

# Theoretical and Practical Research in Economic Fields

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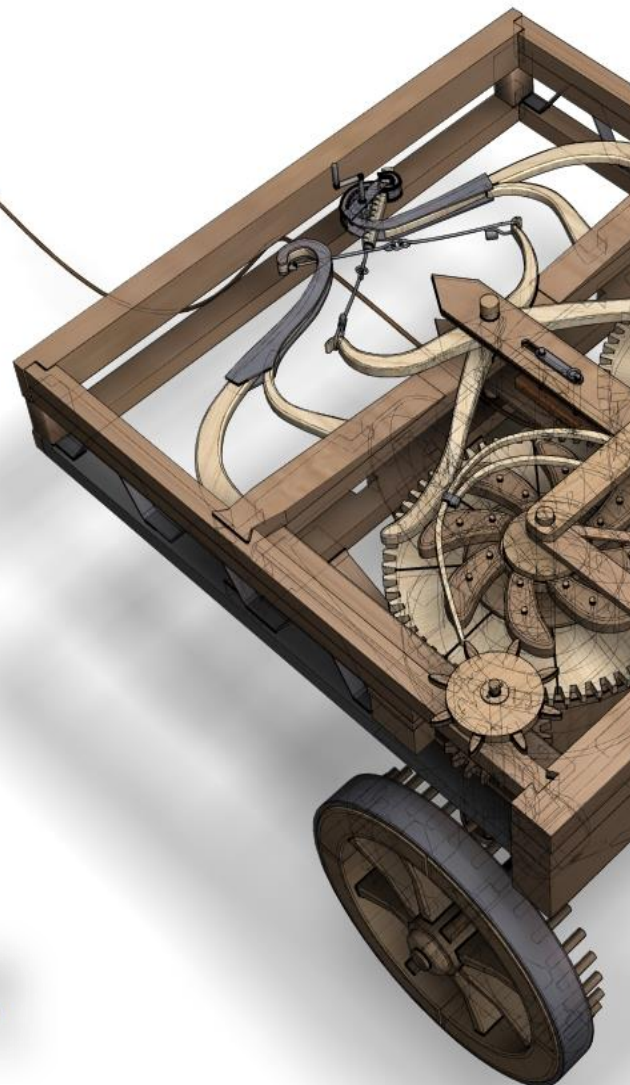
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# Call for Papers Fall Issue 2024

## Theoretical and Practical Research in Economic Fields

Many economists today are concerned by the proliferation of journals and the concomitant labyrinth of research to be conquered in order to reach the specific information they require. To combat this tendency, **Theoretical and Practical Research in Economic Fields** has been conceived and designed outside the realm of the traditional economics journal. It consists of concise communications that provide a means of rapid and efficient dissemination of new results, models, and methods in all fields of economic research.

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**This Special Issue** was created at the request of a group of researchers from Ukraine. It is a response to the challenging situation of Ukrainian scholars due to the Russian invasion as well as the growing demand for knowledge on Ukrainian issues.

We would like to express our endless thank to our colleagues, scholars from Ukraine who are working amid the war on topics that are important for all. Also, we thank all our international authors for their valuable contributions to this Issue.

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## Activities of the Government of the Ukrainian State in 1918 in Solving the Issue of Unemployment in the Context of Social Exclusion: Structural and Organizational Aspect

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**Abstract:** The purpose of this study is to examine archival materials and historical experience in the fight against unemployment in 1918. To achieve this goal, the following methods were used: archival, statistical, historical, and hermeneutical methods. During the study, various archival data were analysed, which allowed creating an objective and comprehensive picture of social exclusion in a particular period. Additionally, unemployment statistics were reviewed, which revealed a high level of unemployment during the study period. The analysis of historical documents related to the government's activities during this period led to the conclusion that Pavlo Skoropadskyi and his government took various measures to improve the situation. The Cabinet of Ministers of 1918 created new committees and exchanges aimed at addressing the problems of social exclusion and the economic situation of the population. The study of historical and policy documents for 1918 revealed that their effect was ambivalent, causing both positive and negative aspects in society. On the one hand, the committees helped to overcome social exclusion and stabilize the economic situation by promoting the development of new industries and markets. On the other hand, some measures may have caused negative reactions and conflicts in society, leading to some tension and uncertainty about the country's future development path.

