

Transformation of Public Control Over Observance of the Legislation on Work and Health Care in the Conditions of Remote Work

Tetyana Kaganovska¹, Marat Tsumariyev², Olexander Svitlychnyy³, Svitlana Bondarenko^{4,*}, Olena Korotun⁵ and Iryna Gamova⁶

¹*V.N. Karazin Kharkiv National University, Kharkiv, Ukraine.*

²*Interregional Academy of Personnel Management, Kyiv, Ukraine.*

³*Department of Civil and Commercial Law National University of Life and Environmental Sciences of Ukraine.*

⁴*Department of Journalism, National Aviation University, Kyiv, Ukraine.*

⁵*Department of Advocacy and International Law Practice, Academy of Advocacy of Ukraine, Kyiv.*

⁶*Department of Journalism and Advertising, State University of Trade and Economics.*

Abstract: In the conditions of digitalization, along with standard forms of labor organization (individual and collective), other forms are becoming more widespread: remote and home-based work, as well as work on the flexible working hours. The introduction of remote work within quarantine measures, as a result of the COVID-19 pandemic, has become a mandatory step in order to preserve the health of workers and ensure uninterrupted work. It requires the formation and implementation of a legal mechanism labor relations and control. The purpose of this study has development of scientifically substantiated proposals and recommendations on transformational changes of the mechanism of public control over observance of the legislation on work and health care, to open features of functioning of components of such mechanism in the conditions of remote work. To achieve the goal of the study, the methodological principles and approaches of legal science were used. The analysis showed that in general the current legislation provides for a number of powers related to the control of trade unions over compliance with labor legislation and the adoption of measures to protect the rights of workers. A positive innovation is the distinction between remote and home work. In order to improve the legal regulation of trade union powers, it is proposed to improve the legal regulation of the collective bargaining sector, to introduce an effective mechanism for trade unions to join the current system of social partnership acts, which will attract new forces to the trade union movement.

Keywords: Public control; labor and health legislation; remote work; remote and home work; trade unions.

JEL classification: K 10; K 23; L 15; O 38.

1. INTRODUCTION

American scientists David Card, Joshua Angrist and Guido Imbens were awarded the prize of the Swedish State Bank for Economic Sciences in memory of Alfred Nobel for presenting a new look at the labor market and the analysis of causation.

The labor market has undergone significant transformations in the last decade.

According to the OECD, the determinants of labor change in the last decade have been: demographic change, globalization and technology, and the digital revolution. The changes caused by the COVID-19 pandemic were especially significant (Inshynet al., 2022; Wahabet al., 2022).

Demographic factors include an aging population, access to health care and pension benefits. This requires appropriate measures to improve conditions and incentives for older

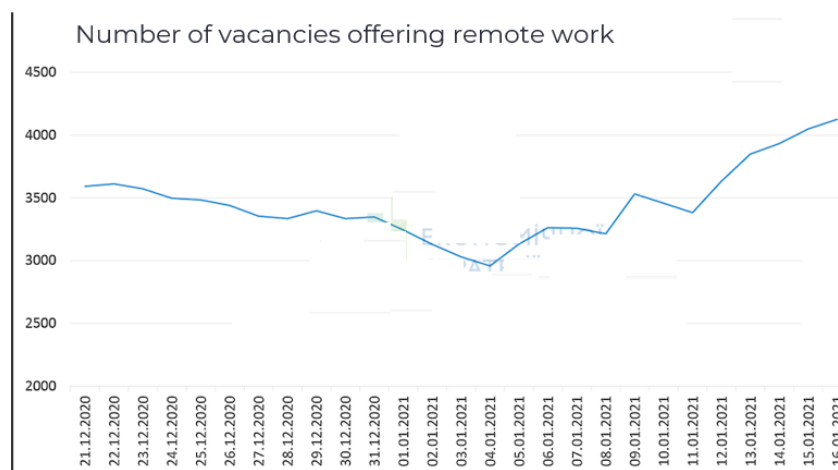
people to remain active in the labor market (Bondarenko et al., 2018; Gringle, 2023; Nathet al., 2022)

The consequences of globalization have been the fragmentation of production processes and jobs, which is changing the cost and professional structure of jobs. These changes are especially pronounced in the era of active penetration of informatization and digital technologies in all spheres of life (Freedom of Association, 2018; Yaroshenko & Lutsenko, 2022).

The processes of digitalization become a significant impact on the course of labor relations and control over the performance of the employee's job function.

The rapid development of technology creates socio-economic preconditions for the creation of new forms of employment. Among the main prerequisites are: intellectualization of labor, more efficient forms of manufacturing, new forms of relationships in the labor process of the subjects of labor relations (Bondarenko et al., 2021a; 2021b; Gutorova et al., 2019; Gontareva et al., 2020).

*Address correspondence to this author at the Department of Journalism, National Aviation University, Kyiv, Ukraine;
E-mail: svitlana.bondarenko@npp.nau.edu.ua



According to the materials socportal.

Fig. (1). Dynamics of the number of vacancies for remote work, Ukraine, 2020-2021.

(Center for Economic Research).

Recent changes have both positive and negative effects on labor market players. The need to create mechanisms for legal regulation both at the local level and at the state level (Malyarets et al., 2021; Ivashchenko et al., 2021; Hetman et al., 2019; Kravtsova et al., 2023). This leads to the institutionalization of labor relations, the formation of newer, more flexible forms of labor organization (Dykha et al., 2020; Hubanova et al., 2021; Musikawong, 2022).

In the conditions of digitalization, along with standard forms of labor organization (individual and collective), other forms are becoming more widespread: remote and home-based work, as well as work on the flexible working hours. At the same time, the organization of the labor process undergoes significant changes. Thus, the introduction of electronic employment records and qualified electronic signatures made adjustments to the procedure for registration of employment, acquaintance with personnel documents and termination of employment.

The COVID-19 pandemic was an unprecedented challenge, as a result of which one of the trends of the quarantine period was the work of certain categories of workers outside the enterprise (institution, organization). The introduction of telework within quarantine measures has become a mandatory step in order to preserve the health of workers and ensure uninterrupted work.

It is believed that such a reorganization of work will not be completely canceled after the completion of the forced isolation. The first, many companies have invested heavily in digital infrastructure and new communication technologies to organize telecommuting. The second, the opinion polls show that workers who have discovered a remote form of work continue to show a desire to do so at least a few days a week. The third, in most countries of the world have already begun to regulate the legal basis for the organization of telework. Thus, in France in September 2018, a law was passed regulating teleworking. Following the new wave of the epidemic, the French government has declared its readiness to further the development of remote

employment and has made recommendations for the use of work from home.

According to (Center for Economic Research), as of mid-January 2021, 4% of all offers on the labor market are vacancies for telecommuting.

The increase in offers for telework (Fig. 1) indicates a positive change in the attitude of employers to the work of employees outside the offices.

The current situation on the labor market is favorable for some categories of citizens, in particular, for women with young children. According to the study (Center for Economic Research), 56% of unemployed respondents said that the inability to work remotely or part-time is a major barrier to employment.

