates the needs of individuals in the areas of the ability to work with full commitment, to have additional income, suitable work, to full-fledged leisure-time and vacation spending, to show initiative and independence when solving life problems, to eat according to individual tastes, to provide children with quality education and to receive legal assistance for protecting their rights and interests. The next factor is formed by the needs for social security – for compliance with the laws forced in the country, order in the society, availability of savings in cases of serious illness, unemployment, property damages, for confidence in one's own future. The factor of material and household needs includes such social values as necessary furniture, clothing, good housing. The factor of personal information needs combines the possession of modern political and economic knowledge, decisiveness in achieving goals, and confidence in one's abilities. The fifth factor includes the needs for physical well-being – health, the availability of necessary medical care, the ability to buy necessary products, the ability to live in current social conditions.

Therefore, the possibility of receiving a decent salary, additional earnings and savings, the formation and realization of an individual resource for one's own socio-economic stability, competitiveness, survival and maneuver in dynamic social conditions are the basis of the identified factors of at least satisfactory and good social well-being.

Taking into account the greater availability of hired jobs and conditions for self-employment organizing, the positive assessment of the prospects for more autonomous and flexible labour and entrepreneurial activity by individuals, territorial disparities in the development of the formal economy and labour markets, the informal sector and undeclared work remain equally popular in the cases of:

- the search for income and employment for a range of marginalized and discriminated groups (youth, women, pensioners, residents of rural areas and small towns, the disabled, illegal migrant workers), for whom an access to the formal labour market may be complicated by certain institutional requirements, including in situations when the formal economic sector is too weak to generate significant demand for labour;

- the conscious voluntary choice of entrepreneurs and certain individuals, including those are already officially employed, with a sufficiently high professional and qualification status, in favour of shadowing their own economic activity (main, additional) and implementing strategies for its partial or complete withdrawal from the supervision of administrative, fiscal and law enforcement structures.

Informal employment and undeclared work contribute to the preservation of labour potential, the reproduction of professional and qualification level,

the obtaining and replenishment of income, including in cases of acute problems of livelihood and even basic survival of certain categories of the population and their family members. The consequences for the real, consumer, and financial sectors of both the large-scale institutional transformations of the early 1990s and the national financial and economic crisis of 2014–2015 contributed to the dissemination of the public opinion that an undeclared work and the shadow economy, while being the results and main economic basis of the corruption, on the other hand, serve as a compensator of economic and financial shocks for the broad population strata, small and medium-sized businesses [3].

At the same time, the main bonus of the informal economy – expectations and prospects of income growth, freedom and unaccountability of economic activity – has a negative impact on the other critical dimensions of social inequality of the population engaged in undeclared work, which are manifested in:

- the restriction of access to the range of types of social protection (pension provision, including in cases of temporary or complete disability, guaranteed medical care, free preschool and secondary education, educational services of vocational and higher institutions within the framework of the state and regional personnel training order, state support of the household and socio-cultural infrastructure of local communities, etc.) in the current period and for the long term;

- the lack of guarantees and mechanisms of effective influence on labour conditions, including those related to regularity of payment, duration of working hours, quality of production environment, opportunities for rest;

- the socio-behavioural features of life strategies of individuals working without declaration and their family members, when the priorities of situational non-regulated labour activities direct them to a tighter accumulation of resources for security survival in periods of unemployment, limit the planning of free time and leisure, narrow the possibilities and prospects for reproducing qualification level, personal and professional development.

Restrictions imposed by the objective deficit of public funds (pension, the range of types of compulsory insurance), state and local budgets, which is reproduced due to the consistent failure in receiving funds from social contributions and taxes of employees and business entities, reinforce the specified forms and manifestations of social inequality, complicate state-wide and territorial measures to mitigate the social protection problems for the long term. According to the Ministry of Economy of Ukraine, the profitability of the informal sector and undeclared work is compensated by a number of systemic social problems, the most important of which are: negative impact of a significant number of informally employed population on the national economic development, including as the results of violation of the fair competition principle, limitations in the legal labour market functioning; deprivation of employees, whose labour relations are not formalized with the procedure established by law, from the protection of their labour rights and social guarantees [4].

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