



# EXECUTIVE SUMMARY

Comprehensive analysis  
of regional labour market and  
review of the State Employment  
Service activity in Zaporizhzhia  
Oblast

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ОРГАНІЗАЦІЯ  
ОБ'ЄДНАНИХ НАЦІЙ  
УКРАЇНА



ПРЯМУЄМО  
РАЗОМ



This executive summary is the result of the study of the labour market of Zaporizhzhia Oblast and the activities of the State Employment Service in Zaporizhzhia Oblast held during January-May 2020. The study was conducted within the United Nations Recovery and Peacebuilding Programme, which operates in six oblasts of Ukraine: Donetsk, Luhansk, Dnipropetrovsk, Zaporizhzhia and Kharkiv; the Rule of Law Program operates in Zhytomyr Oblast. This study was conducted within the framework of Economic Recovery and Restoration of Critical Infrastructure Component.

#### **FOLLOWING ACTIVITIES WERE CARRIED OUT AS PART OF THIS STUDY:**

- statistical data analysed to conduct comprehensive analysis of the labour market dynamics of Zaporizhzhia Oblast;
- review of the Zaporizhzhia Oblast Employment Centre activities provided in terms of services and types of benefits it ensures to the unemployed and employers in the Oblast;
- interviews with representatives of the Zaporizhzhia Oblast Employment Centre and employers of Zaporizhzhia Oblast on the local labour market conducted, description of these interviews provided;
- survey of employers of Zaporizhzhia Oblast was conducted and responses were analysed;
- forecast of the Zaporizhzhia Oblast labour market demand carried out.

Executive summary is structured in accordance with the above points.

The author of the study expresses her gratitude to the representatives of the State Employment Service, the Zaporizhzhia Oblast Employment Centre, district and city-district branches of the Zaporizhzhia Oblast Employment Centre, employers and experts who helped to collect the necessary information and complete the full picture of the labour market of Zaporizhzhia Oblast to deliver it to the reader of this executive summary.

#### **TRENDS IN THE LABOUR MARKET OF ZAPORIZHZHIA OBLAST**

The participation rate of the population aged 15-70 in the labour force of Zaporizhzhia Oblast was 64.1% as of 2019. This indicator was the highest in 2013 (at the level of 65.6% of the population of the corresponding age). The participation rate of the working age population in the labour force of Zaporizhzhia Oblast was 76% as of 2019. Before, it was the highest in 2012 (75%). On average, the participation rate of the population in the labour force of Zaporizhzhia Oblast corresponds to the trends of the

participation rate of the population in the labour force of Ukraine for the corresponding age groups.

The participation rate of males in the labour force is higher than the participation rate of females in the labour force. As of 2018, the participation rate of males aged 15-70 in the labour force was 70.6%, and females – 56.3%.

The employment rate of the population aged 15-70 of Zaporizhzhia Oblast was 58.2% as of 2019. This indicator was the highest in 2013 (at the level of 61.3%). The employment rate of the working age population of Zaporizhzhia Oblast was 68.6% as of 2019. It was also the highest in 2013 (69.5%). The employment rate of the population in Zaporizhzhia Oblast as well generally corresponds to the trends of the employment rate of the population of Ukraine for the corresponding age groups.

The employment rate of males is again higher than the employment rate of females. As of 2018, the employment rate of males aged 15-70 was 64.2% and females – 50.2%.

The employment rate of the population by the place of residence changed significantly during 2010-2018. If in 2010 employment was higher in rural areas (67.6% compared to 57.1% of urban employment), in 2018 employment in urban areas exceeded employment in rural areas (57.6% and 53.8%, respectively).

In 2019, the share of informal employment in Zaporizhzhia Oblast was 21.9% of employed population aged 15-70, which corresponds to 162.0 thousand individuals. Interestingly, if during 2017-2019 the informal employment in Ukraine on average decreased by 2 percentage points (hereinafter p.p.), in Zaporizhzhia Oblast this share increased by 1.2 p.p.

During 2017-2020, the average number of full-time employees in Zaporizhzhia Oblast in absolute terms declined from 361.5 to 345.6 thousand individuals as of March of 2020.

During 2015-2017, unemployment rate increased more significantly in Zaporizhzhia Oblast than in Ukraine.