There is another opinion. Thus, according to the grc.ua database, the Ukrainian employers mostly want to see a person at work, so the vast majority plan to return to standard work. The experts believe that the ideal option would be a mixed version of the work. Some industries may allow their employees to decide for themselves how to work, but they do not. The reasons are that companies do not have a system of remote work and there is no clear legal regulation.

The absence of relevant legal norms on the remote form of work organization in the current legislation of Ukraine at the time of the lockdown forced the legislator to urgently amend the current Labor Code. Such positive developments have improved the practice of introducing remote, home-based work and flexible working hours. However, in practice there are a number of problems:

- what regulatory instruments to regulate changes to the rules of internal labor regulations in connection with the introduction of flexible regime, remote or home-based work;
- how to reflect in the order of employment the form of the organization of work under a flexible mode;

- how to organize interaction with the trade union in the sense of agreeing on the introduction of flexible regime, home or remote work;
- how to reflect in the employment contract with the employee the form of a flexible mode of work on the terms of remote or home work;
- how to organize a flexible regime for employees who work in shifts or during non-standard working hours;
- how to organize the control of working hours of remote, home-based workers with a flexible regime;
- what legal grounds are necessary for the employer to dismiss an employee with flexible regime, remote or home work for absenteeism, etc.

The issue of reorganization of the system became acute public control over compliance with labor protection legislation as an important way to protect the labor rights of workers. Public control over the observance of labor protection legislation acquires special importance in the period of uncertainty of labor relations as a way to protect the labor rights of workers.

The purpose of the study is to develop scientifically substantiated proposals and recommendations for transformational changes in the mechanism of public control over compliance with labor and health legislation, to reveal the features of the functioning of the components of such a mechanism in the conditions of remote work.

The object of study is the process of formation of legal relations that arise when employees exercise their right to protection in case of violation of their rights in the field of labor, as well as the specifics of public control protection of these rights in the conditions of remote work.

Subject of study - features of legal regulation in the field of labor, as well as the specifics of public control over the protection of these rights in the conditions of remote work.

The public control over labor protection is a component of the system of legal and organizational and technical measures aimed at preserving human life, health and ability to work in the process of employment. Its importance in Ukraine is due primarily to the following factors:

- low level of legal culture among employers;
- significant spread of informal employment;
- ignoring labor legislation by employers, etc.

The issue of control over the employee's performance of his job function for most companies is still unresolved and requires special attention. At the same time, the issues of social protection of employees became relevant. Therefore, the issues of adaptive transformation of public control over the observance of the legislation on labor and health care in the conditions of restrictions and remote work - require scientific and applied research.

2. LITERARY REVIEW

The Constitution of Ukraine (Article 43) guarantees the right to work of citizens, the state guarantees proper, safe and

healthy working conditions. In 2006, Ukraine was ratified European Social Charter, according to which the state undertakes to protect the exercise of the right to work and its proper conditions. The National objectives of the Sustainable Development Goals highlighted: reliable and safe working conditions for all workers, constant increase in employment and reduction of the share of young people who do not work, study or acquire professional skills.

The challenge for the social sphere was the crisis caused by the spread of SARS-CoV-2 virus (Kuznetsov et al., 2021; Zavorodnii et al., 2021; Bondarenko et al., 2022a; 2022b).

The COVID-19 pandemic has significantly changed and restricted traditional forms of social interaction, including labor relations.

Janice Fine et al. (2021) emphasize that as a result of the Covid-19 pandemic, low-paid workers are becoming increasingly vulnerable to exploitation. By analogy, the researchers analyzed the effects of the Great Recession of 2008-2010 in the United States - to identify the relationship between rising unemployment and violations of the minimum wage. The authors find the dependence of the violation of the minimum wage along with rising unemployment. Researchers have identified shortcomings in the grievance model, which is the most common way to regulate the workplace in the United States. The empirical evidence obtained during the study indicates the importance in the period of uncertainty and crisis of the introduction of alternative models of law enforcement based on public control (including complaints), strategic law enforcement and social enforcement.

Tess Hardy (2021) in his research reveals the patterns of regulatory attempts by the state to curb the non-compliance of the employer with the norms of wages and hours. It is believed that the introduction of tougher sanctions, such as criminal penalties for theft of wages, will automatically increase the corresponding deterrent effects. In his research, the author reveals the essence of the concept of deterrence and understanding it in the context of underpayment of wages and the main tools that, in the author's opinion, will be most powerful in strengthening deterrence and promoting compliance with the law. Based on recent events in Australia, the author argues that alternatives to litigation (voluntary agreements or commitments) may have a critical, albeit underestimated, deterrent objective. The author argues that the perceived risk of detection, the speed of application of the relevant sanction and publicity can help to strengthen restraint in such a way as to encourage and enforce the employer's compliance with pay laws and hours. The tools for detecting violations of the right to wages are, among others, public control, the importance of which increases significantly during the pandemic period.

Leah F. Wax et al. (2021) addresses violations of labor standards and enforcement activities in Canada's federal regulated private sector. Through research, the authors found that most violations of labor standards are the result of insufficient knowledge of employers, and that violations are an exclusive rather than a regular feature of modern business practices aimed at restraining costs. Numerous violations of labor standards are evident in the growing outbreaks of non-

standard employment, especially among small firms. The studies have shown that the inspection devotes relatively little time to proactive inspections in the workplace. Those violations that inspectors detect through proactive inspections, they are generally non-monetary and are corrected primarily on the basis of securing employers' written commitments to bring their practices into line with minimum standards. As a result of the study, the authors propose a more focused approach to compliance, legislation, labor standards, especially for those workers in industries dominated by small firms and concentrated precarious employment.

The public control over the observance of the legislation on labor protection has exercised by trade unions, their associations represented by their elected bodies and representatives (Article 41 of the Law of Ukraine "On Labor Protection").

The Law of Ukraine "On Trade Unions, Rights and Guarantees of Activity" defines the labor relations of trade union members with the employer. The primary trade union organization is an organizational unit of the member organization of the Federation of Trade Unions of Ukraine (approved by the Resolution of the Presidium of the Council of the Federation of Trade Unions of Ukraine 15.11.2000 № P-30-7). Trade union organizations at the local level exercise their powers through elected bodies in accordance with the statute (regulations), or through a trade union representative authorized in accordance with the constituent document to represent the interests of trade union members, acting within the rights granted by the Law of Ukraine "About trade unions, their rights and guarantees of activity » № 1045 and the statute.

In Article 3 (Convention № 87) states that workers 'and employers' organizations have the right to draw up their statutes and administrative regulations, to freely elect their representatives, to organize their staff and activities and to formulate their program of action. State authorities shall refrain from any interference which might restrict this right or impede its lawful exercise.

Committee International Labor Organization on freedom of association notes that the level of protection of trade union rights enshrined in the Convention International Labor Organization №87 is the minimum standard. States should work to establish additional safeguards to protect and safeguard trade union rights, taking into account their legal systems and the development of labor relations (Freedom of Association, 2018).

