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ADVANTAGES AND DISADVANTAGES OF STANDARD AND NON-STANDARD FORMS OF EMPLOYMENT

Employment is an activity that adheres to legislation and addresses the needs of the information society, providing individuals with a source of income. According to Ukrainian legislation, there are various forms of employment, including full-time and part-time employment, explicit and implicit arrangements, primary and secondary roles, as well as flexible forms

of employment (The Law of Ukraine, amended in 2023). These employment structures consider diverse working conditions and circumstances, allowing the information society to choose the option that best aligns with their needs and circumstances.

According to the nature of workplace organization and working hours, there are standard (traditional) and non-standard (non-traditional) forms of employment. Standard employment typically implies that an individual is employed by an enterprise or organization, holds an indefinite employment contract, and works full-time under the direct supervision of the employer or managers appointed by the employer. The advantages of standard employment include income stability, social benefits, professional development, community and teamwork. The disadvantages are lack of flexibility, limited amount of free time, lack of workplace flexibility and risk of job loss.

All other forms of employment that differ from the standard are considered non-standard (Huzar, 2013). Non-standard employment includes various variations, such as temporary work, self-employment, remote employment, etc. In these forms of employment, working hours and conditions may be less standardized and more flexible.

In modern conditions, when the post-industrial model of employment is being formed, many new forms of work appear that differ from standard (traditional) employment and can be more adaptable to the needs and capabilities of employees.

L. Davydiuk, in researching trends in the development of the international labour market, observes that at the present stage, non-standard forms of employment are becoming more prevalent (Davydiuk, 2015). Non-standard forms of employment encompass the following types:

1. part-time work or part-time employment;
2. temporary or short-term employment;
3. work from home;
4. remote (remote or electronic) employment;
5. self-employment;
6. pseudo-self-employment;
7. work through agency services on a temporary basis, as well as employment through loan personnel (staff leasing, outstaffing, outsourcing).

Today, scientific discussions employ various terms for non-standard (non-traditional) employment that diverges from standard (traditional) employment. These terms encompass "unstable employment," "atypical employment," "flexible employment," and "innovative employment" (Hots, 2021). All these concepts highlight different aspects of employment that deviate from traditional norms and standards. It's worth noting that the

definition of standard employment can be relative and may change over time and across different countries.

The advantages of non-standard employment include flexibility in the work schedule, selection of projects, ability to work remotely, increased income opportunity and expanding the network of connections. The disadvantages are as follows: unstable income, lack of social benefits, the need for self-motivation, competition and lack of stability.

Conclusions. Standard forms of employment generally satisfy employees, while non-standard forms can play a crucial role in addressing unemployment issues, particularly during times of war. The widespread adoption of remote work and work-from-home practices, accelerated by the Covid-19 pandemic, highlights the prevalence of forced remote employment in the current global labour market. Non-standard employment options, including remote work, freelancing, and blogging, lack clear legislative regulation, leading to an increase in precarious work situations among Ukrainians. These alternative employment forms are highly relevant but require precise legal frameworks to safeguard the well-being and rights of those involved.

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