

UDC 349.2

DOI <https://doi.org/10.24144/2788-6018.2025.03.1.85>

## SOCIAL AND LEGAL PROBLEMS OF EMPLOYMENT OF THE POPULATION OF UKRAINE DURING MARTIAL LAW

**Tyshchenko O.,**

Doctor of Law, Professor,  
Professor of the Department of Labor Law  
and Social Security Law  
Taras Shevchenko National University of Kyiv

**Chernous S.,**

Acting Head of the Department of Labor Law  
and Social Security Law.  
Candidate of Law,  
Associate Professor of the Department of Labor Law  
and Social Security Law  
Taras Shevchenko National University of Kyiv

**Sirokha D.,**

Doctor of Law, Associate Professor,  
Associate Professor of the Department of Labor Law  
and Social Security law  
Taras Shevchenko National University of Kyiv

### **Tyshchenko O., Chernous S., Sirokha D. Social and legal problems of employment of the population of Ukraine during martial law.**

The article reveals the current trends in the Ukrainian labor market in the context of analyzing the issues of labor supply and demand in various spheres of labor activity. The author analyzes the impact of the COVID-19 pandemic on the effectiveness of the Decent Work Program for Ukraine for 2020-2024, initiated by the International Labor Organization to intensify reforms in the field of employment in Ukraine.

The authors analyze the socio-economic crisis processes that have escalated in the labor market due to the full-scale invasion of Ukraine by Russia. It is noted that the war resulted in the mass migration of the population, an increase in the number of unemployed, and loss of earnings and livelihoods. The authors focus attention on the changes that have affected the list of professions in demand in Ukraine today. The following categories of workers proved to be the most competitive under the martial law regime: salespeople, sales managers, accountants, drivers, cooks, etc. At the same time, it is pointed out that today and in the near future, the demand for specialists in the field of construction is projected, which is aimed at the planned rapid implementation of the restoration of destroyed housing and infrastructure.

The authors study the anti-crisis directions of reforming the employment sector of Ukraine, in particular, analyze the provisions of some amendments to the legislative acts of Ukraine on reforming the employment service, social insurance in case of unemployment, promoting productive employment of the population, including young people, and introducing new active programs in the labor market. The article emphasizes the importance of changing the social and legal concept of abolishing job quotas for certain categories of employees in the direction of compensatory incentives for employers to enter into employment contracts with those categories of employees who need assistance in finding employment (internally displaced persons; persons with disabilities who have not reached retirement age; combatants, etc.) The employment legislation applies a flexible approach to determining the range of persons who may need additional employment assistance. The progress of such socially significant projects as: «Army of Restoration» and «Own Business», was launched to rebuild Ukraine, develop entrepreneurship, and reduce unemployment.

**Key words:** social protection, social legislation, labor market, right to work, employment, unemployment, social services, vocational training, non-standard employment, forms of employment, right to employment, subjects of the right to employment, jobs, legislation on population employment, additional guarantees for promoting employment, persons with disabilities.

**Тищенко О., Черноус С., Сіроха Д. Соціально-правові проблеми зайнятості населення України під час воєнного стану.**

В статті розкриваються сучасні тенденції ринку праці України, в контексті аналізу проблематики попиту і пропозиції робочої сили у різних сферах трудової діяльності. Аналізується вплив пандемії COVID -19 на ефективність реалізації Програми Гідної праці для України на 2020–2024 рр., ініційованої Міжнародною організацією праці з метою активізації реформ у сфері зайнятості населення України.

Розглядаються соціально-економічні кризові процеси, які загострилися на ринку праці у зв'язку з повномасштабним вторгненням РФ в Україну. Зазначається, що наслідком війни стали масова міграція населення, збільшення чисельності безробітних, втрата заробітку і засобів до існування. Зосереджується увага на змінах, які торкнулися переліку затребуваних на сьогодні в Україні професій. Найбільше конкурентноздатними в умовах правового режиму воєнного стану виявилися такі категорії працівників: продавці, менеджери з продажу, бухгалтери, водії та кухарі тощо. Разом з тим, вказується, що вже на сьогодні і в найближчому майбутньому, прогнозується попит на фахівців у сфері будівництва, що спрямований на плановану швидкісну реалізацію відновлення зруйнованого житла та об'єктів інфраструктури.

