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## **THE LABOR MARKET OF UKRAINE IN THE CONDITIONS OF MARTIAL LAW**

**Introduction.** As a result of the martial law in Ukraine, the labor market is currently in a dynamic crisis. Many people have lost their jobs and are forced to change the type of activity. New needs have emerged: the country needs to be rebuilt. Although the situation begins to stabilize gradually, because the business adapts and begins to work, but the war is ongoing, so it is a difficult task to predict the further development of the labor market today.

It can be said unambiguously that in the general form in the labor market of Ukraine has already taken place and continue to take place dramatic changes related to the forced closure of many enterprises and, as a consequence, the dismissal of employees, mainly in the territories where active fighting is conducted. Positive phenomena are social governmental support for business and employees, relaxation of part of the enterprises, that is, their movement to safe regions, reorientation to the consumer market, expansion of capacity by meeting military and civilian needs, etc.

What professions will need the labor market after the war, it is difficult to predict, but it is logical to assume that these will be specialists in the field of service, construction, medicine, logistics, IT, agrarian sector. All these specialties are divided, in turn, by many sub-category, which can in the future become a separate required activity.

**Presenting main material.** According to the International Labor Organization (ILO) report, about 4.8 million jobs have been lost since the beginning of Russian aggression in Ukraine. The study is estimated that if the fighting is exacerbated, jobs will increase to 7 million. However, if they stop,

a rapid recovery is possible with a return of 3.4 million jobs. The organization also emphasizes that the crisis in Ukraine can lead to some consequences in neighboring countries, mainly in Hungary, Moldova, Poland, Romania and Slovakia. After all, if the destructive war continues, Ukrainian refugees will be forced to remain in exile longer, which will exert additional pressure on the labor market and the social protection system in these neighboring European countries [1].

The Ukrainian labor market has been experiencing the strongest crisis over the last 10 years: as of mid-April 2022, the number of open vacancies has decreased by 20 times compared to the pre-war period. This is evidenced by the data of the Grc.ua staff portal [2].

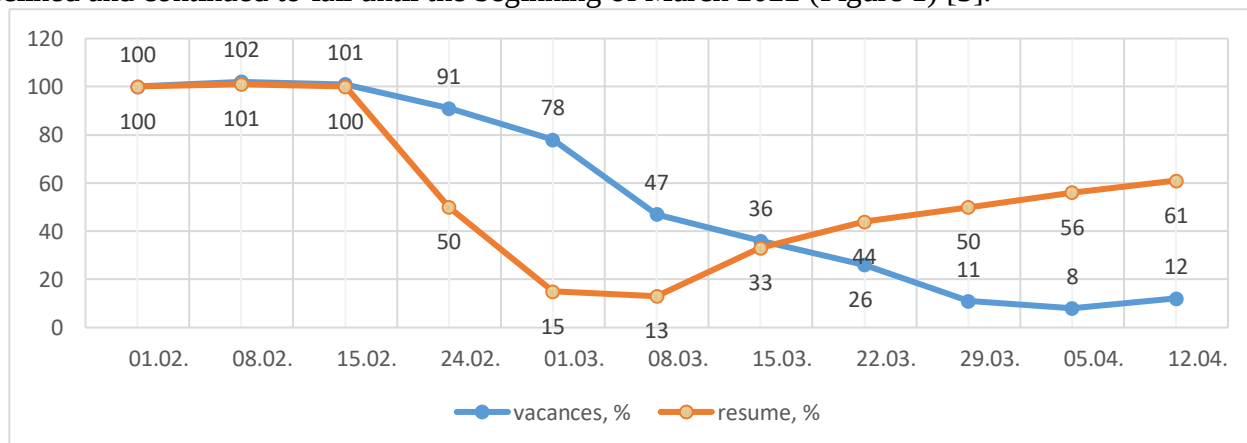
Companies optimize the costs, reduce wages and bonuses, or at all exempt employees. Therefore, competition among those looking for work is growing. Employers, in turn, have a greater choice of applicants for their vacancies, they begin to dictate their own rules, the labor market becomes a "employer market". Thus, with the outbreak of the war, the vast majority of employers (78%), as shown by the staff portal showed, carried out unpopular measures for their employees: 25% of the respondents did not pay wages, dismissed or reduced employees in 16.5% of companies, 10% were sent on vacation at one's own expense. A quarter of the respondents, if it works, receives incomplete payment of wages, and most of the respondents answered that they had been reduced by more than 30% of their wages than 30% [2].

