

UKRAINE'S SOCIAL SECURITY IN THE CONTEXT OF OVERCOMING MILITARY SHOCKS

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The authors summarized the social consequences of war upheavals in the Ukraine's economy. This made it possible to determine the elements and principles of ensuring social stability in the Ukrainian post-war society. The theoretical and methodological approach of social security was deepened with the elements of the policy of social quality and inclusiveness, which should ensure the effectiveness of public governance in post-war development. It is proved that in the pre-war period in Ukraine, no system was created that would correspond to the consensus model of the societies development, social goals of the Association Agreement between Ukraine and the EU; and should ensure a balance between the state's economic capabilities and the population expectations regarding well-being and quality of life. The reason for this phenomenon was insufficiently effective public governance and low institutional capacity of the state and social development of Ukraine. The article summarizes ways of minimizing the consequences of war upheavals, overcoming military shocks and strengthening Ukrainian social security through policies in three key areas: employment; social protection and macro-financial stability. Special attention will be needed to develop the potential of the national social protection system in accordance with the ILO experts' recommendations on increasing the share of social expenditures in Ukraine as a country with lower average incomes.

Keywords: social stability, employment, structural imbalances, post-war reconstruction

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Introduction

The military shocks caused by the full-scale Russian invasion of Ukraine in February 24, 2022 are having an unprecedented negative impact on its economy and society. The social consequences of this impact play a significant role both in maintaining the stability of the national economy and social security during martial law, and in the processes of Ukrainian post-war recovery. The human dimension of the shocks is the most sensitive. Since the beginning of the war, there has been a rapid reduction of the Ukraine's human capital, which indicates how fragile and how extremely important the social security of a person and the state is.

At the state level, the imposition of a long-running demographic crisis and military shocks, which Ukrainian society is currently experiencing, can have catastrophic consequences for the formation of the country's labor potential. According to official data of the State Statistics Service, as early as February 2022, the mortality rate in Ukraine was three times higher than the birth rate: for every 100 deaths, there were only 32 live births. Since the first day of the Russian aggression, the war has taken the lives of Ukrainians every day, both military and civilian. According to the UN Human

Rights Monitoring Mission, as of the beginning of April 2024, the number of war victims in Ukraine among the civilian population alone exceeded 31,000 people, including 10,810 civilians killed and 20,556 injured. The Mission's experts emphasize that the scale of the actual losses among civilians will be possible to find out only in the post-war period and it is very likely that it will be impressive. First of all, this applies to Ukrainian cities where long-term intensive fighting is taking place, such as Mariupol (Donetsk region), Lysychansk, Popasna and Severodonetsk (Luhansk region) (UN in Ukraine, 2024).

Social security is one of the key prerequisites for the sustainable development of modern societies. As world experience proves, social security for conflict-affected states is achievable only if military shocks are overcome. In the case of Ukraine, this task is actualized for the prospects of its effective post-war recovery.

The *main purpose* of the research is to substantiate the primary directions and approaches of Ukraine's public governance that will ensure the social security of Ukrainian society during the transition from war to peace.

Social security: current research and governance interpretation

In their research, Ukrainian scientists consider the category of social security comprehensively and holistically, presenting it as a multi-level system – starting with human social security and ending with global social security. At the same time, such functional components of human social security are articulated as: security of human life activity; safety of realization of general social values; security of a decent living standard; safety of the social environment; psychological and mental safety; self-defense; self-preservation; self-development, etc (Varnalii, 2022). Social security of the state is its ability to guarantee citizens a safe and dignified life by minimizing and overcoming the impact of external and internal threats (Novikova et al., 2018). In the most complete and universal definition by Poplavska (2022), social security is a status of guaranteed legal and institutional protection of the vital social interests of a person, society and the state against external and internal threats.

In the Western scientific tradition, as well as the approaches and practices of international institutions, the social security is often equated with the functioning of social protection system. Thus, in 2012, the International Labor Conference adopted a new norm for social security – Social Protection Floors Recommendation (No. 202)¹, emphasizing that effective social security systems provide citizens with a guaranteed income and health care, thereby contributing to the prevention and reduction of poverty and social inequalities, and social protection strengthens social cohesion and thus contributes to building social space, inclusive societies and fair globalization, ensuring decent living conditions for all. The specified Resolution is the core of the modern ILO's Two-Dimensional Strategy on the construction of effective national social security systems, which is aimed at ensuring the protection of the entire population by means of guarantees of a minimum income and the availability of the most important medical services (horizontal dimension) and a gradual increase in the degree of protection in accordance with the current norms of the ILO's social security (vertical measurement) (ILO, 2012).

