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Transformation of labour relations in the field of education during military conflicts (International experience)

Трансформація трудових правовідносин у сфері освіти в умовах воєнних конфліктів (Міжнародний досвід)

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Abstract

Ongoing military conflicts necessitate changes in the regulation of labor relations in the education sector. Normal labor laws are partially disregarded during this period due to special wartime acts. Many education workers and students, who have become refugees, are seeking employment and opportunities to continue their education. Host countries should make effective decisions to improve labor relations in this field. The research employed forecasting, observation, and legal modulation as methodological tools. The EU aims to integrate Ukrainian education workers, including refugees and those seeking legal protection, into the education systems of member states. Efforts are made to simplify employment procedures, recognize professional qualifications, and offer additional educational specializations. Poland's experience demonstrates the possibility of swift development and implementation of legislative initiatives to employ Ukrainian education workers in Polish institutions. The Polish

Анотація

Триваючі військові конфлікти потребують змін у регулюванні трудових відносин у сфері освіти. Звичайні трудові закони частково не дотримуються протягом цього періоду через спеціальні воєнні акти. Багато працівників освіти та студентів, які стали біженцями, шукають роботу та можливості продовження навчання. Країни-господарі повинні приймати ефективні рішення для поліпшення трудових відносин у цій галузі. Дослідження використовували прогнозування, спостереження та правову модуляцію як методологічні інструменти. Європейський Союз має на меті інтеграцію українських працівників освіти, включаючи біженців та тих, хто шукає правовий захист, у системи освіти країн-членів. Здійснюються зусилля спростити процедури працевлаштування, визнавати професійні кваліфікації та надавати додаткові освітні спеціалізації. Досвід Польщі демонструє можливість швидкого розвитку та впровадження

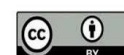
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National Agency for Academic Exchange (NAWA), functioning as an ENIC-NARIC center, facilitates recognition and internationalization of higher education, assisting with the recognition of Ukrainian qualifications in Poland. Poland's legislative initiatives in transforming labor relations in the education sector amid the conflict in Ukraine can serve as an example for other nations. Ukraine has developed and implemented necessary components of legal regulation for labor relations in the studied area during martial law.

Keywords: workers' rights, integration of refugees, educational processes, recognition of qualifications, pedagogical innovations, martial law.

Introduction

Military conflict has serious consequences for the survival of the civilian population, as well as for the future of the country as a whole (Levy & Leaning, 2022). A military invasion causes a huge migration of citizens to other countries (Kopeć, 2022). The number of refugees may increase regardless of the developments on the front line. This poses certain challenges for state services and institutions of countries that host refugees (Duszczuk & Kaczmarczyk, 2022). First of all, host countries need to take care of the basic physiological needs (food and sleep) of refugees. The next step is to ensure safety and security. This implies no poverty or scarcity. A necessary further step is a stable and relatively predictable social environment in which a person or group can achieve their goal without hindrance (Ociepa-Kicińska & Gorzałczyńska-Koczkodaj, 2022). Refugees must be given the opportunity to feel a sense of belonging to the community where they live (Andrade et al., 2021). Priorities include educational opportunities, financial stability, and social connections (Shaw et al., 2021). The level of proficiency in the local language and the degree of integration with the local community are important.

Large numbers of refugees produce significant financial costs for national governments. The standard of living of the citizens that use public services may decline. This may be explained by a significant number of refugees who will also have the right for state support. A similar situation can take place in the labour market with possible adverse consequences, especially on a local scale. This is an incentive for governments to make effective decisions that can help refugees

законодавчих ініціатив для працевлаштування українських працівників освіти в польських закладах. Польське Національне агентство академічних обмінів (NAWA), яке діє як центр ENIC-NARIC, сприяє визнанню та інтернаціоналізації вищої освіти, надаючи допомогу у визнанні українських кваліфікацій в Польщі. Законодавчі ініціативи Польщі щодо перетворення трудових відносин у сфері освіти в умовах конфлікту в Україні можуть бути прикладом для інших країн. Україна розробила та впровадила необхідні компоненти правового регулювання трудових відносин у вивченій галузі під час воєнного стану.

Ключові слова: права працівників, інтеграція біженців, освітні процеси, визнання кваліфікацій, педагогічні інновації, воєнний стан.

become independent and accelerate their entry into the labour market (Arendt, 2022).

