

The Impact of Military Actions on the Labor Market of Ukraine and the EU: Economic, Social and Security Aspects

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Abstract

Full-scale military actions taking place today in the center of Europe affect all spheres of life of the population of both Ukraine and the EU countries. A significant number of refugees, internally displaced persons, the implementation of the program of mobilization and the creation of volunteer units to strengthen the country's defense capability provoked significant changes in the labor market of Ukraine and the EU countries. The termination of the activities of a large number of Ukrainian business structures has deprived almost 75% of the able-bodied population of their jobs. Current analytical data points to a further transformation of the Ukrainian labor market, with no clear signs of stabilization through the movement of a significant number of people in search of an opportunity to meet the primary needs of home, food and security. The EU countries faced an influx of a significant number of refugees, among which a significant part are women with children and people over 60 years old, which was accompanied by the departure of men involved in hard physical work to participate in the defense of the homeland. Today, there are no reliable data on changes in the situation on the labor market in Ukraine and the EU, despite this, by summarizing information from various sources, an attempt was made to specify the content of the transformation processes and predict the course of events in the short and long term.

Keywords:

military actions, labor market, refugees, internally displaced persons, food security, social protection.

1. Introduction

The policy of Ukraine's integration into the EU institutions provides, among other things, further harmonization of national legislation in the field of promoting employment of the population. An important benchmark for the development of the Ukrainian labor market is the system of statistical indicators of the economic activity of the population, a detailed analysis and comparison, on an ongoing

basis, with similar values of the EU countries will allow us to assess the main trends in the movement and the effectiveness of policies in the field of employment promotion in Ukraine [1-15].

Military actions in Ukraine have an extremely significant impact on the labor market not only in Ukraine, as a country participating in a military confrontation, but also in the EU countries, united by common borders and long-term practice of labor migration of Ukrainians. The weight of the impact of military actions on the labor market is still associated with the current consequences of the COVID-19 crisis and the aggravation of threats to food security due to blocking the export of agricultural products from Ukraine.

To form a general idea of the level of influence of military actions on the labor market, we will use analytical data. So, only within the period from February 24 to March 17, 2022, about 411 educational institutions, 36 healthcare institutions, 1600 residential buildings, 26 factories, 15 airports, 6 thermal power plants were damaged and destroyed. During the first month of military confrontation, critical infrastructure was destroyed or damaged for a total of up to 100 billion US dollars, and taking into account the reduction in production and jobs, the total amount of losses reaches 1 trillion. USD As of May 12, 2022, the Nations High Commissioner for Human Rights has confirmed 3,573 civilian deaths, of which 241 are children, noting that these numbers could be substantially higher. According to the International Labor Organization, the number of refugees outside the country since the outbreak of military actions has reached 5.23 million, mostly

women, children and people over 60 years old. Within the specified number of refugees, 2.75 million are able-bodied persons, which, of course, negatively affected the labor market of Ukraine and created a certain imbalance in the EU countries, primarily in Poland, Germany, Hungary, Slovakia and Romania.

Due to the significant destruction of road communications and more than 350 bridges, the activities of a significant part of Ukrainian enterprises (significantly differs in the regional dimension, but on average we can talk about at least 50%) were completely or partially paralyzed. According to analysts, such a sharp decline in economic activity in the long term could lead to a decline in the Ukrainian economy by 30% (for comparison: before the outbreak of the COVID-19 pandemic in 2016-2019, the Ukrainian economy showed stable growth at In 2020, the decline was 3.8%, but in 2021, an increase of 3.4%, with a corresponding aggravation of the threat of poverty for 90% of the population.

The growing threat of an economic crisis against the backdrop of military actions forced the government of Ukraine to pay considerable attention to the problem of restarting the national economy, in particular, in territories where there were no direct military clashes. Along with the functioning of critical infrastructure and enterprises of the military-industrial complex, other economic entities began to resume their activities, although in compliance with the rules for a quick response to the threat of air attacks and partial loss of labor resources, which is associated with the announced program of military mobilization. Accordingly, within a fairly short period of time, the labor market of Ukraine has undergone a significant transformation, that is, from a state of complete paralysis to increased signs of recovery at different rates in the regional context. The critically rapid growth in the number of refugees in the EU countries affected the domestic labor market, but with significant differences and has signs of not a short-term transformation, but a less intense, but longer-lasting change, which in general actualizes the importance of the study.

