

developers use these functions.

4. Incorrect resource allocation.

Kernel instability is also often caused by memory errors, resource leaks, and frequent processing stalls.

5. Logistical tradeoffs and revision count.

The code is technically correct, but the number of revisions introduced by marginal minds leads to logical inconsistencies.

Most problems come not only from the complexity of driver development but also from the lack of a secure coding culture in low-level programming. Furthermore, many problems have emerged at the edges, while young engineers continue to copy decade-old solutions, unaware of modern security measures.

Situation can be improved through secure programming, automated code analysis, and specialized knowledge of kernel principles. It's also important to update documentation and applications, even if they reflect the style and structure of early distributor projects. Linux driver security is no longer a pressing issue and is constantly evolving.

Developer errors are due both to the technical complexity of the order and to inattention to detail. The implementation of practical, secure coding, modern static analysis tools will reduce the number of leaks and improve the stability of Linux-addition/supporting systems.

[https://drive.google.com/drive/folders/1kcDRQlfZqAu68dyQTG9udj5FOyMa04NF?usp=drive\\_link](https://drive.google.com/drive/folders/1kcDRQlfZqAu68dyQTG9udj5FOyMa04NF?usp=drive_link)

## **CHALLENGES IN THE FIELD OF LABOR REMUNERATION IN UKRAINE AND THEIR RESOLUTION**

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Wages are a crucial economic indicator that affects not only the standards of population's living, but also the overall stability of the state. In context of the war that has been going on in Ukraine since 2022, the issue of wages has become especially

urgent. Economic difficulties, changes of priorities in the state budget, forced relocation of the population, and destruction of infrastructure all led to significant impacts on the labor market. Lots of workers have been forced to leave their jobs due to the military operations or evacuations. A large number of enterprises have ceased their activities, while many others have reduced their production volumes. This has led to mass dismissals, unpaid vacations, and a decline in nominal wages. [3].

According to Article 43 of the Constitution of Ukraine, everyone has the right to work, which includes the opportunity to earn a living through work that they freely choose or freely agree to perform. [1].

Wages are compensation for work, depending on the employee's qualifications, the volume, complexity, and quality of the work performed, as well as compensation and incentive payments.

The payment of official wages remains a highly relevant issue today. After all, employees sometimes knowingly agree to employers' offers not to enter into formal employment relationships and to receive an informal wage higher than the minimum wage. However, without formal employment, it will be quite difficult for employees to defend their labor rights, which will lead to the loss of state guarantees and social security.

Informal employment refers to activities of citizens not regulated by state laws, which are excluded from the sphere of official social and labor relations, carried out without a written employment contract, and for which no taxes, fees, or contributions are paid especially during martial law and which significantly harms our country's defense capabilities.

The most common scheme for evading single social contribution (SSC) and personal income tax (PIT) is paying salaries in «envelopes» or, as they say, paying «black» salaries.

This particular scheme, at first glance, could satisfy both sides – the employee, who receives a decent salary, and the entrepreneur, who avoids what he claims to be unnecessary expenses in the form of taxes. Informal employment is a win-win at first sight; however, let us look at it from another perspective. According to accounting

documents, the worker is invisible. That is, he/she does not exist, and the money intended to pay for his/her labor is written off as some other expense. Some people see many advantages in illegal employment: no need to register for work or pay taxes. However, this is attractive only at first glance, and when applying for a pension, such an employee will be unpleasantly surprised by its size, because for the state, he or she is a slacker, since no deductions from the salary were made to the Pension Fund. The amount of their wages is not recorded anywhere. And if the employer decides to unilaterally revise the verbal agreement, it will be almost impossible to defend their rights. Vacation and sick leave are left entirely at the employer's discretion. If a certificate from the workplace is suddenly required, it will not be issued, so such workers won't be able to receive loans from any serious financial institution. No PIT is transferred to the budget, and no SSC is paid for such informal workers; therefore, there are no insurance contributions, which leads to a violation of citizens' rights to a decent pension and social security.

An employee who receives wages «under the table» is completely defenseless against the employer. The verbal agreement is not legally recorded in any way, and the employer pays as much as they consider necessary and for as long as they consider necessary. The employee has no evidence to confirm the actual amount of their salary and work history.

Another scheme for tax evasion and income disguise is the payment of «gray» wages. In this case, an employee will be officially registered with the company, and a certain amount of wages will be paid officially with the corresponding PIT and SSC. However, the greatest part of such earnings is still paid «under the table» and is not recorded anywhere.

When paying «white» salaries, the financial and legal relations between the employer and the employee are agreed upon and recorded on paper and are fully regulated by the Labor Code of Ukraine. Official registration and «white» wages significantly simplify the procedure for obtaining a loan, visa, or foreign passport, as well as payment for vacations, sick leave, various benefits, and a decent pension.

Since the beginning of the full-scale invasion, the State Statistics Service has not

published unemployment data. The research agency Info Sapiens conducts its own assessments of its level. According to their data, in February 2026, the unemployment rate in Ukraine slightly increased to 14.7%. The proxy indicator of the poverty level the proportion of surveyed individuals forced to save on food rose to 24.4% in February.

Among the shadow schemes operating in the Ukrainian economy, the payment of «envelope wages» has the greatest negative impact on state budget revenues. These schemes cost the budget 115–230 billion hryvnias annually. [2].

To reduce the spread of hidden wages and legalize them, a number of different measures could be used, such as simplifying administrative procedures (reducing bureaucratic barriers to business registration and hiring employees), tax breaks and holidays, or announcing amnesty for penalties for using hidden wages. It is also necessary to raise public awareness of how tax revenues and charges are used and to make this information publicly available.

Formal employment is not just a personal issue. It is an important contribution to the country's economic development. By paying taxes and contributions, workers help fill the budget, which allows the state to finance social programs, infrastructure, and other important areas. In addition, formal employment provides workers with social guarantees, paid vacation, and sick leave, thereby improving their standard of living.

Therefore, wage issues in Ukraine during wartime are systemic in nature and require a comprehensive approach. Protecting workers' rights, supporting businesses, combating shadow employment, and adapting to new conditions are the main steps that can stabilize the situation. Only through the joint efforts of the state, business, and civil society can we ensure decent wages and economic recovery in Ukraine.

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