According to a study (KPMG, 2021) CEO Outlook Pulse, a key risk for companies in the coming years - lack of staff, including staff with new skills needed at the moment. The future of the labor market is inextricably linked with new technologies and new skills of employees, raises questions about the further format of remote work, building the corporate culture of companies, attracting and motivating talent, finding talented employees. During the period when everyone switched to the remote format of work, it became more difficult to compete. The most successful companies have identified three main areas of development of forms of labor organization. The first is office-based for those who care about being in the office to come up with new ideas that

allow the company to move forward. The second is hot desking for those who are comfortable visiting the office two or three times a week. And the third direction - remote, which allows us to attract talent around the world.

Lukyanchuk P. (2020) argues that the lack of legislative mechanisms for recognizing social partnership and replacing it with social dialogue has led to a reduction in the influence of trade unions on social protection and a lack of trade union control. This lack of public scrutiny became particularly pronounced during the period of mass introduction of remote work, which put many workers in a state of uncertainty and even legal insecurity.

In Ukraine, the public control has exercised by various public associations.

According to the study, we currently have many uncertainties about the mechanisms for building relations between trade unions and public administration, there is no clear conceptual view of the process of trade union control, which causes many legal conflicts.

Nissim G. & Simon T. (2021) in their study consider the changing role of trade unions in the era of the digital revolution, which causes mass replacement of human workers and structural, technological unemployment.

According to researchers, trade unions currently have two crucial roles:

- 1) protection of the rights and interests of workers in the process of transition from an economy based on paid labor to an economy based on automated autonomous production;
- 2) to move from the representation of employees to the representation of social rights of all citizens, and especially the material interests of employees.

3. METHODOLOGY

This study has based on methodological principles and approaches of legal science, which were used to solve problems.

The work used a comprehensive analysis of the legal aspects of the mechanism of public control over compliance with labor legislation and health care, features and adaptive transformations in the conditions of remote work. The analysis was conducted using logical-semantic and deductive and methods of abstraction and generalization - to reveal the conceptual apparatus of this study. The methods of system-structural and system-functional, and also methods of classification and grouping - are applied to carrying out the complex analysis at structuring on groups of system of subjects of supervision and control over observance of the labor legislation.. The interrelations of the main components of the system have clarified - to understand the essence of the rule of law as a fundamental principle of the legal mechanism of protection and public control of rights in the sphere of labor of Ukraine. The systematic approach allowed to identify current problems of implementation of labor protection legislation in Ukraine. The method of modeling has used in substantiation of conceptual aspects of improvement of normative-legal maintenance of supervision and public control over observance of the labor legislation in the conditions of remote work.

Regulatory and legal support of the study are: the Constitution and legislation of Ukraine, current labor legislation, conventions and recommendations of the International Labor Organization, decrees of the President of Ukraine, resolutions of the Cabinet of Ministers of Ukraine, regulations of ministries and agencies on labor regulation. The paper uses the decisions of national courts, recommendations, generalizations of practice and legal positions on the issues set out by the European Court of Human Rights, EU directives and regulations, as well as regulations of labor and related areas of law.

The empirical research was conducted using statistical materials, survey data, reference books and analytical reference articles. The materials of official reports of public authorities, international intergovernmental organizations, international and national non-governmental organizations on the state of protection of workers' rights in Ukraine, public control over compliance with labor and health legislation, its features in the conditions of remote work are considered.

4. EVALUATION AND ANALYSIS OF RESULTS

4.1. Transition to Remote Work, Forced Quarantine: Organization, Consequences, Trends

Insight World Economic Forum (Davos Agenda, 2021) has become the idea that business is moving from the values of maximizing shareholder profits to the values of caring for the well-being of stakeholders. These are customers, suppliers, employees. More adaptable to the effects of the COVID-19 crisis have been those companies that work on the principles of stakeholders, as they invest in the long-term viability of the company. The economic recession due to the pandemic and quarantine and automation are the two main factors why jobs will be cut in the coming years. In total, 85 million workers are expected to lose their jobs by 2025 due to the development of technology. However, this will create 97 million new jobs.

According to a report by the World Economic Forum "Work of the Future", 43% of employers surveyed by the World Economic Forum say they plan to lay off workers through technology development. However, the other 34%, for the same reason, plan to hire new employees.

41% of companies are going to attract more specialized specialists to perform specific tasks under temporary contracts. During quarantine, most office workers began working remotely. During this time, labor legislation has changed several times, in particular, in April 2020, the concept of "remote work" was introduced into the Labor Code of Ukraine for the first time. The pandemic has shown that a new hybrid way of working is possible on a larger scale than previously thought. However, business leaders remain uncertain about productivity as a result of the transition to remote or hybrid work. Overall, 78% of managers expect some negative impact on employee productivity in the current mode of operation, with 22% expecting a significant negative impact and only 15% believing that it will have no or positive impact on productivity. Such skepticism is likely to reflect a number of factors:

- The transition to teleworking occurs during periods of additional stress and anxiety caused by COVID-19, which poses a risk to life and health;
- The families with young children face additional pressure, namely: the need to take on additional unpaid work in the format of child care due to breaks in the work of the school and children's room;
- While companies with established remote work practices already have a number of approaches to maintaining a sense of community, active collaboration and communication flow, start-ups with remote workplaces are still in the process of developing such communication and coordination in a new, post-pandemic world of work.

The dynamics of vacancies for remote work by categories of activity in 2020-2021 are presented in Table 1.

Table 1. Dynamics of Vacancies for Remote Work by Areas, Work.ua.

Category of Activity	April 2020	July 2021
IT, computers, internet	22,87%	35,20%
Administration, middle management	2.63%	2.35%
Construction, architecture	2.56%	2.85%
Accounting, audit	2.13%	2.16%
Hotel and restaurant business, tourism	0.72%	1.01%
Design, creativity	26,88%	26,61%
Mass media, publishing, printing	39,06%	30,48%
Beauty, fitness, sports	20,39%	7.71%
Culture, music, show business	59,54%	26.60%
Logistics, warehouse, foreign economic activity	1.70%	1.84%
Marketing, advertising, PR	22.65%	23.77%
Medicine, pharmaceuticals	1.40%	1.37%
Real estate	3.11%	6.84%
Education, science	31,26%	12.88%
Security, safety	0.47%	0.58%
Sale, purchase	8.43%	8.74%
Working specialties, production	0.87%	0.91%
Retail	0.18%	0.12%
Secretariat, office work, AGV	25,88%	11.74%
Agriculture, agribusiness	2.85%	1.81%
Insurance	7.41%	17.32%
Service sector	0.58%	0.38%

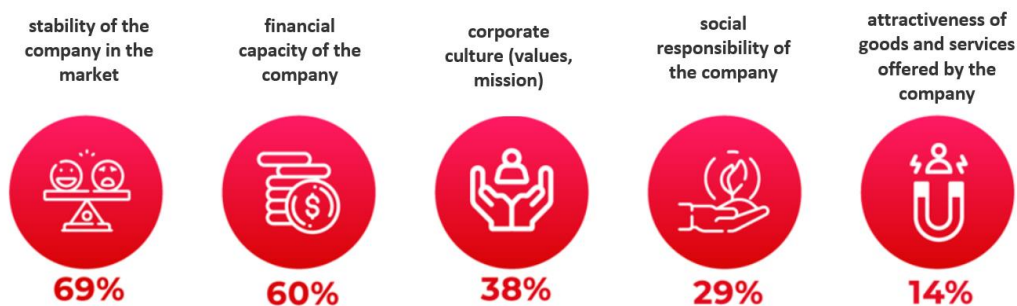


Fig. (2). Employer selection criteria (Rating, 2021).