2. Methodology

At the time of the study, an active phase of military confrontation is underway, accompanied not only by direct military actions in parts of Eastern and

Southern Ukraine, but also by daily missile strikes throughout the country. Moreover, missile strikes are carried out on the territory bordering the EU countries at a distance of 15 km from the border. Considering that the full-scale invasion began on February 24, 2022, to date, the basics of the study were carried out by summarizing various sources of information that complement each other and allowed to form a general idea of the labor market. We consider changes in the labor market from a somewhat broader perspective, i.e. with a careful study of such factors as the number of refugees outside the country, the number of internally displaced persons, the scale of mobilization into the Armed Forces of Ukraine and the creation of volunteer units with an emphasis on the socio-economic problems of the population. Within the framework of this study, the problems of regional and sectoral specifics of the transformation of the labor market are reflected, and attention is also focused on the problem of economic security of Ukraine and food security from an international perspective. According to this source of information, the materials of the State Statistics Service of Ukraine, McKinset, FAO, as well as the results of sociological surveys by the Razumkov Center and the Forbes agency were used.

To determine the impact of military actions on the labor market of Ukraine and the EU, the following methods were applied: induction and deduction, comparison and systematization - when characterizing the impact of military actions on the dynamics of the main parameters of the labor market of Ukraine and the EU; synthesis and analysis - to assess the change in the impact of the number of refugees and internally displaced persons on the change in the labor market; morphological analysis - to clarify the impact of military actions, the activity of business structures and the adjustment of state social policy on the labor market in two perspectives: regional and sectoral; graphic - for visual presentation of theoretical and methodological material; abstract-logical - for theoretical generalizations and conclusions of the study.

3. Research Results

Along with 5.23 million refugees forced to leave Ukraine, a significant number of internally displaced persons also affected the labor market. According to

the second report on internal displacement in Ukraine, prepared by the International Organization for Migration, more than 7.1 million people left their homes, which amounted to 17.5% - that is, one in six people became internally displaced. Let's characterize such significant population movements relevant today with the help of only a few analytical data: 60% of internally displaced persons were women; 50% of households have children; 61% of households report monthly income below \$170. USA, and 30% indicate no income; 28% of families with children indicate difficulties in obtaining the required amount of food. These data indicate both the scale of socio-economic changes in the country and form the necessary basis for further characterizing the modification of the labor market in Ukraine.

According to the results of the sixth nationwide survey "Adaptation of Ukrainians to the conditions of the war" (March 19, 2022), 53% of Ukrainians who had a job before the war lost it, when the labor situation remained unchanged only in relation to 22%, more 21% were able to switch to remote form. To understand the scale of the crisis, a comparison with the period of the COVID-19 pandemic, which also significantly affected the labor market, is appropriate. Thus, according to the International Labor Organization, in 2020 in Ukraine there was a reduction in working hours by 8.5%, which is equivalent to 1.5 million jobs, and in 2021 this reduction was 71.% (which corresponds to 1. 2 million jobs).

The most difficult situation has developed in those regions where military actions directly unfolded, that is, we are talking about Eastern and Southern Ukraine, because the share of those who lost their jobs reached the level of 75%. The loss of a permanent income for the able-bodied part of the population directly affected the economic situation of most families. Thus, in relation to 52% of citizens, deterioration is recorded, and in relation to 28%, there are signs of instability in obtaining income. When considering these data, two important circumstances should be taken into account: first, in the context of a prolonged conflict, crisis processes will intensify in the national economy, which will provoke a further deterioration in the socio-economic situation; secondly, Ukrainians have a good experience of surviving during COVID-19, when they were able to stabilize the situation on their own and ensure the satisfaction of all basic needs with

little or no government support. Attention should also be paid to the fact that in the age structure of those who lost their jobs, and therefore are not only in the most difficult financial situation, but also experience psychological trauma, 60% are young people under 35 years old. This aspect is especially important for the reason that in adolescence, with the loss of contact with colleagues and the simultaneous saturation of the information field with information about the course of military actions, prerequisites for a decrease in self-esteem are formed, anxiety grows due to the inability to understand the further course of events, symptoms of depression appear, which in general, on a large scale, negatively affects the labor market due to not only temporary, but also long-term loss of part of the labor force.

