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BALTIC JOURNAL OF LAW & POLITICS

A Journal of Vytautas Magnus University

VOLUME 16, NUMBER 1 (2023)

ISSN 2029-0454

Cit.: *Baltic Journal of Law & Politics* 16:1 (2023):485-492

DOI: 10.2478/bjlp-2023-0000035

Organization Of Labor Relations Under Martial Law In Ukraine

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Abstract

The scientific publication is an original study of actual changes in legal regulations and mechanisms for regulating labor relations in Ukraine under martial law. The article discusses the issue of ensuring freedom of labor in the conditions of a special legal regime, taking into account the latest legislative changes, determines the importance of the effectiveness of regulating labor relations in conditions of instability, the need to change the legislative mechanisms for regulating the interaction between the state, the employer and the employee. The authors summarized the current changes in labor legislation, defined the basics of legal support for the activities of persons who implement a remote form of work, analyzed the peculiarities of the regulation of legal relations between employers and employees, in particular, mobilized persons.

Keywords: labor legislation, labor relations, freedom of labor, employment, martial law, legal regulation, protection of labor rights.

Introduction

The temporary occupation of the territory of Ukraine, the introduction of martial law, the mobilization of workers, the destruction of enterprises affected the activities of all subjects of economic activity, institutions and organizations throughout the country and led to changes in the legal regulation of various spheres of the state's life, including labor relations.

In the system of labor relations, the main place belongs to the legal relationship between the employer and the employee, which in its essence is a certain relationship that arises on a voluntary basis as a result of concluding an employment contract (Yurovska, 2013, p. 68). Therefore, such employment relations are determined precisely by the content and boundaries of the employment contract (Kucher et al., 2017, p. 102). By entering into an employment contract, employees exercise their constitutional right to work, the right to proper, safe and healthy working conditions, to a wage not lower than that determined by law, the right to timely remuneration (Article 43), the right to strike to protect their economic and social interests (Article

44), the right to rest (Article 45), the right to social protection (Article 46), the right to participate in trade unions in order to protect one's labor and socio-economic rights and interests (Article 36) (Constitution of Ukraine, 1996).

The Code of Labor Laws regulates labor relations between the employer and the employee, provides for guarantees when concluding, changing and terminating an employment contract (Article 22), and defines the grounds for terminating an employment contract (Article 36) (Labor Code of Ukraine No. 322-VIII, 1971).

Since the full-scale military invasion of the aggressor country on the territory of Ukraine, the legislator has made significant changes to the branch legislation. Analysis of current labor legislation, determination of trends in the development of labor relations under martial law will contribute to a clearer understanding of the role and meaning of labor law as an independent branch of law designed to protect the rights and interests of employees and employers in the conditions of a special legal regime on the territory of Ukraine.

1. Methodology of the study

The methodological basis of the scientific article from the point of view of labor law is its methodology, as a teaching about the system of methods, principles, special means and methods of studying general regularities, emergence, development, functioning and maintenance of labor relations, phenomena and institutions.

The scientific article singles out a three-level structure of methods for researching the peculiarities of the organization of labor relations in Ukraine in the conditions of martial law - philosophical, general scientific and special scientific.

Methodological approaches that determined the general research paradigm are as follows. A synergistic approach was used during the evolution of labor legislation under martial law. The comprehensive approach involves the analysis of the subject of research within the framework of a combination of different scientific schools, concepts and methods and is implemented through the vision of the object from the most diverse positions, by combining the knowledge of different methods. The use of the humanistic method contributed to the formation of proposals for the current legislation, which regulates the legal relationship between the employer and the employee in the conditions of special legal regimes. At the same time, it is taken into account that in a democratic state, in which a person is the main legal value of society, and the protection of his rights and freedoms is the main activity of the state and its entire public apparatus.

2. Analysis of recent research

The issue of the organization of labor relations is the subject of many scientific investigations. However, the relevant scientific positions of scientists in the field of labor law were laid out in peacetime and require analysis in the new realities of wartime, taking into account the latest legislative changes in the legal regulation of labor relations.

The purpose of the article is to clarify the influence of martial law conditions on the opportunities for citizens to exercise freedom of labor in Ukraine, to determine trends in the development of labor law in Ukraine under martial law conditions, based on the analysis of the content of new laws, laws on amendments and additions to some current legislative acts.

