

може бути застосований метод анкетування. До складу анкети входять питання за наступними напрямками дослідження:

- виявлення ставлення робітників до стратегічних змін (нововведень);
- визначення факторів, які активують участь робітників в організаційних перетвореннях;
- визначення причин негативного ставлення до змін;
- оцінювання рівня організації праці на підприємстві;
- виявлення ставлення до виконання завдань;
- визначення причин незадоволеності роботою на підприємстві;
- виявлення найвагоміших стимулів праці.

Література

1. Анін В. І. Оптимізація стратегій будівельної організації в ринкових умовах / В. І. Анін. - Київ : Ратибор, 2004. 242 с.
2. Білошкурська Н. В. Моделі адаптивної поведінки та їх роль у формуванні економічної безпеки підприємства. Актуальні проблеми економіки. 2010. № 12. С. 101-104.

Lubenets Yu.,

Student of the Faculty of Economics and Management

Odesa State Agrarian University

Odesa, Ukraine

Maiev A.,

PhD of Public Administration,

Senior Lecturer of the Department of Social and Humanitarian Sciences Odesa

State Agrarian University

Odesa, Ukraine

PROBLEM OF UNEMPLOYMENT IN UKRAINE AND WAYS TO OVERCOME IT

The first and most important role of the economy is to ensure full employment and material well-being of the population. Today, unemployment is one of the most urgent problems in the country. Unemployment is a state when a person, capable and ready to work, does not have a job and is looking for it. It is an important indicator of economic and social stability in the country provoking a decline in living standards, social discontent and instability.

1) The growth of unemployment in Ukraine as a result of Russian aggression is a complex and important problem. Russian aggression, which began in 2014 with the illegal annexation of Crimea and the conflict in the East of Ukraine, significantly affected the country's economy and social sphere. Destruction of infrastructure facilities, investments decline, foreign debts of the country, reduction of production and workers, mobilization of able-bodied men, all these factors significantly contributed to the increase of unemployment level. As a result of the full-scale war, small and micro-businesses, which offer work to a large part of the population,

suffered great losses. As of the beginning of November 2022, 12.4% of small and 8% of micro-enterprises stopped working completely, 33.2% and 31.9% worked partially. Only about 40% of enterprises are operating at full capacity [3]. In order to stay on the labor market, companies have to cut wages, reduce staff and the number of working hours. According to official statistics, as of January 1, 2023, 186,500 people were unemployed, with 21,200 job vacancies. Accordingly, almost nine officially registered job seekers applied for one vacant position [3]. However, the Ukrainians working unofficially are not included in statistics, so it is impossible to fully assess the situation.

2) The displacement of people also has a significant impact on unemployment rates. Due to the sharp increase in internally displaced persons from the east to the central regions, there has been a change in occupations, creating additional pressure on the labor market. The internally displaced persons have to change their field of activity and adapt to the specifics of the labor market in each region. The departure of qualified specialists abroad leads to the loss of important intellectual and technical potential of the state. This problem becomes especially relevant when the departure of important specialists becomes massive and systematic. Deputy Minister of Economy of Ukraine Tetiana Berezhna: “At the Ministry of Economy, we come to the conclusion that there are now about 6.2 million people who have left Ukraine since the full-scale invasion” [2].

The imperfect education system in Ukraine is an acute problem today. Its imperfection begins with the corruption of educational institutions, where every person can receive a certificate of education without the appropriate knowledge. The reduction in funding of the state order also provides an opportunity to study for people with financial rather than intellectual resources. We believe that the education system in Ukraine is very outdated, based on old data and focusing on theoretical knowledge. Graduates do not have relevant skills, needed in today’s labor market. The insufficient amount of practice provokes a negative attitude of employers towards specialists without official work experience.

3) The third reason for the increase of unemployment level is the economic policy of the state, the instability and insufficient investment in entrepreneurship limiting the creation of new jobs. On the contrary, tax pressure is carried out on small and medium-sized businesses (providing jobs for the majority of the population). For this reason, many enterprises either evade tax dues by hiring workers informally or paying the minimum wages. According to the Ministry of Finance of Ukraine, the average salary level in neighboring European countries is much higher and more attractive for specialists than in Ukraine. Thus, the average salary in Poland is – 1601 euros, in Hungary – 1478 euros, in Slovakia – 1592 euros, while in Ukraine it is only – 377.5 euros [1]. A very large part of Ukrainian specialists emigrates to other countries in search of higher earnings and development. This phenomenon is called “brain drain”, when the country loses valuable personnel. State policy is not aimed at attracting and retaining gifted specialists, creating conditions for the development of national economy and innovations, as well as supporting Ukrainian citizens in their career and education.