**Keywords:** reform; hetman Pavlo Skoropadskyi; government; allocation; regional exchanges; Labour Committee.

**JEL Classification:** E24; J64; P41; J21; J23.

### Introduction

During the period of formation and development of the Ukrainian state in 1918, society faced unprecedented challenges, among which one of the most important was the issue of social exclusion, in particular unemployment. The government's activities at that time were of paramount importance, as solving the problem of unemployment required a comprehensive approach and consideration of the specifics of that period. After many years of being ruled by other states, Ukrainian society was given the opportunity to build its own state (Maksimović *et al.* 2022). However, along with new opportunities came significant challenges. In particular, the problem of unemployment has become a pressing issue, causing serious social and economic problems (Dashko and Mykhailichenko 2023; Reci and Kokaj 2023). In these circumstances, the government of the Ukrainian state was forced to look for effective solutions to improve the situation on the labour market. The structural and organizational aspect of the government's efforts to address unemployment proved to be key to the implementation of socio-economic reforms (Çifligu 2023; Vasylyeva *et al.* 2023). The need to create an effective system of employment and social protection of workers required thoughtful planning and careful organization. In this context, the analysis of archival materials of that time provides an opportunity to better understand the decisions made, their causes and consequences. The study will also highlight the specific measures taken by the government of the Ukrainian State in 1918 to overcome unemployment, as well as their impact on the socio-economic situation in the country.

In his study, O. Korniyenko (2020) examines the process of formation and development of social policy in Ukraine from the times of the princely Kyiv State to the present. The author draws attention to domestic and international experience in this area. Particular emphasis is placed on the period of the national liberation struggle of Ukrainians during the Revolution of 1917-1921. During this period, for the first time, a specialized government

body was established – the Ministry of Public Health and State Welfare, which was responsible for social protection of Ukrainian citizens. Researcher I. Terlyuk (2020) also analysed the legal regulation of land and labour relations during the revolutionary era in the new Ukrainian state. He covered the formation of national legislation, in particular, in the field of socio-economic issues, which arose after the III Universal of the Ukrainian Central Rada. The researcher points out the importance of the UCR's social programme and the directions of the Ukrainian State's legal policy, in particular, in the field of land and labour issues. He examines attempts at legislative regulation through the ideological prism of socialist and non-socialist governments. The author believes that the regulation of labour relations aimed at solving social problems has made a significant contribution to the creation of national social legislation. In his opinion, the lack of legislative resolution of land issues and the underestimation of critical aspects of labour relations regulation affected the success of Ukrainians in forming an understanding and creating their own statehood.

The next group of scholars, O. Melnychuk *et al.* (2023), examined the activities of public authorities to overcome unemployment in the 1920s. The researchers wrote that after seizing power in Ukraine, the Bolshevik leadership loudly announced the need for a social support system for vulnerable groups of the population. The civil war and economic downturn led to a large-scale increase in unemployment and a decline in living standards. In the early 1920s, there were attempts at mandatory state-level unemployment insurance, with limited success due to bureaucracy and insufficient infrastructure. The government sought alternatives, including public works and the provision of benefits. In the late 1920s, active industrial construction increased the demand for labour, and the authorities set out to eliminate unemployment by administrative means, refusing to recognize those who refused to accept jobs as unemployed. This approach did not lead the country to a better situation in terms of unemployment. This historical experience should be considered in further analyses of this problem.

Studies by scholars such as M. Haliv *et al.* (2023) examined the activities of public organizations in the Drohobych region between November 1918 and May 1919. They paid particular attention to the functioning of various Ukrainian NGOs in the Drohobych district, such as Prosvita, Agriculture, Women's Community, Society for the Care of Ukrainian Soldiers, General Workers' Trade Union, and others. These organizations actively cooperated and supported the state authorities, interacting with them at various levels. The focus was not only on political cooperation, but also on the role of these communities in addressing social issues. The communities have taken on a variety of tasks, including social aspects. It is also worth highlighting the scientific article by O. Dudnyk (2022), which is part of a regional study of socio-political, socio-economic, and national-cultural events related to the Ukrainian people during the revolutionary period of 1917-1921 in the Uman district. The researcher noted that during the administration of Pavlo Skoropadskyi, important changes took place in the state apparatus of the Uman district. During this period, the region experienced repressions by the authorities, acts of looting, requisitioning and confiscation of property, as well as the introduction of food duties, contributions, and coercive measures against peasants, which led to a deterioration in the food situation. These factors led to conflicts between the population and the authorities. Therefore, the state policy was aimed at providing practical support to landowners and entrepreneurs to restore their lost property, as well as at taking measures to prevent anti-Hetman agitation and punishing political opponents who did not have sufficient support from most of the Uman district population.