Вивчаються антикризові напрямки реформування сфери зайнятості населення України, зокрема аналізуються положення деяких змін до законодавчих актів України щодо реформування служби зайнятості, соціального страхування на випадок безробіття, сприяння продуктивній зайнятості населення, у тому числі молоді, та впровадження нових активних програм на ринку праці. Підкреслюється вагоме значення зміни соціально-правової концепції щодо відміни квотування робочих місць для окремих категорій працівників у напрямку компенсаційного заохочення роботодавців до укладання трудових договорів з тими категоріями працівників, які потребують сприяння у працевлаштуванні (внутрішньо переміщені особи; особи, з інвалідністю, які не досягли пенсійного віку; учасники бойових дій тощо). В законодавстві про зайнятість населення застосовується гнучкий підхід до визначення кола осіб, що можуть потребувати додаткового сприяння у працевлаштуванні. Наголошується на прогресивності таких суспільно-значущих проєктів, як от: «Армія відновлення», «Власна справа», започаткованих для відбудови України, розвитку підприємницької діяльності та зменшення безробіття.

**Ключові слова:** соціальний захист, соціальне законодавство, ринок праці, право на працю, зайнятість, безробіття, соціальні послуги, професійне навчання, нестандартна зайнятість, форми зайнятості, право на зайнятість, суб'єкти права на зайнятість, робочі місця, законодавство про зайнятість населення, додаткові гарантії у сприянні працевлаштуванню, особи з інвалідністю.

**Problem statement.** The effectiveness of the State social policy of promoting employment depends on many factors that form the social and legal framework of the labor market. By choosing the European integration civilization path of development, Ukraine has committed itself to the adaptation of Ukrainian legislation to the legislation of the European Union (hereinafter - the EU) as a priority component of the process of Ukraine's integration into the EU, which in turn is one of the main directions of Ukrainian foreign policy [1]. First and foremost, the integration process was aimed at conducting active reforms in the labor sphere as the main environment for realizing the aspirations, professional aspirations, and skills of a person. At the same time, the crisis processes in the national economy in 2014 and 2015, caused by the temporary occupation of part of Ukraine's territories as a result of Russia's armed aggression, led to a decline in the economy and a curtailment of production, which led to negative trends in the labor market, in particular, an increase in the number of unemployed people [2]. The employment sector suffered even more damage after February 24, 2022, when the aggressor country's full-scale criminal invasion of Ukraine took place, causing significant damage and massive destruction of enterprises, institutions, organizations, critical infrastructure facilities, etc. This state of affairs has necessitated the formation of a new anti-crisis model of legal regulation of employment based on the challenges of the martial law regime. The reformatting of the labor market caused by the war, and disruption of logistics and production links have led to many problematic phenomena, including a significant decrease in business activity in many areas, which has caused a massive increase in unemployment. In view of the above, there is an urgent need to find and immediately implement effective changes in the legal regulation of employment aimed at optimizing efforts to provide employment in this difficult period.

**Status of the issue.** Many Ukrainian scholars have devoted their works to the modern issues of social and legal trends in the employment of the population of Ukraine during the special legal regime of martial law, which is primarily due to the needs of society and the objective circumstances of today. This issue was covered in their works by such domestic scholars as Andriyiv V., Burak V., Burka A., Bodnaruk M., Vyshnovetska S., Hetmantseva N., Horobets N., Libanova E., Novak I., Kuchma O.,

Kovalenko O., Sineva L., Shcherbyna V., Chanysheva H., Yaroshenko O. and others. However, the complex socio-economic realities in terms of the effectiveness of the legal, economic, and organizational framework for the implementation of employment, which have become even more acute during the war, point to the need for further in-depth analysis and study of the socio-legal features of the Ukrainian labor market.