And in the current period of aggravation of geopolitical confrontation and global hybrid

¹ R202 – Social Protection Floors Recommendation, 2012 (No. 202). International Labour Organization (ILO). https://webapps.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_INSTRUMENT_ID:3065524

threats, this ILO strategy remains relevant and in demand. In this regard, the World Bank justified the leading role of national social protection systems in the post-crisis recovery of economies after the COVID-19 pandemic and overcoming the socio-economic shocks of the Russian military invasion of Ukraine (World Bank, 2022). Even earlier, analyzing international practices regarding social security in war-torn and post-conflict societies, the World Bank emphasized that the policy of strengthening social protection in post-conflict countries can provide a guarantee of citizens' incomes, contribute to the expansion of their employment opportunities and coverage of social insurance, which then leads to strengthening social cohesion, as well as reducing social inequality and the likelihood of social conflicts (Ovadiya et al., 2015). The experience of post-war improvement of national social protection systems to raise living standards in post-conflict countries of the Western Balkans (Brodmann et al., 2023), may be useful for Ukraine as a Candidate Country for EU membership.

Main guidelines for Ukraine's post-war social security

The analysis of advanced European practices, as well as the results of our preliminary thematic studies, give grounds for the conclusion that the post-war social security of Ukraine under the overcoming of military shocks should be based on several key principles. Namely: human-centeredness, social quality, inclusiveness, social justice and societal consensus.

The human-centred principle

This principle assumes that we are talking about the rights, interests and capabilities of an individual or his community. UNDP (2010) believes that “people-centred development” means giving people more choices. The main way to increase choice is through building human potential, which leads to an expansion of the range of what people can achieve in life (including the major indicators such as the well-being and quality of life of people). Thus, under the human-centred approach, “people must be at the centre of human development, both as beneficiaries and as drivers, as individuals and in groups”.

The social quality principle

This principle, by default, has been actively used for the development of the EU social space for more than twenty years. In fact, the social quality principle is considered as an ideologeme of European countries public governance for modern social development, which was historically formed on the relevant concepts of social peace, social equality and justice, social well-being and quality of life. In a generalized sense, the social quality of societal development characterizes the state in which citizens have the opportunity to participate in the social and economic life of society under the conditions of increasing their own well-being, opportunities and personal potential (Walker et al., 2004).

The inclusiveness principle

This principle is comprehensive disclosed in the well-known UN Report "Leaving no one behind: the imperative of inclusive development", published in 2016. According to the UN definition, social inclusion is defined as the process of improving the terms of participation in society, particularly for people who are disadvantaged, through enhancing opportunities, access to resources, voice and respect for rights (UN, 2016).

The social justice principle

The principle is decisive for modern societal progress, taking into account the steady trend of increasing inequality within and between societies. In compliance with the vision of the ILO, a society can be considered "socially just" in the most fundamental sense if, as defined by the Declaration of Philadelphia² (1944), all human beings "have the right to pursue both their material well-being and their spiritual development in conditions of freedom and dignity, of economic security and equal opportunity", and if there is an appropriate degree of justice in the distribution of the results of economic activity even in conditions of difficult transitions, such as crises and long-term economic transformations. Such a society is able to ensure the corresponding general rights of people and institutional support based on the rule of law (ILO, 2023). Today's actualization of the need to overcome the deficit of social justice is due to the obvious difficulties in achieving the Sustainable Development Goals, including the eradication of poverty and overcoming various forms of inequality – income, property, gender, environmental, etc.

The societal consensus principle

The high importance of this principle is due to the fact that in the pre-war period, Ukraine failed to develop a consensus model of societal development that would comprehensively resolve a number of interrelated and sometimes contradictory issues. That is, corresponded to the social goals of the European Union–Ukraine Association Agreement; relied on the reached "social contract" between the state and civil society regarding a reasonable balancing between the available macroeconomic opportunities and human expectations of well-being "here and now", but at the same time ensured a gradual increase in the level and quality of life of the people, contributed to the social cohesion of all citizens regardless of administrative and territorial division, social status, material condition and political preferences.

Among the key reasons for this state of affairs are the insufficient efficiency of state governance and the lack of institutional capacity of the social development system of Ukraine in the pre-war period. The mentioned reasons also hindered the real implementation of the ILO's Social Security (Minimum Standards) Convention (No. 102)³ and the ILO's Social Policy (Basic Aims and Standards) Convention (No. 117)⁴, both ratified by Ukraine. Obviously, after the war, it is necessary to eliminate the mentioned shortcomings, without which it will be too problematic to achieve a sustainable institutional recovery of Ukraine, an effective post-war reconstruction of its macroeconomic system, the formation of a more progressive social contract and further movement along the path of European integration (Burlai et al., 2022).

