
The Ukraine's labor market regulation in the aspect of the European integration processes

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Abstract

The research purpose is to assess the regulation state of the Ukrainian labor market in the aspect of the European integration processes. As a whole, Ukrainian labor law has been adapted to European labor standards by the beginning of 2020, but the separate provisions in the list require more detail and regulation in order to implement EU standards, in particular in the new Labor Code. The implementation of international standards in this field should include studying the practice of their implementation by individual states, as well as taking into account the social and economic opportunities of Ukraine at the current development stage. The labor market regulation in the context of the European integration should be aimed at increasing the economic activity of the population by stimulating its unshadowing, creating decent working conditions and parity of remuneration in the budgetary and non-budgetary spheres and relatively real subsistence level, conducting analytical and scientific studies of the national economy, forecasting subsequent changes in quality and the division of labor force.

Keywords: labor market, regulation, European integration.

Introduction

The primary purpose of regulating the labor market by the state and public institutions is to improve the people's living standards. The European integration processes taking place in Ukraine after the conclusion of the Association Agreement with the EU are associated with the formation of higher standards of social and labor relations, the idea of social inclusion, strengthening of the competitive environment, the formation of installations for more productive use of personal labor potential. The European Development Vector has determined the following priorities of the Ministry of Economic Development, Trade and Agriculture of Ukraine: the creation of civilized working conditions and new jobs, legal employment, reducing the time to look for work. That triggered the topic selection of this study.

According to the labor market state assessment made by the State Employment

Service at the end of 2019, the overall employment and unemployment situation in Ukraine is gradually stabilizing, despite the deep problems of structural mismatch between supply and demand, large volumes of informal labor relations, and the imperfect pay system. However, sustainable economic development requires the implementation of a set of measures to solve political, economic, and social problems.

The national labor market is affected by demographic change due to aging labor and migration. The social and economic situation that determines the labor market conditions depends on such risks as the military conflict in the east of the country, deterioration of the price environment on international markets, aggravation of logistical problems, and markets' reduction for many types of industries that lead to a curtailment industrial production.

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In the context of Ukraine's acceptance of the obligations envisaged by the EU Association Agreement, it is necessary to implement the EU directives into national labor law. In the light of European norms and values, the draft of the new Labor Code foresees the shift of the legal regulation of labor relations from the legislative level to the contractual one, first and foremost collective agreement, given that the change of the state's role should not lead to full self-regulation of labor relations.

Areas of state intervention in labor relations, as stated in the explanatory note to the bill, intended

to establish mandatory standards, control, and supervision over compliance with legislation and regulation in the rules, mechanisms, and procedures which the parties of labor relations and their representatives are obliged to adhere to unless otherwise agreed. Such deregulation of labor relations raises fears, first and foremost, of the least protected party of employment contracts – employees.

Purpose. The research purpose is to assess the regulation state of the Ukrainian labor market in the aspect of the European integration processes.

Material and Method

The research uses a system of joint scientific research methods, such as the method of complex analysis, comparison, induction, and synthesis. To achieve this, we applied the method of integrated analysis to comprehensively assess the impact of

the European integration processes on Ukraine's labor market state; the comparison method – to study the indicators of national and international labor markets; induction method – when formulating general conclusions.

Results and discussion

The European integration process in the legal aspect means the European directives rules implementation in the national legislation and the implementation of the three fundamental pillars of Europe – sovereignty, unity, and democracy (Sidenko, 2018). Euro-optimists from various sociological surveys (Europe Map of Ukraine, n.d.) view EU membership as additional opportunities to create a single economic, social and humanitarian space where they have abandoned borders and unnecessary conditions for the free movement of people, products, capital, open exchange of information, cultural and scientific heritage. Therefore, they associate European integration with a stable economy, the rule of law, a clean environment, high quality of food, social protection of citizens, a high standard of living, and the absence of corruption.

However, scientists are trying to assess the risks of the possible adverse effects of European integration. Similar studies in Ukraine are conducted at the Razumkov Center and the National Institute for Strategic Studies (External migration of Ukrainian citizens in the context of deepening European integration processes: challenges and ways of responding. Analytical

note, 2018). The relevance of research into European integration processes has grown since the Brexit, triggered by issues of national and economic independence, fear of losing control over own development, the spread of nationalist currents across the European continent in general and the country in particular, distrust of supranational governing bodies and structures, migration, illegal migrants.