The above studies did not analyse the specifics of the general situation of social exclusion throughout the Hetmanate, in particular, in the context of unemployment, and did not consider the specific measures taken by the government to overcome it within the framework of the Council of Ministers of the Ukrainian State in 1918. This implies that separate studies could focus on other aspects of history, such as political events, military conflicts, or economic transformations. Thus, the purpose of this study is to analyse the structural and organizational aspect of the measures taken by the government of the Ukrainian State in 1918 to combat unemployment, using archival materials to review historical experience and events.

## 1. Materials and Methods

The sources used in the study include scientific and historical literature on the theory and history of unemployment, as well as official documents and legislative acts, orders, and instructions of the relevant state authorities. For this purpose, the archive fund was used, namely the Central State Archive of Higher Authorities and Governments of Ukraine (CSAHA). The following methods were used in this study to solve the tasks: archival, statistical, historical, and hermeneutical methods.

The archival method was used to examine in detail various documents, such as official reports, letters, and other written materials, covering a wide range of information related to government decisions and programmes on unemployment and social exclusion. This method covered the period from 1918 onwards, allowing to identify and examine the measures taken by the government during this time. This method allowed not only identifying specific

measures, but also thoroughly assessing their impact and effectiveness in the context of combating unemployment and social exclusion. Using the statistical method to examine unemployment rates in 1918, the author conducted an exploration of statistical data that allowed highlighting the real picture of the socio-economic situation of that period. The obtained indicators point to an extremely high level of unemployment and other social challenges, revealing the depth of the problems that determined the life of society at this historical moment. The analysis of these statistics made it possible not only to assess the extent of unemployment, but also to determine its impact on other aspects of social life, expanding our understanding of that period in history.

Using the historical method, the study examined various historical sources, publications, and scientific research covering the period under study. This allowed thoroughly investigating the historical factors related to the activities of Pavlo Skoropadskyi's government, revealing its historical impact on the further development of the Ukrainian state. By analysing the actions of the Hetmanate Cabinet of Ministers in the context of the historical circumstances of the time, it was possible to identify the key moments that shaped the events and determined the fate of Ukraine at that time. The hermeneutic method helped to deeply understand the textual materials and the context of the topic under study. In the context of the activities of the government of the Ukrainian State in 1918 to address the issue of unemployment, this method considered the context of the social, political and economic environment of the time. Moreover, the hermeneutic method was used to examine various types of texts, such as official documents, legislation, letters, publications. Hermeneutics allowed considering the context of the texts, interpreting them in terms of the author's intentions and the perception of their contemporaries. When studying the activities of the Council of Ministers of the Ukrainian State in 1918, the hermeneutic method helped to reveal different views and information that could influence decision-making in the fight against unemployment. The analysis of government documents and other sources can point to specific measures designed to address the problem of unemployment, as well as to the interaction with other aspects of social exclusion at the time.

The application of these methods will allow gaining a deeper and more comprehensive understanding of the activities of the government of the Ukrainian State of 1918 in addressing the problems of unemployment and social exclusion.

## 2. Results

This article examines the period of 1918, when Pavlo Skoropadskyi took power in Ukraine after a coup d'état on 29 April 1918. His arrival was due to the decline of the Central Rada. The state of the country during this period was critical, but the Hetmanate government showed great interest in social issues and identified the effective fight against unemployment as a key aspect of creating favourable conditions for the country's development at that time (Yablonskyi 2023; Dyczok 2000). His measures were aimed at stimulating the economy and providing employment through the development of industry and infrastructure.

The Cabinet of Ministers of Pavlo Skoropadskyi did not ignore initiatives in the field of education and medicine as part of its efforts to improve social conditions. The government and the Hetman realized that a fair distribution of social resources would contribute to the balanced development of society and increase its overall well-being. Thus, Pavlo Skoropadskyi's Council of Ministers was notable not only for its understanding of the need for social reforms, but also for its active steps to ensure the well-being and development of all segments of the population. The conditions in Ukraine at the time, strained by mass unemployment, required careful management of social issues. The difficult situation of former soldiers and officers without a stable income created serious social pressure, especially among the families of fallen soldiers. The Ministry of Labour of the Ukrainian State registered 200,000 unemployed in July 1918, predicting that this number would rise to 500,000 in August. The active agitation of anarchists, Bolsheviks, and supporters of the 'indivisible one' among the unemployed created additional challenges for the government (Velychenko 2011; Verba 2022). The Hetman reacted objectively to the events of the time, he set tasks for his government: to employ the unemployed as much as possible and to promote the development of production. A significant number of Ukrainian enterprises were under foreign ownership, which, as a result of the war, ended up outside the country. This led to the adoption of measures to provide state funding for enterprises and to seek cooperation with domestic entrepreneurs.