Armed aggression, the threat of attack and the danger of violation of territorial integrity are grounds for introducing martial law in the country (Teremetskyi & Vasyliev, 2022). This situation requires maximum commitment of citizens to their profession and functional duties. Military aggression leads to significant changes and restrictions on labour rights and guarantees, including the field of education. In this difficult period, labour relations have a direct impact on the labour market, determining the lines of decision-making in organizations and governments. Labour relations should be based on a number of forced political measures (Bortnyk, 2022a). Important aspects include changes in terms of employment, establishing wage. Changes may also be introduced regarding the length of working hours and holidays, security and safety requirements, and compliance with contracts. The introduction of teleworking requires special attention in the field of educational labour relations. Access to education for vulnerable groups such as refugees is greatly improved by the prospects of e-learning. Legislating the use of e-learning as an alternative means of learning for students at all levels is necessary for war-affected areas (Rajab, 2018).

Military realities produce a key priority for the field of education in the realization of labour relations — maintaining a balance between guaranteeing the rights of employees and forced restrictions. Russia's attack on Ukraine destroyed a large proportion of infrastructure.

The field of education was no exception. The hostilities resulted in the damage or complete destruction of universities, schools and kindergartens. Many Ukrainian teachers and scientists became refugees or internally displaced persons in Ukraine. Their educational work and research needs serious support (Chhugani et al., 2022).

In view of the foregoing, the aim of the article is to analyse the transformation of labour relations in the field of education during military conflicts.

The aim involved the following research objectives:

- 1) summarize the main current components and trends of legislative regulation of the transformation of labour relations in the field of education during the military conflict in Ukraine;
- 2) analyse European legal initiatives and the current state of implementation of changes in labour relations in the field of education in connection with the admission of refugees to EU countries using the example of Poland.

Literature review

The studies of Bortnyk (2022a), Bortnyk (2022b) became the main tools and background for this work. The research was focused on defining and revealing the features of the legal regulation of labour relations, which are established by the labour legislation of Ukraine under martial law. Particular attention is paid to existing problems related to individual labour rights of employees, which are limited by legislation during the period of martial law. The works suggested ways to improve and supplement the current labour legislation, which regulates the issue of labour relations of employees of all forms of ownership and types of activity. It is emphasized that the Labour Code of Ukraine should be the main legal act that comprehensively regulates all aspects of labour relations.

The work of Andrushko (2022) also had an impact on the author's position on the issue under research. The author focused on the search for the optimal model of legal regulation of labour relations, taking into account the martial law and the adaptation of labour legislation to the EU standards. The developments in the field of legal regulation of labour relations under martial law in Ukraine were taken into account in the course of the research (Mashkov et al., 2022). The importance of introducing actual changes in

labour legislation was emphasized, the basics of legal support for the activities of persons who were forced to switch to teleworking were determined. It is also emphasized that mobilization has a special influence on the level of employment and work in Ukraine during the war.

A study by Arendt (2022) examines the impact on the labour market of work-oriented policies aimed at accelerating the integration of refugees into the labour market. The authors emphasize that new requirements has been added to refugees in the policy. They should actively seek employment and participate in on-the-job training immediately upon arrival in the host country. Attention should be paid to the findings in the article by Duszczyk and Kaczmarczyk (2022) regarding contextual issues that explain the patterns of population migration during military conflicts and the practice of accepting refugees. The authors considered the most important problems of employment and labour relations in Poland in the context of the influx of refugees from Ukraine.

The issues of distance research and educational work are considered in the studies by Chhugani et al., (2022) and Wu et al., (2022). It is emphasized that short-term and long-term opportunities can be used to help education workers who remain in Ukraine in the current situation, and prevent a potential break with the global scientific and pedagogical community. It was noted that online platforms ensure compliance with labour relations in the field of higher education during the period of military conflicts.

The study by Bird and Amaglobeli (2022) was used when shaping the author's position on the issue. It emphasizes that in response to Russia's invasion of Ukraine, host countries in Europe and beyond took urgent measures to support refugees, including the right to access labour markets and integration policies. The authors consider political measures necessary to provide effective support to refugees leaving Ukraine. The importance of developing innovative approaches in the field of labour relations, such as promoting the employment of Ukrainian citizens as teaching assistants in Poland, was noted.