3. Results and discussion

At the constitutional level, the key role of the principle of equality of rights and freedoms of a person and a citizen is defined for any legal relationship between the state and its citizens (Constitution of Ukraine: Law of Ukraine, 1996). The current legislation emphasizes the undeniable importance of observing this aspect in the organization of the functioning of every sphere of life, which also applies to the sphere of labor relations. It is the Code of Labor Laws of Ukraine that enshrines the unity of labor legislation regardless of race, color, political, religious and other beliefs, gender, ethnic and social origin, property status, place of residence, language or other characteristics, etc. (Code of Labor Laws of Ukraine No. 322-VIII, 1971).

Human resources, as well as effective communication between the state, business and citizens, acquire special value in the conditions of a state of war, when every human life is at risk, and the state's exit from post-war instability is impossible without productive work, maximum dedication of citizens to their profession and functional duties.

First of all, we note that martial law is a special anthropic condition, in the event of which the effect of the principle of freedom of labor changes significantly. According to Art. 1 of the Law of Ukraine "On the Legal Regime of Martial Law" No. 389-VIII dated 12.05.2015, the term "martial law" means a special legal regime introduced in Ukraine or in some of its localities in the event of armed aggression or threat of attack, danger to state independence of Ukraine, its territorial integrity and provides for the provision of the relevant state authorities, military command, military administrations and local self-government bodies with the powers necessary to avert the threat, repulse armed aggression and ensure national security, eliminate the threat of danger to the state independence of Ukraine, its territorial integrity, as well as temporary restriction of the constitutional rights and freedoms of a person and a citizen and the rights and legal interests of legal entities due to a threat, with an indication of the period of validity of these restrictions (Law of Ukraine No. 389-VII, 2015).

The main task of modern labor law in the conditions of martial law, as in peacetime, remains the development of an effective sectoral mechanism for ensuring the labor rights, freedoms and interests of employees and employers. First of all, it is about properly enshrining the list of basic labor rights of the employee and employer at the legislative level in accordance with international and European standards, as well as guarantees of their implementation, forms, methods and means of protection and protection.

Even the specific conditions of war cannot change the very economic essence of labor relations, which, as already formed, are an integral category, possessing inherent features and traits that determine the specifics of the interaction between the parties - the state, the employer and the employee. Based on the analysis of separate normative legal acts and draft laws that regulate legal relations in the specified area, we believe that the following signs are: labor relations involve the personal performance of work by a person with a specific qualification, profession, position on behalf of and under the control of the person in whose interests the work is performed; labor relations must provide for the regulation of the labor process itself, which is of a permanent nature and, usually, does not provide for the establishment of a specific result (volume) of work for a certain period of time; the work process of an employee involves its implementation at the workplace determined or agreed with the person in whose interests the work is being performed, in compliance with the rules of internal labor regulations established by it; labor relations as a separate element determine the obligation to organize working conditions by the person in whose interests the work is performed, in particular, the employee must be provided with equipment, tools, materials, raw materials, a workplace, a computer or other forms of technical support, etc.; labor relations involve the motivation of employees, an important element of which is the systematic payment of labor to the person who performs the work, rewards in monetary and/or in-kind form; labor relations provide for establishing the duration of working hours and rest time; under certain circumstances, financial expenses related to the performance of the work may be reimbursed by the person in whose interests the work is being performed (draft Law of Ukraine No. 5054, 2021; draft Law of Ukraine No. 5054-1, 2021).

Thus, labor relations are "relationships between an employee and an employer, which provide for the performance on behalf of, under the direction and control of the employer personally by the employee for the remuneration of the work specified by the employer" (draft of the Law of Ukraine No. 5054, 2021); this type of relationship is formed as a result of the existence of imbalances between such determinants as labor supply and demand, high unemployment, low labor efficiency, wage levels, mass external migration, and the development of informal forms of labor.

In the conditions of war, the basis for the legislative regulation of labor relations became the Law of Ukraine No. 2136-IX "On the Organization of Labor Relations in the Conditions of Martial Law" (Law of Ukraine No. 2136-IX, 2022), which determined that the norms of labor legislation in the

part of relations regulated adopted by the Law, do not apply, and individual constitutional rights of citizens may be limited during the entire period of martial law. The law defines the main aspects of the legal regulation of the processes of concluding and terminating an employment contract, establishing and accounting for employees' work and rest hours, wages, vacations, and suspension of the employment contract under martial law.

In the conditions of martial law, it is possible to determine the optimal form of labor activity, in which the work is performed by the employee outside the employer's premises in any safe and comfortable place of his choice and with the use of information and communication technologies. This definition fully reflects the socio-economic essence of remote or home-based forms of work and takes into account the essential features of such types of employment.