The Hetman cancelled the laws of the Ukrainian Central Rada aimed at socialization and noted this in his 'Letter to the entire Ukrainian people' of 29 April 1918 (Document No. 3300-18 'Letter to the entire Ukrainian nation', 1918). This document recognized private property rights as the basis of culture and civilization, and cancelled the orders of previous governments, both the Ukrainian and the Provisional Russian governments. The Hetman also established full freedom to buy and sell land and to stimulate economic and financial initiative by creating broad opportunities for private enterprise. Another measure to combat unemployment was the introduction of public works, which was approved on 5 August 1918, when the government officially approved a resolution to allocate

financial resources to various projects. Among them were the fortification of St Andrew's Hill in Kyiv, the improvement of Taras Shevchenko's grave in Kaniv, and the development of stone quarries near the villages of Lozovatka and Selyshche. An important initiative was the plan to create a canal lock system from the Baltic to the Black Sea and to build hydroelectric power stations on the Dniester, Bug, and Dnipro rivers. An additional step to overcome unemployment was the First All-Ukrainian Conference of Trade Unions, which took place from 21 to 26 May in the capital of the Ukrainian state. The conference adopted a resolution that determined the need for a decisive separation of the working class from Bolshevism and the redirection of the labour movement to the path of economic and social demands (Verstyuk *et al.* 1995). The All-Ukrainian Council of Trade Unions was also established to strengthen the socio-economic foundations and support workers in the labour sphere.

In support of this strategy, the government passed a law on 15 July 1918 establishing a 'Labour Committee' initiated by the Ministry of Labour. The main purpose of this Committee was to study and discuss draft laws developed by the Ministry of Labour (Hai-Nyzhnyk 2007). It is worth noting that the Committee not only analysed the proposed laws, but also actively participated in their discussion and made necessary changes or additions. This body consisted of representatives of six different ministries, two economic experts and eight workers' representatives. V. Kosynskyi was elected as the Chairman of the Committee. The initial activities of the Committee were to draft laws aimed at regulating industry and specifying the rights and obligations of workers in the Ukrainian state. The process of drafting the laws included stages of internal discussion and approval within the Labour Committee. Economic experts and workers' representatives were actively involved in the development of specific provisions relating to working conditions, remuneration and social protection of workers.

After internal discussion and approval, the Committee submitted the draft laws to the Council of Ministers for consideration and approval (Doroshenko 2002). This stage was important for ensuring the legitimacy and legal sanction of the decisions made. Only after approval by the relevant government resolutions did the laws become effective and enter into force in the Ukrainian state, creating a framework for regulating labour relations and social issues. In addition, the statute of the Committee clearly defined the persons who made up this body. This reflected a democratic approach and a wide range of representation in the Committee's work to ensure a comprehensive and diverse view of the problems and needs of workers in various sectors of the economy and society (Pyryg and Prodanyuk 1992). Thus, the Labour Committee was created as an effective mechanism for studying, discussing and formulating legislative initiatives aimed at protecting the labour rights and social welfare of workers in the Ukrainian State. The government of Pavlo Skoropadskyi actively took measures to support the unemployed in the Ukrainian State. As part of these initiatives, the Cabinet of Ministers adopted a law on the organization of public works, for which significant financial resources were allocated in the amount of 2.5 million rubles. The main goal of this measure was to create opportunities for jobseekers, contributing to their social and economic recovery.

In a move to increase the productivity of Ukrainian industry, the government passed a law on 17 September that allowed for variations to the 8-hour working day. It is important to note that these changes were only applied in specific cases, such as to provide the population with essential goods or to address the needs of public or state institutions of national importance. This approach was aimed at maintaining economic stability and meeting the needs of society in a difficult socio-economic situation. Ukraine had its own peculiarities, under which the inspection covered all government agencies and banks that paid fines for late reporting. In addition, control also extended to private institutions, such as zemstvo offices and cooperatives. A temporary 'Status of State Control' was created in the Ukrainian state to organize legal control. Under the leadership of Fedir Lyzohub, Hryhoriy Afanasiev was appointed State Controller and Dmytro Valiysky was appointed his deputy. Under the government of Stepan Gerbel, Sergei Petrov, who had previously worked in the central Russian control institutions in St. Petersburg, became the Controller. Four departments of the State Control were created, including Dmytro Symoniv, Putnytskyi, Mykola Skuhar-Skuharevskyi and Ivan Kabachkiv. These transformations had a positive impact on the unemployment situation, but some of them had mixed results. In order to control the movement of workers, the Hetmanate government in the Ukrainian State in 1918 adopted a resolution that restored the law of the Russian State of 2 December 1905. This law provided for quarantine measures for participation in strikes and defined temporary rules of punishment for persons who participated in strikes at enterprises of civil or state importance, as well as in state institutions. It also established measures to ensure the fate of those employees who did not take part in certain strikes and thus suffered from violence against them. The Resolution of the Council of Ministers of the Ukrainian State on the regional labour exchanges in Ukraine, general provisions on labour exchanges, and a list of local labour exchanges showed the Hetmanate government's intention to closely monitor and regulate the participation of citizens in industrial strikes. Particular emphasis was placed on ensuring the full functioning of enterprises and institutions at the state level, as well as on guaranteeing the observance of the rights and protection of those who did not participate in the protests (The Central State Archive, 1918).