The structure of work proposals in the context of regions has also changed. Thus, in the most hostile regions, the number of jobs has decreased significantly and competition has increased. In turn, the relocation of enterprises into the safe regions of Ukraine, internal and external migration of specialists caused the number of work proposals in the western regions.

Due to employment problems, specialists have reduced their salaries. The GRC.ua survey showed that almost two -thirds of search engines (65%) in the crisis in the labor market are ready to reduce their salaries. The largest share (26%) of those who are ready for work to receive less wages agree to reduce it by 10%-25% [2].

In addition, experts began to offer their candidates for vacancies with a lower level of qualification. If there were quite a few offers of work before the war in the top management category, today managers and directors are not very in demand (1.7% of vacancies were opened in April). That is, the position of Middle level in the conditions of work shortage began to respond to top experts [2].

Analyzing the labor market of Ukraine since the beginning of large -scale hostilities, it should be noted that according to Robota.ua, the demand for experts from the first days of the war has sharply declined and continued to fall until the beginning of March 2022 (Figure 1) [3].



**Figure 1. Demand (resume) and supply (vacancies) of the labor market of Ukraine in February-April 2022**

*Source: Data of Robota.ua [3].*

On the graph Figure 1 clearly shows the main three phases of labor market development during February-April 2022:

1) the pre-war period (01.02.-23.02.) – market demand and supply are in a state of relative equilibrium, which indicates stable economic market development;

2) the beginning of the war period (24.02.-08.03.) – a crisis of the labor market, a significant fall in both the supply of work (number of vacancies) and demand for employment (number of resumes). The demand for work was especially sharply reduced, which is primarily due to the direct response to hostilities;

3) continuation of the war period (09.03.-now) – adaptation of the labor market, which is characterized by the restoration of economic activity and the gradual increase in demand for employment of labor.

According to the portal Work.ua, for 2021 and the first three months of 2022 the largest number of vacancies was observed on September 30, 2021 - 119 615. Subsequently, the number of vacancies began to decrease, and at the beginning of 2022 it was already 69 835. And on February 23 at Work.ua 99 392 proposals were placed [4].

The number of vacancies collapsed sharply in the first two weeks of the war. Their number decreased to 4 thousand, which were recorded on March 7. But since then the labor market began to come to life a little, and on March 30 there were already 9 415 vacancies on the site. However, the previous offer of 2021 is still very far. This is not surprising. After all, about 30% of enterprises in Ukraine have either stopped at all or for some time suspended their activities. Thus, the simultaneous release of a giant number of able-bodied population took place [4].

Due to the closure of enterprises in the labor market, vacancies were sharply reduced, which have always been many: sales consultants, seamstresses, workers' professionals. But there are several industries where the demand for specialists has almost fallen. In particular, as before, workers of working specialties, in the medical and pharmaceutical industry, in agriculture and agriculture, as well as in the IT industry.

According to the European Business Association (EBA), after a sharp economic fall in February-March 2022, when only 17% of business worked in Ukraine, 47% of companies operated in May, the rest of the surveyed companies operated in May [5].

To stay in the market, companies had to significantly review their costs, including personnel. The standard ways of optimization were the transfer of employees for part-time, reducing the number of working hours or issuing leave at their own expense. According to EBA, release was recorded in 8% of companies [5].

Representatives of the working professions were also in demand for war, but with the beginning of large-scale hostilities in the country is much more acute, and the demand for working specialties is increasing in the domestic labor market, even during the crisis. Thus, according to the analytical center of the Grc.ua personnel portal, large companies were in no hurry to reduce the staff in order not to lose scarce employees. This information is also confirmed by the data of the portal.ua about the number of open vacancies in February-May 2022, where working specialties, as well as service and trade, are also among the leaders of the activities (Table 1) [5].

**Table 1**  
**Number of vacancies in February-May 2022 by leading activities**  
(units)

| Activity            | February | March | April | May  |
|---------------------|----------|-------|-------|------|
| Working specialties | 26362    | 16345 | 5515  | 6957 |
| Trade               | 23261    | 13873 | 3918  | 5731 |

|                |       |       |      |      |
|----------------|-------|-------|------|------|
|                |       |       |      |      |
| Service sector | 22875 | 14051 | 5556 | 7363 |

**Source:** Data of Work.ua [5].

According to the Grc.ua personnel portal, in June 2022 the current vacancies of working specialties became more than 20% more, comparing with the previous month [6].