The unemployment rate of the population aged 15-70 of Zaporizhzhia Oblast was 9.5% of the labour force for the corresponding age groups in December of 2019. It was the highest in 2017 (at the level of 10.7%). The unemployment rate of the working age population in Zaporizhzhia Oblast was 9.9% in December of 2019. The highest level was also in 2017 (11%).

The unemployment rate of males of Zaporizhzhia Oblast reached 11.2% in 2016, after it decreased, and as of 2018, it was estimated at the level of 9%. The unemployment rate of females continued growing after 2016 (8.6%) and in 2018 reached 10.8%.

Registered unemployment rate was 2.5% at the end of 2019, which corresponds to 19.4 thousand individuals.

The ratio of unemployment rate to employment rate demonstrates how the workload of the number of unemployed population to the number of employed population changes. If the ratio of the registered unemployment rate to the employment rate of Zaporizhzhia Oblast showed small fluctuations within 3-5% during 2010-2019, the ratio of unemployment rate to employment rate according to the ILO methodology changed from 10% in 2013 to 17% in 2017. This indicates the increase in the burden of the unemployed population on the employed one.

Changes in the number of vacancies is a cyclic indicator: every year in December (as of January 1), the number of vacancies is the smallest, and in March (as of April 1) and August (as of September 1), it doubles or triples. The total number of vacancies was growing during 2017-2019. For example, the average annual number of vacancies in 2017 was 1285, in 2018 – 1908, in 2019 – 2763 vacancies. The number of vacancies as of 01.05.2020 was 1375 (reasons explained in “Reaction of the labour market of Zaporizhzhia Oblast to the quarantine restrictions of 2020” section of the Summary).

In parallel with the increase in the number of vacancies, the workload of registered unemployed was decreasing: in 2017, the average annual number was 17 persons per vacancy, in 2018 – 11 persons, and in 2019 – 8 persons. In April 2020, this number grew up to 18 persons per vacancy (reasons explained in “Reaction of the labour market of Zaporizhzhia Oblast to the quarantine restrictions of 2020” section of the Summary).

As of January 1, 2020, the total number of unemployed receiving unemployment benefits was 15496 individuals; the average unemployment benefit was UAH 3582. Out of those who received benefits, 2780 individuals (which is 18%) received the minimum unemployment benefit of UAH 610, and 1326 individuals (or 8.6%) received the maximum unemployment benefit of UAH 8408.

As of 1 May 2020, the total number of unemployed receiving unemployment benefits was 18654 individuals; the average unemployment benefit was UAH 3467. Out of them, 4493 individuals (24%) received the minimum unemployment benefit of UAH 1000, and 1091 individuals (5.8%) received the maximum unemployment benefit of UAH 8408.

Demand for labour force (determined by the number of vacancies as of the end of the reporting period) was 1.1 thousand as of the end of 2019, and 1.4 thousand as of 1 May 2020. Supply of the labour force (determined by the number of registered unemployed) was 19.4 thousand as of the end of 2019 and 24.1 thousand individuals as of 1 May 2020.

The average nominal wage in Zaporizhzhia Oblast was UAH 12249 in 2019 (with the average salary in Ukraine at the level of UAH 12264). The index of the average real wage in Zaporizhzhia Oblast was negative in 2014 (96.6%) and 2015 (80.8%). During 2016-2019, this indicator was growing and as of 2019 grew up to the level of 111.8%.

In 2019, the gender pay gap was 30% (UAH 13317 for males and UAH 9310 for females).

In 2019, the average monthly wage by types of economic activities in Zaporizhzhia Oblast is the highest in manufacturing (UAH 13649), public administration and defence (UAH 13430), professional, scientific and technical activities (UAH 11367), and financial and insurance activities (11244). It is the lowest in the real estate activities (UAH 6443), accommodation and food service activities (UAH 6520), agriculture (UAH 6955) and health care and social work activities (UAH 7168).

Average wage of full-time workers by cities and districts at the end of 2019 was the highest in Energodar (UAH 20596), Vasylivka district (UAH 12500), Zaporizhzhia (UAH 10926) and Pology district (UAH 10488). The lowest average wage was in Yakymivka (UAH 7054), Orikhiv (UAH 7035) districts, the city of Berdyansk (UAH 7023) and Melitopol district (UAH 6979).