Telecommunications and communication	16.01%	20,14%
Top management, senior management	4.10%	4.11%
Transport, car business	1.29%	1.69%
Personnel Management, HR	9.97%	14.02%
Finance, bank	2.06%	2.74%
Jurisprudence	5.17%	4.17%

According to Work.ua, the top 5 areas in which remote workers are most often sought look like this:

- IT, computers, internet - 35% of vacancies;
- Mass media, publishing, printing - 30%;
- Design, creativity - 27%;
- Culture, music, show business - 27%;
- Logistics, warehouse, foreign economic activity - 24%.

The personnel portal grc.ua published the Employers' Rating "HR-brand Ukraine awards", as a certain indicator of the labor market and the values of job seekers. The criteria for the most expected employer have presented in Fig. (2).

The most important factors when choosing an employer in New Normal times are:

- stability of the company in the market (69%);
- financial capacity of the company (60%);
- corporate culture (38%).

These factors dominate in absolutely all regions and age groups. Next comes the stability and reliability of the company. The fifth position in the description of the ideal employer is occupied by such characteristics as: comfortable atmosphere in the team and decency, honesty of the company (29%). At the same time, every fifth experienced specialist in choosing an employer focuses on social security and formal employment, among young professionals only a third. An important criterion for candidates is the company's socially responsible position-employer (29%).

According to the vast majority of candidates (83%), the ideal employer is a company that offers a competitive level of wages, fulfills all social guarantees (official employment, etc.) and creates comfortable working conditions. Comfortable working conditions are more important for young profes-

sionals than for experienced candidates. Humanity on the part of the employer, the quality of services or goods provided by the company are also important for every fifth young specialist.

The absolute leader in choosing a job offer is the factor of the level of competitive wages (68%). The second position among the criteria for choosing a job is the possibility of career growth and professional development. In third and fourth place are factors such as the content and scope of tasks and the social package and intangible bonuses.

However, the consequences of the impact of quarantine measures were mostly negative for the majority of the working population.

According to the sociological research of the analytical company Factum Group within the project "YOU Ukraine" (Factum Group research, 2020), quarantine had a negative impact on the career and income of 4 out of 10 respondents. The respondents of the survey were the urban population of Ukraine (cities with a population of 50,000+) aged 18 to 55 (Internet users). The sample includes 400 interviews with a maximum statistical error of no more than 5%. The survey was conducted on March 26-27, 2020.

It has been established that many Ukrainians have had their salaries reduced, sent on unpaid leave, or fired altogether. According to a study by KPMG, during the quarantine, about half of the surveyed Ukrainian companies reduced their salaries by 20-30%, and 35% of employers planned to further reduce salaries. Approximately 65% of respondents planned to adhere to the current level of wages. And only 6% of respondents have increased staff costs. The status and changes in wages are presented in Fig. (3).

Yau can be seen from the diagram (Fig. 3):

- with at the time of quarantine, 20% of Ukrainians went on unpaid leave;
- In 19% of citizens the salary became lower than before quarantine. About 5% of Ukrainians suffered greater losses: their incomes fell by more than a third;
- In 7% of respondents, after the reduction of wages, the amount of work remained unchanged.

In most cases, the reduction of wages has accompanied by a reduction in workload, reduction of working hours (Table 2).

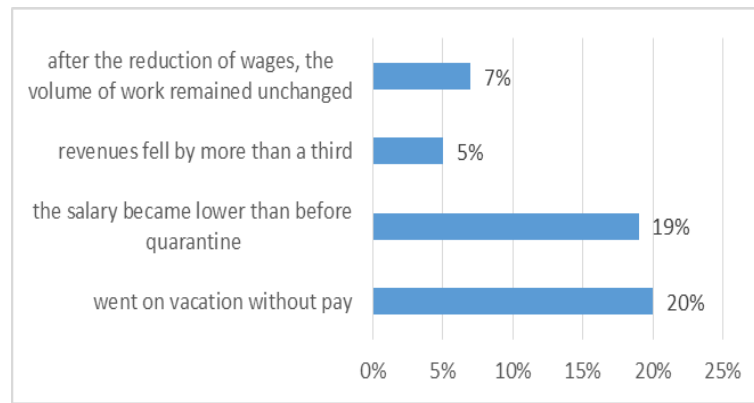


Fig. (3). The state of wages of Ukrainians due to quarantine.

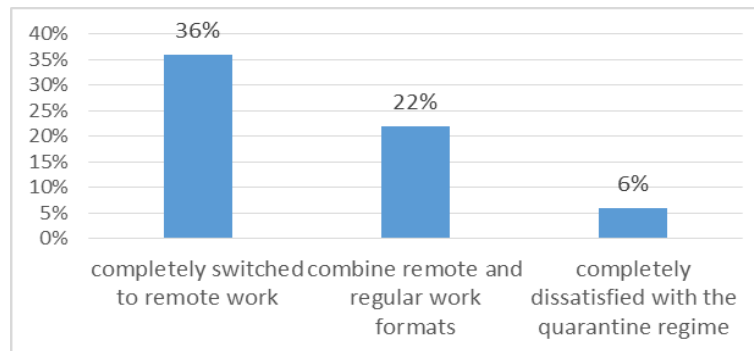


Fig. (4). The attitude of working respondents to remote work.

Table 2. Loss of Working Time Due to Quarantine Restrictions, Ukraine (Data of the Second Quarter of 2020).

Causes of Losses	Official Statistics	Sociological Research (Polls)
1. Transfer to part-time work / week, thousand works, year	4809.6	-
2. Unpaid leave, thousand works, year	74271.6	1087170.0
3. Release, thousand works, year	208728.0	436800.0
In total, thousands of slaves, year	287809.2	1523970.0
4. In% to the payroll of working time	8.0	20.8

The unfavorable situation in terms of wages also affected such giants as Google, Alphabet Inc, where in 2021 it has already been announced a reduction in the amount of wages that await them in the event of a transition to remote work (Kaye, 2021).

The google's management has said it calculates employees' salaries based on their location. As far as the employee will be from the Google office, he will lose in salary 5-15% or more. For example, if an employee wants to leave San Francisco (California) and work from the shores of Lake Tahoe (California and Nevada), he will receive 25% less.