The article of Brücker et al., (2022) on the work potential of refugees in the field of education from Ukraine is worth noting. The authors emphasized the importance of the fact that a large number of refugees from Ukraine have a higher

than average level of education, some of them have academic degrees. The researchers focused on the need to support integration by language programmes and labour market programmes, mediation in the labour market, recognition of professional qualifications and acquisition of additional educational qualifications. Prytyka et al., (2022) analysed the consequences of armed aggression against Ukraine and the introduction of the appropriate legal regime in such areas as the realization of property rights, the administration of justice, the execution of court decisions, and labour relations. The authors outline such relevant vectors as objectivity, subjectivity, implementation in practice. It was noted that the martial law imposes restrictions on certain constitutional rights and freedoms of a

person and the introduction of new mechanisms - for example, the suspension of labour relations.

The active study of the issues chosen in the article confirms the fact that special attention must be given to the transformation of labour relations in the field of education during military conflicts. The diversity of studies in this field is also stated. Therefore, it is urgent to carry out research according to the new research criteria.

Methodology

Scientific and methodological tools were widely used in the course of the research, the results were tested and presented in the article. Figure 1 illustrates the research design.

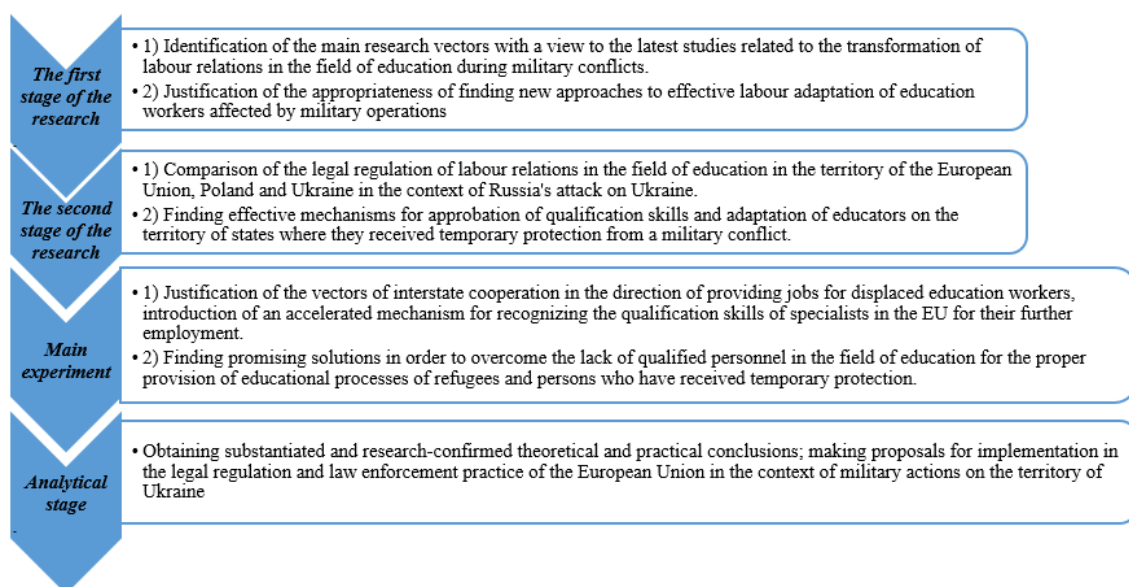


Figure 1. Research design

Induction was used to make an assumption regarding the root cause of the transformations of the legal regulation of labour relations in the field of education in the EU in current realities. In particular, the influence of military operations, intensification of migration processes, the growing demand for educational services and qualified personnel are substantiated with the help of this method.

The forecasting method was applied to justify further transformations in the field of labour relations on the territory of the EU and Ukraine in the context of intensifying military operations and further post-war restoration of the state. This method enabled developing the primary basis for scientific prediction of transformations of labour relations in Ukraine.

The method of comparative law was also used to fulfil the research objectives, which contributed to the comparative analysis of the regulatory framework for the realization of the labour rights of educators who left their permanent place of residence because of the military conflict. Special attention was paid to the comparison of the legislative and practical framework of Ukraine and Poland in the studied area. The specified methodological tools also contributed to the justification of the approbation of the positive experience of Poland.

The methods of statistical and graphic analysis were used to assess the state and results of the introduction of the system of seamless adaptation and confirmation of the qualifications of education workers in the EU. The demand for employment in the field of education on the

territory of Ukraine during military operations was studied using the measurement method.

The method of analogy was applied to draw a conclusion about the balance and relevance of the new legal acts adopted by Ukraine in the field of labour relations in education taking into account the EU experience. The normative semantic method, logical methods and the method of legal modelling were used when making proposals for further legislative innovations.