In December of 2019, 6.2% (or 20.5 thousand individuals) of workers who were paid for 50% or more working hours had the salary under UAH 4173 (statutory minimum wage). The share of workers who received salary below UAH 10 thousand (which is less than the average wage in the Oblast), was 57.2% (or 188.9 thousand individuals). 13% of employees (or 42.9 thousand individuals) had the salary above UAH 20 thousand.

The number of individuals who were not paid for 50% or more of working hours in 2019 was 13.3 thousand.

As of January 1, 2020, wage arrears at the enterprises of Zaporizhzhia Oblast was UAH 99 million, most of which (51.8%) was accounted for bankrupt enterprises, 43.7% – for economically active enterprises and 4.5% – for economically inactive enterprises. The average amount of wage arrears per employee was UAH 11759.

The largest share of wage arrears (45%) fell on the state-owned enterprises, 16% – on municipal enterprises, 5% – on limited liability companies, and 4% – on branches (other separate units).

Among the enterprises of all sizes in Zaporizhzhia Oblast, the highest is the number of micro-enterprises – 12571 or 84% from the total number, 1804 or 12% are small enterprises, 592 or 4% are medium and 26 or 0.2% are large enterprises..

The highest number of employed workers is at medium-sized enterprises (102192 individuals or 40%). Large enterprises employ 86457 individuals (34%), small – 37363 individuals (15%), and micro – 30172 (12%).

The highest output is marketed by large enterprises – UAH 183143 million (57% of the total), medium – UAH 80892 million (25%), small – UAH 37181 million (12%), and micro-enterprises – UAH 21297 million (7%).

Most of the companies are registered in the city of Zaporizhzhia (9028 entities), Melitopol (879), Berdyansk (754), Orikhiv (330) and Pryazovske (262) districts. The smallest number of the enterprises is registered in the city of Tokmak (121) and Rozivka district (76).

Most of the individuals are employed in Zaporizhzhia (181261 individuals), Berdyansk (12283), Melitopol city (12174) and Melitopol district (3166). The least number of individuals are employed in Berdyansk (1535) and Rozivka (537) districts.

Most output is marketed in Zaporizhzhia (UAH 262143 million), Berdyansk (UAH 9018), Melitopol (UAH 7560) and in Orikhiv district (UAH 2555 million). The lowest amount of output is marketed in Berdyansk (UAH 814 million) and Rozivka (UAH 222 million) districts.

Most of the large enterprises work in manufacturing (77%) and trade (23%). From medium businesses, most of them work in manufacturing (38%), agriculture (17%) and trade (14%). As of small businesses, most of them work in trade (27%), agriculture (19%) and manufacturing (13%). Micro-enterprises mainly work in trade (28%), agriculture (19%) and real estate (12%).

At large enterprises, most individuals are employed in manufacturing (94%) and trade (6%) areas. For medium enterprises, respective economic activities are manufacturing (48%), agriculture (11%) and trade (9%). For small enterprises, these are manufacturing (21%), trade (21%) and agriculture (20%). At micro-enterprises most individuals are employed in trade (26%), agriculture (21%) and manufacturing (15%).

Of the large enterprises, the highest output is marketed in manufacturing (87%) and trade (13%). Of the medium enterprises, such sectors are manufacturing (45%), trade (33%) and agriculture (9%). As for the small businesses, such sectors are trade (48%), manufacturing (19%) and agriculture (15%). As for the micro-enterprises, it is again trade (52%), agriculture (13%) and manufacturing (11%).

The number of employed population in Zaporizhzhia Oblast was 732.2 thousand individuals in 2018. In absolute terms, this number decreased from 2012 to 2018 by 11%. The largest decline in employment was in professional, scientific and technical activities (23% decline), financial and insurance activities (20%) and manufacturing (15%). The only two types of economic activities that showed employment growth were public administration and defence (10% growth) and administrative and support service activities (7%).

Out of the total number of employed population, 361.1 thousand individuals are employed at the business entities or work as private entrepreneurs. Out of them, 71% (or 256.2 thousand individuals) work at enterprises. Of these, the majority are employed in manufacturing (56%), trade (12%) and agriculture (10%) sectors. The remaining 29% (or 104.9 thousand individuals) work as private entrepreneurs. Of these, most are engaged in trade (57%), manufacturing (7%), information and communication (6%).

Of the total number of private entrepreneurs, 51.3% hold their activities in Zaporizhzhia city. Melitopol (with 12.4% private entrepreneurs) and Berdyansk (with 8% private entrepreneurs) occupy second and third place in this list respectfully.