In 1918, the difficult economic situation with unemployment in Ukraine continued to deepen. Statistics provided by the Ministry of Labour at the end of May showed an alarmingly high unemployment rate of over 180,000 people. In general, the situation with unemployment, strikes, and protests remained unresolved due to the financial crisis, the destruction of industry due to war and anarchy, problems in the transport system, and shortages of raw materials, construction materials and production tools. To address these problems, the government allocated a substantial allocation of 13,232,043 rubles. In addition, some cities, such as Nizhyn (receiving 56,000 krb) and Odesa (1 million krb), were provided with interest-free loans. However, the largest amount of funds was allocated to the capital of Ukraine. The Kyiv City Council was allocated 30,000 rubles to clean the city's ditches and 1,994,500 rubles for land works, planning of streets, squares, and mountains (The Central State Archive of..., 1918). These allocations reflect the significant assistance provided by the Cabinet of Ministers to address the problems faced by the cities and regions of the Ukrainian state. This financial approach emphasizes the importance of investing in localities to improve their infrastructure and economic development. The special focus on the capital city reflects the recognition of Kyiv as the central hub of the country, where effective investments can have a significant impact on the development and stability of the entire country.

At a meeting of the Council of Ministers held on 30 June 1918, the creation of a Special Labour Committee under the Ministry of Labour was considered. Its task was to develop legislation to normalize relations between workers and entrepreneurs. This fact indicates that the government was trying to settle the relationship between workers and entrepreneurs and find a compromise in improving the situation of the working class. It is worth noting that one of the key significant events of that time was the formation of the Exchanges. In November 1918, the Ministry of Labour, with the financial support of the government, established the Regional Labour Exchanges to organize and organize information on the number of unemployed people and provide them with support. The issue of the establishment and the statute of the Provincial Labour Exchanges was considered in October by the Small Council of Ministers, and the relevant statute was approved by a resolution of the Council of Ministers. The creation of Labour Exchanges began during the period of the Central Rada on 25 November 1917. This concept was adopted from the experience of England and Austria, where such a system had been operating since 1900. In May, a government project to create an all-Ukrainian network of Labour Exchanges and Registration and Correspondent Offices was approved (Gregory and Noble 1982).

Comparing the number of established Provincial Exchanges during the Central Rada and the Hetmanate period, the statistics in Table 1 show that the policy of Pavlo Skoropadskyi's government took into account the problems of unemployment and employment more fully than the policy of the Central Rada.

Table 1. Network of Labour Exchanges during the time of the Central Rada and the Hetmanate

No.	Provinces	The number of exchanges in the district	Cities
1	Kyiv	10 (66, and 3 of them already existed)	Bila Tserkva, Berdychiv, Rynnytsia
2	Kharkiv	8 (49)	Bakhmut, Akhtyrka, Slovyansk, Sumy
3	Poltava	15 (18, Kharkiv subdistrict)	Boryspil, Gadyach, Grodysk, Zolotonoshe, Zinkiv
4	Katerynoslav	6 (22, and 5 of them already existed)	Melitopol, Novomoskovsk, Kryvyi Rih, Katerynoslav, Kamenske
5	Alexandriya	5	-
6	Odesa	5 (42, of which 5 already existed)	Golta, Mykolaiv, Kherson, Elisavetgrad, Odesa

Note: the first numbers are data for the period of UNR; numbers in parentheses are data for the period of the Hetmanate.

Source: (The Central State Archive, 1918).

A programme for an all-Ukrainian meeting of labour exchange managers and instructors was also developed to accompany the project of the newly established regional exchanges and its statute. Much attention was paid to initiatives to protect the rights of workers who became active members of the newly formed trade unions. These trade unions sought not only to represent the interests of their members, but also to help ensure their legal protection (The Central State Archive, 1918; Gregory and Noble 1982). To address these issues, the provisional All-Ukrainian Council of Trade Unions issued a statement to the Government of the Ukrainian State calling for an end to repression of trade unions. This statement emphasized the negative aspects, in particular, the use of security and police methods by the authorities. These methods included arrests, expulsions, and harassment, which, in the opinion of the trade unions, led to restrictions on workers' rights and violations of their freedom of activity. The need to take measures to ensure freedom of trade union activity and protect their members from unacceptable repression was also noted.