The methods used are determined by the aim of the article and the research objectives, which, in

turn, enabled covering the issues outlined in the article comprehensively.

Results

In March 2022, the European Commission prepared political guidance for EU member states. It outlines key principles and practices supporting the inclusion of teachers from among Ukrainian refugees in schools based on previous experience (European Commission, 2022) - Figure 2. Special attention is paid to the integration of Ukrainian teachers and preschool teachers.



Figure 2. Key principles and practices of the EU supporting the inclusion of teachers from among Ukrainian refugees in schools (European Commission, 2022)

The European Commission also published a Recommendation on the recognition of qualifications for people fleeing Russia’s invasion of Ukraine (Decree 2022/554, 2022). It

provides Member State authorities with guidance and practical advice to ensure a fast, fair and flexible recognition process (Figure 3).

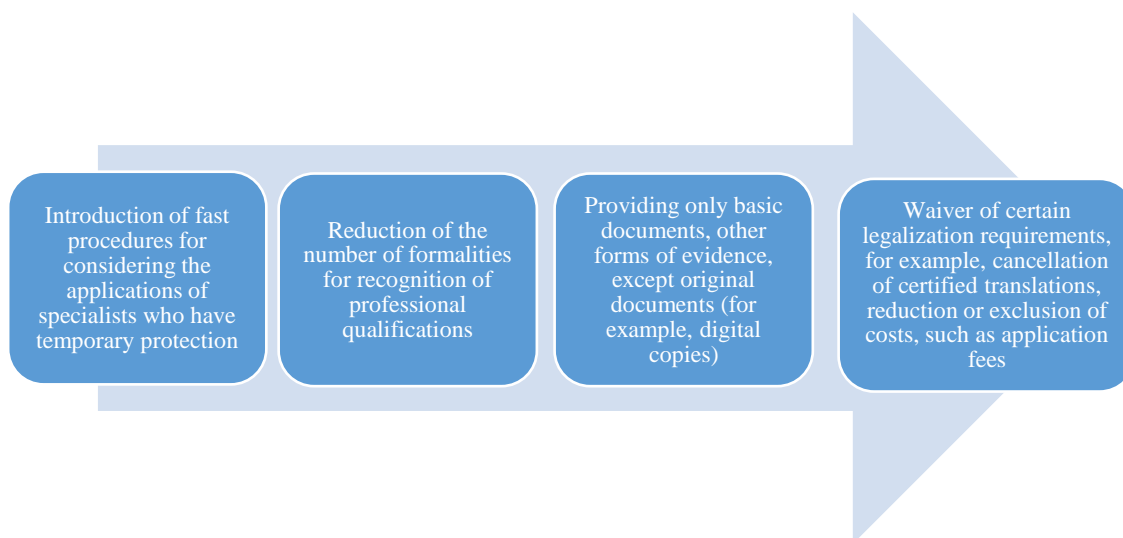


Figure 3. Guidelines for the recognition of qualifications for people fleeing Russia’s invasion of Ukraine (generalized by the author)

Important assistance is provided by the ENIC-NARIC network (European Network of Information Centres in the European Region — National Academic Recognition Information Centres in the European Union). ENIC-NARIC

is engaged in the development of projects, tools to facilitate recognition, encourage mobility and increase the internationalization of higher education. The web page of the network has collected links to Ukrainian resources that can

help specialists in the evaluation of diplomas of higher educational institutions (ENIC-NARIC, 2022). Schools with Ukrainian refugee children are recommended to employ persons benefiting from temporary protection who have received a professional qualification as a teacher in Ukraine (Decree 2022/554, 2022). The need to provide language training for specialist teachers, sending Ukrainian-speaking teachers to schools with additional opportunities and a shortage of teachers is also noted. It is also indicated The need to change the contracts of teachers with professional qualifications obtained in Ukraine was emphasized. If they were temporarily employed as teaching assistants in host countries, they should have obtained qualified teacher contracts immediately after recognition of their professional qualifications.