Average wage in manufacturing during 2013-2019 more than tripled from UAH 4022 to UAH 13649. Among the industries, as of 2019, the highest wage was in the electricity and gas supply (UAH 18635) and mining industry (UAH 17173). The largest growth in 2019 compared to 2013 (3.5 times) was demonstrated by the processing industry, and the smallest (2.8 times) – by the water supply, sewerage and waste management.

In December of 2019, 3.7% of the industry sector employees paid for 50% or more working hours received the salary within the minimum wage range. 22.1% of employees received the salary above UAH 20000. This indicates on the significant disparity in salaries in the industrial sector, as well as inequality between the highest and the lowest salaries. The increase of salary distribution from left to right shows that those receiving higher wages in the industrial sector quantitatively dominate over the workers with lower salaries.

In December 2019, 11.4% of agricultural workers paid for 50% or more working hours received salaries within the minimum wage range. Only 1.9% of employees received salaries above UAH 20000. This indicates on the significant disparities in salaries in agriculture, as well as inequality between the highest and the lowest salaries. The decline of salaries distribution from left to right shows that those who received lower salaries in agriculture quantitatively outweigh employees with higher salaries.

Interestingly, while labour productivity in agriculture during 2016-2018 increased in Ukraine by 14%, in Zaporizhzhia Oblast it decreased by 13%.

The share of fishery in Zaporizhzhia Oblast in the total catch of fish and aquatic living resources in Ukraine increased from 5.5% in 2010 to 31.8% in 2016. However, this share decreased to 9.8% in 2019.

## **REVIEW OF THE ZAPORIZHZHIA OBLAST EMPLOYMENT CENTRE ACTIVITIES**

The Zaporizhzhia Oblast Employment Centre is part of the centralized system of state institutions of the State Employment Service, the activities of which are directed and coordinated by the Ministry for Development of Economy, Trade and Agriculture in the sphere of employment. The following divisions belong to the Zaporizhzhia Oblast Employment Centre structure: one city employment centre, three employment promotion departments of the Zaporizhzhia City Employment Centre, two city-district employment centres, one city branch, one city-district branch, fifteen district branches and two employment promotion departments in the districts of the Oblast. In Zaporizhzhia Oblast, as of May 2020, 555 people are employed in the system of the State Employment Service.

All services offered by the Zaporizhzhia Oblast Employment Centre are free of charge and are provided only with the consent of individuals. According to the Law of Ukraine



“On Compulsory State Social Insurance in Case of Unemployment” and the Law of Ukraine “On Employment”, such services are:

- vocational training or retraining, advanced training of the unemployed in vocational and higher educational institutions, including educational institutions of the State Employment Service, enterprises, institutions, organizations;
- professional orientation;
- search for suitable work and assistance in employment, including employment through organizing public and other temporary works in the manner prescribed by the Cabinet of Ministers of Ukraine;
- selection of employees upon request of employer;
- meeting the needs of employers in temporary workers to perform public and other temporary works;
- providing compensation to employers who employ citizens with additional guarantees in employment (namely, are not competitive enough in the labour market);
- providing compensation to employers – small entrepreneurs for promoting self-employment and creating new jobs;
- providing vouchers to maintain the competitiveness of certain categories of citizens (namely, persons over 45 with at least 15 years of insurance experience) through retraining, specialization, advanced training in professions and specialties for priority types of economic activities;
- stimulating the activities of employers aimed at creating new jobs by monthly compensation of a single social contribution to the obligatory state social insurance fund;
- implementation of measures promoting employment of internally displaced persons (hereinafter IDPs);
- providing employers with compensation for the labour costs of employed persons from among IDPs and compensation for the costs of employers providing jobs to registered unemployed persons from among IDPs for retraining and advanced training thereof;
- assisting employers in preparing texts of vacancy announcements;
- assisting employers in conducting interviews with job candidates and organizing meetings with job seekers;

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- conducting seminars for employers, including ones on employment of individuals with disabilities;
- advising on the implementation of certain norms of labour and employment legislation, state social insurance in case of unemployment, including dismissal of workers, employment of citizens who are unable to compete in the labour market, the use of foreign labour, etc.;
- providing advice to individuals on the organization and conducting business activities;
- information and consulting services related to employment.