Thus, a difficult situation has arisen in the Ukrainian state, which has become even more problematic due to the growing unemployment problem among the Ukrainian population. Thanks to the active support of the government and the initiatives of the Ministry of Labour, which was marked by the introduction of social protection and the implementation of vocational programmes, part of the population was able to benefit from state assistance, while the other part found employment opportunities (Ramskyi 2021; Borbély-Pecze *et al.* 2022; Eckhard 2022). Compared to the previous government, the Hetmanate actively took responsibility for the development of social and economic programmes, which led to the involvement of a significant number of people in the active work process. However, despite these initiatives, the socio-economic policies did not enjoy wide popular support. The government was unable to reach a social compromise with various social groups, which ultimately led to the collapse of the Hetmanate in December 1918.

### 3. Discussion

The topic of unemployment and its relationship with social exclusion is a subject of study and research for many foreign scholars from various fields such as economics, sociology, psychology, social policy, and others. There are several main reasons why this topic arouses interest and attracts the attention of scholars. One of them is that unemployment can lead to disruptions in the social structure and cause tensions in society, which in turn can lead to increased poverty and other forms of social dysfunction.

It is worth considering the work of B. Bridgman and R. Greenaway-McGrevy (2023). Their research is aimed at analysing the impact of social distancing on the economy of the United States of America during the 1918 influenza pandemic, particularly the impact of non-pharmaceutical interventions (NPI) on the social sphere. This interest has intensified in the wake of the COVID-19 pandemic. Scientists have investigated how NPIs affect social and economic dynamics. The researchers draw attention to the significance of the First World War in a quasi-experimental analysis of the pandemic, as cities with stricter NPIs grew significantly between 1914 and 1918. The war affected US export opportunities. For example, the demand for navy and civilian ships increased, leading to an expansion of production and employment in cities that had previously lacked labour. This led to an improvement in the unemployment situation. Scientific analysis has not found a long-term link between employment and the spread of the pandemic. During the war and the flu, the demand for infrastructure restoration and the development of the military industry helped to expand employment opportunities. The 1918 flu stimulated the development of working capital in education and medicine. This paradoxical phenomenon demonstrates the effectiveness of non-pharmaceutical measures in those days, which is in sharp contrast to the current situation.

The next scientist, G. Gabbuti (2021), in his study of the economic history of Italy, noted that between 1895 and 1970 Italy experienced significant changes in the structure of the economy, as well as in the division of labour and inequality. During this time, the country experienced a period of industrialization, agricultural development, and the growing importance of the service sector. With industrialization, the number of industrial jobs grew, but this process was not always accompanied by adequate working conditions and social protection. The share of labour in different sectors of the economy reflected the dynamics of changes in the employment structure, from agriculture to industry and services. Inequality was also actively debated during this period, and it was constantly changing depending on economic conditions and political reforms. Different schools of economic thought emerged, offering different solutions to the problems of social inequality. It should be noted that this period in Italy and Ukraine has common features. Both countries tried to restore their economies, developed industry and agriculture, but did not focus on creating laws aimed at improving the social situation of the population in the long term. In general, the economic development and changes in the division of labour in Italy and in the Ukrainian State of 1918 during this period reflect the multifaceted and complex interrelationships between economic, social, and political processes.

Another scholar, Y. Liu (2021), studied the impact of the First World War on the British economy. He viewed Britain as a country that experienced the worst economic crisis of the 1920s, and also identified the causes of unemployment that existed on its territory. In analysing the impact of the First World War on the British export market, it was found that the conflict significantly damaged its stability and functioning. The war resulted in a decline in exports, economic difficulties, increased unemployment, financial losses, and the overall degradation of the country's economy. A similar situation was observed in the territories of Ukraine at that time. In the 1918s, unemployment in Ukraine was caused by a mix of factors, including the aftermath of the First World War, political instability in the country during the civil war, destruction of infrastructure, loss of markets and increased competition for jobs due to mass migration and economic changes.