**The purpose of the article** is to study the current issues, trends, and peculiarities of legal regulation of employment in Ukraine under martial law, as a special legal regime introduced in Ukraine to ensure national security, eliminate the threat to Ukraine's state independence, and its territorial integrity in connection with the armed aggression of the Russian Federation.

**Presentation of research material.** The experience of social life confirms that work for each person is primarily an environment of socialization, fulfillment, and material interest. All this should be facilitated by stability and growth, effective social dialogue, and improvement of social protection and working conditions as the basic foundations for the implementation of the Decent Work Program for Ukraine for 2020-2024 (hereinafter referred to as the Decent Work Program), which was the result of tripartite consultations on the ILO's support for employment reforms in Ukraine. It should be noted that the process of harmonizing the provisions of the Decent Work Program coincided with the beginning of the COVID-19 pandemic, the negative consequences of which significantly exacerbated the problems in the employment sector. As outlined in the Decent Work Program, the main labor market challenges facing Ukraine remain low employment with a pronounced gender gap, high labor force emigration, high unemployment, and economic inactivity among young people, and a significant mismatch between qualifications and labor market needs. As the global health crisis has had a negative impact on the labor sector, addressing structural labor market issues has become even more urgent. The main problems in the area of working conditions and social protection are the lack of a culture of prevention in the area of occupational safety and health, growing participation in the informal economy, large wage arrears, a pronounced gender pay gap, and insufficient coverage and financial sustainability of the social insurance system. Social dialogue on key labor and social policy issues also needs to be strengthened [3]. It is worth noting that these problematic issues did not prevent the emergence of new stabilization processes that began to take place in the national economy, which, in turn, should have created the necessary conditions for a gradual improvement in the situation in the labor market of Ukraine. Certain positive tendencies were also recorded as a result of the implementation of the Main Directions for the Implementation of the State Policy in the Field of Employment and Stimulation of New Jobs Creation for the Period up to 2022, approved by the Cabinet of Ministers of Ukraine on December 24, 2019, No 1396-p. According to this document, the state employment policy was implemented in the following main areas: development of the national economy as a basis for ensuring productive employment and creating new jobs; stimulating the development of entrepreneurship and self-employment; ensuring the creation of decent working conditions and de-shadowing of relations in the field of employment; development of the system of vocational (vocational-technical) education and ensuring the creation of conditions for lifelong learning; ensuring the development of inclusive Promoting youth employment; reforming the state employment service and ensuring innovative development of labor market services; ensuring the implementation of an effective state policy in the field of labor migration [4]. In other words, the policy of stimulating employers' interest in creating new jobs was seen as the basis for productive employment and progressive social policy in the labor market.

However, the Russian Federation, having carried out a full-scale invasion of Ukraine, violating all international legal norms, has criminally interfered with the right of the Ukrainian people to choose the future of their state. In order to optimize all efforts necessary to ensure the defense of our state against the aggressor, the Decree of the President of Ukraine No. 64/2022 [5] of 24.02.2022 introduced the legal regime of martial law, the period of which has been repeatedly extended by the relevant subsequent Decrees, as the war continues. The difficult realities of the war have significantly affected the social and legal situation of the population in the labor market. As a result, a significant number of employees have seen their salaries reduced or lost their jobs altogether. According to a survey conducted by the Rating Group, 64% of Ukrainians have seen their incomes fall. In particular, 18% of respondents have slightly decreased their income, 32% - significantly decreased, and 14% have lost almost all their income. The largest financial losses were incurred by people living in the South and East of Ukraine, with 30-49-year-olds being the most affected. According to the job search portal grc.ua, only 20.5% of working citizens did not experience a decrease in wages during the war [6]. According to the forecasts of the National Bank of Ukraine, the unemployment rate in the country is expected to remain high throughout 2023-2025. Although strong demand for labor will lead to a gradual decrease in unemployment, it will still remain above the pre-full-scale invasion level. In particular, the unemployment rate is projected to be around 10-11% in 2025-2027, due to persistent mismatches