Scharpf (2015), one of the most respected researchers in the European integration processes in Germany (Cologne Institute for the Study of Societies) warns that the European Monetary Union (EMU) "has become the systemic cause of destabilizing macroeconomic imbalances that the Member States have found difficult or impossible to counteract with the tools remaining at their disposal. These effects have undermined the economic and fiscal stability of some members of the EMU, which has shattered political demands and expectations to the degree that can transform the economic crisis into a crisis of democratic legitimacy. "In the same vein are the findings of the Nobel laureate in economics, Stiglitz (2016), covered in his study "How the common currency threatens the future of Europe".

German researchers at IZA (Bonn) Institute of Labor Economics Krause, Rinne, Zimmermann (2017) in 2015 analyzed the results of an expert survey on the common European labor market (SELM). Experts agree that SELM is essential for overall economic well-being, and economic integration and society. However, most specialists deny that SELM has achieved enough (Fig. 1). In other words, mobility within Europe is not high enough to fully achieve the expected benefits. Although a low level of migration does not necessarily mean that SELM is not functioning, relatively high mobility rates do indeed appear to be a prerequisite for achieving SELM. Experts identify more effective recognition of professional qualifications, harmonization of social protection systems, and multilingual knowledge as critical

factors in increasing labor mobility in Europe. Besides, facilitating access to information about schools and kindergartens will increase mobility and reduce migration costs. Therefore, their recommendations mainly relate to institutional arrangements for the dissemination of job information across Europe, using modern tools such as the EURES job movement portal.

Researchers (Krause, Rinne, & Zimmermann, 2017) point to the need to determine the optimal level of labor mobility in the EU, given that too low mobility may be accompanied by reduced adaptability, unfilled vacancies, and unused opportunities and unused opportunities can negatively affect national labor markets and create social tensions.

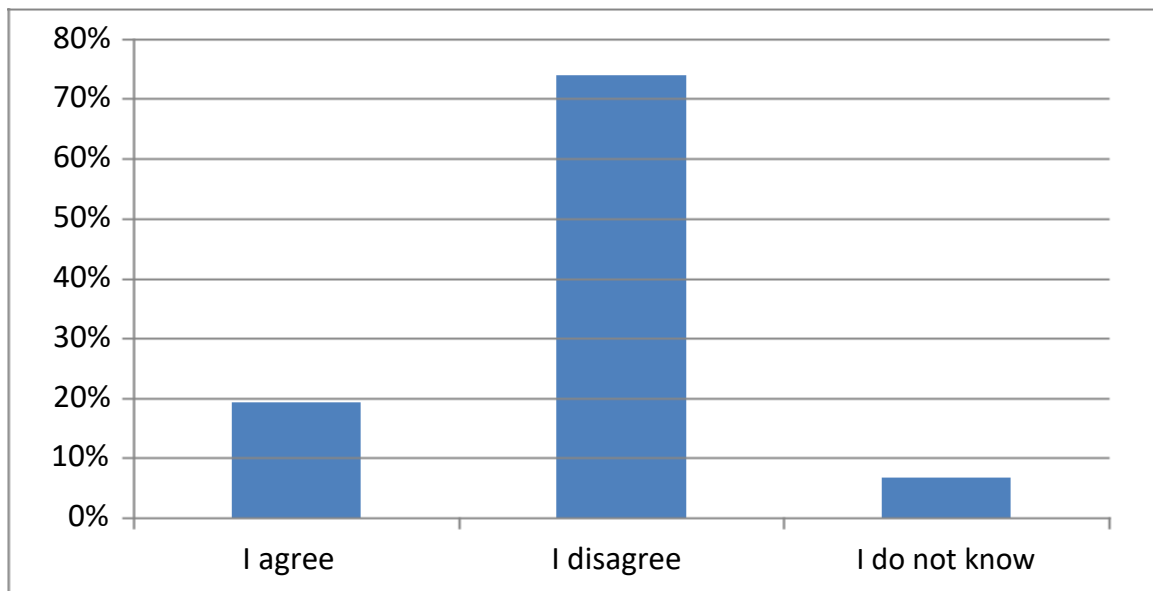


Fig. 1. The Single European Labor Market (SELM) is largely achieved (Krause, Rinne, & Zimmermann, 2017)

Source: IZA Expert Opinion Survey, 2014.

Note: Number of observations: 284.