4) The fourth reason is business monopolization. Large monopolies displace competitors, and dictate their own, not very favorable working conditions. Ukrainians are offered to work more than the standard working day for the minimum wage. This has a negative impact on income distribution and jobs.

5) Seasonal fluctuations in production also cause changes in the movement of labor. For example, in the summer season, the demand for labor in agriculture and tourism increases significantly. Since Ukraine is an agrarian country, at the end of the season the unemployment rate increases significantly for this reason.

There are many different reasons for the rise of unemployment rate, but these five are the main ones. However, the situation has improved over the past year. Due to the departure of women abroad, the mobilization of men of working age, the expansion of social support and gradual economic recovery, the unemployment rate has decreased significantly. According to the National Bank of Ukraine, the number of officially registered unemployed in Ukraine fell to a record low of 103,300 in September. Women are 74,600, and young people under the age of 35 are 23,100 of the total number of unemployed. Last September, 260.5 thousand unemployed people were registered in Ukraine. In this way their number fell by 2.5 times [4].

Reducing the level of unemployment is an important goal for the policy of social and economic development of the state. A set of measures and factors is needed to ensure employment of the population. We consider it necessary to modernize the legislation of Ukraine in order to be more focused on the growth of employment and its productivity. The policy should be aimed at the development of investment and the support of social protection of workers. The level of remuneration also needs to be reformed, in particular, in the context of elimination of discrimination regarding the establishment of official salaries for experienced staff.

A very important reason is the above-mentioned corruption of educational institutions in Ukraine, which must also be eliminated through careful control and inspections. It is necessary to implement the development of the acquisition of professional qualifications and their reliable confirmation. Therefore, Ukrainian diplomas will really be an indicator of experience and professionalism allowing to get a job without any obstacles. Also, a very large volume of work falls on the level of wages, because the main incentive for working people is earnings, which in Ukraine (as we can see from the average wages in Europe) is unfortunately insufficient for a comfortable life.

It is important to continue to take steps towards improving the labor market, reducing shadow employment and ensuring social support for those in need.

References:

1. Average salary in Europe. Minfin. URL: <http://surl.li/mncuf> (Access date: 25.10.2023).

2. Berezhna T. Ministry of Economy indicated the number of Ukrainians abroad. EconomistUA. URL: <http://surl.li/mncss> (Access date: 25.10.2023).

3. Unemployment in Ukraine during a full-scale war. National Institute for Strategic Studies. URL: <http://surl.li/gazjp> (Access date: 25.10.2023).

4. Zhyrii K. Official unemployment in Ukraine has fallen to a historic low: how many people are receiving support. UNIAN. URL: <http://surl.li/mncuq> (Access date: 25.10.2023).

Smelash N.

*Master's degree student ESI of Economics and Management
O.M. Beketov National University of Urban Economy in Kharkiv
Kharkiv, Ukraine*

Kalashnikova Kh.

*PhD in Economics, Associate of the Department of Management
and Public Administration
O.M. Beketov National University of Urban Economy in Kharkiv
Kharkiv, Ukraine*

FOREIGN EXPERIENCE OF LEGAL REGULATION OF CONFLICTS OF INTEREST IN PUBLIC RELATIONS

The issue of conflicts of interest is an acute one not only in Ukraine but also in other countries. In some countries of the European Union, it became relevant much earlier than in Ukraine. The emergence of conflicts of interest in the civil service is a problem for all countries, regardless of their level of socio-economic development. That is why the competent authorities take measures to prevent conflicts of interest or the role of the conflict.

The main legal ways to resolve this are: the legislative framework; the system of competent authorities that take measures to prevent and resolve conflicts of interest; compliance with the ethical principles of a civil servant to prevent situations of conflict of interest; effective punitive sanctions; transparency of the statistical results of resolving conflicts of interest; the obligation of a civil servant and his/her family members to submit an income declaration and a report on the sources of funds or property exceeding etc.

Ukraine, as a member of the Convention, is taking steps to implement the basic principles of the fight against corruption in Ukraine: this includes the establishment of special controlling bodies and the adoption of relevant anti-corruption laws and regulations, etc. However, the level of corruption in Ukraine, unfortunately, remains high, which determines Ukraine's 117th place in international corruption of corruption.

The principle of exclusivity for top-level public authorities, including parliamentarians, is widely used in foreign countries, which provides for separate rules for these categories of positions. For example, in Portugal, such persons are prohibited from engaging in any other professional activity, even to engage in any other professional activity, even without remuneration, or to be a member of the governing structures of any commercial organizations. In Central and Eastern Europe, particularly in Poland, special attention is paid to conflicts of interest. In the context of a young parliamentary system and a lack of trust in the institutions of