

Problems of Employment of the Population and Directions of Their Regulation in the Conditions of War

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Abstract

The purpose of the study is to determine the key aspects of the problems of employment of the population and the directions of their state regulation in war conditions. Employment policy involves a system of measures to create conditions for a more complete use of the potential of labor and business activity of the able-bodied population, linking this activity through taking into account the specifics of group interests with the tasks and guidelines for socio-economic development. But in the conditions of war, this problem acquires a new relevance. For the study, a number of theoretical methods of analysis were used. Based on the results of the study, the key aspects of the problems of employment of the population and the directions of their state regulation in war conditions were identified.

Keywords:

Population, Employment, War, Regulation

1. Introduction

A high degree of uncertainty in the field of employment increases the importance of government policy in the labor market in times of war. The conduct of state policy involves the development and implementation of various socio-economic processes. At the same time, the activity of the state should consist not only in the regulation of these processes, but in their detailed adjustment, organization and planning. One of the main tasks of reforming the modern labor market is the formation of a rational structure of employment in accordance with the needs of the country's economy, as well as increasing the efficiency of the use of labor and its competitiveness in war conditions. At the same time, the task of paramount importance is the

implementation of measures to improve the state policy of employment of the population in conditions of war. The main goals of the policy are related to the problems of using labor - increasing its productivity. This should be facilitated by shifts in the employment structures (sectoral - by increasing the share of advanced technologies, vocational - by increasing the proportion of skilled labor and modern professions, demographic - due to more educated youth. An important direction of employment policy at the present stage should be determined labor (hidden unemployment). The level of unemployment in society should be controlled mainly by maintaining and increasing jobs. Employment policy in times of war should take into account changes in the economic situation that is developing in the country and in the world.

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2. Methodology

The article is based on theoretical provisions on aspects of the problems of employment of the population and the direction of their state regulation in war conditions. To solve the tasks set, the following methods of scientific research into the problems of employment of the population and the direction of their state regulation in war conditions

were used: methods of analysis, synthesis and formalization; system-structural analysis; abstract-logical method - for the implementation of theoretical generalizations and the formulation of conclusions from the study of the problems of employment of the population and the direction of their state regulation in war conditions.

3. Research Results and Discussions

It is expedient to place the emphasis in employment policy on the formation of the competitiveness of all groups of the economically active population as the basis for ensuring high mobility and adaptability of hired workers and entrepreneurs to fluctuations in the world market. The main condition for the formation of a rational labor market is the creation of balanced flows of demand and supply of labor on it. At present, the professional and qualification level of citizens offering their labor force does not fully satisfy the ever-increasing requirements of employers. A prerequisite for this is a number of previously noted demographic and socio-economic factors, of which the lack of adaptation of the vocational education system to the realities of a market economy [1-6].

The war increased risks and uncertainties by creating barriers to the free movement of factors of production, incl. labor force, leading to the destruction of labor market institutions and their effective functioning. Economic problems, coupled with significant internal displacement and refugee flows, are leading to massive losses in employment and income. Rising unemployment, social exclusion, gender inequality, discrimination in the workplace, including against young people, the spread of poverty are among the main negative social consequences of the war.

The imbalance between demand and supply of labor has become significant. Demand for labor has plummeted due to the inability to work in war zones, declining demand for goods and services, logistical problems, and uncertainty about the future. In addition, there is a significant shadowing of the labor market in the country - many vacancies are offered without registration, as a part-time job, etc. It is clear that in such conditions Ukrainians cannot count on legal wages, social guarantees (for example, sick leave), or length of service.

Obtaining up-to-date information on labor market trends in a country where there is a war, the size and composition of the labor force is a difficult task, given that even with the outflow of several million able-bodied refugees, Ukraine still remains high unemployment. Despite the recovery in economic activity and the gradual return of businesses to work, many enterprises have not resumed their activities, and this is affecting the labor market. Stabilization of the labor market in the post-war period is an extremely important task, given the emergence of various groups of the population affected by armed conflict, internally displaced persons, including children and women, people with disabilities and ex-combatants. The specific needs of these groups should be taken into account when planning and implementing sustainable reintegration processes, including employment. It should be important to develop an effective labor market management system (mechanisms and tools for its implementation), taking into account the issues of education, the development of special skills, as well as increasing the level of social protection and security.

Employment creation is a key factor for the reintegration of different population groups affected by the war. This will contribute to the development of the economy, increasing the purchasing power of the population and is a reliable tool for overcoming poverty.