The labour relations of teachers in Poland are regulated by the Teachers' Charter (Dziennik Ustaw, 1982). Ukrainians in Poland have the right to get a job under a simplified procedure and receive free medical care. No special work permits are required. It is only necessary to confirm the legality of stay in Poland. Since 2022, a person who does not have Polish citizenship can be hired for the position of assistant teacher specified in Art. 165 of the Education Law (Decree OJ, 2017), (ISAP, 2022). Those teachers should be able to speak and write Polish at a level that allows him/her to provide assistance to the student. They may not know Polish or know it only at a level insufficient for its use in science. Citizens of Ukraine may also be employed at the school under Art. 15 of the Education Law. In this case, the working person does not have to meet the qualification requirements. He/she just needs to have the appropriate training, which is evaluated by the school principal. The school principal may consider training appropriate even in the absence of recognized diploma. Citizens of Ukraine may work in public schools or institutions in Poland in accordance with the provisions of the Teacher's Charter (Dziennik Ustaw, 1982). A short-term employment contract (term for 2 years) will be the basis for employment at school. After working at the school for at least 2 years, receiving at least a good evaluation of the teacher's work, the employment contract can be concluded for an indefinite period. From September 1, 2022, a teacher who is qualified as a contract teacher is considered a beginner teacher for the purpose of salary determination. Usually, a novice teacher undergoes 3 years and 9 months of training for the teaching profession with the help of a mentor. Obtaining at least a good grade in the last course of training for the

profession is one of the conditions for awarding the degree of appointed teacher. To obtain the degree of a certified teacher, it is necessary to work in a school for at least 5 years and 9 months. The average salary of a teacher who will undergo training for the teaching profession will be 120% of the base amount established for teachers annually in the Budget Law. According to Art. 64 of the Charter (Dziennik Ustaw, 1982), a teacher working in a school is granted annual leave in the amount corresponding to the period and during holidays. Teachers who work in schools that do not have school holidays are entitled to a leave of 35 working days.

Diplomas obtained in Ukraine before June 20, 2006 are considered equivalent to their Polish counterparts. Confirmation of the recognition of diploma equivalence can be obtained by contacting the Polish National Agency for Academic Exchanges for the issuance of a name certificate or a general opinion on the diploma. Diplomas obtained in Ukraine after June 20, 2006 require confirmation of their equivalence to the Polish version through nostrification. The Polish National Agency for Academic Exchange (NAWA) operates as an ENIC-NARIC centre, and is responsible for the recognition of foreign higher education qualifications in Poland. The website of the Polish Ministry of Education offers a questionnaire for Ukrainians who want to work, have work experience in the field of education and speak at least a little Polish. Language courses have been announced for such people so that they can quickly teach in Polish or help Polish teachers in the classroom.

The workload in schools and universities is increasing because of the large number of Ukrainian children and students. According to the ZNP trade union, Poland suffers a shortage of 20,000 teachers (Financial Times, 2022). At the same time, the pressure is increasing due to a sharp increase in the number of students, in particular Ukrainian refugees. This creates an opportunity for employment of Ukrainian teachers. For example, in April 2022, an important agreement was signed between the leaders of Warsaw and the Polish Centre for International Aid. It allowed 200 Ukrainian teachers to be employed in Warsaw schools and kindergartens under the UNICEF Cash for Work programme. The European Commission also suggests that member states promote the recruitment of teaching staff who benefit from temporary protection to work in nurseries and kindergartens (Decree 2022/554, 2022). Also, suitable recruitment can take place in informal structures such as play centres. The

Indestructible Ukraine foundation was also established in Poland. With the support of the foundation, a network of Ukrainian schools began to work, employing Ukrainian refugee teachers in the cities of Warsaw, Wroclaw, and Krakow. Working in Poland, you can join a trade union. The employer is obliged to consult with the trade union about disciplinary dismissal, termination of the employment contract of an employee hired for an indefinite period. Counselling is mandatory regarding the intention to terminate work or offers of remuneration on less favourable terms.

To work as a science teacher in Poland, it is necessary to pass a competition in accordance with Art. 119 of the Law on Higher Education and Science (Decree OJ, 2018). A refugee from Ukraine, who worked as a science teacher at a Ukrainian university, can be admitted to a state university in Poland without a competition. This is allowed under Art. 46 of the Polish Act on Assistance to Ukrainian Citizens in connection with the armed conflict on the territory of this country (ISAP, 2022). The state higher education institution establishes the remuneration procedure in the collective labour agreement or wage regulations. However, as in the school education sector, the autonomy in determining wages is limited. National legislation establishes

detailed payment mechanisms. The salary of an employee of a state university consists of standard and variable parts. Standard components are base salary and seniority bonus. The variable components include service allowance and task allowance, payment of additional teaching hours and overtime hours. These components include an allowance for work in harmful, difficult conditions, other allowances, if they are provided for by a collective agreement, as well as wage regulations. Additional components of remuneration for university employees are also defined, such as anniversary bonuses, end-of-year supplement, chancellor's bonus, and one-time pension bonus (Decree OJ, 2018).

