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THE LABOR MARKET IN UKRAINE DURING THE WAR: ANALYSIS OF DYNAMICS AND CHALLENGES

РИНОК ПРАЦІ В УКРАЇНІ В УМОВАХ ВІЙНИ: АНАЛІЗ ДИНАМІКИ ТА ВИКЛИКИ

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Гавриш Ю.О., Тульчинська С.О., Симоненко А.Л. Ринок праці в Україні в умовах війни: аналіз динаміки та виклики. Науково-методична стаття.

Ця стаття аналізує вплив війни на ринок праці в Україні. Вона порівнює стан ринку перед початком конфлікту з поточним станом, розглядаючи структурні зміни, рівень зайнятості та безробіття, а також вплив на доходи населення. Стаття також зосереджується на особливостях зайнятості та соціального захисту ветеранів, внутрішньо переміщених осіб та меншин. Вона оцінює державну політику і рекомендує необхідні реформи, підтримку підприємництва та інвестиції у розвиток інфраструктури. Заключні висновки підкреслюють важливість комплексного підходу та співпраці різних сторін.

Ключові слова: ринок праці, війна, аналіз, зайнятість, безробіття, соціальний захист, державна політика

Havrysh Yu.O., Tulchynska S.O., Symonenko A.L. The Labor Market in Ukraine During the War: Analysis of Dynamics and Challenges. Scientific and methodical article.

This article analyzes the impact of the war on the labor market in Ukraine. It compares the state of the market before the start of the conflict with the current state, looking at structural changes, employment and unemployment rates, and the impact on the incomes of the population. The article also focuses on the specifics of employment and social protection for veterans, internally displaced persons, and minorities. It evaluates government policy and recommends necessary reforms, support for entrepreneurship, and investment in infrastructure development. The final conclusions emphasize the importance of an integrated approach and the cooperation of various parties.

Keywords: labor market, war, analysis, employment, unemployment, social protection, state policy

The labor market in Ukraine has always been of interest to both scholars and practitioners as it is a fundamental component of the country's socio-economic development.

However, recently, this market has undergone significant changes and challenges due to the ongoing military conflict in eastern Ukraine. The conditions of war introduce various dynamic changes in the labor market, which have a significant impact on the economy and the lives of citizens. Rapid decline in economic activity, destruction of industrial enterprises and infrastructure, population displacement, and socio-economic instability – all these factors bring profound changes to the labor market and create a series of problems that require detailed analysis and resolution.

The purpose of this article is to analyze the dynamics of the labor market in Ukraine in the context of war, identify its main challenges, and examine unresolved issues related to this problem. The main task is to identify scientific research and publications that have already been initiated in this direction, as well as to review and justify the scientific findings that have been obtained. The article will uncover the essence of the labor market problem in the context of war, focus on the analysis of recent research and publications that have addressed this problem. It will also identify unresolved aspects of the overall problem that are relevant for further investigation. The research will be based on the

analysis of statistical data, expert opinions, and other scientific sources.

The conclusions drawn from the conducted analysis will help determine the prospects for further investigations in this direction and propose possible ways to improve the situation in the labor market during times of war.

Analysis of recent researches and publications

The analysis of research and publications on the topic "Labor Market in Ukraine in the Context of War: Dynamics and Challenges" reveals a significant number of scientific works dedicated to this issue. Researchers, economists, and sociologists have focused their attention on the impact of the military conflict on the labor market and the socio-economic situation in the country. A detailed analysis of these studies provides an understanding of the state of the labor market in Ukraine during the war and highlights the main challenges faced by society.

Research conducted by the "Rating" Group indicates that one-third of the surveyed Ukrainians have experienced financial losses as a result of the war. Among them, 62% are citizens residing in areas where there have been or are ongoing hostilities, 52% are residents of occupied territories, and 23% are from non-occupied territories. One of the most significant negative consequences of the crisis caused by the war is the loss of income for the working population. The results of the "Rating" Group's research confirm a decrease in income for 64% of Ukrainians during the war. Specifically, 18% of respondents experienced a slight decrease in income, 32% experienced a significant decrease, and 14% lost almost all income [1].

According to the research results, among those who had jobs before the war, only 36% continue to work under normal conditions, 19% work remotely or partially, 6% have found new jobs, and 37% have lost their jobs and are currently unemployed. Residents of the South and East have suffered the greatest financial losses, and individuals aged 30-49 are 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.

Researchers identify numerous complex aspects related to changes in the labor market. One of the most significant challenges is the increase in unemployment and reduced employment opportunities due to the destruction of industrial enterprises and limited job availability in conflict zones. Studies also indicate an increase in migration and internal displacement, leading to changes in the demographic composition of the working-age population and excessive competition in the labor market in host regions.

