This paper documents and analyses gross job flows and their determinants in Ukraine using a dataset of more than 2200 Ukrainian firms operating in manufacturing and non-manufacturing for the years 1998-2000. Job destruction dominates job creation in both 1999 and 2000. Another clear-cut result of our analysis is the strong positive effect of new private firms on net employment growth. We also find an inverse relationship between job reallocation and size for both manufacturing and non-manufacturing, while only in the latter sector is employment growth inversely related with size. The main findings of the paper are as follows:

2. New private firms have a strong positive effect on net employment growth.
3. An inverse relationship between job reallocation and size is found for both sectors, with a stronger effect in the non-manufacturing sector.
4. Employment growth in the non-manufacturing sector is inversely related to size.
5. Strong foreign trade links force firms to shed labor more aggressively and engage in more restructuring when trade is directed to and originating from Western economies.