The google is not the only technology company that reduces the earnings of employees who move to less expensive areas and cities. The reuters notes that such a reduction in staff salaries is gaining popularity in Silicon Valley. The facebook and Twitter did the same.

The survey showed that most employees are not satisfied with the organization of remote work (Fig. 4).

The survey on the transition to remote work showed the following:

- 36% of working Ukrainians have completely switched to remote work. Despite quarantine, about 6 out of 10 working Ukrainians continue to go to work;
- In most cases, people have forced to go to work either because of the lack of remote access or because of the specifics of work.
- 22% of working Ukrainians combine remote and regular work formats;

6% of those who work remotely are completely dissatisfied with the quarantine regime. In particular, due to lack of communication and poor technical support, which greatly complicates the work in the new environment.

A significant disadvantage of telework for employees is the lack of career growth.

After all, employers usually appoint employees who are in the office and with whom there is direct feedback.

There are also problems with self-organization - not everyone can work from home, there are many factors that can distract the employee. For example, the lack of a separate workplace, especially for families with children who are at home.

In this case, it is difficult to explain to the child that it is impossible to give him all the time because you work or several family members work at home. Because of this, psychological stress and fatigue increase.

But the vast majority of respondents have a positive attitude to remote work. Among the main advantages of Ukrainians called an increase in free time. Also among the advantages noted:

- no lunch and travel expenses;
- distancing oneself from unpleasant colleagues and management;
- saving time by combining homework and professional activities.

At the same time, remote workers should save on transport and moving from an expensive metropolis to cheaper settlements. However, the authors of the study believe that everything is not so clear. In particular, it turns out that households with remote workers have more cars on average, which, of course, may be related to the country lifestyle.

The research by the National Bureau of Economic Research (Stanton & Tiwari, 2021) showed, that in the United States, remote workers spend on average 7% more on housing than office workers. During the coronavirus pandemic, when many offices closed, employers were able to save on rents, while this share of the costs fell on the shoulders of their employees - a total of \$ 15 billion.

In general, workers who switched to remote work and decided to move to cheaper and more spacious housing often chose the same region as their office. For example, statistics say that most of those who worked in San Francisco moved to a California city other than the state during the pandemic. This is a kind of fuse - the company may require remote employees to appear in the office from time to time, or eventually leave the remote mode.

The authors of the study point out that the financial burden was expected to be felt most by lower-income workers.

Meanwhile, closing offices and moving to remote work should save companies money. Researchers have estimated that in San Francisco, the average employer can save \$ 6,000 a year on commercial real estate rent (if you take 14 square meters per employee), even if it reimburses each employee for housing costs. For other cities, of course, this figure will be different.

The constant work from home requires a larger living space, in particular, more rooms, as well as more comfortable housing. In San Francisco, for example, the following rental offers were noticed: in the prestigious area of Northern Panhandle, they offered to rent an apartment for \$ 1,200 a month just for a day stay. This ad was aimed at remote workers who would like to have a separate place to work.

Researchers found that before the COVID-19 pandemic, remote workers lived in housing with 0.3-0.4 more rooms and a 5-7% larger living space. In addition, housing was generally of better quality. In addition, housing prices in the suburbs for the year increased by 20%.

The households with at least one remote worker spent on average 7% more on rent, and 9% more on housing.

At the same time, 3% of Americans worked remotely before the pandemic, and by May 2020 this share had increased to 35%.

There are now different estimates of the number of employees who will not return to offices, but the authors of the study took the lowest forecast figure of 10% and estimated that the total additional housing costs in this scenario would reach \$ 15 billion a year.

This did not take into account the cost of new equipment, food instead of corporate dinners, as well as work furniture such as desks and ergonomic chairs.

Thus, we tend to move from a completely remote model to a hybrid, a mixed model, where some workers return to their jobs and some stay at home.

According to research the Microsoft(2021), 73% of employees want to have a flexible work schedule and continue to work remotely, while 67% lack time with teams offline.

The transition to hybrid work aims to enable employees to work where and when they want, as well as to provide all the necessary tools to work from anywhere. So in the near future, work should be as flexible as possible.

The Work Trend Index report offers five strategic steps for the transition to hybrid work:

- Create a staff empowerment plan to provide more flexibility.
- Invest in space and technology to combine the capabilities of offline and online worlds.
- Prioritize the fight against employee burnout.
- Prioritize the restructuring of social capital and culture.
- Rethink approaches to working with staff to increase competitiveness to attract better staff.

It has projected that organizations will be able to hire the best and brightest people around the world, while people will be able to improve their economic opportunities and grow their careers without compromising well-being and family priorities.

Therefore, the managers should not perceive hybrid work as normal business.

This scenario requires a rethinking of stereotypes, continuous improvement of personnel legislation, significant transformational innovations in the system of relations and ensuring public control over observance of the legislation on work and health care in the conditions of remote work.

4.2. Remote and Home Work: Personnel Legislation, Transformations, Post-covid Adaptation

In the conditions of quarantine restrictions established in connection with the coronavirus epidemic, registration of workers for remote work is actual.

On February 27, 2021, new rules of labor relations operate in Ukraine, the Law of Ukraine № 1213-IX "On Amendments to Certain Legislative Acts of Ukraine on Improving the Legal Regulation of Telework, Homework and Work with Flexible Working Hours" came into force (hereinafter - Law).

The law distinguished between remote and home-based work as two separate forms of labor organization, which are now regulated by separate articles of the Code:

- remote work - work has performed outside the working premises or territory of the owner or his authorized body, in any place of the employee's choice and with the use of information and communication technologies;
- home-based work - work performed by the employee at his place of residence or in other premises designated by him, characterized by the presence of a fixed area, technical means (basic production and non-production assets, tools, appliances, inventory) or all necessary for production, services, performance of works or functions provided by the constituent documents, but outside the production or working premises of the owner of the enterprise, institution, organization or the body authorized by him.

To distinguish between remote and home work in Labor Code of Ukraine (hereinafter - Labor Code) introduces two new articles:

- Article 60-1 "Home-based work";
- Article 60-2 "Remote work".
- In addition, the Law amends the following legislation:
- Article 24 of the Labor Code "Conclusion of an employment contract";
- Article 29 of the Labor Code "The obligation of the owner or his authorized body to instruct the employee and determine his job";
- Article 60 of the Labor Code "Flexible working hours";
- Article 134 of the Labor Code "Cases of full liability";
- Article 135 of the Labor Code "Written agreements on full liability";
- Article 5 of the Law on Labor Protection "Rights to labor protection during the conclusion of an employment contract";
- Article 13 of the Law on labor protection "Management of labor protection and responsibilities of the employer"
- Article 14 of the Law on Labor Protection "Obligations of the employee to comply with the requirements of regulations on labor protection."

In particular, the Law gives the employer the right to obtain information on the place of residence or other place of his

choice where the job function will be performed (for the purpose of proper registration of the employee for remote work) when concluding an employment contract for remote or home work.