Moreover, the war has a negative impact on the quality of work and workers' income. According to research data, wages are decreasing, and people are facing reduced working hours and job instability. In addition to the economic aspect, the war also has social consequences, including psychological stress and loss of hope for the future, which affect the productivity and efficiency of workers. The difficult

financial situation prompts Ukrainians to seek additional earnings: 6.4% of respondents already have additional jobs in addition to their primary employment, 35% are absolutely certain that they will seek additional employment within the next three months, and 28.7% are most likely to look for additional income.

According to the Gradus Research survey, 73% of companies that are members of the European Business Association (EBA) plan to increase wages for their employees in 2023-2024, with 40% planning an increase of 10% to 20%. Meanwhile, 26% of companies will maintain current wage levels, and 1% have planned wage reductions. One way to analyze the labor market in the context of war is to study the dynamics of employment and unemployment indicators. Researchers pay attention to changes in the percentage of employed individuals, the reduction of the workforce, as well as changes in employment structure by sectors and regions. Analyzing such data allows for an assessment of the scale and nature of the war's impact on the labor market. Certain studies also focus on the analysis of social protection for workers in wartime conditions. They examine mechanisms for providing social support to the unemployed and internally displaced individuals.

Unsolved aspects of the problem

Despite extensive research on the labor market in times of war, there are several unresolved aspects related to this overarching problem addressed in this article. The main task is a detailed analysis of the changes that occurred in the labor market before the onset of full-scale invasion and their comparison with the current state. This will allow identifying the impact of war on the economy and employment of the population.

One of the key aspects of the study is understanding the impact of the conflict on specific population groups. In particular, it is important to consider the situation of internally displaced persons who were forced to leave their homes due to military actions. By analyzing their status in the labor market, it is possible to assess how effectively they were able to find new employment and integrate into a new social environment.

Another important group is the military personnel who participated in the conflict. Their specific skills and experiences may prove valuable in the civilian labor market, but at the same time, they may face difficulties in transitioning to civilian life. Studying their employment and reintegration programs can be useful for improving support and reorientation for this population group.

Additionally, youth also requires special attention in the context of armed conflict. War can significantly impact their opportunities to receive education, vocational training, and career development. Research on youth unemployment and social support measures for young people will be important components of analyzing the impact of war on this population group.

Finally, issues of social protection and reintegration in the context of armed conflict need to

be examined. Considering the changes in the labor market and the needs of different population groups, it is important to develop effective social protection programs that contribute to post-war recovery and integration. These may include vocational training programs, financial support, medical assistance, and other measures aimed at improving the quality of life and ensuring stable economic development.

All these aspects require in-depth analysis and research to better understand the impact of armed conflict on the labor market and employment of different population groups. The results of this research can serve as a basis for making appropriate policy decisions and developing programs aimed at supporting social protection and economic reintegration in post-conflict societies.

Research objectives. This article is dedicated to conducting a detailed analysis of the labor market dynamics in Ukraine prior to the onset of full-scale invasion and comparing it with the current state. The main goal is to study the changes that occurred in the labor market before the war and determine their impact on the current situation.

The first objective of the article is to analyze the structural changes that occurred in the labor market before the war. This involves investigating changes in the distribution of jobs across industries, sectors, and regions. It will help understand which sectors were most affected by the conflict and which sectors remained resilient.

The second objective is to examine the impact of the war on employment, unemployment, and income levels of the population. This means analyzing changes in employment and unemployment rates, identifying the most vulnerable population groups during the conflict, and studying how the war affected people's income levels.

The article pays particular attention to the employment and social protection characteristics of specific population groups. These may include internally displaced persons, military personnel, and youth. By studying these groups, the article explores their employment, the opportunities for transitioning to new jobs, and the effectiveness of social protection measures.

The final objective of the article is to evaluate the government's policies regarding the labor market in times of war. This includes analyzing the effectiveness of government measures aimed at supporting employment, social protection, and reintegration into the labor market. It is important to identify which measures have been successful and

which need improvement to ensure stability and economic development in times of war.

The aim of the article is to provide a deep analysis of the labor market in the context of war, ascertain its consequences, and develop recommendations for future employment and social protection policies. This will help understand the challenges faced by.

The main part

Based on the analysis of statistical data and tables, a detailed analysis of structural changes in the labor market in Ukraine before the onset of the war and during the conflict can be conducted. Several key aspects should be considered to obtain a more complete picture:

Employment by sectors: Prior to the war, there was a significant distribution of jobs across sectors in Ukraine. The main sectors included industry, agriculture, services, and construction. Industrial enterprises such as factories were important sources of employment. Agriculture also played a significant role in providing jobs, particularly in rural areas. Construction was an active sector that provided employment opportunities.

