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INTEGRATION OF SOCIAL-LABOR RELATIONS OF UKRAINE INTO THE SYSTEM OF INTERNATIONAL RELATIONS

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To regulate social and labor relations Ukraine creates its own legislative and normative system, which covers issues of employment, wages, social policy, conditions and labor protection, working time, migration and demographic policy, absorbing international and regional labor standards. The Constitution of Ukraine, in accordance with universally recognized principles and norms of international law, guarantees citizens their right to work, to run business not prohibited by law, to enjoy social protection. Ukraine has ratified and complies with norms of the ILO conventions, the Universal Declaration of Human Rights, normative legal acts of the Council of Europe and the European Union.

The main instrument which regulates social and labor relations is a relevant state program including national, regional and sectoral levels. Such programs are developed taking into account social standards and indicators, which are used for the formulation of goals and objectives of the program and for the selection of methods of implementation of the adopted programs.

The aim of the thesis is to reveal the issue of integration of social-labor relations of Ukraine into the system of international relations.

The tasks are to study current social-labor relations of Ukraine, to make an overview of the main issue of integration of social-labor relations of Ukraine into the system of international relations, to clarify the ways of improving labor relations in our country.

Topicality: the main problem of labor relations in Ukraine is that a number of Ukrainians leave our country to be employed abroad. Thus, they develop the economy of other countries despite the fact that large funds are sent to Ukraine to their relatives every year.

The study object is a social-labor relations of Ukraine and in the world.

Among **the methods** used there are methods of observation, generalization, description and comparison. For example, we analyzed the level of wage in Ukraine and compared it with other countries. Despite the fact that wages depend on the dollar exchange rate, there are some differences.

The scientific novelty of the presented work is that for the first time we have sorted out the disadvantages of social-labor relations of Ukraine and tried to propose solution to the issue.

Ukrainians leave our country to be employed abroad, because with the same conditions and requirements they can get bigger earnings. They can earn five times more than at home, picking tomatoes, mixing concrete or driving for Uber, the ride-hailing firm. Companies can register them to work for six months at a time. The fact is that the economic situation is deteriorating rapidly, forcing the Ukrainians to literally flee to neighboring countries in search of work. And that is performed quickly, rarely with accordance with the law.

For native Ukrainians, the average salary is surprisingly low compared with Western standards. It can vary between \$200-400 per month. If our government doesn't try to raise the minimum wage, it will still remain one of the lowest in the world. The same job is paid in different ways in Ukraine and in the world. Also, most of the Ukrainians employed in Ukraine are not in demand as workers in the world. Mostly, diplomas issued in Ukrainian universities are not international, this means, that, in order to get a job in another country, you need to undergo additional training.



Mostly, Ukrainians are interested in finding well-paid jobs in European countries, such as Poland, Germany, Lithuania, Czech Republic, France, Finland and others.

An important achievement of the European countries is the European Employment Strategy which includes creation of new jobs, quality of work, labor productivity, decent remuneration of labor and social security. Each of these components has certain peculiarities depending on the country and could be useful for Ukraine as well.

To improve the economic situation of the country it is necessary to provide all conditions and decent wages for native Ukrainians to prevent them from leaving our country for seeking better luck elsewhere.

According to employment contract an employee is obliged to provide necessary working conditions. Qualified people looking for a job are not motivated enough in all senses: the levels of payment proposed by an employer and the level of payment desired by an employee don't coincide. The same could be said about working conditions, proposed and desired. The possibility of promotion by the career path isn't always satisfactory for an applicant and not desired by an employer.

The new Labor Code of Ukraine (LC) suggests concluding written employment agreement with all employees. The New LC shall oblige to conclude written employment agreements, which should bring benefit to employee as all covenants of the parties are fixed on paper. At the same time, the New LC provides for abolishing of employment contract (special form of employment agreement, stipulated by Ukrainian labor legislation). Employers will be deprived from concluding contracts instead of agreements. In present time employment contract allows application of specific regulation of some aspects of employment relations. For instance, the contract may provide for extra liabilities of the parties and additional, other than stipulated by law, grounds for termination.

One of the most progressive changes in recruitment process is that employer receives a legal right to collect information on candidate's previous work experience before employing, pursuant to consent of the candidate.

Results and discussion. The theme of integration of social-labor relations of Ukraine into the system of international relations is a complicated one we find out some disadvantages of integration. At first, uncompetitive wage and the second one is that insufficient social protection, which is mostly declarative.

Of the most importance we consider to be the issue of present situation in Ukraine, which gives our society a lot of challenges: Ukrainian economics is suffering significantly in result of instability, military and political escalation.

Conclusion. Summarizing, we can say that to improve economic situation and labor relations in Ukraine our government should follow the example of European countries. The key instruments of this policy are: grants, full or partial expense reimbursement for professional training/retraining/internship, free assistance in personnel search and other benefits provided by structural funds and local authorities.

Keywords: labor relations, Labor Code of Ukraine, salary, labor standards, earnings.

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