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## **STATE SUPPORT FOR UKRAINIAN ECONOMIC ACTIVITY DURING MILITARY AGGRESSION**

Citizens, as well as enterprises, institutions and organizations in Ukraine are gradually adapting to temporary living conditions during martial law and resuming their activities and employment. The resumption of economic processes in the country provides reliable support to the Ukrainian army, which continues to heroically defend the borders of each city and village of the state, and helps return the

level of development of Ukraine's economy to pre-war levels. The Committee of the Verkhovna Rada of Ukraine on Social Policy and Protection of Veterans' Rights has repeatedly noted that one of the main components of social policy in a market economy is the maximum realization of the human right to work. This is what enables economic growth in the first place [1; 3].

During the military aggression of the Russian Federation against Ukraine, which deliberately destroys business, and thus deprives citizens of the ability to provide for their families, the work of the State Employment Service cannot be overestimated. The state institution relentlessly ensures the timely registration of the unemployed and the payment of unemployment benefits in areas where hostilities are taking place [1; 2]. Employers (including relocated enterprises) for quick job search and employment of the unemployed have also established active cooperation with regional state (military) administrations of the respective regions of the country to ensure uninterrupted filling of vacancies. Thus, under the terms of the program to relocate Ukrainian production, the state actively provides transportation of relevant equipment and resettlement of workers. Employment of the maximum number of citizens in regions where there is no active hostilities will create a new situation in the labor market and in the geography of Ukrainian business.

It is important to note that during martial law, any business in Ukraine and within a month after its completion can receive a loan of up to UAH 60 million, under 0% under the Program "5-7-9%". After this period, the loan rate will be 5%. Uninterrupted labor activity during the war is also facilitated by changes to labor legislation adopted by the Verkhovna Rada of Ukraine in early 2021. Thus, in February last year, the Law of Ukraine "On Amendments to Certain Legislative Acts on Improving the Legal Regulation of Telework" was adopted, which introduced two independent types (forms) of work - telecommuting and homework. In particular, the Law provides for the possibility for an employee to combine remote work with the

performance of work in the normal mode at workplaces on the premises or on the territory of the employer [1; 4].

At the same time, since the beginning of Russia's terrorist actions against Ukraine, the world community has been providing our country with humanitarian aid, and the country's authorities are working out internal mechanisms to support the population and business in difficult war conditions. Thus, each person who was forced to leave the zone of active hostilities will receive monthly state aid for UAH 2,000. In addition, employers who will employ internally displaced persons can count on UAH 6,500. State support for each employed citizen. In addition, the state reimburses the families who will provide shelter to IDPs with the cost of utilities for UAH 450. For every person who was sheltered. State aid for UAH 3,000. Also provided for persons with disabilities. The parents of each child who moved to safer regions will be paid UAH 3,000 monthly. In addition, the Verkhovna Rada of Ukraine continues to update the state's labor legislation, taking into account the needs of business and the working population during the war [1; 5].

In particular, in order to promptly recruit new employees, as well as to eliminate staff shortages and labor shortages, including due to the actual absence of employees who were evacuated to another area, are on leave, downtime, temporarily incapacitated or temporarily located unknown, employers may enter into fixed-term employment contracts with new employees during martial law or for the period of replacement of a temporarily absent employee. Thus, the creation by the Verkhovna Rada of Ukraine of an adequate legislative field in the context of the Russian Federation's military aggression against Ukraine will help to intensify the labor potential of every Ukrainian, which will positively affect economic processes in our country and accelerate its recovery in the future [1; 6].

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## **МОДЕЛЬ КОМПЕТЕНЦІЇ РЕКРУТЕРА**

Серед елементів сучасної системи менеджменту персоналу важливе значення відіграє рекрутинг персоналу, оскільки є технологією пошуку,