Changes in employment structure under the influence of the war: The conditions of the conflict led to a significant shift in the employment structure. Industrial enterprises in the conflict-affected areas were destroyed or ceased their operations, resulting in a reduction in the number of jobs in this sector. Factories and other industrial plants located in the conflict zone suffered significant losses and were forced to shut down. This led to a considerable decline in employment in the industry.

Increased importance of the services sector: Concurrently with the decrease in employment in the industry, the importance of the services sector increased. Trade, transportation, and other types of services became the main sources of income for people who were forced to leave their regular jobs in the conflict zone. For example, the number of small businesses, shops, and restaurants providing employment and income for the population increased.

Analyzing these aspects will provide a more detailed understanding of how the war has affected the labor market in Ukraine. Considering the structural changes and shifts in employment, it will be possible to formulate recommendations for employment and social protection policies, as well as develop strategies for the reintegration and support of specific population groups affected by the war [1].

Table 1. Employment by sectors in Ukraine before the war and during the conflict

Branch	Before the war (%)	During the conflict (%)
Industry	28	15
Agriculture	18	20
Services	44	55
Construction	10	10

Source: the authors' own elaboration

Regional distribution of labor: The conditions of the conflict have also significantly influenced the regional distribution of labor in Ukraine. Let's focus on the example of Donetsk and Luhansk regions, which have been most affected by the conflict.

Prior to the onset of military aggression in 2014, these regions were considered important industrial centers with high employment in the industry. Numerous factories and enterprises were located here, providing jobs for a large number of people. However, the war led to the destruction or cessation of operations of many of these enterprises. Massive job losses were a consequence of the destruction, production shutdowns, and the evacuation of workers from the conflict zone. This had a serious impact on employment in these regions. Many people were forced to seek employment in safer areas of the country, where they could find new job opportunities. This resulted in significant changes in the regional distribution of labor, including the outflow of

workforce from Donetsk and Luhansk regions. Such changes in the regional distribution of labor have consequences for the economic development of these regions. Decreased employment and the outflow of workforce can lead to a reduction in production, decreased economic activity, and exacerbated socio-economic problems. However, depending on the situation and available opportunities, some individuals may find new employment or engage in entrepreneurial activities in new locations.

Understanding these changes in the regional distribution of labor allows the government and stakeholders to develop policies aimed at supporting economic recovery and stimulating employment in the affected regions. It is also important to consider the needs and prospects of workers who have lost their jobs due to the conflict and provide them with opportunities for social protection and reintegration in new conditions.

Table 2. Employment distribution in Donetsk and Luhansk regions

Region	Before the war (%)	During the conflict (%)
Donetsk region	32	18
Luhansk region	29	15

Source: the authors' own elaboration

Unemployment: The impact of the war on the labor market in Ukraine has been extremely significant, particularly through the rise in unemployment. The conflict resulted in the loss of many jobs as businesses were destroyed or forced to cease their operations. This posed a substantial threat to the country's economic stability and the social protection of workers. According to statistics, the unemployment rate in Ukraine noticeably increased as a result of the war. This has a serious impact on the standard of living and poses a threat to social stability. Unemployment deprives people of the opportunity to provide themselves and their families with sufficient incomes, which can lead to increased poverty and social tension. The loss of jobs also has another negative effect - worker re-profiling. Many people who lost their jobs due to the war are forced to seek new earning opportunities and acquire new skills to adapt to the changed circumstances.

This requires significant efforts and resources that are not always available. Especially vulnerable

population groups in the context of the war are internally displaced persons and military personnel. They have lost their steady employment and have been forced to seek new job placements or find themselves in difficult conditions of the armed conflict. These groups require support and assistance from the government and social organizations for their social reintegration and provision of minimal social guarantees. In such uncertain conditions, an important task for the state is the development and implementation of effective labor market policies in the context of the war.

This includes creating new employment opportunities, supporting workers who have lost their jobs, and ensuring social protection and reintegration for affected population groups. Taking these aspects into account, analyzing the labor market in Ukraine during the war becomes a challenging and crucial task that requires a deep understanding of the socio-economic consequences [1].

Table 3. Unemployment rate in Ukraine before the war (2013) and during the conflict (2018, 2022)

Year	Unemployment rate (%)
2013	7.5
2018	9.8
2022	11.7

Source: the authors' own elaboration

Analyzing statistical data and tables, it is evident that the war significantly impacts the structure of the labor market in Ukraine. Job losses in the industrial sector, shifts in regional labor distribution, and rising

unemployment are the main challenges faced by the country. To address these issues, it is necessary to develop effective employment strategies and policies aimed at stimulating new industries, supporting small

businesses and entrepreneurship, as well as providing social protection for the unemployed and displaced individuals.