In the overall structure of the entire labor market of Ukraine, the share of vacancies of the sphere of working personnel is 8% of all relevant on the portal and is included in the top 5 of the most sought after professional fields [6].

It is the representatives of working specialties who are in demand in all regions of Ukraine. More than a third of such topical vacancies have been opened in Lviv and the region. In the second place among the regions, the city of Dnipro and the region, the third place is occupied by Donetsk region. At the same time, finding a job to representatives of working specialties is quite easy even without experience. Almost half of all job vacancies without experience (47%) and as much for people with minimal experience from 1 to 3 years. Experience from 3 to 6 years is required in only 4% of current vacancies, and more experienced professionals are in demand in only 2% of vacancies [5].

Most often, employers are looking for installers - 14% of all proposals, the second most important of the work are loaders - 13%, and the third place is occupied by equipment and packets of goods - 10% of all topical vacancies. According to Grc.ua estimates, the demand for such workers will increase, as activities are being restored by more companies. The most sought after specialists include sellers, ITs, pharmacists, agrarians and builders. The demand for the latter at the beginning of the war was minimal, but thanks to the reconstruction of roads and homes, the number of such vacancies increased. It is most difficult to find a job in real estate, finance, insurance, jurisprudence, as well as in hotel and restaurant business and education. Until recently, this list included the automotive industry, but with the restoration of factories in the west of Ukraine the situation has improved and the sector even showed a small increase compared to the pre-war time [5].

Significant growth rates are demonstrated by the sphere of service and trade. In this regard, there is a high demand for cashiers, sellers, warehouse workers, drivers and more. Most vacancies for sales professionals are now opened in Kyiv - 24% of all current offers. In the second place in the number of proposals of work Lviv region (11%), in the third - Dnipropetrovsk region (8%) [5].

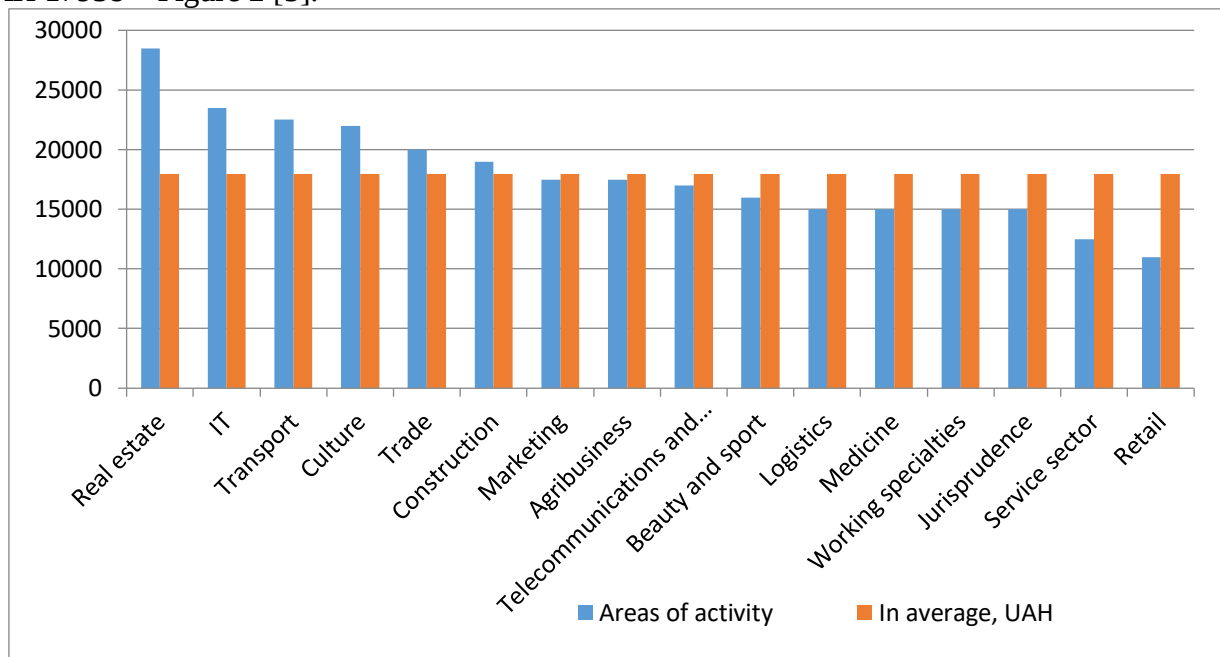
It should be noted that according to Work.ua, the fall in salaries at private sector enterprises from February 24, 2022 was 25-50%. Most of these enterprises in mining and construction. The share of enterprises that reduced wages by 10-50%, in particular in energy, services, transport and trade, gradually increasing. Agricultural enterprises prevail among those that have not changed or even increased salaries. At the same time, on average in Ukraine the salary in open proposals for specialists of working professions is offered UAH 13.7 thousand. The minimum monthly compensation for these specialists starts from UAH 8.9 thousand, such vacancies are most 44%. The salary, which starts from UAH 13.4 thousand, indicated in a quarter of vacancies. Salary from 17.8 thousand UAH willing to pay 16% of employers. High salaries are a minority. Only 9% of work proposals for workers voiced salaries from 22.3 thousand UAH and 6% of vacancies offer a salary of 26.8 thousand UAH. [5].

