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## FORMATION AND REGULATION OF THE NEWEST FORMS OF EMPLOYMENT IN UKRAINE

**Section:** Economics

**Language:** Ukrainian

**Abstract:** *The article dwells upon methodological and practical issues of the new employment forms development. Author formulates specific features of social and labor relations transformation, suggests new forms of employment under the influence of processes of globalization and informatization. Quantitative, functional, spatial and temporal flexibility are considered to be the most significant characteristics of renewal of labor relations in modern conditions of innovative transformations and intensification of information and communication technologies. Author defines characteristic features of new forms of labour market subjects' mutual relations, reflected in the use of non-standard forms of employment: contingent labor, part-time employment, remote working, and telecommuting. Paper suggests analyses of the contingent labor formation abroad and in the Ukrainian labour market. It is revealed that the increase in contingent labor is determined as a set of both positive influence that it makes to the livelihoods of labour relations subjects, and number of negative consequences of socio-economic nature. The development of the contingent labor institute in Ukraine is hampered by a number of unresolved problems of organizational and legal nature. A number of changes in domestic legislation that will resolve the situation with the contingent labor market is required. The author studies the existence of non-standard forms of employment as a result of the information proliferation and communication technologies. It is proved that one of the most socially significant innovation in the workplace is remote employment using the latest technologies (telecommuting). Constraints for the formation of this employment type in Ukraine are identified, where along with the main technological and economic constraints are regulatory ones. It is proved that for the full use of labour telecommuting legislative support, social security, the urgent improvement of the existing legislation is needed, which is possible by making orderly changes to the Code of labour laws of Ukraine and the embodiment of legal initiatives with the recognition of new concepts "remote worker", "remote work". Institutional approaches to the regulation of non-standard flexible forms of employment on the national labour market are justified. It is proposed to make corresponding amendments to the tax legislation, labour legislation, in particular to the "Code of labour laws of Ukraine and Law of Ukraine "On employment of population".*

**Keywords:** *Nonstandard flexible employment, ICT, teleworking, labor market, state regulation of nonstandard employment.*

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