between employers' needs and the skills and capacities of potential workers [7]. The need to adapt to work under the high risks of martial law has affected the organization of the labor market in the context of adjusting the list of professions that are in demand in Ukraine today. Analyzing the data available on the job search website Work.ua, Mr. Pazyi points out that the top five most sought-after professions in Ukraine include salespeople, sales managers, accountants, drivers, and cooks. These professionals are offered average salaries of 12 thousand to 22 thousand UAH (the highest salaries are for drivers). It is worth noting that after the war is over, professions in construction, medicine, education, science, security, and IT will be especially relevant. Employers will also be looking for power engineers and specialists in logistics and telecommunications [8]. An important factor of the modern Ukrainian labor market is that in many cases the fact of having a higher education no longer influences the high salary. International drivers, taxi drivers, and real estate agents remain in high demand, even in the difficult conditions of war [9].

In order to support the effective employment of the Ukrainian population in the agricultural sector, the United States Agency for International Development (USAID) has initiated a subgrant program for Ukrainian employers to help attract qualified workers to the agricultural sector. The purpose of this sub-grant program is to reduce the negative effects of military operations, energy, and economic crisis resulting from the Russian military invasion and to provide prompt access to technical, technological, and other services aimed at ensuring the full operation of the agri-food sector's facilities. The program was aimed at providing subgrants to Ukrainian non-governmental enterprises, NGOs, and business associations to support and strengthen the sustainability of Ukrainian micro, small, and medium-sized enterprises (MSMEs) that are food producers and/or processors of agricultural products [10]. The relevant initiatives are intended to gradually correct the imbalance of the labor market, as according to the State Employment Service of Ukraine, the largest mismatch between labor demand and supply in terms of professional qualifications was observed among skilled agricultural workers (40 people applied for 1 vacancy), technical workers (21 people), employees and managers (17 people), and workers in the trade and services sector (17 people) [11].

The supply and demand in the registered labor market in 2022 were as follows: according to the information provided by employers to employment centers, 396 thousand vacancies were available. The structure of vacancies by type of economic activity was as follows: 18% of vacancies were offered at manufacturing enterprises; 17% – in agriculture; 14% – in wholesale and retail trade; 10% – in education; 7% – in healthcare; 7% – in transportation; 6% – in public administration and defense. In terms of occupation, most vacancies were offered for the following: maintenance and operation of equipment and machinery (25%); skilled workers with tools (15%); representatives of the simplest professions (14%); trade and service workers (13%); professionals (10%); specialists (10%); and employees and managers (6%).

For example, the following statistics can be presented: as of January 1, 2023, the number of vacancies reported by employers to the State Employment Service amounted to 21 thousand, which is 48% less than the corresponding date last year (41 thousand). By type of economic activity, the majority of vacancies are in the manufacturing industry (20%), wholesale and retail trade (16%), education (11%), healthcare and social assistance (10%), transport and postal services (9%) [12]. As we can see, at the beginning of 2023, there was a significant decrease in vacancies, almost by half, compared to last year. In our opinion, this is due to massive internal and external migration provoked by the war, as well as the inability to obtain real data in the temporarily occupied territories and territories where active hostilities are taking place.

Studying the impact of the war on the dynamics of employment in Ukraine through the prism of the practice of the State Employment Service of Ukraine, analyst Zhiriy K. notes that despite the fact that millions of Ukrainians lost their jobs due to the war, the unemployment rate has also increased significantly as a result of the withdrawal of some of the population from the labor force. The national labor market is currently expected to face significant competition for jobs. According to various estimates, the number of vacancies in Ukraine has decreased by 20 times compared to the pre-war period. Under these conditions, those who have the tools and skills in driving or repairing a vehicle are the fastest to find work. The average job search now takes almost three months [13].