The types of benefits provided by the Zaporizhzhia Oblast Employment Centre in accordance with the Law of Ukraine “On Compulsory State Social Insurance in Case of Unemployment” are:

- unemployment benefits, including a one-time payment for the organization of business activities by unemployed persons. As of January 1, 2020, unemployment benefit was set at a minimum level of UAH 650 and a maximum – at the level of UAH 8408;
- funeral allowance in the event of death of an unemployed person or a dependent.

## **INTERVIEWS ON THE LABOUR MARKET OF ZAPORIZHZHIA OBLAST**

The interviews were conducted from February to April of 2020 with the representatives of the State Employment Service (namely, Zaporizhzhia Oblast Employment Centre, Vasylivka District Branch of the Zaporizhzhia Oblast Employment Centre, Tokmak City-District Branch of the Zaporizhzhia Oblast Employment Centre) and employers of Zaporizhzhia Oblast.

It was determined that the priority economic activities in Zaporizhzhia Oblast are manufacturing, agriculture and tourism. Manufacturing creates demand for industrial professions. Work in agriculture is seasonal because it begins in April and lasts through November. Professions with average qualifications are considered as the most needed in agriculture. Employment in tourism also is seasonal and creates demand for unskilled workers as well as administrative and medical staff.

All interviewees noted that in Zaporizhzhia Oblast there is a noticeable professional and qualification imbalance; according to the estimates, about 30% of workers do not work by their original profession. The biggest challenge is to meet the demand for professionals with secondary qualifications.

Entrepreneurs solve the problem of imbalance in supply and demand by employing retirees and using salaries of unfilled vacancies as additional payments to the existing staff.

An important role in raising the professional educational level is played by institutions of vocational education. According to the Department of Education and Science of the Zaporizhzhia Oblast State Administration, there are 35 institutions of vocational education in Zaporizhzhia Oblast in 2019, and 34 as of June of 2020. In addition, as there is no Centre for Vocational Education in the Oblast, the Zaporizhzhia Oblast Employment Centre sends individuals to study at the Centres for Vocational Education in the Oblasts such as Dnipropetrovsk, Kharkiv and Odesa due to territorial proximity.

Some enterprises independently organize training centres as non-formal education that provide advanced training and retraining of employees.

Interviewees positively evaluated cooperation between Oblast enterprises and vocational and higher education institutions, however, as the vocational education institutions are in the process of reorganization (consolidation of institutions), the situation remains unsettled.

Employers stated that the State Employment Service provides search for low- and middle-skilled workers. In addition, employers approach the Service rather not in the first place, trying to fill their work demand through internal portals, employment websites and through relatives and friends.

Undeclared work was mentioned a serious problem for the Oblast labour market. Its share is estimated from 30% to 80%. It is the highest in construction, agriculture and courier activities.

Another challenge for the Oblast is external migration; during 2017-2020 staff turnover has increased significantly. It is also generally believed that the prestige of the working professions is being lost.

## **SURVEY OF THE EMPLOYERS OF ZAPORIZHZHIA OBLAST**

In March 2020, survey of employers in Zaporizhzhia Oblast was conducted and 51 employers participated in it. The sampling included representatives of enterprises of the main types of economic activities, of all sizes, territorial location and age of enterprises.

The interviewed employers stated that the highest demand is observed for middle-skilled workers. The educational level of training of employees when they are hired is generally estimated as acceptable. In addition, the work of employees mainly corresponds to the qualifications acquired at their education.

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The most valuable skills are:

- for low-skilled workers: ability to work in a team, independence and discipline, environmental literacy;
- for middle-skilled workers: ability to work in a team, independence and discipline, communication skills;
- for highly-skilled workers: ability to make decisions, reprofile in times of crisis, leadership.

Employers perceived the quality of vocational education in Zaporizhzhia Oblast at the average level or are satisfied with it. Among the reasons for dissatisfaction with its quality are: outdated material and technical base, inadequate curricula and low qualification of teachers.

Unpopularity of vocational education, level of wages and mismatch between employees' qualifications and the labour market needs are considered as the reasons for the imbalance between supply and demand in the labour market.

As the main challenges for the labour market of Zaporizhzhia Oblast, there were mentioned low wages, labour migration, outflow of qualified workers, outflow of youth, aging of personnel and external factors (quarantine, uncertainty).

