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INNOVATIVE LABOR AND DIGITALIZATION OF THE LABOR MARKET IN UKRAINE

Summary

The key task of ensuring growth of the state's digital economy is a stimulation of innovations. There is still a gap in innovation mentality and institutional commitment to foster innovations, despite the fact that the country has built an infrastructure for innovations. The lack of qualified personnel to promote innovations, the shortage of professionals at all levels, and the lack of incentives for innovative work hinders the development of the state's innovation market.

The aim of this article is to define the essence of the concepts of "innovative work", "digitalization" and the specifics of the labor market's transformations and employment in Ukraine with respect to the impact of digital technologies.

In the conducted research we used a few scientific theoretical methods such as system analysis (to clarify the main categories of research), logical abstract method (to apply theoretical generalizations and conclusions on the transformation of the labor market and assess the impact of digitalization on the labor force) and graphical method (to represent visually Ukrainian employment and its structure).

We provided an interpretation of the "digitalization" concept and its innovative impact on the labor market in Ukraine. It is clarified that digitalization provides the society a full access to digital infrastructure and high-quality public and social services. We studied the influence of digitalization on the labor market, changes in working conditions and employment changes as well as we investigated the required skills of modern workers. We found that the employment growth in the Ukrainian labor market did not always correlate with the increases of GDP growth rates. Additionally, we investigated the structure of employment of the state's population according to various criteria. There was observed a gradual growth of the service sector share in the structure of the country's GDP as well as the shares of professional, scientific and technical industries, including the information and telecommunication technologies sectors. At the same time, the state's investments into the research and development activities and its labor force have been significantly decreased recently and it certainly reduced the competitiveness of Ukrainian innovation market. We defined the requirements to innovative work which are fostered by development of digital technologies. Finally, we justified the necessity to invest in training and education of the state's personnel with the aim of developing their digital competencies.

Keywords: innovative work, employment, unemployment, elasticity, digitalization, digital technologies, professional skills.

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