About 14 thousand UAH can receive handymen, electricians and electricians. Installers and loaders can estimate an average of UAH 13.7 thousand for their work. The smallest salary is currently offered to the staff and the sailors, on average – UAH 10.1 thousand. The average architect in Ukraine earns up to 18 thousand UAH, the head of the project – up to 50 thousand UAH, the engineer – on average up to 30 thousand UAH month. Highways can get up to UAH 20 thousand, there is a demand for facade insulation (up to 40 thousand UAH), highly valued by construction masters who earn up to 120 thousand UAH per month [5].

Depending on the specialization, the level of compensation also changes significantly. The largest average salary is offered by locksmiths and mechanics – 20.8 thousand UAH. Estimates can

receive an average of UAH 18.5 thousand, and machine operators – UAH 15.5 thousand per month [5].

According to Work.ua, the highest paid in Ukraine in May 2022 are specialists of real estate (UAH 28.5 thousand), IT (UAH 23.5 thousand), transport (22.5 thousand UAH), and the least paid are Retail trade workers (UAH 11 thousand) compared to the median salary in Ukraine in the amount of UAH 17938 – Figure 2 [5].



**Figure 2. Mediation of wages by spheres of activity in Ukraine in May 2022**

**Source:** Data of Work.ua [5].

The desired salaries, which are indicated in their resume applicants for a vacancy, have not undergone much change since the beginning of the war. As of February 22, on average, it was a request for 15 174 UAH, and on March 1 it even increased slightly – to 15 870 UAH. However, on March 29, the job seekers already agreed to a little less salary – 15 567 UAH. But most likely, situational fluctuations, not natural. But about the salaries listed in the vacancies, here the war brought significant changes. As of February 22, the average salary proposal amounted to 14 568 UAH. And in the first two weeks of the war, this figure even increased slightly. So, on March 8 it was 15 035 UAH. But on March 29 it decreased to UAH 13 736, that is, as much as 11%. At the same time, the highest salaries now offer in Kyiv – 20 thousand UAH, Odesa – 18 thousand UAH and Lviv – 15 thousand UAH [2].

According to the State Employment Center, since the beginning of the year, the number of vacancies in the center has tripled compared to the same period of 2021. At the end of May there were 22 thousand vacancies. The number of registered unemployed on June 10 was 319 thousand people, which is 13% less than the same date of 2021. This is due to the decline in economic activity through war, mobilization, departure of Ukrainians abroad or internal movement to safe territories [5].

At the same time, during the war, the State Employment Service became more flexible. For example, she launched a telegram channel where she publishes vacancies from all over Ukraine,

began to cooperate with the largest Ukrainian job search sites: Work.ua, Robota.ua, Grc.ua, Novarobota.ua and Pidbir.com. This made it possible to create a single vacancy base.

Also in April 2022, the Parliament passed a law that simplifies the status of the unemployed and financial assistance. Internal displaced persons (IDP) were often fled from shelling, leaving even documents in the homes. The enterprises where they worked stopped work or sent everyone on unpaid vacations, so people are officially considered employed and cannot receive unemployment benefits. The State Employment Center gave them the opportunity to be dismissed and registered remotely. To do this, you need to write an application for dismissal in the name of the employer at any employment center. According to the Center, such an option was used by 6,200 employees in one and a half months, the services of the service receive 24 thousand IDP, of which 19 thousand have the status of unemployed. About 17,000 domestic displaced persons receive unemployment benefits. People in temporarily occupied territories can receive payments without visiting the employment center. To do this, it is necessary to confirm the intention of being in the status of the unemployed every month by any means of communication. The law also allows to obtain the status of the unemployed to those who have lost the documents. Most internal displaced persons were employed in Poltava (248 employers, 595 IDP), Lviv (223 employers, 439 IDP) and Dnipropetrovsk (190 employers, 426 IDP) regions. Not everyone can find a job in a specialty, so the employment center offers training to change the specialty. Among the options are working professions (installer, locksmith, lathe, isolator, tractor driver, blacksmith) and work in IT. At the same time, 35 training programs are offered, including QC testing, drone operator, web design, graphics. The unemployed are trained free of charge, the costs compensate for the compulsory social insurance fund for unemployment. They are paid unemployment benefits, travel costs and more [5].

