

Information  
on measures to improve social protection of unemployed  
in Ukraine

***The main objective*** of the State Employment Service of Ukraine is to assist citizens in complying with guarantees of state defined by the Constitution of Ukraine, in part of ensuring their right to work.

Guarantees of realization of the right to work disclosed in the Labour Code of Ukraine, the Laws of Ukraine "On Employment", "On mandatory state social insurance against unemployment".

The main substance of these guarantees is the realization of governmental policy at work on the principles of equality for all citizens who wish to work, opportunities to get a job, education, professional training and development.

An activity of the State Employment Service is conducted according to the Resolution of Cabinet of Ministers of Ukraine of September, 8, 2010. № 831 "On approval of the Guidelines of State Employment Policy for 2010-2011" which stated that state employment policy is associated with the formation of civilized labor market, which involves balancing the demand for labor by creating jobs of the required number and offering of workforce by creating conditions for its professional training and ensuring decent working conditions.

Functioning of labor market requires the implementation of measures aimed at creating conditions to minimize the negative impact of the crisis on the economic activity of population, employment support, prevention of mass release of workers and unemployment increasing.

***Implementation of the state employment policy is held by addressing the following issues:***

- ~ minimize the impact of financial crisis on the state of the national labor market;
- ~ expand the scope of labor by creating jobs with proper working conditions;
- ~ provide the national economy with qualified personnel;
- ~ improve the quality and competitiveness of the workforce;
- ~ strengthen the position of youth in the labor market;
- ~ increase motivation to legal productive employment, deshadowing relations in the labor market;
- ~ return unemployed to work, ensuring their social protection;
- ~ solve problems of employment with disabilities;
- ~ control of labor migration.

***Return unemployed to work, ensuring their social protection is realized through:***

- strengthening the role of State Employment Service by controlling the labor market (cooperation with employers in the formation of bank of jobs, employment of unemployed people and youth on the first work and providing subsidies to employers, professional training of unemployed at the request of employers and cooperation with educational authorities in maintaining the state system of professional orientation of the population);
- active participation of unemployed people registered in State Employment Service in paid public works;
- offer the population, especially youth professional orientation and training services by the State Employment Service;
- cooperation of the State Employment Service with employers to employ disabled people seeking for work within the standard of jobs in enterprises, institutions and organizations according to the Law of Ukraine "On the basis of social protection of invalids in Ukraine".

To resolve the issue of employment the State Employment Service in its work uses a systematic approach, which is known as "The unified technology of maintenance of the unemployed." This technology provides detailed sequence of services to the customer from the moment when he crosses the threshold of the center until its employment.

Employment centers are equipped so that any visitor can understand everything himself using all visual equipment, displays, terminals, information screens, etc., which displays information about the legislation on employment, city enterprises and organizations' vacancies, professional training, paid public works and others.

Creating conditions for effective job search without crowds and bursts, wide access to information, everyday services without lunch breaks, combined with careful attention to unemployed citizens has its positive results.

***The employment system of unemployed citizens*** offers services for people and employers:

- systemic work with employers to obtain reliable information on the availability of vacancies and staffing of personnel;
- provide information on vacancies, labor market's situation, services of employment service through the use of municipal automated single database, media, public information events, including free access to information via the Internet to clients of the employment services, information terminals, etc.;
- systematic career guidance work with the population, especially with young people;

- professional training, retraining or development of the unemployed for specific jobs in order of employers, particularly through individual training directly in manufacturing;
- involvement of citizens in paid public works.

For employment service employers are partners in the implementation of national employment policy. From the employers' side such partnership is realized by providing information to the employment centers about vacant jobs. **Work with employers** (seminars, visits to enterprises, etc.) is a prerequisite for effective activity of the State Employment Service, as the availability of information about vacancies affect the efficiency of social services to the population.

Valuable component of employment system is information.

Employment Service carries out different mass information activities (job fairs, open days, seminars, on-site consultations in the enterprises, competitive selections, etc.).

Information about the labor market situation, the employment opportunities, services of the State Employment Service are widely distributed on television, radio, in print, online, etc.

Much attention in the activities of employment services is dedicated to **career guidance work with people**. Career guidance – is a scientific and reasonable complex system of forms, methods and means of influencing the person in order to optimize their professional self-determination which is based on individual's personal characteristics and labor market needs. The main purpose of career guidance work in the employment service is to support specific methods of strengthening worker's competitiveness in the labor market and achieving effective employment.