As of December 30, 2022, the Ministry of Education and Science of Ukraine reported more than 2,600 damaged and 406 completely destroyed educational institutions in the country since February 24, 2022 (Ukrinform, 2022). Many education workers became unemployed. Examples of the number of vacancies and unemployed persons as of January 1, 2023 in the field of education in Ukraine indicate a significant number of applicants for one vacancy (State Employment Center of Ukraine, 2023) - Table 1.

Table 1.

The number of vacancies and unemployed persons as of January 1, 2023 in the field of education.

	Number of vacancies, units	Number of unemployed persons	Number of applicants per vacancy, persons
Teacher of general secondary education institution	489	1,128	2.3
Preschool teacher	102	756	7.4
Teacher of primary grades of general secondary education institution	31	470	15
Teacher assistant	60	227	3.7

Source: according to the State Employment Center of Ukraine, 2023

In general, as of January 1, 2023, there were 2,267 vacancies in the field of education in Ukraine, and the number of unemployed persons was 5,760 (State Employment Center of Ukraine, 2023). In other words, the number of applicants per vacancy equals an average of 3 people.

Martial law was introduced in Ukraine in February 2022 as a result of Russian aggression (Decree No. 64/2022, 2023), which led to the transformation of labour relations. Accordingly, it became possible to limit the human and citizen's constitutional rights and freedom (Decree No. 389-VIII, 2022). Restrictions are imposed on the exercise of the right to work, the

right of workers to strike to protect their economic and social interests. The legislation of Ukraine defines the peculiarities of the regulation of labour relations, including the field of education, during the period of martial law (Decree 2136-IX, 2022).

According to Art. 23 of the Law of Ukraine On Mobilization Training and Mobilization (Decree No. 3543-XII, 2022), employees of higher, professional pre-higher, secondary, professional (vocational-technical) education institutions are not subject to conscription. They must work at the main place of work at a rate of at least 0.75. The following changes apply to education

workers who were forced to change their place of residence under martial law. According to Art. 57-1 of the Law of Ukraine On Education, they are guaranteed the teleworking, holding a position of employment, average earnings, other payments, provision of a place of residence (Decree No. 2145-VIII, 2023).

The provisions of the Labour Code of Ukraine (Decree No. 322-VIII, 2023), to which the necessary changes have been made (Decree No. 2352-IX, 2022), are applied to the regulation of labour relations. The changes were made to Art. 23 of the Labour Code of Ukraine regarding the mandatory informing of employees who work under a fixed-term employment contract about the availability of vacancies. These vacancies may include the possibility of concluding an indefinite employment contract. In the field of education, special attention in this matter can be paid to employees of retirement age. Art. 29 of the Labour Code of Ukraine contains new provisions on mandatory informing the worker about working conditions before starting work. Attention is paid to the place of work, the availability of the necessary tools for work, the presence of dangerous and harmful production factors at the workplace. Information is also provided regarding the working hours and rest time, and the duration of vacation. It is also necessary to inform about the terms and amount of wage, procedures and terms of notice of termination of the employment contract, and much more. Special attention is paid to the procedure of alternative (remote) provision of the necessary documents.

Changes were also made to Art. 36 of the Labour Code of Ukraine regarding the grounds for termination of an employment contract. The article is supplemented with cases that lead to the termination of the employment contract: the death of the employer, the employee, recognition of such a natural person as missing or declared dead. The reason for termination of the employment contract may also be the employee's absence from work and information about the reasons for such absence for more than four months in a row. This will not be considered a dismissal for absenteeism, as the reasons for the employee's absence have not been established. The relevant article also contains the procedure for remote submission of the necessary documents to specialized services.

Amendments were also made to Art. 41 of the Labour Code of Ukraine. Additional grounds for terminating the employment contract at the employer's initiative in the event of the

impossibility of providing the employee with a job as a result of hostilities have been clarified. Attention is also paid to the termination of the employment contract at the employer's initiative without the prior consent of the elected body of the primary trade union organization (trade union representative). The contract may also be terminated in case of impossibility of providing the employee with a job as a result of hostilities (Art. 43-1 of Decree No. 322-VIII, 2023).