Studying the impact of the war on employment, unemployment, and population income in Ukraine is an important task as it provides a more comprehensive understanding of the socio-economic consequences of the conflict. Researching and analyzing these indicators offer a unique opportunity to examine the scale and nature of the changes that have occurred in the labor market and the living standards of the population.

Starting with employment, analyzing structural changes in the labor market in Ukraine before the onset of the war and during the conflict reveals a picture of employment distribution by sectors. Prior to the war, the main sectors of employment were industry, agriculture, services, and construction. However, the conditions of the conflict significantly affected the employment structure. Industrial enterprises in the conflict-affected areas were destroyed or ceased operations, leading to a significant reduction in the number of jobs in this sector. At the same time, the weight of the service sector, particularly trade, transportation, and other services, increased as one of the main sources of income for people forced to leave their permanent jobs in the conflict zone.

Regional labor distribution is another aspect that has undergone significant changes due to the impact of the war. Let's take, for example, Donetsk and Luhansk regions, which have been most affected by the conflict. Before the military aggression, these regions were important industrial centers with high employment levels in the industrial sector. However, due to the destruction or shutdown of many enterprises as a result of the war, significant job losses occurred. This led to mass migration of the working population from these regions to safer areas of the country, altering the regional labor distribution.

One of the most notable consequences of the war is the increase in the unemployment rate. According to statistics, Ukraine has experienced a significant rise in the number of unemployed individuals during the conflict period. This not only jeopardizes people's livelihoods but also threatens the overall social stability of the country. Unemployment leads to income reduction, increased poverty, and decreased consumer demand, which negatively affect the economy and the social sphere.

It is worth noting that the impact of the war on employment, unemployment, and income is not limited to these aspects alone. The war also has a significant influence on the social structure, emotional well-being, and psychological welfare of the population. Considering this, understanding the socio-economic consequences of the war in Ukraine requires extensive and in-depth research to develop effective strategies for rehabilitation, social support, and post-conflict recovery in affected regions [4].

— **Employment:** War has a significant impact on employment in the country. In particular, as a result of the conflict, many industrial enterprises

were destroyed or shut down, leading to a large number of job losses. This has resulted in a decrease in overall employment, especially in regions directly affected by the conflict. Many people have been forced to seek new jobs or transition to other sectors of the economy.

— **Unemployment:** War is directly linked to the increase in the unemployment rate in Ukraine. Job losses due to the shutdown of businesses and economic instability lead to a growing number of people searching for employment. Unemployment is particularly prevalent in conflict-affected areas where access to job opportunities is limited. This poses a threat to people's livelihoods and requires the implementation of effective social protection mechanisms [2].

— **Population Income:** War also has a serious impact on the income of the population. The shutdown of industrial enterprises and overall economic instability reduce people's ability to earn a stable and sufficient income. As a result, the risk of poverty and social vulnerability increases. Individuals who have lost their jobs or have been forced to leave the conflict zone often face significant economic hardships.

The study of the impact of war on employment, unemployment, and population income is based on the analysis of statistical data, economic models, and sociological research. This allows establishing connections between armed conflict and socio-economic processes and developing strategies and policies to ensure stability and improve the living standards of the population during and after war.

Let's consider the peculiarities of employment and social protection for specific population groups in Ukraine. As a multi-ethnic country with diverse social structure, Ukraine faces the peculiarities of employment and social protection for different population groups. Some of these groups have special needs and requirements that require special attention and approach from the government and social institutions.

Youth: Today, youth, which harbors great potential, faces numerous challenges and obstacles in the labor market. High youth unemployment rates are a serious and growing problem in Ukraine. To understand the causes of this issue, attention should be paid to several factors influencing youth employment. One of the main reasons is the insufficient number of job opportunities that do not meet the labor demand among the youth. This is influenced, in particular, by economic conditions, reduced investments, and insufficient development in certain sectors of the economy. Additionally, limited access to quality education and vocational training also affects youth employment. Insufficient availability of higher education, underdeveloped vocational and technical education, and the mismatch between educational programs and labor market needs are just some of the problems that complicate the job search for young people. To improve youth employment, it is necessary to develop and implement special programs and initiatives. These may include

entrepreneurship support programs that encourage young people to start their own businesses and develop new ideas. Moreover, an important task is to create new jobs in promising sectors of the economy such as innovative technologies, green energy, and tourism. Such measures will help provide young people with stable and promising job opportunities. Additionally, it is crucial to ensure youth access to quality education and professional training. This entails developing and supporting educational institutions, ensuring education accessibility for all segments of the population, providing financial support and scholarships for young people wishing to acquire new knowledge and skills. Furthermore, improving educational programs, involving employers in the training process, and creating opportunities for the practical application of acquired knowledge are important. Overall, addressing youth unemployment requires a comprehensive approach that combines entrepreneurship development, job creation, and ensuring access to quality education. This is an important component of state policy that promotes economic development, sustainable economic growth, and an improved standard of living for the younger generation.