Experts who believe that the goal of creating a single European market has been achieved, more than others, believe that the main impact of such a market is on economic prosperity than

on components such as society, economic and political integration and stability, and stability of the Euro (Fig. 2).

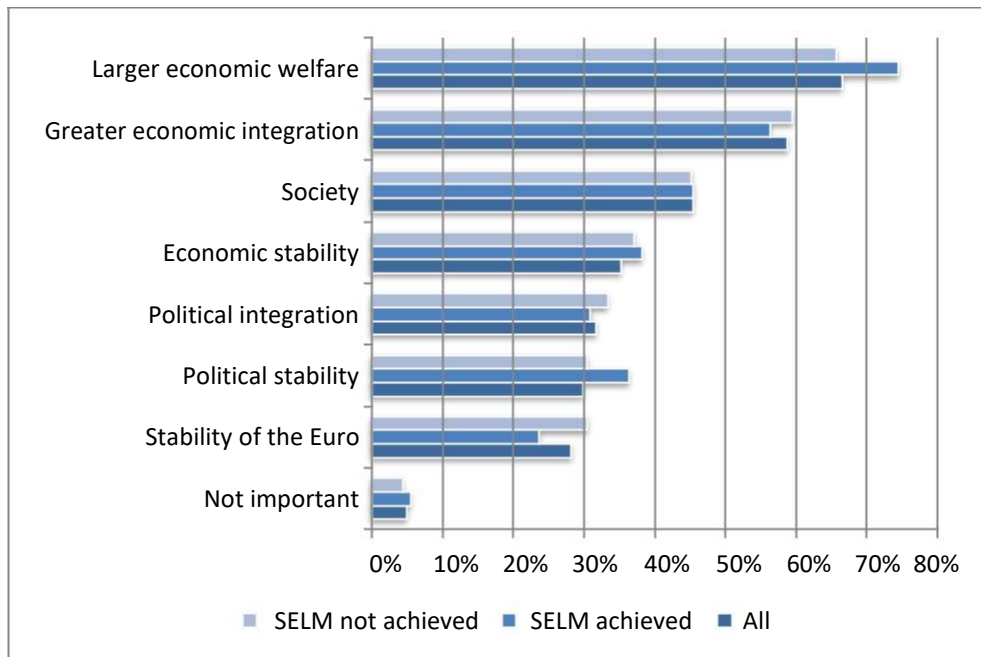


Fig. 2. Importance of a Single European Labor Market (SELM)
(Krause, Rinne, & Zimmermann, 2017)

Source: IZA Expert Opinion Survey, 2014.

Notes: Number of observations: 284 (all). 14 observations refer to "I do not know" and "Other, please specify." Multiple answers were possible.

Ukrainian scientists, with varying degrees of positive expectations, relate to European integration processes in the labor market. Thus, Hrishnova (2017) explores the possible challenges and consequences of the European integration process as a prerequisite for ensuring the readiness of Ukrainian institutions to make the necessary changes. The scientist proposes to define a strategy of readiness for European integration, which should include the definition of the most demanded professions for the national economy in the short and long term, the organization of practical guidance and professional training in these areas, the introduction of mechanisms of labor motivation in the domestic market, the reassessment of social benefits on wages, tools of legalization of wages, and attraction of labor migrants from abroad, etc.

Fedorenko (2014) notes that the labor market is the most dynamic element of the market economy, and an indicator of processes occurring in the entrepreneurial, credit and monetary and foreign economic spheres, in taxation and investment activity, education and organization of vocational training. The labor market situation depends on the implementation of priority

investment projects, qualitative structural shifts in the economy, fixed assets updating, and manifested in the new jobs' creation.

Hrynkevych (2014) believes that European integration will lead to a powerful catalytic effect on Ukraine's labor markets development, which becomes attractive to economically active population – the Eurozone residents, who, while carrying out their work in Ukraine, will introduce the best European experience. In his opinion, it is essential that the European countries' experience enabled gradually to eradicate numerous asocial manifestations of the labor behavior of the economically active population of Ukraine.

Osokina (2015) supports the desire of Ukraine to become a full participant in world economic relations for the formation of a competitive environment in the labor market.

