

DECENT WORK IN THE GREEN ECONOMY

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Research background: Growing scientific evidence from workers provides an insight into factors determining workplace and labor relations in the green economy. For decades employees in the EU countries have been used to the constant improvement of the quality of work-life; however, the post-Covid era is challenged by the emerging need to reduce utilization of fossil fuels till 2027 in the context of the unpredicted wave of refugees from Ukraine to the EU labor market.

Purpose of the paper: Multinational corporations address sustainable development and incorporate the green economy principle into human resource management. Some employers declare their responsibility to implement SDGs into HR practices; however, unexpected challenges emerge due to the restriction on importing Russian oil and gas and the wave of Ukraine refugees to the EU labor market. The paper aims to identify future changes of decent work influenced by the Green Deal in the context of the new global environment.

Methods: The methodology insists on literature review because this research method enables us to get an overview of the state-of-the-art. It can provide a systematic way of collecting and synthesizing knowledge in each field of business research. Currently, the paper topic is fragmented and interdisciplinary, which causes difficulties in providing thoroughness and rigor insight into the opportunities and threats. The literature review focuses on the Web of Science and Scopus databases.

Findings & Value added: The green economy will transform the labor market. It will create new jobs and change labor relations between employers and employees. Emerging HRM will broadly use self-rostering and a hybrid work regime to balance life-work expectations and integrate refugees in the labor market to mitigate social and interpersonal conflicts due to HR diversity at workplaces.