According to Art. 47 of the Labour Code of Ukraine, the dismissal procedure currently includes the obligation to issue the necessary copies of orders and salary calculations to the employee on the day of dismissal. The employee must be notified 10 calendar days in advance about the dismissal because of the impossibility of providing him/her with work because of the results of hostilities (Article 49-2 of Decree No. 322-VIII, 2023).

In the Labour Code of Ukraine, the length of service, which gives the right to annual basic leave (Article 82 of Decree No. 322-VIII, 2023), payment of monetary compensation in the event of the death of an employee (Article 83 of Decree No. 322-VIII, 2023), the concept of combining jobs (Article 102-1 of Decree No. 322-VIII, 2023), has been corrected. For example, Art. 82 of the Labour Code of Ukraine emphasizes that the length of service, which gives the right to annual basic leave, includes the time when the employee actually did not work. But in accordance with the legislation, the place of employment (position) and salary were preserved in full or in part. This does not apply to employees called up for term military service, military service by conscription of officers, military service by conscription during mobilization. This rule does not apply to employees called up for a special period, military service upon the conscripting of reservists in a special period. They also include employees accepted for military service under a contract, by concluding a new contract for military service. Wages to employees for the entire vacation period are paid before the vacation starts, unless otherwise stipulated by the labour or collective agreement (Article 115 of Decree No. 322-VIII, 2023). The terms of payment upon dismissal (Article 116 of Decree No. 322-VIII, 2023), liability for delay of payment upon dismissal (Article 117 of Decree No. 322-VIII, 2023), appeal to court for resolution of labour disputes (Article 233 of Decree No. 322-VIII, 2023) have been adjusted.

Art. 12 of the Law of Ukraine On the Organization of Labour Relations under Martial Law (Decree 2136-IX, 2022) includes possible time limits (24 calendar days) or refusal to grant annual leave. Educational institutions may continue to grant annual leave lasting more than 24 calendar days. The legal duration of vacations for teaching staff is currently 42 or 56 calendar days. Such vacations should be granted automatically, with corresponding recalculations of their duration if necessary. The employer (the head of the educational institution) has the right to limit the duration of the employee's vacation in the current year. But the employer shall issue an appropriate order, justify the limitation of leave in the current year, and familiarize the employee with the order. Unused annual leave days during the period of martial law can be used after the termination or cancellation of martial law. This article contains provisions on the granting of leave without pay for a duration of no more than 90 calendar days. In this case, the time spent on vacation is not included in the length of service, which gives the right to annual basic vacation. This provision applies to workers who have moved outside the territory of Ukraine or acquired the status of internally displaced persons. The provision of Art. 13 (Decree 2136-IX, 2022) regarding the suspension of the employment contract in connection with armed aggression against Ukraine is also important. The main condition for the termination of the employment contract is the absolute impossibility of the employer providing and the employee performing the relevant work. And these two conditions must be met at the same time. If the employee is willing and able to perform work or the employer is able to provide work, it is illegal to suspend the employment contract. Other changes in the legislation concern, for example, the peculiarities of concluding and terminating an employment contract under martial law, personnel record-keeping and archival storage of personnel documents (Decree 2136-IX, 2022).

The implementation of labour relations in the field of education in the conditions of the military conflict in Ukraine depends on the level of awareness. As of December 30, 2022, Ukraine has organized, for example, advanced training for more than 500 vocational education teachers. The issues of implementing a gender approach in the professional education system, conflict management techniques, the basics of e-learning, mine safety and the consequences of war are explained (Ministry of Education and Science of Ukraine, 2022). A lot has been done for distance learning. A total of 50 thousand Chromebooks

were delivered to Ukraine under the agreements of the Ministry of Education and Science of Ukraine, the Ministry of Digital Transformation of Ukraine with Google and UNESCO. They were used to meet the needs of Ukrainian teaching staff (Ministry of Education and Science of Ukraine, 2022).

Discussion

It was established that full implementation of the idea of human rights is necessary in the conditions of military conflicts and the introduced martial law. Restrictions on the rights of individuals, legal entities and non-residents should be allowed only within the necessary limits (Prytyka et al., 2022). Human resources, effective communication between the state, business and citizens acquire special value (Mashkov et al., 2022).

The Russian invasion of Ukraine in 2022 demonstrated Europe's ability and willingness to accept the international refugee protection system. This reaction of the European public was influenced by symbolic threat, collective consciousness and ethnicity (De Coninck, 2022). Specific recommendations were offered in the situation with labour relations in the field of education. They can be adapted to real and current circumstances at the local, regional and national levels (Ociepa-Kicińska & Gorzałczyńska-Koczkodaj, 2022).