Recently, a significant increase in candidates activity for proposed vacancies has been recorded, and therefore, demand in the labor market is increasing. For example, on Grc.ua, the number of reviews on vacancies increased by 33% and the number of new registrations by 55% [5].

In the near future, demand in the labor market will have people from completely different fields of activity, because after the end of the war the country will need builders, energy, engineers, architects, scientists, etc. – all who will restore the damaged infrastructure. It is not only about hard physical work, but also about developments and technologies that require appropriate education. These are people who are well known on mathematics, physics, chemistry and other similar sciences. Now there is enough opportunity to master such professions. Doctors, psychologists, psychotherapists are always in demand. It is expected that after the war, the funding of the medical sphere in Ukraine will increase significantly. Today, doctors can earn up to 30 000 UAH month. This is especially true of professionals working in private institutions. And this is not only a good salary, but also working with new equipment, the possibility of constant training. IT specialists have great demand, because they have great opportunities at relatively low costs. Thanks to the Internet, you can work for any foreign company, take courses and use new technologies in the work as they appear. Such professions require a good knowledge of English. Now Ukraine is expanding cooperation with the world, and knowledge of the language will open access to more work, access to new technologies, the ability to directly contact and gain experience with foreign specialists [7, 8, 9-12].

Growford Institute (an independent non-governmental institute, that conducts strategic global research in the field of economics and finance) expects that at the end of the war, the highest growth rates will be in industries that will work on the restoration of the domestic market. In the first stage, they will most actively develop and need all new and new personnel:

- construction;
- agriculture;
- food production;

- wholesale and retail trade;
- logistics;
- production of chemical products;
- production of electrical equipment;
- furniture production.

**Conclusions.** Thus, during the war in Ukraine, the number of vacancies in the labor market has fallen several times, while recently increasing the number of people who want to find a job. Although the average salaries have declined somewhat in all areas, there is an increase in the search activity of those who want to work in Ukraine. In the face of uncertainty and unstable economy, the return to the pre-war salary in all professional fields is not yet. The longer the war lasts, the more difficult it is to restore business and the economy as a whole. According to the most optimistic forecasts, revenue recovery to pre-war will last 3-5 years. This can be facilitated, first, by the return of qualified professionals who have left the country, escaping from the war, and secondly, financial assistance that foreign partners can provide for the restoration of the Ukrainian economy.

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## **Рынок труда Украины в условиях военного времени**

### **Резюме**

*В Украине в результате военного положения, рынок труда, на данный момент, находится в динамическом кризисном состоянии. Достаточно большое количество населения потеряли работу и вынуждены сменять род деятельности для обеспечения своего жизненного статуса. Страну нужно восстанавливать, строить заново – таковы на ближайший период приобретенные новые потребности. Ситуация постепенно стабилизируется, бизнес адаптируется и начинает работать. Война продолжается. В связи с этим прогнозировать дальнейшее развитие рынка труда сегодня достаточно тяжелая задача. Однако, однозначно, можно констатировать, что в общем виде на рынке труда Украины уже произошли и продолжают происходить кардинальные изменения, связанные с вынужденным закрытием многих предприятий и, как следствие, увольнением работников, преимущественно на территориях, где ведутся активные боевые действия. Положительный фактор - социальная государственная поддержка бизнеса и работников, расслабление части предприятий, то есть перемещение их в безопасные регионы, переориентация на потребительский рынок, расширение мощностей за счет удовлетворения военных и гражданских нужд и т. д. Востребованные рынком труда профессии после войны приведут к наличию специалистов в сфере сервиса, строительства, медицины, логистики, IT, аграрного сектора, множества подкатегорий, которые в будущем могут стать отдельной обязательной деятельностью и основой для дальнейшего экономического развития страны.*