The most popular professions over the next 3-5 years, regardless of the sector in which employers will work, are expected to be: working professions (locksmith, turner, electric welder), doctor, operator, tractor driver, IT specialist, electrician, farmer, driver, nurse, sales manager, accountant, engineer, HR manager, service workers (waiter, bartender), salesman, cook, designer, lawyer, seamstress, architect.

Finally, most entrepreneurs were positive about the prospects of the economic activity in which they work over the next seven years.

## **FORECAST OF THE LABOUR MARKET NEEDS OF ZAPORIZHZHIA OBLAST**

Forecast of the labour market needs of Zaporizhzhia Oblast was carried out by modelling time series data based on multifactor linear regression. The used model accounts for the seasonality of vacancies, the trend of vacancies to grow and the factor of quarantine restrictions in connection with the pandemic of COVID-19.

29 models were built (to forecast the total number of vacancies, vacancies by occupational groups and vacancies by types of economic activities) based on monthly data from January 2017 to April 2020 inclusive. The forecast is built for the period up to December 2021.

In general, growth is predicted for all occupational groups and all types of economic activities, despite the crisis in the labour market, which was experienced in Ukraine in the spring of 2020. The reasons for this growth is the upward trend in the number of vacancies over the past three years.

By occupational groups, the highest growth is expected for specialists (growth from 133 vacancies as of May 1, 2020 to the forecasted annual average for 2021 of 409 vacancies), professionals (growth from 137 to 416) and skilled workers with a tool (growth from 269 to 763). Moderate growth is projected for the occupational group of workers for maintenance, operation and control of technological equipment and assembly of equipment and machinery from 273 to 655). The lowest growth is expected for the occupational group of technical staff (growth from 53 to 100).

By types of economic activities, the largest growth is expected in mining industry (growth from 5 vacancies as of May 1, 2020 to the forecasted annual average for 2021 of 77 vacancies), hotels and restaurants (growth from 101 to 183), professional activities (growth from 18 to 59) and construction (growth from 26 to 101). The lowest growth is expected in real estate (growth from 43 to 79) and agriculture (growth from 237 to 384).

In addition, the predicted data was adjusted (for two types of economic activities, namely electricity supply and construction) based on the information on investment projects provided by the Zaporizhzhia Oblast State Administration. In Zaporizhzhia Oblast two investment alternative energy projects are being implemented, namely the Wind Power Plant Construction Project in Pryazovske and Melitopol districts (2018-2021), and the Construction of Zophia Wind Farm in Yakymivka district (2019-2022).

## **REACTION OF THE LABOUR MARKET OF ZAPORIZHZHIA OBLAST TO THE QUARANTINE RESTRICTIONS OF 2020**

During the quarantine period (from 12 March to 25 May), employers provided 47% less vacancies to the Zaporizhzhia Oblast Employment Centre compared to the same period last year.

As of May 1, 2020, among the occupational groups for which the growth in the number of registered unemployed (compared to May 1, 2019) is the highest are: professionals and specialists (the number of registered unemployed increased by 63%), workers in the field of trade and services (increased by 54%) and skilled workers with a tool (increased by 52%).

As of May 1, 2020, the economic activities mostly affected by the quarantine restrictions in March-May 2020, according to the growth rate of the registered unemployed (compared to May 1, 2019), are: accommodation and food service activities (the number of registered unemployed increased by 113%), health care and social work activities (increased by 95%), construction (increased by 93%), processing industry

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(increased by 76%) and arts, sport, entertainment and recreation (increased by 68%).

The Zaporizhzhia Oblast Employment Centre has implemented the following actions to overcome the impact of the pandemic on the labour market:

- simplified registration at the Employment Centre and receiving unemployment benefits;
- created possibilities to apply for unemployment status and receive unemployment benefits remotely;
- increased the minimum unemployment benefit for the period of quarantine and 30 days after from UAH 610 to 1000;
- if before the quarantine those who voluntarily separated with their employers received unemployment benefit from the 91st day after acquiring unemployment status, now it is determined that the unemployed registered with the Employment Centre receive unemployment benefits from the 1st day of acquiring unemployment status (even in case of voluntary separation);
- the right to receive partial unemployment benefits to employers is granted for small and medium enterprises, which:
  - > stopped or reduced activities due to the quarantine;
  - > paid a single social contribution during last 6 months preceding the date of suspension or reduction of activity, for employees with whom the employment relationship had not been terminated on the date of submission of the application to the Zaporizhzhia Oblast Employment Centre.