The state regulation effectiveness of the national labor market depends on the effectiveness of the mechanisms of the employment state regulation, represented by legal, organizational, and economic mechanisms. Those were studied by such Ukrainian scientists as Akilina, O. V. (2017), Fedorenko, V. H. (2014), Het'man, O.O. (2017), Hrishnova, O. A. (2017),

Hrynkevych, S. S. (2014), Koval' S.P. (2018), Kolot A.M. (2019), Libanova E. (2006), Osokina, V.V. (2015), Ryzhykh, V.M. (2018), Sidenko, V. (2018), etc. Based on the findings contained in the works of these scientists, it can be argued that the assessment of the legal mechanism of state regulation of employment should be based on the quality and real effectiveness of legal instruments, which include constitutional rules on guarantees of the right to work, the rules of applicable labor law, specified in corporate documents.

According to the Article 16 of the Law of Ukraine "On employment of the population" (Law of Ukraine No. 5067-VI, 2012.07.05), in order to create conditions for the full implementation of citizens' right to work. To achieve that the state carries out investment and tax measures policies aimed at the rational deployment of productive forces, increasing employee mobility, promoting entrepreneurship, creating conditions for flexible employment and other measures that promote preservation and development of jobs' system, ensure the rights and interests of employees, create favorable conditions for employment.

European norms and values, covered in many documents of the EU institutions (European semester thematic fact sheet active labor market policies, n.d., Europe 2020 – headline indicators, n.d., Gender equality strategy, n.d.), envisage many measures taken by the state with the support of public institutions. At the same time, the provisions analysis of the directives of the European Parliament and the EU Council on Labor and Employment showed that, as a whole, Ukrainian labor law is adapted to European labor standards (Official site of the Ministry of Social Policy of Ukraine. Ministry of Social Policy on their implementation. Plans for implementation of the Directives, n.d.) (Fig. 3).

The current regulatory framework allows Ukraine regulating foreign economic activity in terms of attracting and using foreign labor in Ukraine based on quotas and licensing, in order to assist in the creation of additional jobs by enterprises, institutions and organizations of all

forms of ownership, as well as to improve the use of labor in social production by organizing career guidance. The study of the problem of inefficient functioning of Ukraine's labor market is carried out by domestic researchers in various aspects:

- Koval' (2016) emphasizes the lack of attention to the potentially economically active population of economically inactive people from science, social, and employment policies. This requires improvement of the current legislation in order to more clearly identify the main factor in the formation of the Ukrainian workforce and the population of working age. It is known that the lower limit of working age is determined by the modal age of completion of initial vocational training, and the upper is the real age of the employment subject termination to obtaining the right to a full pension. This researcher also identifies the problematic link between unemployment and the social and economic exclusion of specific categories of population (Koval', 2017).

- Ryzhykh (2018) studies the possibilities of activating the population behavior in the labor market and expanding the possibilities of choosing jobs with decent working conditions.

- Akilina (2017) believes that concentrating on solving employment problems through a community service scheme is unproductive because, by receiving free labor for several months, businesses can reduce employees and therefore increase competition in the labor market.

The attention to the problems posed by the labor market is the unemployment, and social tensions are increasing in the modern world due to many causes generated by globalization processes. In developed countries in Europe, employment is viewed as a phenomenon that affects the social and economic development and stability of society. However, in different countries of the European Union (EU) there are differences in the implementation of state employment policy.

Provisions of European legislation that must be implemented in national labor and employment law	taking measures to preserve women's reproductive function and improve their safety and health
	ensuring flexibility in the organization of part-time work in case of underemployment and the development of underemployment
	improving the system for monitoring compliance with employment legislation, including in particular the elimination of discrimination against employees on the basis of faith or religion, physical disabilities, age or sexual orientation during the selection and recruitment and effective detection of violations; enhancing the provision of effective public access to information
	improvement of national labor legislation in terms of improving the working conditions of employees that work under fixed-term employment contracts
	ensuring, including statutory schemes, equality between women and men in social security for employees, including self-employed persons whose work is interrupted by illness, accident or forced unemployment, job seekers, pensioners and employees with disabilities (principle equity)
	strengthening the legal protection of employees in the event of collective dismissal, including the context of development of economic and social stability
	establishing the obligation of the employer to inform the employee in writing about the content of collective agreements, changes to them, about the content of the employment contract (terms and conditions of remuneration) or labor relations, his/her rights and obligations when fulfilling the employment contract
	non-discrimination of employees on the basis of racial or ethnic origin during recruitment and effective mechanisms for detecting violations; enhancing the provision of effective public access to information
	implementation of European Union standards into the Ukrainian funded pension system
	promoting the safety and health protection of employees with fixed-term employment or temporary employment and imposing a ban on public and other work on high-risk sites
	providing legal guarantees of labor rights of employees of enterprises, institutions, and organizations of all forms of ownership in case of change of the owner of the enterprise, business or part thereof
	providing conditions for the leave duration when adopting children over three years of age, which must be at least three months; ensuring that women and men are able to work shorter or part-time; determination of the right to be off work in case of emergencies in urgent family matters
giving the right to all categories of employee representatives or employees (in the absence of their representation) to receive information on the foreseen issues, the opportunity to participate in consultations; opportunities to express their position to the employer; ensuring confidentiality of information	