The basics of labor regulation in the case of remote or home-based forms of work are regulated by the Law of Ukraine "On Amendments to Certain Legislative Acts of Ukraine on Improving the Legal Regulation of Remote, Home-Based Work and Work Using Flexible Working Hours" No. 1213-IX dated February 4, 2021 (Law of Ukraine No. 1213-IX, 2021), as well as Law of Ukraine No. 540-IX "On Amendments to Certain Legislative Acts of Ukraine, Aimed at Providing Additional Social and Economic Guarantees in Connection with the Spread of the Coronavirus Disease (Covid-19)" (Law of Ukraine No. 540-IX, 2020).

At the same time, there are certain inconsistencies between the above documents, the Code of Labor Laws, as well as the Law of Ukraine "On the Organization of Labor Relations in the Conditions of Martial Law", which emphasizes the relevance of legislative activity in the outlined direction and streamlining mechanisms for regulating the interaction of employees and employers, who are bound remote form of work.

Attention should also be paid to another trend in the development of labor relations in the conditions of martial law – the strengthening of the flexibility of the legal regulation of relations in the specified sphere and the mobility of the employee when exercising the right to work, which is manifested in the legislative regulation of some non-standard forms of employment, in particular, the introduction by the Law of Ukraine "On Amendments to Some Legislative Acts of Ukraine Regarding the Regulation of Some Non-Standard Forms of Employment" No. 5161 dated 25.02.2021 of a new type of employment contract – an employment contract with non-fixed working hours. Employees with whom such a contract is concluded are called freelancers. An employment contract with non-fixed working hours does not provide for a specific time of performance of the work, the employee is obliged to perform the work only if it is provided by the employer, in the absence of guarantees that such work will be of a permanent nature. Under an employment contract with non-fixed working hours, the employee receives wages for the time actually worked or for the work actually performed (draft Law of Ukraine No. 5161, 2021).

As you can see, the said draft law defines the peculiarities of regulating the labor relations of employees and employers in the case when it is impossible to determine in advance the types, volumes and periods of performance of one or another work, which is characteristic of the conditions created as a result of the intensification of hostilities on the territory of Ukraine. An important idea of the draft law is the introduction of an employment contract with non-fixed working hours, thus giving the parties to such a contract an opportunity to promptly resolve issues related to the necessity and time of engaging the employee to work, outlining its scope and performance regime. In the context of wartime, such conditions for the organization of labor relations are optimal, since the employee can manage his mobility, independently assess the real possibilities for the performance of work, but retain the guarantees provided for by the labor legislation, in particular regarding the order and work regime relevant to the conditions of the wartime state. rest time, the mechanism of employment and dismissal, payment of wages (draft Law of Ukraine No. 5161, 2021).

At the same time, it is difficult to deny the importance of non-standard, remote or home-based forms of work in the conditions of war. The legislative basis of labor relations is also a typical labor contract, however, the key distinguishing feature is that these types of employment are built on the principle of flexibility of the working time regime, which allows the establishment of

a different work regime than that defined by the rules of the internal labor procedure, but subject to compliance with the law of Ukraine "On the Organization of Labor Relations in the Conditions of Martial Law" daily, weekly or other norms of the duration of working hours determined for a certain accounting period (Law of Ukraine No. 2136-IX, 2022). The principle of self-regulation of working hours allows the employee to adjust the time of the start and end of work and the length of the working day, which is especially appreciated in war conditions and significantly determines the level of safety and security of a person.

The basics of legislative regulation of relations between employers and employees who are involved in the performance of duties provided for by the laws of Ukraine "On military duty and military service", "On mobilization training and mobilization" are regulated by the provisions of labor legislation. In particular, Art. 119 of the Labor Code of Ukraine stipulates that during the performance of state or public duties, if, according to the current legislation of Ukraine, these duties are performed during working hours, employees are guaranteed the preservation of the place of work and all the conditions stipulated in the labor contract already concluded between the employer and the employee contract (Code of Labor Laws of Ukraine No. 322-VIII, 1971). And this means that for employees called up for fixed-term military service, military service by conscription of officers, military service by conscription during mobilization, for a special period, military service by conscription of reservists in a special period or accepted for military service under a contract, including by concluding a new contract for military service, during the validity of the special period for the period before its end or until the day of actual release, the place of work, position and average earnings at the enterprise, institution, organization, farm, agricultural to a production cooperative, regardless of subordination and form of ownership, and to individual entrepreneurs in whom they worked at the time of the draft. Such employees have the right to receive payment of financial support at the expense of the State Budget of Ukraine in accordance with the Law of Ukraine "On social and legal protection of military personnel and members of their families".