Also, an important opinion on the social situation of the population in the twentieth century was expressed by the scholar R. Kučera (2016). He described the situation in Bohemia. During the period of 1914-1918, working class politics in Bohemia (part of the modern Czech Republic) was active and dynamic. With the outbreak of the

First World War, the country's production and economy underwent significant changes. Unemployment grew, and hard labour became the norm for many workers. In these circumstances, the working class in Bohemia actively used strikes as a means of fighting for better working conditions, higher wages, and better social conditions. Protests became a significant tool for confronting industrial entrepreneurs and the authorities. Especially during the war, the working class in Bohemia opposed the war effort and the government's efforts to support the war effort. This not only led to significant social tensions in the country, but also caused changes in the perception of the role of labour and workers in society. All these factors contributed to the formation and development of the labour movement in Bohemia and had an impact on the further development of social and political processes in Czechoslovakia after the war. Comparing the policy of P. Skoropadskyi's Ukrainian State and the policy of Bohemia, it is possible to conclude that under the leadership of the Hetman in Ukraine, power was centralized and authoritarian, with the establishment of a dictatorship in some domestic policy issues, which was one of the reasons for the Directory's coming to power. In Bohemia, in 1918, Czechoslovakia was established, where a democratic republic with an open multi-party system was proclaimed. The policy under Skoropadskyi's leadership in Ukraine and the policy of Bohemia in 1918 reflect different models of political and social organization, which were determined by the context of the time, historical circumstances, and national peculiarities. The Ukrainian state and Bohemia were on different paths of development during this period.

It is also worth noting the research of F.R. Velde (2022). In his scientific work, he studied the problem of unemployment in different historical periods, comparing the past and the present. As a result of his analysis, the scientist concluded that all events are cyclical, and history tends to repeat itself. In particular, the author compared the situation with the COVID-19 pandemic in 2020 to a global crisis like the one that occurred in 1918 during the Spanish flu. Both episodes led to profound challenges for the global economy and labour market due to instability caused by economic difficulties, political and geopolitical factors. Comparing the two periods, it is possible to see that the labour market is not only unstable due to economic challenges, but also due to political or geopolitical turbulence. These two events have not only caused significant difficulties in the field of employment, but have also led to serious problems of social exclusion, in particular, by causing an increase in unemployment. The conclusion of the researcher's work confirms that history can function according to a certain cyclical law, and therefore it is very important to study and analyse past events to respond effectively to future events. This makes it possible to develop and implement effective methods of dealing with problems that may arise in new historical circumstances. Research and analysis of the past helps modern society to identify ways to avoid and overcome difficulties, as well as to formulate strategies aimed at creating a sustainable and equitable labour market in the future.

Thus, having analysed the above-mentioned works of scholars, it can be noted that Ukraine's policy in 1918 was relatively typical for the time when many countries in Europe were going through a period of transformation, revolution, and changes in political systems, Ukraine was trying to establish its independence and solve social, economic, and political problems, although its development path was different from other countries. At that time, in 1918, many countries in the world and Europe, including the Ukrainian state, were facing problems of unemployment and social instability as a result of economic crises and changes in production (Bhat and Kandasamy 2023; Bernardini 2022; She *et al.* 2024). Common to many countries were attempts to find ways to overcome these problems through the implementation of social programmes, labour laws, economic regulation, and influence on the labour market. While each country's policy varied according to its specific circumstances and historical background, the general trend was that many countries sought to address economic and social challenges through similar measures and policies.

### Conclusions and Further Research

Thus, it can be concluded that in early 1918, Ukraine faced numerous economic and social challenges related to the period of liberation struggle, revolutionary changes, and civil war. Unemployment at that time was a serious problem caused by several factors. The Civil War in Ukraine (1917-1922) resulted in the destruction and destruction of infrastructure, significant losses in production, and interruptions in the progressive production chains of the time, leading to the loss of numerous jobs. Political instability and turbulence in governments, as well as power struggles, caused delays in reforms and a lack of effective economic management during the short time of the Hetmanate's existence in 1918. The blockade of the territories was another reason for the unemployment problem, as the territories of Ukraine were subject to hostilities, which caused the blockade and restrictions on the movement of people and goods, leading to a deterioration of the economic situation. Famine and epidemics caused by the general instability and hostilities led to high unemployment due to the loss of labour capacity and reduced working capacity of the population.

In that difficult period, in 1918, the government of the Ukrainian State took key measures to overcome the problems of unemployment. Economic reforms were aimed at restoring the economy and supporting production. The establishment of social programmes and the provision of assistance became an important element of social support for the unemployed and war victims. Reconstruction of the infrastructure after the war's destruction was an important step to stimulate economic activity. Cooperation with foreign partners included attracting foreign investment and assistance for economic recovery. The analysis conducted during that period allowed identifying effective and ineffective methods used in the past.

