

## POLICY OF EMPLOYEMENT IN POLAND AND ITS EXPERIENCE FOR UKRAINE

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A significant part of the state's social policy is employment policy, which is one of the most important macroeconomic parameters. Employment affects the income of the population and general well-being. Poland's positive experience in these matters is especially important for Ukraine, which as a result of the pandemic has found itself in a more difficult social situation than most European countries.

In Poland, the issues of social policy models have been undertaken for many years by many researchers: Chojnacka, Gomułka, Frączak and Wygnański, Mendell et al. These authors focused on the issues of social transformation in Poland, social and employment policy, and financial aspects of Poland's development.

The aim of the article is to review the positive experience of employment policy in Poland with a recommendation for its application in Ukraine.

The research methods used in the article are literature analysis (review of current research in the field of social policy with special emphasis on employment policy and Polish state statistics) and taxonomic methods used to determine the social development of Poland and changes in the labor market and the method of comparative analysis.

The main features of the Polish social model are: stable economic development; low unemployment; increase in average wages; relatively small regional differences in the unemployment rate; labor market stability and its ability to adapt to new challenges. Poland is an attractive country for Ukrainian youth. The key to the economic development of Poland is the intensive development of small and medium-sized enterprises. Appropriate allowances and subsidies for foreign investments have been introduced in Poland, which solve the problem of unemployment and support Polish business thanks to technological innovations.

The main problems of employment policy in Ukraine are: low wages; high unemployment; departure of young workers and highly qualified staff abroad in search of higher wages.

The main Polish experience of social policy that can be used in Ukraine is: development of corporate social responsibility; entrepreneurial activation of the unemployed; creation of favorable working conditions for employees through cooperation of the public sector with business entities; consultations with Poland and other European countries on the development of the labor market in Ukraine.

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