Also, the Law of Ukraine "On Amendments to Certain Legislative Acts of Ukraine on Simplifying the Regulation of Labor Relations in the Field of Small and Medium-Sized Entrepreneurship and Reducing the Administrative Burden on Entrepreneurial Activity" No. 5371 of July 19, 2022 is aimed at expanding the contractual basis for the regulation of labor relations during the period of martial law, which consists in providing an opportunity for the employer and the employee, by mutual agreement, to include in the written employment contract provisions on the emergence and termination of employment relations, working conditions, rights and guarantees defined by the Code of Labor Laws of Ukraine, at their own discretion (Law of Ukraine No. 5371, 2022). At the same time, simplifying the regulation of labor relations involves preserving the basic labor rights and guarantees of employees. The contractual regime for the regulation of labor relations will be applied between an employee and an employer who is a subject of a small or medium-sized business with the number of employees not exceeding 250 people, or between an employer and an employee whose monthly salary is more than eight times the minimum wage. The application of the contractual regime of regulation of labor relations by employers who have the right to apply it is voluntary (Law of Ukraine No. 5371, 2022).

It is worth emphasizing that the provisions of the Law of Ukraine "On the Organization of Labor Relations in Martial Law" No. 2136-IX dated 15.03.2022, which mainly concern the regulation of individual labor relations, and, accordingly, the exercise of individual labor rights and the fulfillment of corresponding labor rights responsibilities. The limitations of labor rights established by this Law are based on the prescriptions of Art. Art. 43-44 of the Constitution of Ukraine. At the same time, the specified regulatory legal act not only provides for limitations and peculiarities of the organization of labor relations, but also defines certain minimum labor guarantees, which mainly concern individual labor rights.

Attention is also drawn to the use in various articles of the Law of Ukraine "On the Organization of Labor Relations under Martial Law" of the wording "has the right to...", "may be established...", "may conclude...", "possibility of termination...", "may terminate...", etc., which testifies to the dispositive nature of the relevant provisions, which determine certain limitations and features of the organization of labor relations in the conditions of martial law, and hence the realization of

individual and collective labor rights.

Another characteristic trend in the development of labor law and the reform of labor legislation in the conditions of martial law is the strengthening of the protection of the labor rights of employees and guarantees of their implementation.

The Law of Ukraine "On Amendments to Certain Laws of Ukraine Regarding the Functioning of Employment and Mandatory State Social Insurance in the Event of Unemployment During Martial Law" No. 2220-IX established a number of additional guarantees in the areas of employment and mandatory social insurance state social insurance in case of unemployment in a special period. The said Law amended the laws of Ukraine "On mandatory state social insurance in case of unemployment", "On employment of the population", "On ensuring the rights and freedoms of internally displaced persons". Among the novelties introduced by the specified law, in particular, the introduction of one-time financial assistance for the organization of entrepreneurial activity, simplification of the procedure for awarding unemployment benefits, regulation of the procedure for providing benefits for partial unemployment, etc. (Law of Ukraine No. 2220-IX, 2022).

In the context of the subject of the study, relatively recent amendments to the Law of Ukraine "On the Organization of Labor Relations in Martial Law", concerning, in particular, changes in essential working conditions, duration of working hours, and rest periods aimed at strengthening the minimum labor guarantees of workers' rights require special attention in the context of the research subject (Part 2 of Article 3, Parts 1-3 and 6 of Article 6, Part 1 of Article 12, etc.). Certain mandatory norms of the specified law have been replaced by dispositive provisions. For example, in the first paragraph of the first part of Art. 12 already refers to the possibility of limiting the duration of an employee's annual basic leave by the employer's decision to 24 calendar days (Law of Ukraine No. 2136-IX, 2022).

At the same time, some norms of this Law have undergone changes compared to the previous edition in the direction of establishing certain restrictions. Yes, Art. 12 of the Law is supplemented by part four, which stipulates that during the period of martial law, the duration of leave without salary of an employee who has left Ukraine or acquired the status of an internally displaced person is limited to 90 calendar days (Law of Ukraine No. 2136-IX, 2022).