Fig. 3. Provisions for the implementation plans of the EU Directives on Labor and Employment

Compiled by the author (Official site of the Ministry of Social Policy of Ukraine. List of EU directives and reports of the Ministry of Social Policy on their implementation. Plans for implementation of the Directives, n.d.)

The government regulation effectiveness of employment is determined by the set of indicators that characterize the labor market. For instance, the unemployment rate in Ukraine remains above the EU average, where it dropped from 6.5% in 2018 to 6.3% in 2019,

particularly among young people under the age of 25 – from 15, 0% to 14.5% of the workforce of appropriate age. In Ukraine, the lowest unemployment rate at the end of 2019 was observed among people aged 30-34 years (7.2%), while at the same time among young people under the age of 25 this figure was 15.4% of the workforce of the corresponding age (almost twice higher than among the general population) (Analytical note on the situation on the labor market and activity of the State Employment Service of Ukraine, 2020.01.16).

According to the M. V. Ptuh Institute of Demography and Social Research of the National Academy of Sciences of Ukraine (Kurylo, Tkachenko, & Libanova, 2020) have a common problem in Ukraine's labor markets and the EU – the workforce aging. The scientists of this institute have found that if the birth rate, death rate, and migration in Ukraine remain at the current level, then by 2050, the number of Ukrainians will have been decreased by 28%, and the share of people over 60 will have reached 32%. Even if birth rates rise from an average of 1.4 children per woman to 1.8, and life expectancy increases by five years, the population decreases by 18% and the aging rate increases to 34%. Currently, a generation is being retired, that is one and a half times larger

than the youth entering the labor market. It poses a severe challenge to the infrastructure for the elderly, medical, and pension systems of Ukraine.

National politicians say that further raising the retirement age is inevitable. In European countries, the retirement age is already 63-65 years. However, the restraining factor of the retirement age raising is life expectancy where it should not exceed (Analytical note on the situation on the labor market and activity of the State Employment Service of Ukraine, 2020.01.16). Ukraine differs from European countries with an aging population with almost no complete increase in life expectancy and reduced mortality rates (Population of Ukraine. Imperatives of demographic aging, 2014).

Life expectancy in Ukraine is 71.6 years (for men – 66.69, for women – 76.72), in EU countries – 81 years (for men – 78.2, for women 83.6). The labor market is already experiencing the effects of the demographic pit. There are more than half of working Ukrainians over 40 – 50.3% (State Statistics Service website. Statistical information. Demographic and social statistics. Population and migration. Tables of fertility, mortality and life expectancy, n.d.) (Table 1).

Table 1 – Number of the employed population in Ukraine by age groups in 2014-2018, in thousands

	2014	2015	2016	2017	2018	Employment structure in 2018, %
Employed population of 15-70 years old, incl.	18 073,3	16 443,2	16 276,9	16 156,4	16 360,9	100
15–24 years old	1 500,3	1 254,5	1 143,6	1 122,9	1 068,5	6,5
25–29 years old	2 562,7	2 277,7	2 149,3	2 048,2	2 016,9	12,3
30–34 years old	2 558,1	2 355,7	2 397,5	2 451,5	2 510,1	15,3
35–39 years old	2 442,2	2 262,0	2 263,9	2 244,6	2 266,7	13,9
40–49 years old	4 564,3	4 186,1	4 194,2	4 172,6	4 307,2	26,3
50–59 years old	3 725,4	3 467,0	3 477,6	3 456,1	3 549,2	21,7
60–70 years old	720,3	640,2	650,8	660,5	642,3	3,9
Working-age	17 188,1	15 742,0	15 626,1	15 495,9	15 718,6	96,1
Older than working age	885,2	701, 2	650,8	660,5	642,3	3,9

Compiled by the author according to the State Statistics Service of Ukraine

According to forecasts of national scientists and the United Nations, in the coming decades, the population decline will occur almost exclusively due to people of working age (State Statistics Service website. Statistical information. Demographic and social statistics. Population and migration. Tables of fertility, mortality and life expectancy, n.d.; Lebanon, 2006). There are countries with a population much older than that in Ukraine. For instance, Japan has a meager birth rate but a long-life span. However, there is an economy that provides retirees. That is why the problems of shadow employment and unemployment are more important for the Ukrainian pension system than demographic aging.