At the same time, if we analyze which occupational groups as of January 1, 2023, have the largest number of unemployed persons by gender (see Table 1), it should be noted that, given the above provisions, there is a contradictory trend when people who have a popular profession in the labor market in Ukraine cannot find a job that meets their preferences. First of all, this is influenced by the minimization of the motivational aspect, when, as noted, there is a significant reduction in wages, as well as the lack of opportunities for employers to provide additional guarantees to employees (private insurance, soft loans, provision of office housing, etc.) for objective reasons.

**Table 1. Occupations with the highest number of unemployed by gender, as of October 1, 2022 [14]**

Men	Women
driver of motor vehicles	salesman
Driver (boiler house superintendent)	office cleaner
security guard	cooker
laborer	laborer
tractor driver	postman (mailman)
loader	boiler room operator
mechanic-repairman	nurse
road worker	stacker-packer
storekeeper	cashier of the trading floor
electric and gas welder	Civil service (local government) specialist

These trends accelerated the process of reforming the legal regulation of employment in Ukraine. As a result, the Law of Ukraine «On Amendments to Certain Legislative Acts of Ukraine on Reforming the Employment Service, Social Unemployment Insurance, Promoting Productive Employment of the Population, including Youth, and Implementing New Active Labor Market Programs» No. 2622-IX dated 21.09.2022 (hereinafter – the Law of Ukraine «On Employment of the Population») was adopted. This regulatory act updated the peculiarities of the legal procedure for providing the population of Ukraine with employment with the assistance of the employment service. Among the new amendments and additions, the following are worth noting. In order to reduce the pressure on employers, the institute of employment quotas based on a percentage of the average number of full-time employees is abolished, and instead, the mechanism of incentives for employers to hire those categories of the population that are entitled to additional guarantees in facilitating employment is improved. According to Article 14 of the Law of Ukraine «On Employment of the Population», additional guarantees in facilitating employment are provided to the following categories of the population: one of the parents or a person replacing them has a dependent child (children) under the age of six; is raising a child under the age of 14 or a child with a disability without a spouse; is raising a person with a disability since childhood (regardless of age) and/or a person with a disability of group I (regardless of the cause of the disability) without a spouse; orphans and children deprived of parental care; persons released after serving a sentence or undergoing compulsory treatment; young people who have graduated from or ceased studying at general secondary, vocational, professional, higher and higher education institutions, discharged from regular military or alternative (non-military) service, military service by conscription of persons from among reservists during a special period (within six months after graduation or termination of study or service) and who are hired for the first time; persons who have reached the age of 15 and who, with the consent of one of their parents or a person in loco parentis, may, as an exception, be employed; unemployed able-bodied persons receiving state social assistance to low-income families; persons in respect of whom, in accordance with the Law of Ukraine «On Social and Legal Protection of Persons in Respect of Whom the Deprivation of Personal Liberty as a Result of Armed Aggression against Ukraine and Members of Their Families has been Established», the fact of deprivation of personal liberty as a result of armed aggression against Ukraine has been established, after their release. It should be noted that these amendments to the legislation on employment establish a new category of persons who are provided with additional guarantees in facilitating employment - «other categories of citizens determined by the Cabinet of Ministers of Ukraine, taking into account the situation on the labor market, as well as the establishment of quarantine, the occurrence of an emergency, the introduction of a state of emergency or martial law in the country» (clause 11 of Article 14 of the Law of Ukraine «On Employment of the Population»). In other words, a flexible approach is being introduced to take into account the dynamics of the labor market and the demands of society for social support in the field of employment. To encourage employers to enter into an employment agreement with the above categories of persons who have been registered as unemployed for more than one month, upon referral of the territorial bodies of the central executive body implementing the state policy in the field of employment and labor migration, the actual costs in the amount of a single contribution to the obligatory state social insurance for the respective person for the month for which it was paid, but not more than double the minimum wage, are compensated for at least two years. The total duration of compensation is 12 months. In addition, employers who, upon referral of the territorial bodies of the central executive body implementing the state policy in the field of employment and labor migration,



employ for a period of at least one year persons who have no more than five years left before the right to an old-age pension; persons with disabilities who have not reached retirement age; combatants referred to in paragraphs 19-21 of part one of Article 6 of the Law of Ukraine «On the Status of War Veterans, Guarantees of Their Social Protection» and who have been registered as unemployed for more than one month, are compensated for 50 percent of actual labor costs, but not more than the minimum wage. The total duration of the compensation payment is six months (Articles 14 and 26 of the Law of Ukraine «On Employment of the Population») [15].