The main problems of employment in the conditions of war are presented in Fig. 1.

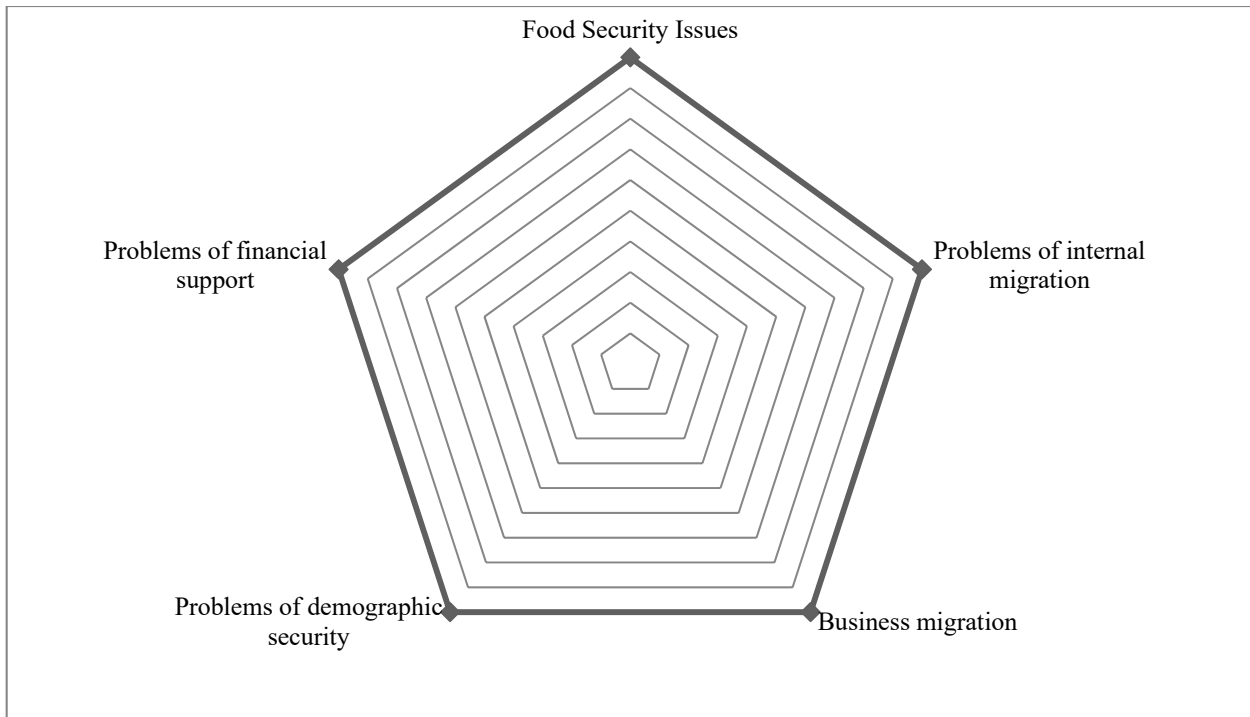


Fig.1.The main problems of employment in the conditions of war

Relocation and forced migration led to a change in the structure of the labor market, as well as the structure of supply and saturation of specialists by regions. In the regions most affected by the military aggression of the Russian Federation, the number of jobs has decreased and competition has increased. The relocation of enterprises to safe regions of Ukraine, the internal and external migration of specialists led to the fact that in the western regions the number of job offers was almost three times less than in January due to an increase in the number of search engines.

Employment creation is a key factor for the reintegration of different population groups affected by the war. This will contribute to the development of the economy, increasing the purchasing power of the population and is a reliable tool for overcoming poverty. Dealing with the shortage of jobs during the war and post-war reconstruction should be a cross-cutting issue of social policy, although, without exaggeration, the promotion of decent work is a difficult task, given the socio-economic and military-political situation in which Ukraine will find itself.

Many unemployed went abroad, deregistered from employment centers, some signed contracts with the

Armed Forces of Ukraine. Complicating the situation is internally displaced persons, whose statistics change every day. But in general, the number of unemployed in Ukraine as a result of the war is shown in Figure 2.