The current situation in the labor market can be characterized by comparing the situation in different time dimensions. If we take into account the short-term dimension, then a positive increase in the number of vacancies by 16 times as of April 1 compared to March 1. The greatest activity is observed in the automotive business, construction, wholesale trade, restaurant business and the IT sector. If we take at least the annual measurement of time as a basis, then the situation has signs of the greatest crisis within the last 10 years, because the number of vacancies in April 2022 decreased by 30 times compared to the same date in 2021. This is due to the following facts: 78% of employers were forced to apply unpopular measures to their employees, including 25% stopped paying wages, 25% reduced the level of payments by more than 30%, 16.5% had a reduction in staff, 10 % - sent staff on vacation at their own expense. The consequence of such actions, taking into account the further high intensity of military actions and the blocking of seaports, which limits the foreign economic activity of a significant part of business structures, was the activity in the labor market on the terms of employers, when they dictate the conditions and level of remuneration. For example, 65% of job applicants agree to reduce their wage demands and are guided by less ambitious motives for taking a certain position.

As part of the transformation of the labor market of Ukraine during the military actions, three stages can already be distinguished:

- the first (within the first two or three weeks of military actions), associated with the almost complete slowdown of economic processes due to large-scale

missile strikes in all regions of the country, the announcement of mobilization and a fairly large scale of the territory where the military confrontation took place directly;

- the second, can be defined as "partial restoration". The recovery did not happen by industry, but in the regional dimension, when there was an agreement on the position of the government, employers and the able-bodied part of the population. The government was interested in preventing an economic crisis and forming an economic basis for the continuation of military actions. Employers were focused on the resumption of the activities of enterprises, for which steps were taken to retain the most valuable part of the workers due to the payment of the minimum wage. Workers had little savings to meet their needs, but only in the short term. Under such conditions, after two to three weeks of military actions, relying on fairly good results, which testified to the ability to skillfully conduct defensive operations and not allow the enemy to quickly establish control over any large city of cranes, a gradual restoration of the labor market began, especially within the more calm regions and areas. A certain limitation of the rapid recovery was the fact that Western Ukraine, for which only periodic missile attacks were relevant, was traditionally oversaturated with labor, the release of which in the pre-war period was due to labor migration to the EU countries. Among the internally displaced, the first migrants were able to get a job, and whose specialization was related to retail trade, transportation and logistics services. Accordingly, there has been a change in the labor market in terms of gender structure. Men, limited by the mobilization program, remained within the country, but realized their activity through joining the armed forces and volunteering. Women had the opportunity to leave the country, but labor migration was limited by the need to take care of the children under their care;

- the third stage, we outlined as indicating a moderate increase in demand for labor to restore life in the liberated territories (Kyiv, Sumy and Chernihiv regions). We are talking about the gradual return of the population to their places of permanent residence and the restoration of the functioning of critical infrastructure institutions, followed by the activation of business in the field of catering and construction. The information basis for this stage can be the results of a sociological survey conducted by the Razumkov Center in the period from April 11 to May 6, 2022.

Thus, the results of the survey indicate that among the returnees, the majority (69%) are residents of the central regions - mainly residents of Kyiv (35%) and Kyiv region (17%). 12% of those returning are residents of the Eastern regions, 9% - of the Southern region, 10.5% - of the Western region. Of those surveyed, 73% are returning to their previous places of residence, and only 26% are planning to change their place of residence.