Measures to promote the employment of internally displaced persons (hereinafter referred to as IDPs) – citizens of Ukraine, foreigners or stateless persons who are legally on the territory of Ukraine and have the right to permanent residence in Ukraine, who were forced to leave or flee their place of residence as a result of or in order to avoid the negative consequences of armed conflict, temporary occupation, widespread violence, human rights violations, and other forms of violence – are of great social and protective importance in the context of war. According to the International Organization for Migration (hereinafter – IOM), the number of internally displaced persons in Ukraine as of August 2022 amounted to 6.9 million people. Of the IDPs who were employed before the war, 60% have lost their jobs since displacement (since February 2022). Over the past 6 months, almost half (48%) of all displaced persons have tried to find employment after fleeing their place of residence due to the war. However, 45% of them remain unemployed and are actively looking for work. The most used job search channels were the Internet (81%), mobile job search applications (23%), relatives/friends/acquaintances (17%), the State Employment Service (13%), and visual information materials (posters, bulletin boards) (6%) [17]. IOM estimates that there are currently 1,308,000 IDPs in western Ukraine. The largest number of IDPs was recorded in the first months of the war – up to 2.97 million people. Despite the fact that the number of IDPs in the western regions has significantly decreased, human rights defenders, activists and representatives of the UN and IOM have recorded a tense situation with the realization of human rights here, as well as throughout the country. These include problems with housing, lack of finances, difficulties in finding a job, etc. [18]. In these conditions, the legal mechanism for implementing measures to promote the employment of internally displaced persons, as provided for by the legislation on employment of the population of Ukraine, should function properly. These include compensation of employer's labor costs (but not more than two times the minimum wage established by law) for the employment of registered unemployed internally displaced persons under fixed-term employment contracts for a period not exceeding six calendar months, provided that the employment guarantees of such a person are maintained for a period exceeding the duration of the payment by two times.

Regional coordination committees for employment promotion are entitled to increase the duration of compensation of expenses of an employer who employs internally displaced persons for more than six months, but not more than twelve calendar months, which, in agreement with the relevant territorial bodies of the central executive body implementing the state policy in the field of employment and labor migration, make the relevant decision (clause 2 of Article 24-1 of the Law of Ukraine «On Employment of the Population») [15]. These issues, in addition to the Law of Ukraine «On Employment of the Population», are regulated by the Procedure for Implementation of Employment Promotion Measures, Refund of Funds Allocated to Finance Such Measures in Case of Violation of Employment Guarantees for Internally Displaced Persons, approved by the Resolution of the Cabinet of Ministers of Ukraine of September 8, 2015, No. 696, which defines the conditions, a mechanism for the implementation of employment promotion measures by regional, Kyiv city, district, city and city-district employment centers of the state employment service of employment promotion measures, the return of funds aimed at financing such measures, in case of violation of employment guarantees for internally displaced persons [19].

To engage both internally displaced persons and other categories of the population in active entrepreneurial activity, Ukraine launched the microgrant program «Own Business». The eRobota (e-work) project includes six grant programs aimed at stimulating entrepreneurial activity. These include microgrant programs for starting or developing your own business, grants for creating and developing processing enterprises, planting a garden and viticulture, greenhouse farming, supporting IT startups, and starting in the IT field. Applications for all areas of the eRobota program are being accepted on the Diia portal. The amount of the microgrant ranges from UAH 50 to 250 thousand. It can be spent on purchasing or leasing equipment, purchasing raw materials, and renting premises. Both existing entrepreneurs and people with no experience in such activities can receive a microgrant. According to information published by the Ministry of Economy of Ukraine, the Cabinet of Ministers has allocated UAH 3 billion for the «Own Business» microgrant program in 2025. This funding is expected to provide more than 15,000 microgrants to Ukrainians for starting and developing their businesses.