Career guidance specialists from employment services are provided with diagnostic and methodological tools in order to provide career guidance services for all persons including disabled people, schoolchildren to address issues related to occupational choice and acquiring professional skills, with due regard to the individual characteristics and their relation to labor market.

Specialists from career guidance departments of career employment centers use new forms of work with unemployed persons, actualize informational materials and create methodicals designed not only to provide psychological help and support but to train unemployed in constructive and effective models of behavior in a job search under the temporary unemployment.

State Employment Service implements measures purposefully and systematically aimed at awareness of schoolchildren's choice of current labor

market trades, raising the prestige of working professions. Various forms of work are used: lessons from the real working life, job specification tours and meetings, open days, career guidance days, career guidance district actions, informational events.

One of the effective forms of population's career guidance work, including schoolchildren, is the use of Mobile Center for career guidance. Mass orientation measures are organized and conducted with its use.

Hardware-software complex "career guidance terminal" is a modern form of career guidance for youth and enables schoolchildren to learn more about professions, get information about the database of educational institutions, services of Employment Service, view videos about creating market companies of the city; pass rapid diagnosis of their professional interests, inclinations, capabilities; learn the basics of employment law and legislation on employment. This elaboration is an effective assistant for parents who are concerned with the choice of their children's profession, as well as for teachers in conducting career guidance to young pupils.

Career guidance terminals are set in secondary schools and used by teachers during the educational activities of career guidance for pupils and their parents.

Presentations of Career guidance diaries for pupils of 7-10 classes are conducted in the regional Departments of Education.

The employment of an unemployed, who has a profession which is not in demand from employers, who has lost or do not have the appropriate skills, is complicated. Therefore, ***professional training, retraining and development*** – is an important component of the employment of citizens.

State Employment Service in Kyiv offers a wide range of areas of training for professions (specialties) that are in demand in the labor market.

Training is conducted in educational establishments of different ownership forms and all levels of accreditation, which have passed competitive selection.

Special attention is paid to sending unemployed to study directly at the specific request of employers that allow to be employed in the enterprise of the customer after graduation.

One of the most effective types of professional development is probation for unemployed, who received professional education previously and require practical experience or those who have not worked for a long time and wants to restore or improve their knowledge or skills.

Probation allows the listener to explore and learn the best domestic and international experience related to the introduction of new technologies in production, new techniques, advanced forms of work organization; to acquire and improve knowledge, practical skills within the existing professional

education; to improve professional skills and professional qualities of independent decision-making in management of industrial and technical problems directly in the specific work place. Teachers, experienced highly skilled workers are involved in training. This form of training helps to adapt to the workforce better, to acquaint with the peculiarities of production, and acquired knowledge and skills will gain a foothold in the job, provide career opportunities.

Employment centers organize trainings for professions that allow further individual labor activity.

To develop entrepreneurship among the unemployed it is offered to train on the basics of business.

Training is practiced by the dual system, which provides practical training in manufacturing, which usually allows employing at the company where unemployed citizens had practice.

State Employment Service created a unique system of professional training of adults (Career and technical education centre). Development of educational establishments of Employment Service should take a significant place in the economy as a whole. This should be a dynamic, "live" mechanism, which detects changes in production, technology and responsive on business needs.

Citizens are proposed to participate in *paid public works* of social utility during the work search.

Paid public works - is a public kind of unskilled work, as well as skilled work, organized to provide additional social support and temporary employment of persons looking for work, with appropriate wage for their members.

Paid public works are organized by employers, regardless of ownership on a contract basis, without limiting the list of activities that are socially useful, and facilities and territories, on which paid public works can be organized.

Experts from the State Employment Service conduct systemic awareness among companies in signing contracts and conducting paid public works.

With this aim the proper work is conducted:

- informing employers by sending letters with suggestions to work to enterprises, organizations and institutions
- visiting by specialists of district employment centers to enterprises, organizations, institutions and direct communication with employers
- conducting of seminars on various topics on which highlights the issue of organizing and holding paid public works.

Today the main criterion for State Employment Service work is the staffing of workplaces and the fastest return of citizens to workplace.

The State Employment Service actively participates in the economic and social development by providing services to people and employers, creating incentives for employment.