Today it is rather difficult to state the real number of both refugees outside Ukraine and internally displaced persons. The reason for this is that the UN records only the first arrival of refugees, when there are no statistics on neighbouring countries, which are sometimes used as transit countries. For example, out of 2.9 million refugees who crossed the Ukrainian-Polish border since the beginning of the war, more than 1 million entered Poland in order to get to other countries later, more than 700,000 returned to Ukraine. Along with these problems, of interest are analytical data confirming the transition to the third stage of labor market transformation that we have identified, according to which 25% of refugees and internally displaced persons have returned home.

The transformation of the labor market was accompanied by changes in state regulation. Two points became decisive: financial support and changes in the legislative regulation of labor relations. The first point is related to the fairly quick adoption by the government of a procedure for providing residents of territories where active military actions unfolded a one-time financial assistance in the amount of 225 dollars USA per person. During March 2022, these funds were able to be received by employees, on whose payment all taxes were paid, as well as individual entrepreneurs. Payments were made using the e-Support electronic system. Subsequently, a program of payments for migrants was launched, which provided for a monthly allowance of \$60 USA per forced migrant and 100 dollars USA - for every child who was forced to move and a safer place within the country. In addition, the government is implementing a \$225 monthly payment program to employers USA to pay the internal migrant, which is aimed at the interest of local businesses to employ more workers. Another point related to legislative regulation provides for changes both through the introduction of the Law of Ukraine "On the legal regime of martial law",

according to which the constitutional rights and freedoms of a person and citizen are limited, and in the field of labor relations, in particular, in dismissal procedures, wages, increased hours of work and the opportunity to take holidays.

With the introduction of martial law, restrictions on the rights and legitimate interests of legal entities also came into force to the extent necessary to ensure the maintenance of public order and stabilize the situation in the national economy. With regard to the labor market, these restrictions are most relevant to the relationship between the enterprise and mobilized workers to the Armed Forces of Ukraine, when, in accordance with Article 119 of the Labor Code of Ukraine, for the period of performance of state or public duties, if the current legislation of Ukraine, these duties can be carried out during work time, employees are guaranteed the preservation of their place of work (position) and average earnings. In this situation, the enterprise incurs losses associated with the temporary absence of the employee from the workplace. According to our point of view, such losses do not consist in a certain amount of funds, because the funds spent on the payment of average wages are compensated from the state budget, but rather in the impossibility of further use of the work of an employee with certain knowledge, ensures the necessary quality of work, that is, forms the basis for maintaining the competitiveness of the company. In Ukraine, there is also the Law of Ukraine "On the Foundations of National Resistance", in accordance with which volunteer formations are created, which significantly expands the circle of persons involved in the performance of duties to ensure the military security of the state. That is, the supply on the labor market has changed significantly under the influence of an increase in the number of mobilized and participants in volunteer formations. Thus, the first stage of mobilization, which involved the call of the operational reserve, was 400 thousand people in number. On May 8, 2022, the mobilization of reservists of the third stage began (the number was not disclosed), and the number of participants in volunteer formations amounted to 100 thousand people. The total number of citizens constituting the personnel base of the security sector of Ukraine in May 2022 amounted to more than a million people. The level of influence of exclusively mobilization and the creation of volunteer formations can be traced on the basis of information from the State

Statistics Service, according to which in 2021 there were 17.4 million people of working age in Ukraine. Further changes in state regulation, which are aimed at supporting internally displaced persons and directly related to the labor market, provide for the promotion of employment, in particular, in the conditions of those enterprises that were withdrawn from the war zone. According to the Ministry of Economy of Ukraine, as of May 11, 2022, 1,171 enterprises have applied for relocation, 500 are actively moving their production facilities, 400 have been moved to safe regions, of which 216 have already resumed work in new places. The relocation site was 8 regions in Central and Western Ukraine. Such activity of business entities to restore activities should contribute to the priority creation of jobs for temporarily displaced persons. Along with this, there is a certain specificity that significantly affects the labor market. We are talking about the relocation of industrial enterprises, but similar actions in relation to agro-industrial producers are impossible, as will be noted later. Therefore, relocation is an important tool for restoring the labor market in the conditions of the active phase of military actions, but its use is mostly limited to industry. Another aspect of relocation can be seen in the applications filed by the business:

- in terms of scale of activity 26.1% (micro enterprises with up to 10 employees and an annual income of about 2 million euros), 42.9% (small enterprises, that is, up to 50 employees and 10 million euros of net income), 13.2% (medium enterprises with no more than 250 employees and annual income up to 50 million euros) and 3.4% (large enterprises with more than 250 employees and annual income exceeding 50 million euros);
- by areas of activity 60% of industrial enterprises, 12.6% - wholesale and retail trade, 3.67% - provision of services (hairdressing, manicure).

In accordance with the analytical data presented, relocation is used in most small industrial enterprises, which cannot fully compensate for the loss of jobs, which was a consequence of military actions. Another angle of this problem can be traced based on the fact that in 2021, 25,144 enterprises operated in Kharkiv region alone. That is, the current scale of relocation can be perceived solely as the acquisition of the necessary experience, but not such that they can stabilize the labor market.

Along with significant changes in the labor market of Ukraine, the military actions also affected

the markets of the EU countries. The main factor that led to changes in the EU labor market was Ukrainian refugees, the number of which was not the same in each individual country (Fig. 1).

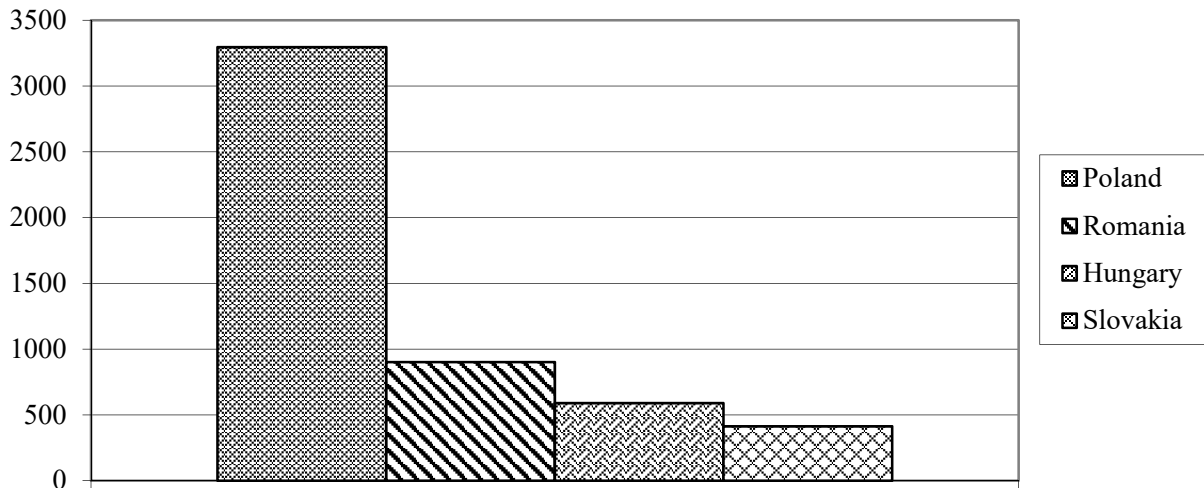


Fig. 1 Number of refugees from Ukraine, by individual EU countries from February 24 to May 12, 2022, thousand people

The largest share in the structure of forced migrants from Ukraine was taken by Poland (3.3 million, which led to an increase in the population by 8% and was 45 times higher than the average increase in migrants, not only as a neighbouring country, but also due to minor differences in national identity and the existing experience of a significant number of Ukrainians in labor migration. Due to the fact that the number of migrants exceeded 3 million people, the impact on the Polish economy was significant, in particular in terms of additional burden on the social sphere, but we will pay attention only to certain points that directly related to the labor market.