The scientists of M.V. Ptuh Institute of Demography and Social Research of the National Academy of Sciences of (Kurylo, Tkachenko, Libanova, 2020) argue that Ukraine will not be able to change the trend of population aging. Even in conditions development of the economy, which implies an improvement in health care services. Medicine is able to prolong life expectancy, which is a good factor, but it is not able to rejuvenate the population. According to various estimates, medicine, compared to other factors, affects life expectancy by only 10-20%. However, life expectancy is more dependent on economic development and ecology, while fertility rates are the result of culture, child-rearing infrastructure, and parents' trust in their country.

Countries that have already joined the EU carry out periodic analyzes of social and economic changes in their countries. Yes, Bulgaria became a member of the EU in 2007, and in 2017 received interesting data from a poll of its citizens (Sociological survey "10 years of Bulgaria's EU membership: balance and perspectives", n.d.). After ten years of full EU membership, Bulgarians remain one of the biggest Euro-optimists for the future of the EU – 40% expect it to develop as a more stable and united union, and 18% think the opposite.

Both at the beginning of Bulgaria's EU membership, and now the most important benefits people continue to receive are the

opportunities offered by the free people's movement. Travel opportunities to EU countries increased from 15% in 2008 to 49% in 2017; the chances of education doubles – from 4% in 2008 to 10% in 2017, and the chances of finding a job have tripled – from 6% in 2008 to 22% in 2017 (Sociological survey "10 years of Bulgaria's EU membership: balance and perspectives", n.d.).

According to the Eurostat (Eurostat. Total unemployment rate. EU labor market, n.d.), in 2019, the average unemployment rate in the EU-28 among the population aged 15-74 was 6.4%, in Bulgaria – 4.1% and the lowest unemployment rate was observed in the Czech Republic – 2.0%. The dynamic consideration of this indicator suggests that there is an adaptation period for the government and the national labor market after the country joins the integration union. For the first six years after Bulgaria's access to the EU, the unemployment rate increased, starting from 5.6% in 2008 to 13.0% in 2013, then a steady dynamic began to decline.

The biggest fears of Bulgarian citizens in 2007 about joining the EU were that enterprises would be closed due to the invasion of foreign goods (47%), that Bulgarians would be unequal in the labor market due to limited access in the first years (39%), and that Bulgarian specialists would emigrate abroad (37%), foreigners would buy land (37%). Ten years later, some of these fears were forgotten, and the share of those who shared them was halved. In 2017, the most severe problems facing Bulgaria, according to the survey, were: issues of double standards of food quality (60%), reduction of purchasing power (50%). At the same time, EU common problems such as human trafficking and drugs (47%), the influx of immigrants and terrorist threats (44%) are also considered central to Bulgaria (Sociological survey "10 years of Bulgaria's EU membership: balance and perspectives", n.d.).

According to Koval' (2018), the world standards for employment in the EU are based on the European social model – a set of principles, values common to European countries, where stable economic growth is combined with a constant improvement in living and working conditions for

citizens. In practice, this model means ensuring productive employment, quality jobs, equal opportunities, social protection for all, and encouraging citizens to make decisions that affect society.

The Europe 2020 Strategy (Europe 2020 – headline indicators, n.d.) Sets out five targets, one of which aims to reach 75% of the population aged 20-64. All targets are defined for each country separately. The strategy involves an active labor market policy (ALMP), the success of which depends not only on the cost level but, most importantly, on the implementation of measures such as (European semester thematic fact sheet active labor market policies, n.d.):

- consulting and job search assistance: these are mostly useful for the short-term unemployed. Support personalization involves counseling in conjunction with a range of potential support types, including vocational training, job search

assistance, motivation courses, and social support, as assessed by the job seeker;

- subsidies for employers: such programs are relatively expensive and are generally targeted at the most disadvantaged groups for whom other measures have proved ineffective;

- direct employment/job creation schemes: These schemes are generally targeted at medium- and long-term unemployed;

- training usually has the most substantial positive long-term effects, but it is valuable.

