

DECENT WORK: ECONOMIC AND SOCIAL ASPECTS IN UKRAINE

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Introduction. In this article, we will discuss some of the issues related to the implementation of the Decent Work program. Labor as a basic of human life is the source of all benefits and a form of realization of the intellectual and physical abilities of an individual, the development of human potential, which in modern conditions is a determining factor in socio-economic progress. Decent work is understood as the existence of employment on the principles of freedom, equality, security and human dignity. Labor should be economically expedient for society and provide the employee with earnings sufficient for his material well-being, and contribute to the development of his professional qualities and personality (Paliekhova, 2020).

Presentation of the main research. In 2013, the International Labor Organization (ILO) adopted the Guidelines for a Fair Transition to an Environmentally Sustainable Economy and Society for All, which defines policy frameworks for decent work, such as inclusiveness, freedom, fairness, equality, security, representation and dialogue, i.e. activities of subjects of social dialogue in the prevention of social conflicts in the field of labour organization. With the support of the International Labour Organization, the Decent Work Program of Ukraine was developed for the period 2020-2024. This program is closely related to other social goals, namely: goal 1 - overcoming poverty, 3 - health, 4 - the necessary level of education, goals 5 and 6 - gender equality and reduction of any inequality (see Table).

The main one is employment. According to data for 2019, before the emergency situation with COVID-19, the employment of the working-age population in Ukraine is relatively low compared to EU countries. In the structure of employment by professional groups, there is a fairly high level of unemployment of “professionals” and “specialists”, as well as the problem of youth employment.

Table 1*Decent Work Program of Ukraine for 2020-2024 (ILO, 2021)*

Priority	Final results
1. Improved social dialogue	1.1. Reformed National and Territorial Socio-Economic Councils as effective platforms for dialogue 1.2. Strong social partners 1.3. Improved collective bargaining at the sectoral level
2. Inclusive and productive employment	2.1. Modern and efficient employment services 2.2. The mismatch of qualifications to the needs of the labor market among young people has been reduced 2.3. Improved business skills
3. Improved working conditions and social protection	3.1. Improved compliance with international labour standards of legislation and law enforcement mechanisms on occupational safety and health and the transition to a formal economy 3.2. Improved protection, level and equality of wages 3.3. Improved coverage and sustainability of social protection 3.4. Overcoming violence and harassment in the workplace

In a relatively prosperous 2019 in Ukraine, the unemployment rate among people aged 40 to 49 was 8.1%, and among young people –15.4%, that is, almost twice as high. Today the youth unemployment rate is 20.7%. There are many factors causing this condition, however, let us consider first of all the quality of education, it concerns the correspondence of training at universities to the needs of employers. In our country, about 52% of the active population has received higher education - in OECD countries only 36% (Repko, Ruda, 2017).

We have many universities, 1 million more people than in Great Britain and even in Germany. However, none of the polytechnic universities rose above the 400th line in the world ranking (Palekhov,

Palekhova, Schmidt, Hansmann, 2019). Even the best of them are not tuned in to reputation with employers.

Let us consider the international programs of our university, which are opened to students and teachers. Dnipro Polytechnic cooperates with more than 50 universities around the world. Of these, the Brandenburg University of Technology is the most powerful partner we have been working with since 1999. Since 2013, a Memorandum has been in effect, according to which more than 40 joint educational and scientific programs have been opened today. That is, students of our university have great opportunities for the development and mastery of knowledge on sustainable development at the European level (Pivnyak, Shvets, Palekhova, 2017).

Pay is the second cornerstone of decent work. According to EU criteria, the minimum wage should be at least twice the subsistence minimum, and the average wage should be from one and a half to two times higher than the minimum. Today, the level of wages in Ukraine provides no more than 21% of the reproduction of the labour force, which does not even compensate for direct labour costs, does not stimulate interest in reorienting the labour force to priority spheres of activity. As a result, wages do not fulfil their main functions - reproductive, motivational, regulatory, social. The current problem in the workplace today is unfair savings on wages. Ukrainian employers act according to the old, extensive principles. The main violations of workers' legal rights to decent work are shadow wages, reaching UAH 500 billion a year, increasing vacancies and increasing workload, part-time work and compulsory vacations at their own expense.

Decent work includes providing safe and secure working conditions for all workers. The occupational injury rate in Ukraine is one of the highest in Europe. On average, there are 9.3 accidents per 100 thousand workers. For comparison, in the EU countries this index is 1.7. Main causes of accidents, including fatal accidents, are predominantly organizational - failure to fulfil official duties and disruption of the technological process.

Conclusions. The study found that to implement the concept of decent work in Ukraine, it is necessary to develop a set of measures at the national, sectoral and regional levels and at the level of enterprises and institutions. So, at the national level, the most relevant is the phased introduction of state guarantees in the field of wages, which

will ensure an expanded reproduction of labor potential at a higher quality level. At the sectoral and regional levels such measures have to be taken: assistance in the implementation of international standards of social responsibility of business, principles of corporate governance and social packages for employees at enterprises; counteraction to attempts by employers to improperly formalize labor relations. At the enterprise level, the most pressing problems are the increase in the share of wages in the cost of goods, works, services; conclusion of collective agreements; ensuring the professional development of employees, etc. An increase in the qualifications of workers and decent wages for their labor will contribute to an increase in the level of competitiveness of the national economy.

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