The Law also provides for the possibility of:

- acquaintance of the employee with the rules of internal labor regulations, collective agreement, local regulations of the employer, notifications and other documents with which the employee must be acquainted in writing by exchanging electronic documents;
- the employee to combine remote work with the performance of work in the normal mode at workplaces on the premises or on the territory of the employer;
- remote acquaintance of the employee with the requirements for labor protection through the use of modern information and communication technologies, including video communication.

The law imposes on the owner or the body authorized by him the obligation to ensure safe and harmless working conditions at workplaces on the territory and in the premises of the owner.

The main difference between telework and homework (Article 60-1 of the Labor Code of Ukraine) is that telework is a form of work organization in which work has performed by an employee outside the work premises or the territory of the owner or his authorized body, anywhere by the choice of the employee and with the use of information and communication technologies, and homework has a fixed and agreed with the employer place of work (employee's residence, other designated premises), and cannot be changed without the consent of the employer.

The concept and legal regulation of telework can be applied to all employees without exception.

When concluding an employment contract, a written form must be observed.

In accordance with the provisions of Article 29 of the Labor Code of Ukraine, acquaintance of the employee with the rules of internal labor regulations and collective agreement, obtaining recommendations for work with equipment and tools that the owner or his authorized body provides to the employee to perform a certain amount of work may take the form of remote instruction training in safe methods of work on a specific technical means.

Familiarization of employees with orders (instructions), notices, other documents of the owner or his authorized body regarding their rights and responsibilities is allowed using the means of electronic communication specified in the employment contract.

In this case, the confirmation of acquaintance is the fact of exchange of relevant electronic documents between the owner or his authorized body and the employee.

As established by the provisions of Article 60-2 of the Labor Code of Ukraine, in the case of the introduction of remote work, the employee independently determines the workplace

and is responsible for ensuring safe and harmless working conditions there.

In the case of telework, the employee distributes working time at his own discretion, the rules of internal labor regulations do not apply to him, unless otherwise specified in the employment contract. The total working time may not exceed 40 hours per week.

Performing remote work can be combined with the performance of work by the employee at the workplace in the room (office).

The employment contract may establish:

- the features of combining remote work with work in the workplace in the room (office);
- the procedure and terms of providing the necessary equipment, software and hardware, information security and other means to perform their duties;
- the procedure and deadlines for submission of reports on work performed by employees working remotely;
- the procedure for reimbursement of other costs associated with the performance of remote work.

An employee who performs remote work has guaranteed a period of free time for rest (period of disconnection), during which the employee may interrupt any information and telecommunications with the owner or his authorized body, and this has not considered a violation of the employment contract or employment contract discipline.

The period of free time for rest (period of disconnection) has defined in the employment contract on remote work.

The conclusion of an employment contract for remote work in the presence of dangerous and harmful production (technological) factors has prohibited.

The same moments in the organization of remote and home work:

- 1) during quarantine and the need for self-isolation, the employee may be transferred to home or remote work by order of the employer without the need for written notice of two months and without the obligation to conclude an employment contract;
- 2) standard forms of employment contract for remote work and home work will be approved by the central body of executive power, which ensures the formation of state policy in the field of labor relations;
- 3) a written agreement on full material responsibility may be concluded with employees who perform work under an employment contract for remote or home work and use the equipment and means of the employer provided to them for the performance of work.

The differences between remote and Home-based work have shown in table 3.

The legislation does not specify a list of works that can be performed remotely. The employer decides for himself whether the work can be performed outside the enterprise. If

possible and the availability of resources, the law allows you to transfer to remote work:








- pregnant women;
- employees who have a child under the age of three or care for a child under the age of six (according to medical indications);
- employees who have two or more children under the age of 15 or a child with a disability;
- parents or guardians of a child or a person with a childhood disability of subgroup A of group I;
- employees who have been discriminated against in the workplace - temporarily for two months.
- From July 16, 2021 in Ukraine there is a standard form of employment contract for telework. In particular, it should be specified in the contract:
 - the name of work, profession or position of the employee;
 - the labor functions;
 - the term of the contract;
 - terms of remuneration;
 - duration of working hours and rest;
 - the procedure and terms of providing equipment, software and hardware and other means and/ or the amount, procedure and terms of payment to employees of compensation for the use of funds belonging to them or leased by them and other reimbursement of expenses;
 - the procedure and deadlines for submission of reports on the work performed;
 - the ways of communication between the employee and the employer, etc.

Remote work involves payment in full at least twice a month.

The employer must provide the remote worker with equipment and facilities to perform his or her professional duties. The employer also organizes the installation and maintenance of funds and pays the costs. The employee is financially responsible for their lack or damage. If the subordinate uses his own funds for the needs of the enterprise, it is necessary to agree with him on the amount and procedure for reimbursement of their wear (depreciation), the cost of use (electricity, Internet, replacement of consumables). The workers at telework have the same labor rights - taking into account the specifics of telework specified in the employment contract. Like other employees, they can go on annual leave, open sick leave, and so on.

That is, the only exception under which the provision of safe working conditions is not entrusted to the owner, according to Part 2 of Art. 153 of the Labor Code of Ukraine - is remote work. On the other hand, according to Part 3 of Art. 14 of the Law of Ukraine "On labor protection" (as amended), when performing work under an employment contract for remote work, home work, the employee independently

Table 3. Characteristic Features in the Organization of Remote and Home-based Work, According to the Legislation of Ukraine.

Criterion	Remote Work	Home-based Work
<p>The need to fix the workplace</p> 	the employee independently chooses the workplace and provides safe working conditions	the employee's workplace must be fixed, and if it is necessary to change it, the employee must agree with the employer. In case of impossibility to perform the work, the employee has the right to change the workplace, provided that the employer notifies at least 3 working days before such a change.
<p>Workplace survey</p> 	the employee has the right not to provide the employer with information on the location of his workplace, to change the workplace and not to provide the employer with access to check his conditions	the living conditions of the employee must be inspected by the employer's representatives with the participation of the trade union body
<p>Accounting for working time</p> 	the employee independently distributes working hours, he is not subject to the rules of internal labor regulations and he is guaranteed a period of free time for rest (period of disconnection). The procedure and deadlines for submission of reports on work performed by remote workers are determined by the employment contract on remote work.	employees are subject to the general mode of operation of the enterprise, institution, organization (unless otherwise provided by the employment contract), and the employer decides how to entrust the employee with work and monitor its implementation, and ensures reliable accounting of work performed
<p>Providing the employee with equipment</p> 	the procedure and terms of providing employees with the necessary equipment, software and hardware, information security and other means to perform their duties are determined in the employment contract, and if they are not specified, such support is entrusted to the employer	the provision of means of production, materials and tools necessary for the employee to perform homework is the responsibility of the employer, unless otherwise provided by the employment contract. In the case of using their tools, the employee is entitled to compensation
<p>Combination with work in the office / enterprise</p> 	performance of remote work can be combined with performance by the employee of work in office / at the enterprise (conditions and the order are defined in the employment contract)	the possibility of such a combination is not provided by law
<p>Exclusion</p> 	transfer to remote work in the presence of dangerous and harmful production (technological) factors is prohibited	homework can be introduced only for people who have practical skills to perform certain jobs or can be trained in such skills
<p>Safety of working conditions</p> 	when concluding an employment contract for teleworking, the employee independently chooses a workplace and provides safe working conditions. The employer is responsible only for the safety and proper technical condition of the equipment and means of production transferred to the employee	responsibility for occupational safety is not clearly defined by law. 2 st. 153 Labor Code of Ukraine: "ensuring safe and harmless working conditions is entrusted to the owner or his authorized body, except in cases of conclusion between the employee and the owner or his authorized body employment contract for teleworking"

determines his workplace and is responsible for ensuring safe and harmless working conditions, and the employer bears responsibility for the safety and proper technical condition of equipment and means of production transferred to the employee for remote or home work.

