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## **TRENDS IN REMOTE EMPLOYMENT IN UKRAINE**

**Introduction.** Societal and economic developments along with technological advances have resulted in the expansion of the labor market and the emergence of new employment forms. Nowadays, there is the need to enhance the labor market flexibility and, therefore, to search for new conceptual approaches to industrial relations that will allow people to realize maximum employment potential by providing favorable conditions for creativity in the workplace. Remote employment regulation in the labor legislation of Ukraine is becoming increasingly important.

**Review of recent publications.** The issue of the nature and importance of remote employment has been covered in the publications of such scientists as V.K. Antoshkina, V.M. Petiukh [1] M. Bobrykova, A.M. Kolot [2] O.V. Volkova, P.Y. Svitailo, V.M. Korobchenko [3]. However, it should be noted that the issue under consideration calls for a more detailed research.

**Objectives of the paper.** The study is aiming at the determining the main trends of remote employment in Ukraine.

**Results of the research.** Rapid development of information technologies has objectively influenced the formation of a new economic climate operating on the basis of modern computer technologies, network information resources and telecommunications. This has resulted in the emergence of remote employment.

Remote employment should be understood as non-standard form of employment based on the flexible social and labor relations between workers and employers that takes place in a virtual environment using information and communication technologies. According to various scholars, the following forms of remote employments should be distinguished:

1) teleworking from home – a type of employment in which workers perform their work duties at home at least one day a week, using a PC as a means of communication with management and colleagues;

2) virtual office or virtual workplace – a work environment in which employees work cooperatively from different locations using a computer network (in lieu of a single building or other single physical location). As opposed to a single location site (facility) where workers are housed, the virtual office is typically a collaborative communications medium, such as a computer network, where workers gather electronically to collaborate and/or carry out other work activities. The actual physical locations of the employees working in a virtual office can be temporary or permanent and can be nearly anywhere, such as their homes, satellite offices, hotel rooms, corporate offices (shared work space), airports, airplanes, or automobiles;

3) working from a telework center – where a certain organization provides jobs for employees of other organizations, is taking the issue of jobs office equipment, communications high-speed Internet, public databases, software and more. A telework center is a facility that 1) provides workstations and other office facilities/services that an employee utilizes (typically on a fee for use/service basis) from several organizations and 2) an employee uses the facility as a geographically convenient alternative worksite for its users. [3]

In advanced economies, the extent and rate of remote employment is immense, which is reflected in a number of profound studies conducted by foreign researchers. Remote employment in the US and Europe has been studied by major analytical public and private consulting firms: International Telework Association & Council (USA), Institute of Employment Studies (with the European Commission's support), etc.

In 2015, more than 20% of Ukrainian companies used remote work staff. The average proportion of remote employees in the company accounted for about 33% of all office workers. By switching to the remote mode only during 2015 employers managed to save about UAH 1.7 billion. About 35% of companies in the country have virtual working places, and the total savings from switching to a remote time is more than 3bn USD per year. According to the study conducted by Bitriks24 in cooperation with GFK Ukraine, in the next two years Ukraine is expecting a rapid growth in the share of employees. The number of people working remotely will increase.

The survey results also showed that the performance of remote staff is evaluated as “highly skilled”, and top managers are ready to replace all their office employees by remote ones. This is particularly evident in the sizes of salaries that companies are ready to set for remote employees. According to estimates, having provided an employee who agrees to work remotely with necessary software and hardware, a company can save about USD 17,000 per annum. Business owners can save money on office equipment and rent, on salaries and wages by expanding the geography of employment and tax optimization [4].

Unlike developed countries, the concept of “remote employment” or “freelance” is not covered by the Ukrainian legislation. At the same time, the growing popularity of remote employment has led to the growth of the shadow economy, an increase in social insecurity of remote workers and violation of their rights [5]. So, it is essential to find ways to regulate remote employment. In this regard, the legal regulation of

remote employment in Ukraine should be refined. For instance, the Labor Code of Ukraine should include an article specifying the term “remote employees”; the Law of Ukraine “On Employment” should define “remote employment” and fix the following provision: “The state shall promote remote employment”. Moreover, government employment policy should be established to encourage the development of remote employment, using tax incentives and single social contribution exemptions; special institutions should be created to ensure and coordinate remote employment.

**Conclusion.** Thus, the research into the experience of remote employment has shown that this form of employment is a justified strategy for particular types of cooperation, which in turn helps to cut managerial costs, increase work motivation, efficiency of labour and working capacity. Therefore, it is necessary to improve the legal regulation of remote employment.

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## **THE INTERNATIONAL LABOR MARKET IN THE CONDITION OF GLOBALIZATION OF THE ECONOMY**

**Introduction.** At the present stage, there are profound changes in the whole system of international relations. Their essential feature is globalization. Globalization of international relations affects all spheres of public life.

One of the important elements of the global economic system is the international labor market. Problems of the functioning of the labor market are relevant to the economy of any country in connection with the need to preserve, multiply and rationally use the available labor potential.

**Objectives of the paper.** The aim of the study is to analyze the development of the international labor market in the context of globalization.

**Results of research.** In a globalized world, the labor market has become international. Relations between countries, companies and employees increase. This leads to the need for further in-depth study of the global labor market.

There are reasons for the emergence and development of the international labor market:

- growth of international capital mobility;
- growth in international labor mobility [1].

For the last 15 years, flows of labor migration have grown by more than 1.5 times. Even now this tendency persists [2].

According to statistics, the largest number of migration flows in Europe is 33%, Asia is the second.