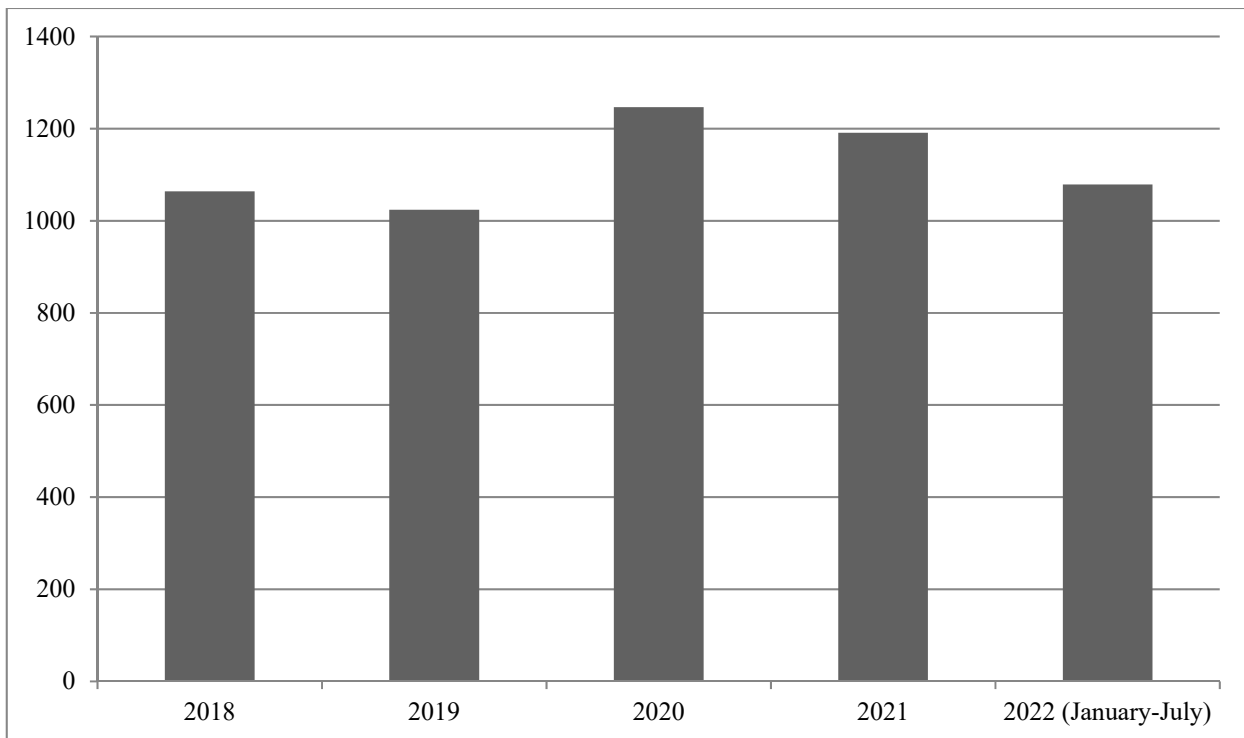


Fig.2. The number of unemployed in Ukraine as a result of the war

The state should contribute to solving the immediate problems of vulnerable segments of the population who cannot engage in economic activity due to age, physical disabilities or other reasons [7-15]. We are talking about the provision of food, drinking water, education, medicine, housing. With the outbreak of war, most of the population faced the serious problem of being unable to buy food and a variety of consumer goods. The very availability of goods is not an option if people do not have sufficient purchasing power, except for their freebies.

4. Conclusions

The main directions of state regulation of employment of the population are determined, which are a set of socio-economic measures and tools aimed at eliminating imbalances between the demand and supply of labor in order to achieve a balanced and rational employment structure. The system of ensuring employment of the population is proposed to be defined as a set of state bodies and organizations implementing the policy of employment of the population, and includes various

levels of management, the employment service, the legal framework and state guarantees of employment and protection against unemployment. Thus, the modern concept of the employment policy of the population involves tightening the regulatory function of the state in the social and labor sphere in order to form a rational structure of employment and improve the efficiency of using the country's labor potential. This implies the intensification of the intersectoral redistribution of labor resources in favor of the service sector and the social sector of the economy, the reduction of excess and part-time involuntary employment, the reduction in the level of unregistered unemployment and the promotion of its transformation into the sphere of registered employment, the provision of unemployment with a predominantly structural and technological nature of protection for the unemployed.

The state policy in the field of employment in war conditions is implemented at different levels of government and has an extensive system of providing employment for the population, which allows centralized management of the labor market. The priority directions of the state employment policy are: on the one hand, an increase in the demand for labor

by increasing the number of newly created jobs and improving the sectoral and professional structure of employment of the population, and on the other hand, reducing the number of workers entering the labor market through the development of a continuous system education, retraining and promotion of personnel within the framework of the system of vocational training and retraining of the state employment service.

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