When performing work under an employment contract for home work, the workplace determined by the employee must be characterized by the presence of a fixed area, technical means (fixed assets and non-production assets, tools, appliances, inventory) or their combination necessary for production, services, work or functions provided by the constituent documents".

That is, homework, according to Part 3 of Art. 14 of the Law of Ukraine "On labor protection", equated to remote work, and provides that the employer is responsible only for the safety and proper technical condition of equipment and means of production, which are transferred to the employee to perform the work.

4.3. Organization of Public Control Over Observance of the legislation on Work and Health Care in the Conditions of Remote Work

The Global Confederation of Human Rights Index of the International Trade Union Confederation (ITUC) showed



Fig. (5). The system of trade unions of Ukraine, 2021.

that in 2020, violations of workers' rights reached a seven-year high. This trend of governments and employers to:

- restriction of workers' rights by restricting collective bargaining;
- violation of the right to strike;
- exclusion of workers from trade unions.

The main trends of 2020 among 144 countries surveyed for the degree of respect for workers' rights were:

- 85% of countries violated the right to strike;
- 80% of countries violated the right to collective bargaining;
- the number of countries that have prevented union registration has increased;
- 3 new countries were included in the list of the ten worst countries for workers (Egypt, Honduras, India);
- the number of countries that denied or restricted freedom of expression increased from 54 in 2019 to 56 in 2020;
- workers have been abused in 51 countries;
- workers did not have or restricted access to justice in 72% of countries;
- workers have been arbitrarily arrested and detained in 61 countries.

There is a system of trade unions in Ukraine. As of January 1, 2021 total number of the Federation of Trade Unions of Ukraine -28713 trade unions and their associations (Fig. 5).

According to opinion polls, slightly more than 21% of Ukrainian citizens are now members of trade unions. The reasons for such a low percentage of members of trade unions are the reduction in the number of jobs, the flow of labor in the business sector to small, private enterprises, to farms. In addition, there is a withdrawal from unions due to frustration with their ability to properly protect human rights.

Trade unions exercise public control over:

- observance by the employer of the legislation on labor protection;
- creation of safe and harmless working conditions; proper production life for employees;
- timely provision of their appropriate means of collective and individual protection;
- timely provision of medical and preventive nutrition, milk, carbonated salt water, etc.
- Trade unions also have the right to:

- to conduct an independent examination of working conditions, as well as industrial facilities that are designed, built or operated, in accordance with their regulations on labor protection;
- participate in the investigation of the causes of accidents and occupational diseases at work and provide their conclusions about them.

To perform these functions in accordance with the Law of Ukraine "On Trade Unions, their rights and guarantees of activity" of 15.09.1999 № 1045-XIV trade unions, their associations represent and protect labor, socio-economic rights and interests (Article 246 of the Labor Code; Article 38 of the Law № 1045). The right to represent and protect the rights of employees in labor relations is enshrined in Art. 19 of the Law № 1045, in particular, provides for the right of trade unions to represent and protect the interests of workers in collective labor relations, regardless of their membership in the union. According to Art. 26 of the Law № 1045 trade unions, their associations have the right to represent the interests of employees in bodies dealing with individual labor disputes, as well as in resolving collective labor disputes (conflicts) in the manner prescribed by law.

According to Art. 38 of the said Law, the elected body of the primary trade union organization at the enterprise has endowed with important powers to conclude a collective agreement and control its implementation, reporting on its implementation at the general meeting of the labor collective, requesting the relevant bodies to prosecute officials for non-compliance. .

An important organizational and legal guarantee of public control over compliance with labor protection legislation is the right to establish and operate a commission on labor protection, which is a permanent advisory body. According to Art. 16 of the Law of Ukraine "On labor protection" the commission can be created at the enterprises, in the organizations, farms, irrespective of a form of ownership and a kind of activity. The purpose of its creation is to ensure the proportional participation of employees in addressing any issues of safety, occupational health and the working environment.

In its activities the commission has guided by:

- The Labor Code of Ukraine;
- The laws of Ukraine "On labor protection", "On compulsory state social insurance against accidents at work and occupational diseases that have caused disability";
- The standard regulations on the commission on labor protection of the enterprise, approved by the order of the State Committee of Ukraine for Industrial

Safety, Labor Protection and Mining Supervision dated 21.03.2007 № 55.

The commission has formed on the basis of equal representation of persons from the employer (specialists in occupational safety, hygiene and other services of the enterprise) and the trade union, and in its absence - authorized by employees.

Social dialogue determines the possibilities of reaching joint agreements and making agreed decisions by the parties representing the interests of employees, employers and executive authorities and local governments on the formation and implementation of state socio-economic policy and regulation of social and labor relations. The institutional formation of social dialogue in Ukraine has regulated by the Presidential Decree of 29.12.2005 № 1871 "On the development of social dialogue in Ukraine" and established by the National Tripartite Socio-Economic Council under the President of Ukraine as an advisory body.

Collective bargaining is a key mechanism for ensuring transparency in public and private sector enterprises.

The general agreements as acts of social dialogue in the labor and social legislation of Ukraine became the normative basis for solving urgent problems, contributed to the institutionalization of social partners and the development of interaction between them.

On May 14, 2019, the General Agreement on the regulation of the basic principles and norms of implementation of socio-economic policy and labor relations in Ukraine for 2019-2021 was signed.

The agreement contains joint agreements between the government, trade unions and employers on economic development, domestic production, growth of productive employment, preservation and creation of jobs, as well as agreements and separate obligations of the Parties on pay, protection and working conditions, social protection of workers, youth policy and social dialogue.

In Ukraine it has approved:

- 97 sectoral agreements;
- 27 territorial agreements;
- 51.4 thousand collective agreements.

The Law of Ukraine "On Collective Agreements and Treaties" of July 1, 1993 № 3356-XII determines the legal basis for the development, conclusion and implementation of collective agreements in order to facilitate the regulation of labor relations and socio-economic interests of employees and owners.

In Ukraine, the draft Law "On Collective Agreements and Treaties" has been proposed for consideration, the purpose of which is to increase the role of collective bargaining in labor relations, strengthen protection of workers and employers rights, and establish cooperation between social dialogue parties. An important innovation of the Bill is:

- to provide an opportunity for social dialogue bodies to involve public associations in consultations, exchange of information, if their purpose (goals) and

directions of statutory activity correspond to the essence of the issue under consideration.