The Polish government allowed Ukrainian refugees to stay in the country and work for 18 months, which is also accompanied by free access to the healthcare system and educational institutions. The last point is especially important, because the majority of refugees are occupied by women with children. As financial support for each child, 120 euros are allocated monthly, which corresponds to the level of assistance to the Poles. Also, conditions have been created for the education of more than 200 thousand schoolchildren from Ukraine and plans are being developed to prepare students for receiving subsequent levels of education.

Summarizing, it can be argued that the military actions in Ukraine had a rather significant impact on the Polish economy, in particular, on its labor market. The negative aspects include worsening GDP growth forecasts (the expected growth of 4.5% may actually reach the level of 3.5%), intensification of inflationary processes and the emergence of problems in accommodating a much larger number of migrants. Positive consequences in the short term are an increase in the number of labor migrants, in particular women, which in the long term can be supplemented by more active arrival of men to reunite families and search for options for permanent residence. It is expected that the number of refugees remaining in Poland can reach the level of 1.5 million people, which is a significant achievement against the backdrop of the growing role of the labor force in the economic development of any country.

Summarizing the review of the impact of military actions in Ukraine on the labor market of individual EU countries, it is advisable to note another important point, which is a further change, but now through the return of refugees. The basis for such changes is the assertion of the refugees themselves, when they left Ukraine, regarding their desire to return, which was held by 78.2% of the respondents. Only 2% indicated that they did not

intend to return, and 19.8% found it difficult to answer this question.

Along with the data of analytical agencies on the return to permanent residence of about 25% of refugees and internally displaced persons, as mentioned above, data on certain characteristics of refugees who return from the EU countries are of interest. Thus, among the returnees, the majority (66%) are people with higher or incomplete higher education, 24% - with secondary specialized education, and only 10.5% - with general or non-verbal secondary education. No less interesting is the qualification structure, in which skilled workers make up 22.9%, technical specialists 9.5% and humanitarian specialists 12.4%. There is no doubt that such trends are predictable, but at the same time, there is a question about the incompleteness of the used opportunities of the EU countries to create conditions that would encourage Ukrainian highly qualified workers to stay for permanent residence.

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4. Discussions

According to the International Labor Organization, Ukraine has lost 4.8 million jobs. According to current forecasts, this figure could increase to 7 million when the conflict becomes prolonged, or decrease to 3.4 million if there are clear signs of stabilization in most of the country. In this context, it is important to consider the impact of military actions from another perspective - employment in agriculture, because this is directly related to the possible increase in threats to food security both in Ukraine itself and in other countries. To update the consideration of the perspective, here are just a few facts: Ukraine provides 30% of world exports of wheat and barley, as well as 65% of sunflower oil and 15% of corn, which is directly related to the rural labor market. Ukraine is considered a country where the share of the rural population is quite significant, in particular, according to the State Statistics Service of Ukraine, 12.6 million people lived in rural areas as of January 1, 2021, which is 30.4% of the total population structure, of which they actively carried out labor activities of 5.7 million people. The FAO report also emphasizes the important fact that before the intensification of military actions, the unemployment rate in rural areas reached the level of 9.4%, which

already formed an unfavorable situation in this sector of the labor market. Complicating the situation is also a number of important facts. Thus, the youth unemployment rate was twice as high as that of adults (16 and 9 percent, respectively), and the proportion of women who were not actively employed (22.5%) was higher than that of men (13.5%). and urban women (18.9%). These facts became an additional incentive for more active labor migration of these population groups during the military actions.

Based on a detailed study of FAO notes on the impact of conflicts on food security, we came to the conclusion that the rural labor market was also negatively affected: a significant number of internally displaced people, that is, more than 6.5 million people, in particular, we are talking about Eastern and Southern areas that traditionally specialize in the production of agricultural products, in particular wheat, corn and sunflower. The cyclical nature of the season and the loss of human potential during the planting and maximum care period (spring 2022) complicates the challenge of obtaining a harvest that would avoid famine in low-income countries. According to the latest UN estimates, Ukraine may receive less from 30% to 40% of the harvest in 2022. That is, for Ukraine, the problem of incomes of rural residents who have lost their jobs due to the cessation of agricultural enterprises, or, building by internally displaced persons, must change specialization. For other countries, due to the blocking of seaports and a possible decrease in the level of grain yields in Ukraine, the problem of hunger is actualized. According to the pessimistic forecasts of analysts at McKinset, the price of food could rise by 45% in 2022, which would be a disaster for the population of countries with medium and low incomes per person. In addition, we should not forget about the already high prices for natural gas and oil, which will lead to an increase in rental costs. In general, we are talking about a much more complex satisfaction of the primary needs of a person, that is, food, warmth and shelter.

