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THE EMPLOYMENT IN UKRAINE UNDER THE MARTIAL LAW PERIOD: MODERN REGULATORY PRINCIPLES

The effectiveness of labour use and reproduction processes depends on the management of a range of employment territorial aspects, in particular, related to: the consecutive balancing of labour demand and supply; regulating socio-labour relations in the context of coordinating the positions and interests of employees and employers; ensuring the productive employment in settlement systems, economic complexes, sectors, inter-industry clusters; optimizing factors and processes of the population territorial mobility, constructive through the prism of priorities for fully satisfying national needs in the competitive labour force, diversifying employment and economic subsystems, expanding beneficial cross-border socio-economic cooperation. The workforce labour potential (its professional and qualification, creative features) is the integral resource and the criterion for the effective long-term strategy of restoring and increasing the competitiveness of the national economy on the basis of its diversification, innovative modernization, inter-industry, interregional and cross-border clustering (within a range of production relations of the real, service, transport and logistics, R&D sectors).

The urgent need for the well-founded, consecutive national strategy for the employment and labour market territorial subsystems development, the harmonious functioning of the relevant management institutions, specialized business and civil society structures is determined by the impact of this activities on: the stability of the state and local budgets filling; constant growth in the level of wages and share of the population's labour income; predictability of the range of guaranteed social protection payments within the framework of mandatory insurance and regional development programs, which also have a strong reverse impact on maintaining and accelerating the socio-economic growth rate.

The formation and improvement of the legal framework, mechanisms and tools for the territorial labour markets regulating are an ever-urgent tasks of authorities at various levels (primarily, according to the Articles 15–18 of the Law of Ukraine “On Employment of the Population” No. 5067–VI in edition of 15.11.2024, the authorities that are identified as central for implementing the state employment policy aimed at ensuring full and productive freely chosen employment and the population social protection in the event of unemployment), as well as directions of their close cooperation with other interested institutions (associations of employees and employers of the national, regional, and industry scale, other civil society structures). At the same time, Art. 18 of the Law “On Employment of the Population” imposes the obligations on identifying obstacles in the labour market, mobilizing available resources to overcome them, and developing promising employment opportunities on the territorial (including local) bodies and programs for the population employment.

The active government employment policy is officially interpreted now as the systemic measures to promote the rapid job obtaining or mastering new professions by the able-bodied population of working-age; this approach should be supplemented through the commitment to stimulate market mechanisms for “creating” jobs. Important individual criteria for choosing an employment field and job are, first of all, the level of remuneration, career growth prospects, the self-development possibilities, non-conflict management, an employer’s strategies and potential in solving the mentioned and related issues.

The public demand for effective solutions in the labour and employment regulation is assessed as high, since in Ukraine, the expectations of the population regarding the well-being and life quality improving are largely connected with the realization of the right to decent work; among the mechanisms and instruments for the labour market regulating, the most promising are those that take into account the objective impact of global trends and are aimed at stimulating innovative employment, entrepreneurial activities of the population, balancing the markets of educational services and labour through increasing the validity of forecasting the relevant indicators of the demand and supply volume and structure, improving the competitiveness of employees and applicants, expanding a range of decent jobs [1–3].

The martial law period deepened the existing disproportions and destructive tends in the range of territorial labour markets (from the frontline ones to those of the central and border western, north-western

regions), manifesting itself, in particular, in: the collapse, destruction, relocation of the economic entities' material and technical base; losses in the logistics of supplying their resources and products, as well as in the communications with consumers; restrictions on access to resources; uncertainty of the business environment, forced reorientation of economic relations; physical extermination, forced relocation, changes in employment, disqualification, losses of other components of the employees' labour potential; initiation of the processes for terminating employment contracts, providing unpaid leave to personnel, increasing the working day and week length by the administrative decision (as measures to reduce employers' losses from forced downtime, production stoppages, which were normalized by the labour legislation changes); restrictions on access of enterprises, organizations, their personnel to electricity, water and heat supply, mobile communications.

Assessing the dynamics of the Ukrainian labour market during the martial law period, numerous sectoral and complex studies (in particular, [4; 5]) draw attention to: the continuation of the trend for its general slowdown in the range of territorial and sectoral segments; the significant losses of the enterprises' human resources; an aggravation of the qualified personnel shortage in the conditions of changing instructions for hiring, staffing (primarily, in the context of the military registration documents availability and verification, mobilization measures); the initiation of trends for "buying out" staff from enterprises with lower margins; the absence of cardinal changes in the wage offer as a whole, combined with the trend to regularly review and increase the salaries level with a higher frequency than before in industries that produce non-defence products, competitive on the foreign markets (for example, the garment industry); the low prevalence of corporate systems for the personnel adaptation, training and development; the intensification of employers' competition for qualified job applicants, which increasingly stimulates, in particular, the corporate social benefits return (coverage of costs for insurance, education, medical care, physical workouts in gyms, office meals, etc.); the spreading of the practice of retraining personnel, redistributing work responsibilities, restoring the training programs for young specialists; the further workflows' automation; the growing popularity of temporary employment and outsourcing among employers.

The summarization of the problems of employment and labour organization, as well as the practice of managing and regulating territorial labour markets in Ukraine has revealed the growing public needs for systematizing relevant priorities, improving the mechanisms of their

implementing in the context of preserving, optimizing reproduction environment and consistently ensuring the productive employment of the national competitive workforce. The totality of the mentioned factors means for Ukraine that only the balanced long-term strategy for regulating employment and regional labour markets, implementing well-grounded legislative standards and guidelines for decent wages, and quality conditions of working and extra-working life can prevent the current rapid processes of destroying the potential for demographic and professional reproduction of the national workforce with good qualification and competitive parameters that have already recognized in the world and European macro-region.

The important areas of both the central and local authorities' activities in the labour and employment regulation in Ukraine are recognized as: the employment sphere expansion and diversification; the decent remuneration stimulation; the undeclared work legalization and reduction; optimization of social dialogue mechanisms within trilaterally cooperating institutions; improvement of conditions, increasing the efficiency of the working-age population professional and territorial mobility; the cross-border labour migration regulation; implementation of the long-term national priorities for reproducing and improving professional and qualification parameters of the labour force capable to work effectively in the modern technological conditions; implementation of the system of levers, tools, factors for optimizing the territorial communities socio-demographic parameters, which affect the economic subsystems indicators of staffing and specialization.

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