Some key areas of overcoming military shocks

A significant list of priority areas and the directions of ensuring Ukraine's social security – to the extent possible in the conditions of a full-scale war and in the post-war period, – is substantiated

² ILO Declaration of Philadelphia. International Labour Organization (ILO), 1944. <https://webapps.ilo.org/static/english/inwork/cb-policy-guide/declarationofPhiladelphia1944.pdf>

³ C102 – Social Security (Minimum Standards) Convention, 1952 (No. 102). International Labour Organization (ILO). https://webapps.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100::NO:12100:P12100_ILO_CODE:C102:NO

⁴ C117 – Social Policy (Basic Aims and Standards) Convention, 1962 (No. 117). International Labour Organization (ILO). https://webapps.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:C117#:~:text=1.,well%2Dbeing%20of%20the%20population

in the research by Fultz and Kostrytsia (2023), and Shumska et al. (2023), respectively. In our study, attention is focused only on three key areas of overcoming military shocks on the way to ensuring / strengthening social security of Ukraine: employment; social protection; macro-financial stability.

Employment and the national labor market

Under martial law, in addition to physical human losses, Ukraine's labor potential is reduced as a result of intensive migration of its population. On the one hand, external migration: according to the Office of the United Nations High Commissioner for Refugees, as of April 19, 2024, there are a total of 6 million 471.6 thousand Ukrainians abroad (in various countries of the world) seeking asylum and protection from war (UNHCR, 2024). In this case, the domestic labor potential is lost, since a large part of employable Ukrainians will remain working in the host countries, escaping from the war.

On the other hand, internal migration: according to the Ukrainian Ministry of Social Policy, as of this date, more than 4.7 million Ukrainians had the official status of internally displaced persons. At this point, the domestic labor potential is lost due to the fact that the employment of these persons in the host communities and their integration into local labor markets remains quite problematic.

In the long term, serious negative consequences of the impact of war shocks are associated with the deepening of destruction (i.e., structural, sectoral, professional-qualification and gender imbalances) and the narrowing of the national labor market. In the martial law conditions, 2.2 million employees left the national labor market throughout 2022 – October 2023, which is 12% of their pre-war total number (Figure 1). Of them, almost 800,000 men, a large part of whom were involved in military mobilization, and 1.4 million women, the vast majority of whom, together with their children, became refugees from the war abroad (Confederation of Employers of Ukraine, 2024).

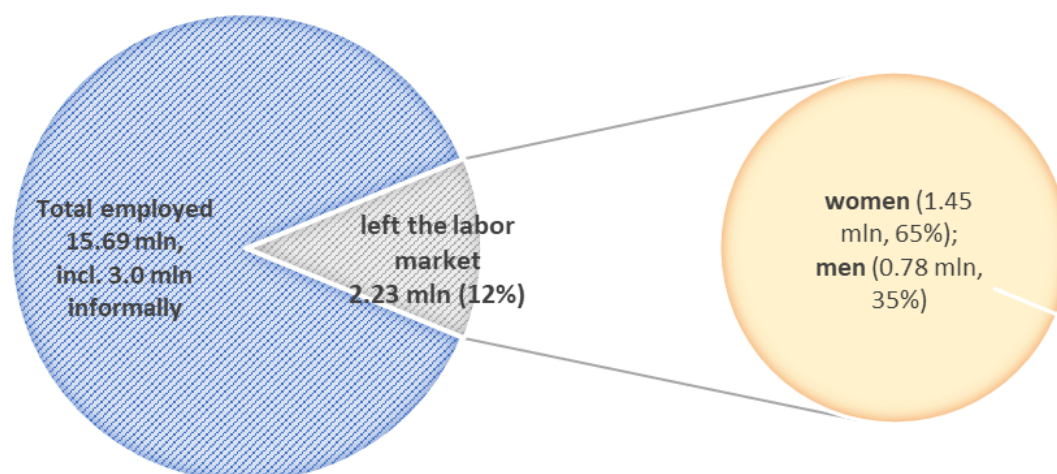


Figure 1. Change in the number of employees in Ukraine for the period 2022 – October 2023

Source: Authors completed based on the data of the State Statistics Service of Ukraine (<https://www.ukrstat.gov.ua/>) and Confederation of Employers of Ukraine (2024)

The consequences of the war (destruction, closure and relocation of enterprises) lead to the loss of jobs, narrowing of employment opportunities and deepen educational and professional, structural and regional disparities in the labor market.