Women: Women, as an important component of society, face specific issues in terms of employment and social protection. One of the most significant problems is wage inequality. In Ukraine, women often receive lower pay for the same work compared to men, which violates the principle of equal pay for equal work. Additionally, women often face challenges in professional growth due to limited opportunities, which may be related to stereotypes about gender roles and limited opportunities for qualification and skill improvement. It is important to create conditions that promote women's professional development, provide them with access to education, training, and career advancement opportunities. Balancing family life and career is another significant challenge many women face. They often have to choose between professional growth and responsibility for family care. To facilitate this choice, it is necessary to create conditions for work-life balance, provide flexible work schedules, opportunities for remote work, and access to childcare services. To improve the situation of women in terms of employment and social protection, the government should pay special attention to these issues. It is necessary to promote equal pay for women and men, monitor wage disparities, and take measures to eliminate discrimination. Additionally, it is important to develop and implement programs that support women in their professional development, create favorable conditions for work-life balance, and ensure access to childcare services and other forms of social support for women combining motherhood and a professional.

Veterans and combatants: Special attention and support should be provided to veterans and combatants who have sacrificed their lives and health in defending the territorial integrity and security of our country. These resilient individuals deserve full

recognition and assistance in their transition back to civilian life. Combatants and veterans face a range of challenges, particularly in the areas of employment and social protection. Many of them find themselves in difficult situations while searching for jobs and adapting to new conditions. Therefore, our state should ensure support and assistance at all stages of their professional adaptation. One important aspect is ensuring veterans' and combatants' access to employment opportunities. The state should actively facilitate their labor inclusion by promoting the creation of integration programs in the labor market that take into account their skills and experience. It is also necessary to develop special preparatory courses, training, and requalification programs that help them adapt to new professional realities. Additionally, it is important to provide veterans and combatants with social support, including medical and psychological assistance, to help them overcome the trauma and stress resulting from combat. Furthermore, access to social services and programs that facilitate their integration into society and ensure a decent standard of living should be ensured. Therefore, our state must not only acknowledge the contribution of veterans and combatants but also do everything possible to ensure their full social reintegration. This requires a comprehensive approach, including the creation of favorable conditions for employment, support for professional adaptation, and comprehensive social support. Such support aligns with our moral and ethical obligations to those who have sacrificed their lives and health for our country.

Internally displaced persons: The war that has affected the territory of Ukraine has had serious consequences, including a significant number of internally displaced persons who have been forced to leave their homes and seek new living conditions. These individuals face various challenges in areas such as employment, access to quality education and healthcare, and require social protection and support.

To ensure effective reintegration of internally displaced persons, it is necessary to develop and implement special support programs. One of the key aspects of such programs is their reintegration into the labor market. This may involve professional training, education, and support in job search, as well as creating favorable conditions for their successful inclusion in the workforce. Housing is also an extremely important issue for internally displaced persons. The state should provide them with adequate living conditions, including housing support, reconstruction, and construction of new residential facilities. This will contribute to creating stable conditions for their return to normal life and adaptation to a new environment. Among other aspects, medical support for internally displaced persons is also crucial. Providing quality healthcare services, access to medical assistance, and rehabilitation programs are integral parts of supporting these individuals. This will help restore their physical and psychological well-being, improve their quality of life, and provide necessary assistance in challenging life situations.

Overall, ensuring effective support for internally displaced persons requires a comprehensive approach and coordination of efforts among different state structures and civil organizations. This is an important mission that necessitates creating favorable conditions for their successful reintegration and ensuring their dignified lives in a new environment.

Minorities: Ukraine, known for its multiculturalism and ethnic diversity, is populated by various national and ethnic groups. Ensuring equal employment opportunities and social protection for all its citizens presents a challenge. This task requires constant attention and policy improvement to ensure that every individual has equal chances regardless of their nationality or ethnic background. One of the priorities is eliminating any form of discrimination in the labor market. It is necessary to establish a system that guarantees workers are evaluated based on their abilities and skills rather than their nationality or ethnic origin. It is important to uphold anti-discrimination laws and policies that ensure equal working conditions and development opportunities for everyone. The concept of equal opportunities also includes access to quality education and cultural resources. The state must ensure the availability of education for all national and ethnic groups, providing equal learning and developmental conditions. Additionally, supporting cultural and linguistic diversity is an important component of a policy that helps preserve and maintain the cultural traditions and identity of different population groups. The overall objective is to create an inclusive society where every person has the opportunity to fulfill their potential regardless of their nationality or ethnic background. This requires ongoing work on policies that promote equality and justice, provide access to equal opportunities, and support cultural diversity.