If in relation to the labor market of Ukraine it was a question of a gradual transition to the third stage of transformation, then the rural sector will be characterized by a different dynamics. The recovery is exacerbated by ongoing problems with fuel, chemicals, fertilizers, disruption of supply chains and labor shortages. In the short term, we are talking

about a loss of production in the spring of 2022, so the need for labor will be partially postponed until the start of the new season in 2023. In the long term, the continued intensity of military actions and the ability of local authorities to restore social infrastructure, return as internally displaced groups of the population, as well as those who became refugees outside the country. In the perspective of further transformation of the labor market, which can be defined as the fourth stage, which will come after the cessation of military actions, the most demanded professions will include:

- builders to restore infrastructure;
- agricultural workers, the need for which will be stimulated by the high demand for food in world markets;
- physicians for the treatment of physical injuries received during military actions.

Such forecasts confirm the further transformation of the labor market of Ukraine, including the rural one, based on the need to meet the priority needs of the population.

5. Conclusions

Military actions have a significant impact on the labor market in Ukraine and the EU. Within a fairly short time period, that is, from February 24, 2022, it is rather difficult to unambiguously determine the nature of such changes, but trends can be identified and expectations can be formed. For the labor market and Ukraine, after a critically rapid collapse, there is a gradual recovery, but its course is far from unambiguous, which is determined by the regional aspect, that is, the presence of direct military confrontation and the degree of destruction of infrastructure, and industry specifics, which we considered in the context of demand for rural labor market. For the EU, the rapid increase in refugees (women with children and people over 60) with the simultaneous dismissal and return to their homeland of a significant part of labor migrants (men involved in heavy physical labor) provoked a labor market destabilization of great magnitude. The speed of deployment of social support for refugees is aimed at their comfortable stay with adaptation to the needs of the European labor market.

The prospect of further changes in the labor market of Ukraine and the EU is based on such a parameter as the duration of the military confrontation and the intensity of military actions, taking into account geographical boundaries. For Ukraine, subject to a quick cessation of military actions, that is, by the end of 2022, the problem of the return of internally displaced persons and refugees outside the country to their place of permanent residence with a corresponding critically high level of unemployment due to the temporary or final cessation of a significant part of the industrial enterprises and completion of the natural cycle in the production of agricultural products. Given the continuation of the active phase of military actions in 2023, it is likely that after the successful adaptation of refugees, and these are women and children, and the cessation of mobilization measures, family reunification will take place, but already on the territory of the EU countries. Of course, some of the refugees will still return to their homeland, but their choice will be significantly influenced by the current atmosphere that is being created in the EU countries to create safe living conditions. Similar temporal measurements can be applied to consider the development of the EU labor market. Accordingly, in the short term, there will be a partial replacement of vacancies in the field of low-skilled labor, in particular in agriculture. When returning to Ukraine, former refugees will gain the experience they need and will be able to change their point of view on labor migration, which will be based on the actually critically high level of unemployment in places of permanent residence. The option with a longer period of military actions, as already discussed above, forms the prerequisites for replenishing the labor market not only with motivated workers, but, above all, with full-fledged families with a focus on achieving the required level of well-being in the future.

The considered scenarios for the development of events require changes in the state regulation of both Ukraine and the EU in order to stabilize the labor market. Ukraine should strive to return refugees and restart the labor market, creating new jobs. In turn, the EU countries should focus on creating acceptable conditions for that part of the refugees who will fill vacancies and whose work will become the basis of economic growth.

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