However, despite the results achieved, there are some aspects that should be investigated in more detail. In particular, further study of economic and socio-cultural conditions could help to better understand which aspects and strategies may have been most relevant in a particular period of time. It is also important to consider innovations and technological advances, as they may affect the effectiveness of employment programmes. Opportunities for public-private partnerships and international experience should be further explored to improve employment programmes and interventions.

#### Credit Authorship Contribution Statement

**Olena Khomenko:** Conceptualization, Project administration, Writing – original draft, Supervision, Validation, Visualization.

#### Declaration of Competing Interest

The author declares that has no known competing financial interests or personal relationships that could have appeared to influence the work reported in this paper.

#### Declaration of Use of Generative AI and AI-assisted Technologies

The author declares that has not used generative AI and AI-assisted technologies during the preparation of this work.

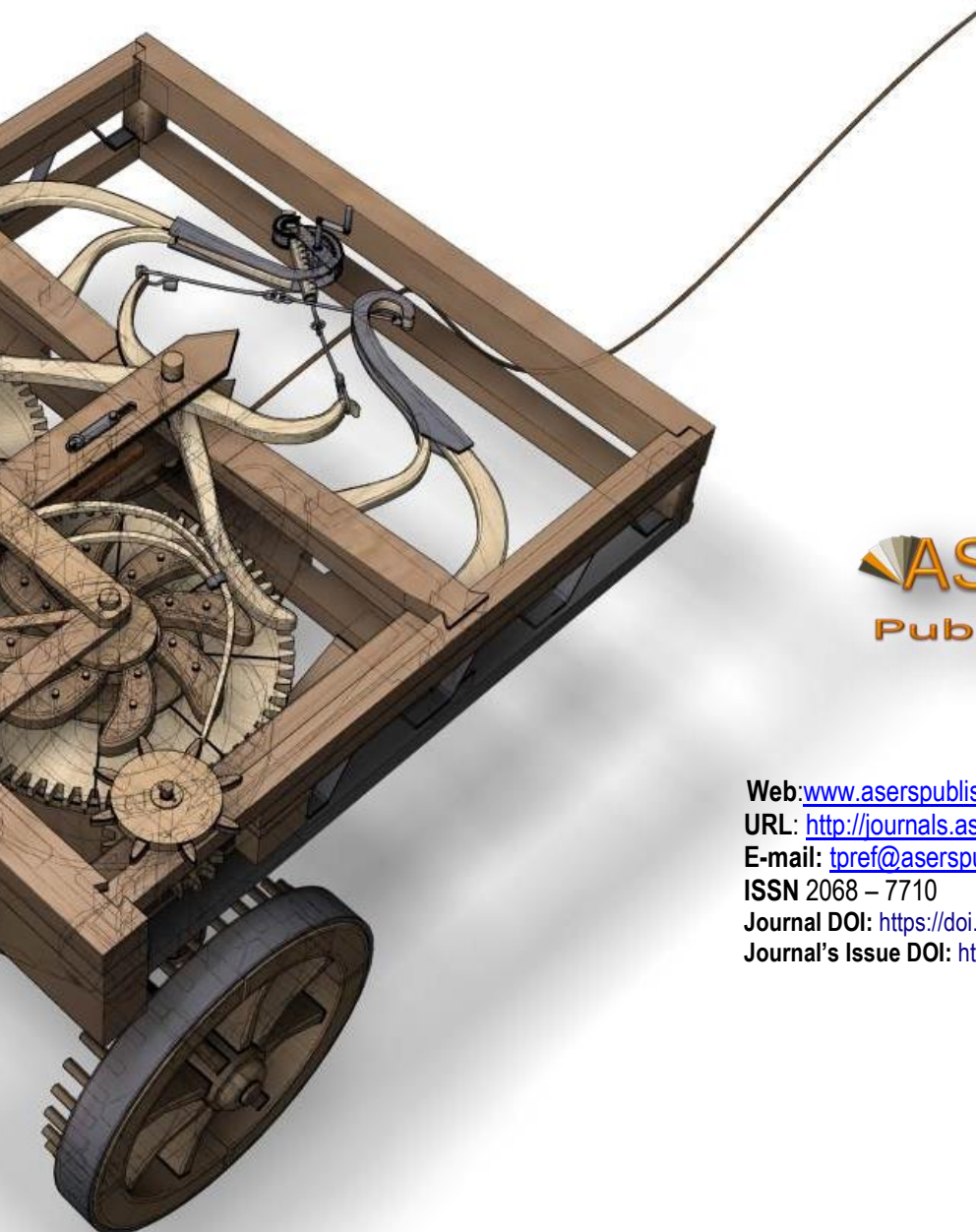
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