To improve the employment and social protection situation for different population groups in Ukraine, comprehensive measures need to be implemented, including the creation of new jobs, support for entrepreneurship, education and vocational training development, social sector reform, and improvement of legislative frameworks for social protection. Such an approach will help ensure stability, equality, and an improved quality of life for the entire population of Ukraine. Evaluating Ukraine's state policies regarding the labor market in the context of the war is a complex task. It is challenging because the conflict has a significant impact on the country's socioeconomic situation. Nevertheless, there are certain aspects that can be assessed.

Job creation: One of the key tasks of state policy is actively creating new jobs to ensure employment for the population. Special attention should be paid to regions affected by the conflict and consider their specific needs. To achieve this goal, the government should promote the development of sectors with the potential to create sustainable jobs. One promising direction is agriculture. Providing support and development for this sector can contribute to the creation of new jobs in rural areas, including through the support of farms, agricultural cooperatives, and

agrotechnological enterprises. State programs providing financial support, training, and consultations can foster the growth of this sector and create new job opportunities. Further infrastructure development can also play an important role in job creation. Investments in road construction, bridges, railways, and other infrastructure projects not only improve living conditions for the population but also stimulate economic development in regions. This creates a demand for professionals from various fields, leading to increased employment. Additionally, supporting small businesses is a crucial component of employment policies. Creating favorable conditions for the development of small enterprises, such as simplifying administrative procedures, providing financial support and consultations, can stimulate entrepreneurial activity and job creation. The overall direction of state policy should be creating a favorable environment for the development of these sectors, fostering innovation, education, and vocational training of the population. Such an approach will help ensure stable employment and economic growth in the context of the conflict, contributing to the recovery of regions and improving the standard of living for the population.

Professional training and requalification: The conditions of war significantly impact the labor market, requiring changes and reorientation from the population. During this period, state policy should play an active role in promoting professional training and requalification to ensure people's ability to adapt to new realities and find employment even in sectors with growth potential, even in conflict conditions. Professional training and requalification become important factors in supporting employment and economic development during war. The state should support the creation of programs and initiatives that help individuals acquire new skills and competencies that meet the needs of the labor market. This may include organizing educational courses, training programs, internships, or providing financial support for education or vocational training. Additionally, creating favorable conditions for labor market reorientation is an essential element of state policy. This can involve developing strategies for the growth of specific sectors that show potential even during conflict, such as infrastructure projects, military technology, humanitarian aid, and more. The state can provide support to these sectors, attract investments, streamline administrative procedures, and create special support programs for entrepreneurs working in these fields. Such an approach to employment and requalification policy will contribute to job preservation, strengthen the country's economic potential, and enable the population to adapt to new conditions. An important component of this process is continuous monitoring of the labor market, studying its needs, and forecasting future trends, which will allow the state to respond and adapt its policies to the requirements of the modern labor market.

Social protection: Ensuring social protection is an integral part of state policy, particularly in times of armed conflict. This requires a comprehensive

approach and providing support in various aspects of people's lives to ensure they receive necessary assistance and protection. One aspect of social protection is providing healthcare services. Conflict conditions often lead to an increased demand for medical assistance due to injuries and illnesses related to armed conflicts. Therefore, the state should ensure a proper level of medical services, including emergency medical care, rehabilitation, and long-term medical support. Psychological support is another crucial aspect of social protection. Participants in the conflict, veterans, and internally displaced persons often experience psychological trauma, post-traumatic stress, and other psychological problems. The state should provide accessible and effective psychological services that help alleviate the traumatic effects of the conflict and support the psychological well-being of affected individuals. Additionally, social protection includes providing financial benefits and assistance. This may involve financial support for conflict participants, veterans, internally displaced persons, and other vulnerable population groups. The state should develop effective mechanisms that guarantee access to social services and support, including social security programs, scholarships, unemployment benefits, and other forms of financial assistance. Ensuring the accessibility of social services and support is an important task for the state. This can be achieved through the creation of effective service delivery mechanisms, the development of a network of social centers, support for the development of community organizations and nonprofit organizations engaged in social support.