Under Article 424 of Chapter 21 of the Association Agreement between Ukraine and the EU (our Association of States, the European Union, the European Atomic Energy Community, and their Member States, of the other part, 2015), our country it should ensure a gradual approximation to EU law, standards and practice in employment, social policy and equal opportunities (Figure 4).

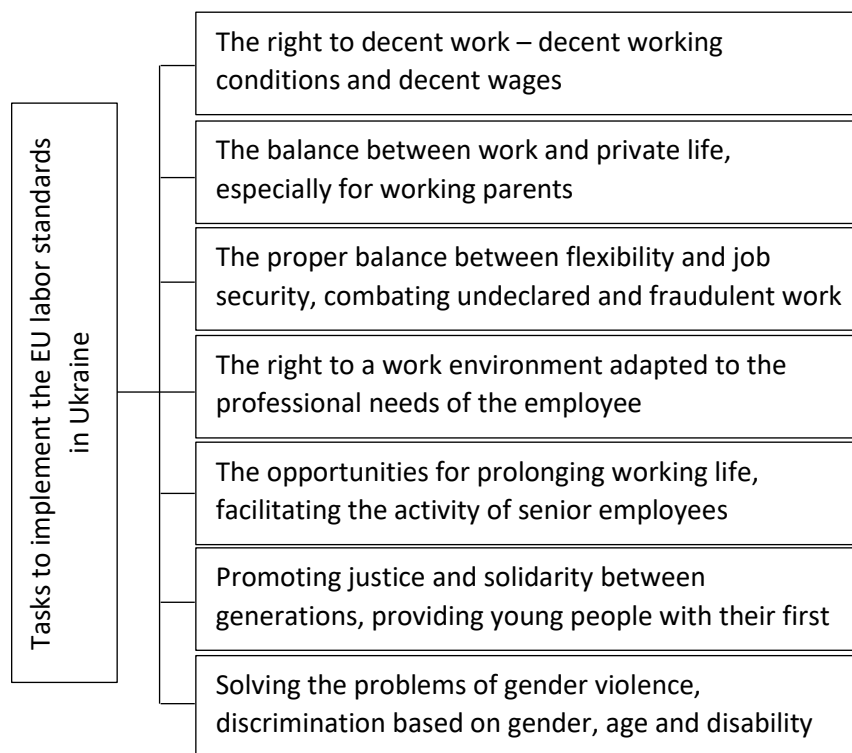


Fig. 4. Tasks for the implementation of EU labor standards in Ukraine

Compiled by author (Association Agreement between Ukraine, the European Union, the European Atomic Energy Community, and their Member States, the other part, 2015)Складено автором на основі (Association Agreement between Ukraine, of the one part, and the European Union, the European Atomic Energy Community, and their Member States, of the other part, 2015)

Gender equality and balance in employment and remuneration (Gender equality strategy, n.d.)

play an essential role in the values and priorities of the European Union and show no worse results

than in EU member states. For example, the average wage gap between women and men in Ukraine is 20.7%, and in Estonia – 25.6%, in the Czech Republic, Germany, and the United Kingdom a little bit of pain another 20%. At the same time, in countries such as Belgium, Italy, Poland, and Slovenia, the gender pay gap is less than 8% (Romania is the absolute leader among the EU Member States with a result of 3.5%). In the EU Member States, the corresponding figure is, on average, 16% (Europe Map of Ukraine. Rating of European integration of regions, n.d.).

According to experts (Europe Map of Ukraine. Rating of European integration of regions, n.d.), the indicator of the gender balance of wages varies significantly by region of the country. Thus, in the top 3 by the smallest difference in wages were Kherson, Chernivtsi, and Lugansk regions

with indicators from 8 to 12%. Instead, the worst results of gender equality in wages have been shown by Dnipropetrovsk, Poltava, Zaporizhzhia, and Donetsk regions, where wage disparities have reached between 27 and 34% to gender policy: while the Lugansk region was in the top 3 with the smallest gender pay gap, the Donetsk region took the last place.