Despite the positive dynamics regarding the reduction of restrictions on labor rights, which has taken place in the legislation of Ukraine since the introduction of the martial law regime, it should be pointed out the insufficiency of the legally defined conditions-indicators of the application of such restrictions, which unreasonably negatively affects the realization of the right to vacation as a component of decent work in Ukraine with taking into account its course towards European integration. In connection with the above, we see the need to make changes to the first paragraph of the first part of Article 12 of the Law of Ukraine "On the Organization of Labor Relations in the Conditions of Martial Law": "During the period of martial law, the provision of annual basic leave to an employee by the decision of the employer may be limited to 24 calendar days for the current working year, provided that the employee is employed at critical infrastructure facilities (in the defense sector, in the sphere of ensuring the livelihood of the population, etc.) or in the event that his stay on vacation may negatively affect the functioning of the enterprise, institution, organization".

In the new edition, Art. 13 of the Law of Ukraine "On the Organization of Labor Relations in the Conditions of Martial Law", which refers to the suspension of the employment contract. It is about specifying the procedure for suspending the employment contract and its execution, providing for the possibility and procedure of appealing the relevant order (order) of the employer in case of disagreement with it by the employee (employees). We believe that the specified norm in this version limits the employee's will in legal relations with the employer. Under such conditions, we consider it expedient to submit paragraph 2 of part 1 of article 13 of the Law of Ukraine "On the organization of labor relations under martial law" in the following wording: "The employee has the right to cancel the suspension of the employment contract. Upon receipt of a written

application from the employee to cancel the suspension of the employment contract, the employer must provide the employee with a workplace within 10 calendar days".

Also, the Law of Ukraine "On the Organization of Labor Relations in the Conditions of Martial Law" was supplemented by Art. 15 "Reimbursement to employees and employers of money related to labor relations, lost as a result of armed aggression against Ukraine" and Art. 16 "State supervision (control) of compliance with labor legislation during the period of martial law" (the first part of Article 14 refers to the provision by professional unions of public control over the minimum labor guarantees provided for by this Law) (Law of Ukraine No. 2136-IX, 2022).

It should be emphasized that the changes made to the labor legislation, on the one hand, significantly limit the labor rights of employees (introduction of the possibility of increasing the duration of working hours on critical infrastructure, the list of grounds for dismissing an employee at the initiative of the employer has been expanded, approaches to regulating the right to vacations have changed, etc.), on the other hand On the one hand, they are absolutely necessary to guarantee the functioning of the economy and provide jobs in the conditions of a full-scale war.

In general, we note that labor law, as a social law, has the primary task of maintaining a balance of interests of employees, employers, and the state. Optimizing labor legislation in the conditions of martial law imposed on the territory of Ukraine made it possible to significantly organize the order of interaction between the employee and the employer, eliminate the potential occurrence of labor disputes in connection with the existing legislative gaps in the regulation of labor relations, ensured the appropriate level of flexibility of labor relations, which employers need in conditions of war. Under such conditions, the legislative approach to the adoption of new laws, amendments and additions to the current acts must take place while preserving the limits of legal regulation of labor relations, which are determined by the sectoral legal mechanism of labor law.

Conclusions

Legislative regulation of labor relations is the influence of a set of laws of Ukraine and other normative legal acts on the order of organization of relations between an employee and an employer; by its socio-economic essence, such relations involve the performance of work on behalf of, under the direction and control of the employer personally by the employee for remuneration determined by the employer.

The principle of freedom of labor applies to all citizens who possess, use and dispose of this freedom. At the same time, the introduction of a special legal regime in the country, in particular martial law, the freedom of labor has a limited nature of work in favor of public needs and interests of the state. In the conditions of martial law, labor law remains the guarantor of ensuring the labor rights of employees and employers and does not change its essence, social significance and social purpose.

The key task of modern labor law in the conditions of martial law is the development of an effective sectoral legal mechanism for ensuring the labor rights, freedoms and interests of employees and employers. It is about the proper consolidation of the basic labor rights of the employee and the employer at the legislative level in accordance with international standards, guarantees of their implementation, forms, methods and means of protection and protection. At the same time, the legislative approach to the regulation of individual and collective labor relations in the conditions of the specified special legal regime should remain unchanged within the independent field of labor law.

The analysis of legislative initiatives in the conditions of martial law made it possible to single out certain trends in the development of modern labor law in Ukraine: the establishment of certain limitations and features of the organization of labor relations with an emphasis on the implementation of state needs; introduction of mobile legal mechanisms for implementing the right to work; expansion of the contractual principles of regulation of labor relations; strengthening the protection of labor rights of workers, primarily mobilized persons, and

guarantees of their implementation.

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