It is projected that recipients of these funds will create numerous jobs, as a mandatory condition for receiving a microgrant is the creation of one or two jobs by the entrepreneur, depending on the grant amount [19].

In the case of engaging registered unemployed persons in public works under martial law, quarantine or a state of emergency or a state of emergency, the organization of such works may be financed and/or co-financed by the funds specified in paragraph one of this part and the Fund of Compulsory State Social Insurance of Ukraine for Unemployment [15]. The initiative is aimed primarily at rebuilding the territories of our country that have suffered from enemy shelling; workers involved in public works dismantle ruins, harvest firewood, unload humanitarian aid, etc. In Ukraine, about 3,000 unemployed people have been employed in this way in seven regions. In terms of the number of people involved in community service, Kyiv (659 people), Sumy (725 people), Poltava (595 people), and Donetsk (440 people) regions have the highest number of people involved in community service. The project is also being implemented in Rivne, Chernihiv, and Zaporizhzhia regions. People who are employed in this way are paid the minimum wage of UAH 6,700. However, their earnings can be higher due to additional funding from local budgets. The project also plans to involve residents of Zhytomyr and Volyn regions [21]. In this way, the problems of employment of the unemployed are being solved, and socially useful work is being carried out to restore the regions of Ukraine affected by the aggression.

### Conclusions.

Based on the study of the socio-economic and legal problems of employment of the population of Ukraine in the conditions of war, we can draw the following conclusions.

1. At the beginning of the twenty-first century, Ukraine lacked an effective systemic social and legal strategy for employment, which directly affected the trends in the labor market in the context of recording a significant number of unemployed and shadowing the employment sector. The situation was further complicated by Russia's invasion of Ukraine in 2014.

2. The development of the Decent Work Program for Ukraine for 2020–2024 in cooperation with the International Labor Organization was of progressive importance for reforming the employment sector in Ukraine, which, despite the negative impact of the COVID-19 pandemic on employment, became a guiding factor for introducing progressive innovations in the labor market aimed at encouraging and promoting social responsibility of businesses to create new jobs.

3. The full-scale military attack of the Russian Federation on Ukraine on February 24, 2022, has led to significant losses, destruction, and massive displacement of the population, which could not but affect the labor market. The critical increase in the number of unemployed and the closure of businesses necessitated anti-crisis steps to urgently reformat the employment sector of Ukraine and adapt it to the specifics of the martial law regime.

4. Adaptive directions of legal regulation of employment were laid down by the Law of Ukraine «On Amendments to Certain Legislative Acts of Ukraine on Reforming the Employment Service, Social Insurance in Case of Unemployment, Promoting Productive Employment of the Population, including Youth, and Introducing New Active Labor Market Programs» of 21.09.2022 No. 2622-IX. This Law introduced new conceptual approaches to promoting employment. Taking into account the realities of the war, the list of categories of the population with additional guarantees in promoting employment was expanded (in particular, Article 14 of the Law of Ukraine «On Employment of the Population» was supplemented by clause 11 «other categories of citizens determined by the Cabinet of Ministers of Ukraine, taking into account the situation on the labor market, as well as the establishment of quarantine, the occurrence of an emergency, the introduction of a state of emergency or martial law in the country»); the legal mechanism of quotas to promote the employment of categories of the population with additional guarantees in promoting employment was abolished.

5. In order to restore the intensification of business initiatives in Ukraine, the implementation of the «Own Business» project was continued, which includes the idea of providing funds in the form of microgrants for the population to be used for entrepreneurial activities, which, in turn, also contributes to and will contribute to the creation of new jobs.

6. The «Army of Recovery» project was initiated to engage a significant number of unemployed people in public socially useful work, which allows us to take the necessary measures to restore and rebuild our country and helps to financially support people who find themselves in difficult life circumstances of war-related unemployment.

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