The developers of the European Integration Rating of Ukraine's regions also say that their estimates were based on official statistics, which, given the relatively high percentage of the shadow economy (30% of official GDP in 2018), are a rough reflection of the real situation. European integration processes in the labor market are manifested in the creation of jobs through direct investment (Europe Map of Ukraine. Rating of European integration of regions, n.d.).

Table 2. – Top 10 regions of Ukraine by the number of jobs created by European investors in 2014-2019.

Region	Number of jobs created by European investors	Number of existing internationally-owned enterprises from the EU Member States	Share of the EU direct investment in total international investment (as of 31 st of December, 2018,%) / ranking
Poltava	65761	148	31,2 / 25 rank
Ivano-Frankivsk	44644	275	92,7 / 5 rank
Transcarpathian	23000	600	77,6 / 16 rank
Volyn	13590	108	96,7 / 1 rank
Cherkasy	12200	138	42,2 / 24 rank
Lviv	8756	1657	82,3 / 11 rank
Zhytomyr	6000	239	79,1 / 13 rank
Chernihiv	5555	107	95,6 / 3 rank
Chernivtsi	3000	130	85,2 / 9 rank
Lugansk	1536	0	95,7 / 2 rank

Compiled by (Europe Map of Ukraine. Rating of European integration of regions, n.d.)

As can be seen from Table 2, Lviv is the leader among the regions with the most significant number of companies with capital from EU countries. However, by this indicator, not only the western regions but also the Dnipropetrovsk and Kharkiv regions were included in the three forerunners.

Thus, the share of investments from EU countries into the economy of most Ukrainian regions is over 70%. Really, Cyprus remains the investment leader, considered a hub for the

money of post-Soviet business people. The largest share of European investments in Volyn – except Cyprus, came from Poland, Slovakia, and Germany. It is worth noting that in Ukraine, there is no calculation of job creation with the support of relevant EU loan programs or EU investors. National authorities refer to the Methodology for assessing jobs (The Methodology for monitoring the creation of new jobs, approved by the Ministry of Social Policy of Ukraine, 2013), approved by the Ministry of Social Policy in September 2013, which

does not provide a separate assessment of jobs at enterprises with international investments.

A sociological survey of Ukrainians on the subjective definition of European integration in 2018 (Europe Map of Ukraine. Rating of European integration of regions, n.d., p. 19) showed that 33% of respondents expect to create new jobs due to the arrival of foreign investors. This answer ranked second, along with improving transport infrastructure. By the way, the first place (39%) was the answer that Ukrainians expect from

European integration to improve the service in social infrastructure institutions. Therefore, every third Ukrainian hope for European investors in improving the labor market situation. In our opinion, this is a good result because it does not testify to paternalistic attitudes, abstinence, and hopes for assistance from abroad, but at the same time demonstrates an understanding of its role in building the national economy and knowledge of the economic foundations of integration processes.

Conclusions

As a whole, Ukrainian labor law has been adapted to European labor standards by the beginning of 2020, but the separate provisions in the list require more detail and regulation in order to implement EU standards, in particular in the new Labor Code. European law provides a framework that helps labor markets adapt to new challenges while promoting equity and intergenerational solidarity. They emphasize human rights for a work environment adapted to the professional needs of the employee, facilitating activity and extending the working life of older employees, striking the right balance between flexibility in employment and job security, combating undeclared and fraudulent work, investing in human capital and overcoming significant inequalities faced by people in the labor market.

European values in the workplace include, among other things, balancing the work and personal life of employees, especially for working parents, the inadmissibility of discrimination in employment based on gender, age, and disability, standards in violence and harassment at the international labor market. The implementation of international standards in this field should include

studying the practice of their implementation by individual states, as well as taking into account the social and economic opportunities of Ukraine at the current development stage.

The labor market regulation in the context of the European integration should be aimed at increasing the economic activity of the population by stimulating its unshadowing, creating decent working conditions and parity of remuneration in the budgetary and non-budgetary spheres and relatively real subsistence level, conducting analytical and scientific studies of the national economy, forecasting subsequent changes in quality and the division of labor force.

Management decisions on labor market regulation should be based on a reliable and complete information base. Unfortunately, the lack of accurate data on the size and composition of Ukraine's population, its employment potential due to a long period elapsed from the last census, the lack of information on the number of Ukrainian migrant employees abroad and other data reduces the reliability of the results of public research system of national and regional labor markets required for forecasting and prevention of negative social consequences.

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