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## **STATISTICAL STUDY OF THE FEATURES OF THE LABOUR MARKET IN UKRAINE DURING WARTIME**

The morning of February 24th, 2022, has changed the life of every Ukrainian forever, because it was on this day that the Russian invasion of Ukraine began. Everyone was forced to adapt to new conditions. Some Ukrainians left homes, others lost their jobs and livelihoods; some of our compatriots lost their lives ...

The labor market in the country has undergone huge changes. A study conducted by the personnel portal grc.ua shows a shortage of staff in vital areas, which is caused by the relocation of people to the western regions of Ukraine. Thus, according to the data of the expert and analytical center of the portal, the number of specialists who were actively looking for work in March 2022 decreased by 16 times, compared to January 2022. The largest decrease occurred in Kyiv region, Kyiv, Dnipropetrovsk region, Sumy, Zaporizhia and Kharkiv regions [1].

The management of companies has to make only short-term decisions and be constantly ready for change. Some companies have decided to close because of their inability to guarantee the payment of wages, while others are trying to survive in the new environment. The management of some companies decided to keep the staff by payments for actual time worked by an employee and financial assistance. The latter applies in particular to those who find themselves in the occupied territories. Thus, the ATB-Market and Silpo chains had to close some of their stores.

As of the end of March, 20% of companies were fully operational; 40% were not operating at all; 30% planned to resume operations in the near future; the rest ones either limited their operations in some regions or planned to close their businesses [2].

The labor market is experiencing a lack of information about the professions of internally relocated people, as this would help close some vacancies in the

western regions of the country. Also, the evacuation of enterprises, according to experts, may revive the labor market in Western Ukraine [2].

It should also be taken into account that some of our specialists (particularly women) who had to flee to Europe due to the war will also be employed. These data will become known over time.

Analyzing the data of the website work.ua as of the end of April 2022, we can note that the most popular in Ukraine were specialists in the category “Working specialties, production”, “Service sector”, “Sales, purchasing”, “IT, computers, Internet”.

It should be noted that job search sites have faced unforeseen difficulties, as some vacancies can quickly become obsolete due to wartime, which requires constant updating.

The world labor market is constantly changing. It has undergone tremendous changes since the COVID-19 pandemic, when remote work has become commonplace. Inevitably, the war in Ukraine will cause changes in the labor market. According to the beliefs of some analysts, this is especially true of professions in demand after the war, such as experts in security (particularly energy); professional military; psychologists (especially the military ones), physicians, specialists in modern construction and architecture technologies, defense industry workers, and modern educators, ready to provide a real quality education [3].

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## **THE ACCOUNTING OF SICK LEAVE E-CERTIFICATES: MYTHS OR REALITIES FOR BUSINESS**

Payments of benefits to employees due to temporary loss of capacity for work have significant importance in the scheme of employee benefits. The transition period in implementing sick leave e-certificates (referred hereinafter as e-certificates) started in Ukraine on October 1, 2021. Today, all the healthcare institutions are obliged to issue e-certificates. It, however, should be noted that the procedure for “issuance” of e-certificate differs from the conventional order of issuance of a paper sick leave. From now on, medical staff do not have to fill a blank form of disability certificate, hence, they do not need to know job-related details of a disabled person.

Figure 1 illustrates the algorithm for the creation of e-certificate, including six phases beginning from the moment when the patient solicits the doctor to issue him/her a sick leave certificate in order to receive a benefit on temporary loss of capacity to work, payable to its holders.

At the first phase, the doctor in a healthcare institution examines the patient and creates the medical certificate of temporary disability, containing the following data: number of record in the Register of Medical Reports; the doctor’s report on temporary disability (“common decease or injury”, “ill child care” etc.); the validity of doctor’s report (dates of beginning and termination of its validity); reference to the previous medical report on temporary disability (if any); the mark about the beginning of a new case of temporary disability (if any) [1].

The medical report shall include administrative data, conclusions of the doctor made by the results of a medical review on temporary loss of the capacity to work, with indicating the date of beginning and the expected date of termination of the period of temporary loss of the capacity to work (the date of the