It came into force in Ukraine on July 16, 2021 order of the Ministry of Economy dated 05.05.2021 № 913-21 approved:

- A typical form of employment contract for home work;
- A typical form of employment contract for teleworking.

The typical forms of employment contracts for remote and home work provide for the possibility of the parties by agreement to establish additional conditions for the rights and obligations of the employee and employer, additional conditions for remuneration, additional characteristics of the work performed, and other provisions.

At the same time, in accordance with Article 9 of the Labor Code, the terms of employment contracts, which worsen the position of employees in comparison with the labor legislation of Ukraine, are invalid.

That is, the parties to the employment relationship when concluding an employment contract for remote or home work is not prohibited to make additional changes and additions that do not contradict labor legislation.

The sociological research on the impact of quarantine caused by coronavirus infection COVID-19 on the situation with the protection of trade union rights and trade union activities in general showed that after the introduction of quarantine only a third of the surveyed unions increased the number of trade union appeals to protect their rights. Instead, 47% said that the number of such appeals remained at the previous level; 16% - that the number of appeals decreased; 2% of respondents indicated that they did not know or stated that seeking protection is a very rare phenomenon (Blaga et al., 2021).

To the question "What other challenges and new problems did your union face in connection with the quarantine caused by the coronavirus infection COVID-19?" respondents named the following:

- the working conditions (workplace);
- the non-payment of wages;
- the lack of sufficient technical capabilities for online communication;
- the difficulty of translating the statutory work into an online format (it is necessary to make appropriate changes to the statutes);
- insurance of employees against coronavirus by the employer;
- transportation of employees to work during the spring lockdown;
- harassment by the head of the institution of the leader and members of the trade union for the requirements to comply with all relevant changes to the legislation of Ukraine when providing assistance to patients with COVID-19;
- the work of pensioners during a pandemic, provision of personal protective equipment (masks, anti-

- septics, disinfectants), transportation of workers to work;
- reduction in the number of employees and as a consequence reduction in the number of trade unions;
- the problems with the organization of remote work in remote settlements;
- the manipulation of quarantine to introduce changes in significant working conditions;
- there is no possibility to hold a meeting of the labor collective;
- dismissal, part-time work, low wages;
- lack of opportunity to look for a new (other) job (job).

12% of respondents believe that trade unions should remain defenders of the purely labor rights of their members;

46% of respondents believe that trade unions should protect both labor rights and a wider range of rights of their members (prohibition of discrimination, freedom of expression);

32% would like trade unions to influence the protection of a wider range of human rights, including and the rights of persons who are not direct members of the union, including freelancers working on short-term contracts or informal agreements (prohibition of slavery and forced labor; freedom of thought, conscience and religion; freedom of expression; protection against discrimination, etc.);

30% of respondents said that trade union leaders should be more active in protecting human rights and exposing corruption;

1% of respondents indicated that they do not see the point in such a structure in the form in which they exist today;

1% of respondents do not believe in the ability of the union and saw their role in having a football team.

Therefore, the main aspects that national unions must take into account in their activities are:

1. Properly prepare for the resumption of normal operation. Many jobs and processes need to be reviewed, including a survey of a large number of employees, and the review should include consultation with the union. The processes and systems should be carefully monitored to ensure safe start-up of the workplace after temporary closure. Return to work must take into account social distancing and the protection of workers. Trade unions must be gender sensitive and, in particular, protect women.

2. The social dialogue and collective bargaining are important factors. The national procedures or specialized agencies should be established to plan, monitor and adjust return plans. To this end, it is important to expand the existing mechanisms of social dialogue. Any changes in the legislation must be approved by the trade union, and labor protection legislation must be strengthened.

3. The organizational arrangements. The organization of work is necessary for a successful return to work. This issue should be discussed with the union in the workplace and at

the level of company management, preferably in the context of national and sectoral plans agreed by the social partners.

4. Income support. The government should be strongly encouraged to provide national wage support when resuming work, while providing flexibility, as not all workers can immediately resume paid full-time work.

5. Sickness benefit and wage subsidy. Treatment and compensation, as well as COVID-19 infection in the workplace, should be included in the list of occupational diseases. Regardless of the type of contract, if an employee is unable to work due to COVID-19 infection, all benefits must be paid in full. Those who are unable to work due to a pandemic should receive unemployment benefits as needed.

6. Transportation to and from work. When organizing non-standard working hours, you need to take into account the availability of transport. Delays in overtime and pay periods should also be taken into account. Workplace safety on the way to work should also be discussed in the workplace (for example, providing masks and overcoming fear and anxiety). If additional employment costs are required during a pandemic and the government agency does not reimburse them, the employer may claim compensation.

5. CONCLUSION

The issue of protecting employees' rights has become particularly relevant in modern labor relations. This is due to the need for most companies to switch to remote work during Covid 19. However, the experience of recent years has shown that for many industries the need to adapt to new conditions while respecting labor rights has become a significant challenge. This study examines the main aspects of the transformation of public control over compliance with labor and health legislation in the conditions of remote work. It has proved that more adaptable to the effects of the COVID-19 crisis have been those companies that work on the principles of stakeholders, as they invest in the long-term viability of the company. The studies have shown that there is a tendency to move from a completely remote model to a hybrid - mixed model, where some workers return to their jobs and some stay at home. It is established that in general the current legislation provides for a number of powers related to the control of trade unions over compliance with labor legislation and the adoption of measures to protect the rights of workers at the appropriate level. A positive innovation is the distinction between remote and home work, although the new law contains a number of contradictions and inconsistent norms. The main difference between remote and home work is the place of work, which at home work is fixed, and at remote work is chosen at the discretion of the employee. Other conditions for both remote and home work are agreed in writing between the employee and the employer. Studies have shown that written agreements between the parties to an employment relationship are extremely important. Such agreements may be recorded in a written employment contract or provided for in internal regulations (policies, instructions) on remote and home work, approved by order of the employer and communicated to employees. In Ukraine, the General and Territorial Agreements, as the most common acts of tripartism, are currently

the basis for further development of social dialogue on a tripartite basis.

The theoretical and practical value of this study lies in the universalization of opportunities to prevent or eliminate the negative consequences of labor law violations by means of implementing public control. The study traces the transformation of public control during the period of COVID-19, as well as the measures taken by public authorities to counteract violations of labor law. Using the method of systematic analysis and the method of political and legal analysis, the author has studied international legal legislation in the field of labor rights protection regulation in terms of their applicability to labor protection. The study examines examples from developed and developing countries.

However, at the legislative level, it is necessary to intensify the additional powers of trade unions in accordance with international legal acts and national legislation. In order to improve the legal regulation of trade union powers, it is necessary to improve the legal regulation of the collective bargaining sector, to introduce an effective mechanism for joining new unions to the existing system of social partnership acts, which will attract new forces to the trade union movement.

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