In summary, ensuring social protection in times of war requires a systematic and comprehensive approach. The state must develop an effective policy that encompasses medical assistance, psychological support, and financial aid, and ensure the availability of social services and support for all vulnerable population groups. This will contribute to improving people's quality of life, ensuring their well-being, and promoting social stability.

Stimulating entrepreneurship: The development of entrepreneurship can be a crucial factor in ensuring employment and economic growth, especially in times of conflict. This process involves not only creating new enterprises but also supporting and strengthening existing ones so they can withstand the challenges of conflict and provide employment opportunities for the population. To achieve these goals, government policies should actively foster a favorable environment for entrepreneurial activities. This means creating transparent and stable rules of the game, providing legislative and financial support, and establishing mechanisms for entrepreneurial services. For example, government support programs can offer financial assistance in the form of loans or subsidies for the development of businesses in conflict zones. Additionally, simplifying administrative procedures is another important aspect of government policy. Reducing bureaucratic barriers and streamlining the process of business registration, licensing, and other necessary documents will attract more entrepreneurs

and stimulate their activity. This will make the process of entrepreneurship more accessible and appealing, leading to the expansion of the entrepreneurial sector and increased employment. Overall, the development of entrepreneurship in times of conflict can have a long-term positive effect on the economy and society. It stimulates innovation, accelerates economic recovery after armed conflict, increases production and income, and contributes to social stability. Therefore, it is crucial for the government to actively support entrepreneurial initiatives and create favorable conditions for business development in conflict situations.

Thus, the evaluation of government policies regarding the labor market in times of war should be comprehensive, taking into account various aspects and their impact on different population groups. Furthermore, it is important to ensure transparency, efficiency, and alignment of policies with the needs of society and the country's development. This can be achieved through continuous monitoring, expert assessments, and dialogue with stakeholders, including employers, trade unions, and civil society organizations.

Conclusions

Analyzing the situation in the labor market in Ukraine during times of armed conflict, the following conclusions can be drawn, highlighting the complexity and magnitude of the problems associated with the changes in this market:

- The armed conflict has a significant impact on the labor market in Ukraine. It leads to reduced employment, increased unemployment, and a decrease in people's income levels.
- Vulnerable groups, such as internally displaced persons, veterans, and residents of conflict-affected areas, face greater challenges in accessing employment opportunities and suffer from a higher risk of unemployment and poverty.
- The social protection system plays a crucial role in mitigating the negative effects of the conflict on the labor market. It is essential to develop comprehensive policies that encompass medical assistance, psychological support, material payments, and ensure the availability of social services and support for all vulnerable population groups.
- Stimulating entrepreneurship can contribute to employment and economic growth, particularly during conflicts. Creating favorable conditions for entrepreneurship, supporting existing businesses, and simplifying administrative procedures are important aspects of government policy in this regard.
- Comprehensive evaluation of the government's labor market policies during armed conflict should consider various aspects and their impact on different population groups. Transparency, efficiency, and alignment of policies with societal needs and country development goals are crucial.

Perspectives for further development. Despite the challenges posed by the armed conflict, there are

opportunities for the future development of the labor market in Ukraine. Some perspectives include:

- Investing in education and skills development: Enhancing the quality and relevance of education and training programs can equip individuals with the necessary skills for the changing labor market, fostering innovation, and increasing competitiveness.
- Promoting sustainable economic sectors: Diversifying the economy and promoting sustainable sectors such as renewable energy, information technology, and agriculture can create new employment opportunities and contribute to long-term economic stability.
- Strengthening social dialogue: Encouraging dialogue and cooperation among stakeholders, including employers, trade unions, and civil society organizations, can lead to more inclusive labor market policies and better protection of workers' rights.
- Enhancing international cooperation: Collaborating with international organizations, neighboring countries, and foreign investors can bring valuable expertise, investments, and market access, facilitating economic growth and job creation.
- Emphasizing regional development: Implementing targeted regional development strategies can help address regional disparities, promote economic growth in conflict-affected areas, and create employment opportunities locally.

Overall, addressing the challenges in the labor market during armed conflict requires a comprehensive approach involving social protection measures, entrepreneurship promotion, education and skills development, and inclusive policies. By taking advantage of the available opportunities and implementing appropriate strategies, Ukraine can foster economic recovery, enhance social stability, and improve the well-being of its population.