It can be stated that the integration of refugees into the labour market can be significantly facilitated if legal and planning security is quickly ensured. This can be implemented, among other things, through longer residence permits and permanent residence prospects (Brücker et al., 2022).

It was established that Poland became the main destination of Ukrainian refugees after the beginning of the Russian invasion of Ukraine. The place of residence of educational refugees in Poland is determined by three main factors, which are partly related to each other. These include the aid related to accommodation and employment, the availability and cost of accommodation, employment opportunities in their field (Kopeć, 2022). An innovative approach, such as promoting the employment of Ukrainian citizens as teaching assistants in Poland, can be an economical and pragmatic solution (Bird & Amaglobeli, 2022).

It can be concluded that legislative initiatives regarding labour relations related to the use of

teleworking contribute to the development of an effective system of providing educational services during military conflicts. Educators can offer collaborative and supportive learning services to students using online platforms without worrying about their own and students' safety (Rajab, 2018). According to the researcher, this is an important component of complying with the labour protection requirements.

It can be concluded that supporting research and teaching staff who remain in Ukraine can help in the current situation and prevent a potential break with the world scientific community. Appropriate labour cooperation, training and data sharing should be expanded (Chhugani et al., 2022). Many conferences are now held in a hybrid format, allowing both in-person and remote attendance (Wu et al., 2022). Scientific communities of different countries can help by cancelling registration fees for Ukrainians. This will allow them to participate in international scientific life without leaving the country. Organizations that hold scientific and pedagogical conferences can waive the fee for the virtual participation of scientists/researchers who stay in Ukraine (Chhugani et al., 2022).

It can be stated that there are positive components of the legal regulation of labour relations in the field of education under martial law in Ukraine. Current labour legislation is gradually being adapted to modern labour relations through numerous changes and additions (Bortnyk, 2022b). The optimization of labour legislation in Ukraine led to the important formation of a method of cooperation between the employee and the employer under martial law. This situation can contribute to the minimization of the possible occurrence of labour disputes, which may appear due to legislative shortcomings in regulating labour relations (Andrushko, 2022). According to researchers, this optimization provided the necessary degree of flexibility of labour relations, which employers need during martial law.

Conclusions

Each EU country adopts in its legislation changes on labour relations regarding refugee education workers with certain differences. The Polish government has introduced new immigration measures for Ukrainian citizens who are leaving their country because of the Russian invasion. Urgent measures aimed at facilitating Ukrainian refugees to obtain the right to work in the field of

education were also introduced. Poland's experience indicates that the countries which hosted the largest number of Ukrainian refugee children may have problems with providing a sufficient number of teachers. Besides, not all teachers may be familiar with teaching methods for children who speak different languages. In this regard, the necessary legislative initiatives are being developed in Poland to implement the labour relations of Ukrainian education workers.

Poland has a bank of job offers for preschool, secondary and higher education workers from Ukraine. People who received qualifications for work in education in Ukraine can work in this field in Poland. They must have their diplomas recognized. NAWA, the Polish National Agency for Academic Exchange, operates as an ENIC-NARIC centre, and is responsible for the recognition of foreign higher education qualifications in Poland. In case of employment as a teacher's assistant or a teacher, the same requirements will apply to citizens of Ukraine and citizens of Poland. The functioning of Ukrainian schools has also started. Teachers of higher educational institutions of Ukraine can get a job in Polish universities as science teachers without holding a competition. Polish legislative initiatives regarding the improvement of labour relations in the field of education during the military conflict in Ukraine are worth noting. They can serve as an example for similar implementation in other refugee-hosting countries.

In Ukraine, legislative changes were made regarding the regulation of labour relations in the field of education under martial law. Changes were introduced regarding the postponement of conscription for military service during mobilization, the terms of the employment contract, the employer's obligations before the employee before the employee's work under the employment contract. Legislative changes were also made regarding the grounds for suspension and termination of the employment contract, the procedure for dismissal of employees and settlement with them. The calculations of length of service, which gives the right to annual leave, payment of part-time work, terms of salary payment were adjusted. Attention is paid to issues of settlement upon dismissal, responsibility for delay of settlement upon dismissal, and other necessary measures. The post-war adaptation of labour relations in the field of education in Ukraine will be the object of further research.

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