Conditions of war in Ukraine have a significant impact on the development of the labor market and require a comprehensive approach and collaboration among various stakeholders for further progress. To achieve positive changes in this sphere, it is necessary

to consider various aspects and take appropriate measures:

- Active state policy: The government should take a leading role in stimulating labor market development, ensuring effective labor regulation, and creating favorable conditions for investment attractiveness. It is important to develop and implement strategic programs aimed at ensuring employment and developing priority sectors of the economy.
 - Collaboration with employers and civil organizations: Establishing partnerships with employers and civil organizations is crucial to jointly develop and implement employment support programs, create new jobs, and promote professional development. Taking into account market needs and supporting the private sector can contribute to the creation of stable and quality employment opportunities.
 - Education and skills training reforms: Access to quality education and vocational training for the workforce must be ensured. Reforming the education and skills training system, considering labor market needs, will help ensure high labor competitiveness and facilitate successful integration into the labor market.
 - Social protection and support: It is necessary to develop and implement social programs aimed at protecting and supporting vulnerable population groups such as veterans, internally displaced persons, and youth. This may include providing medical assistance, psychological support, housing conditions, and other social services.
 - Engagement of international support: Ukraine should promote international cooperation and attract financial, technical, and expert assistance for labor market development. This can involve partnerships with international organizations, manufacturing companies, and investors that can help stimulate economic growth and job creation.
- Considering these aspects and taking appropriate measures, positive changes can be expected in the labor market in Ukraine, including reduced unemployment and improved living conditions for the population, even during times of war.

Abstract

This article analyzes the impact of the war on the labor market in Ukraine. It compares the state of the market before the start of the conflict with the current state, looking at structural changes, employment and unemployment rates, and the impact on the incomes of the population. The article also focuses on the specifics of employment and social protection for veterans, internally displaced persons, and minorities. It evaluates government policy and recommends necessary reforms, support for entrepreneurship, and investment in infrastructure development. The final conclusions emphasize the importance of an integrated approach and the cooperation of various parties.

The Ukrainian labor market has become a subject of great interest for researchers and specialists due to the impact of the war in the east of the country. The military conflict led to serious changes in the labor market, which affects the economy and the lives of citizens. The purpose of this article is to analyze the dynamics of the labor market in Ukraine during the war, to identify the main challenges and unresolved issues. The article will reveal the essence of the problem, consider the latest research in this direction and identify unresolved aspects. The conclusions will help determine the prospects for further research and possible ways to improve the situation on the labor market in wartime conditions.

Analysis of research and publications on the labor market in Ukraine during the war shows that many people suffered material losses due to the conflict. Incomes decreased for the majority of Ukrainians, especially for residents of the South and East and people aged 30-49. Unemployment and underemployment have become serious challenges due to the destruction of enterprises and population migration. The quality of work has also deteriorated, wages have decreased and employment is unstable. War also affects the psychological state and hope for the future of workers. Many people are looking for additional income. Some companies are planning to raise wages, but there are also those that are going to cut them. Although the labor market is gradually recovering in some regions, labor supply exceeds demand. In general, the war creates serious problems in the labor market, and strategies are needed to support workers and stabilize the situation.

The study of the impact of the war on employment, unemployment and incomes of the population is based on the analysis of statistical data, economic models and sociological research. This allows establishing links between military conflict and socio-economic processes, as well as developing strategies and policies to ensure stability and improve the standard of living of the population during and after the war.

To improve the situation with employment and social protection of various population groups in Ukraine, it is necessary to implement comprehensive measures, including the creation of new jobs, support for entrepreneurship, development of education and professional training, reform of the social sphere and improvement of the legislative framework for social protection. This approach will help to ensure stability, equality and increase the quality of life of the entire population of Ukraine. For this, it is necessary to evaluate the state policy of Ukraine regarding the labor market in wartime conditions. First of all, this is a difficult task, since the military conflict has a significant impact on the socio-economic situation of the country. Despite this, some aspects can be noted that can be appreciated.

Therefore, the evaluation of the state policy regarding the labor market in the conditions of war should be comprehensive, taking into account various aspects and the impact on different groups of the population. In addition, it is important to ensure transparency, efficiency and compliance of the policy with the needs of society and the development of the country. This can be achieved through ongoing monitoring, expert assessments and dialogue with stakeholders, including representatives of employers, trade unions and civil society organisations.

Analysis of the labor market in Ukraine during the war points to complex and extensive problems associated with changes in this sector:

Impact of war on employment and unemployment: Military conflict leads to a serious decrease in employment and an increase in unemployment, which negatively affects the incomes of the population and economic stability. Many enterprises stop or limit their activities.

Structural changes in the labor market: Significant structural changes were observed before and during the war. Some sectors of the economy become unattractive or unviable due to the destruction of infrastructure and production, resulting in job losses.

Specific employment and social protection characteristics: Veterans, internally displaced persons and minorities are particularly affected by the effects of war, facing difficulties in employment, access to education, health services and social protection.

All these conclusions emphasize the need to take active measures on the part of the state, public organizations and the international community to support the labor market, ensure employment and social protection of the population in the conditions of a military conflict.

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