According to the State Employment Service (2024), the largest number of registered unemployed at the beginning of 2024 was recorded in Zaporizhzhia, Dnipropetrovsk and Sumy regions, the leaders in terms of vacancies were Lviv and Kyiv regions. The number of unemployed persons per vacancy varied from 1 to 20 people. Lviv region in 2023 was the only one where the number of vacancies exceeded the number of officially registered unemployed (Figure 2).

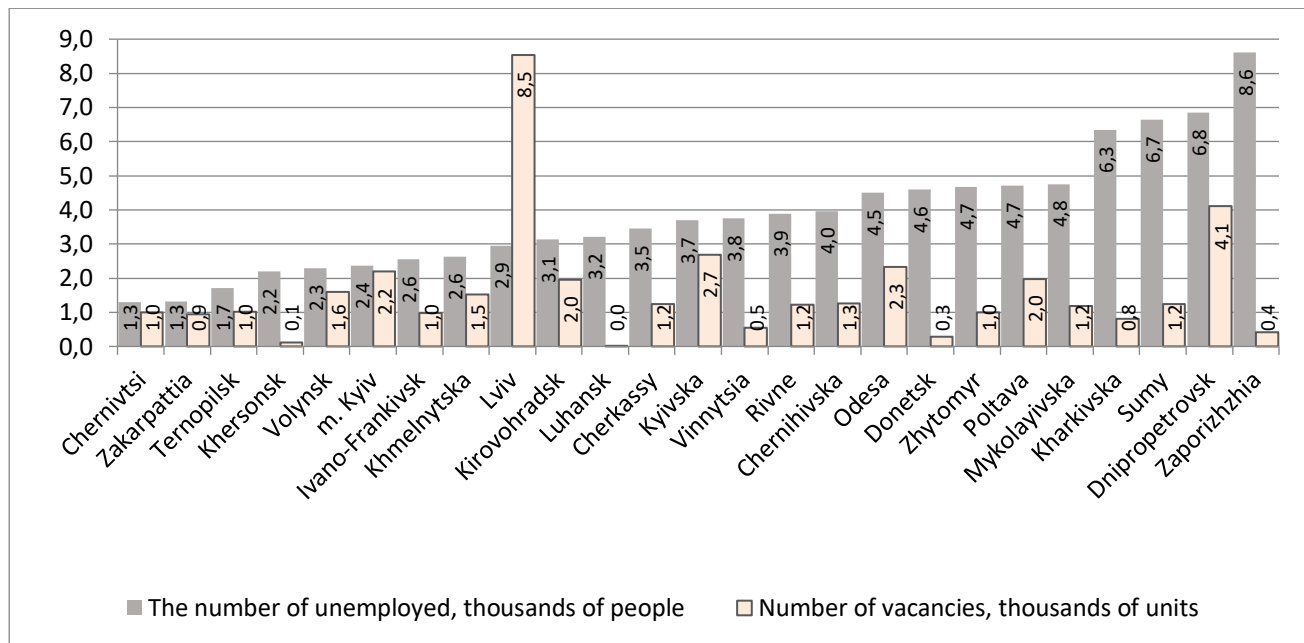


Figure 2. The number of job seekers and vacancies in Ukraine as of January 1, 2024

Source: Compiled according to: State Employment Service (2024)

If we talk about the professional structural imbalance of the registered labor market of Ukraine, then during 2023, as it has been for a long time, it is mostly determined, on the one hand, by such groups of professions as legislators, managers, managers, and workers in the trade and services sector, where the nature of the imbalance manifests itself in the excess of labor supply over its demand, and on the other – skilled workers with tools and workers in the maintenance and operation of machines and equipment, for which jobs exceed the available labor force.

Social security of the labor market should ensure the integration in the labor market of those segments of the population that need special attention. Today, these include the participants in hostilities, since it is the intensification of their economic activity and the creation of conditions for their return to peaceful life that will contribute to social stability in society.

Adaptation of war veterans is a problem that needs to be considered comprehensively. Underestimation of the current social transformations, ignoring the problems related to the reintegration of veterans with disabilities can become the basis for a powerful social crisis in the coming years. And taking into account the existing risks, the problems of professional training of war veterans and their further employment are the most urgent today, given their scale and the specificity of the category. The lack of opportunities for professional self-realization of veterans and combatants is an increase in risks for the state in the social, economic, and medical spheres.

Long-term lack of professional self-realization after returning from military service can increase social isolation for veterans, which in turn can be manifested in the deterioration of the

veteran's psycho-emotional state, alienation from loved ones, manifestations of domestic violence; the development of destructive forms of social behaviour of a veteran during the formation of a model of relations with society as a whole (use of alcohol and/or narcotics, committing crimes and suicides). So, according to the Ukrainian Unified Register of Pretrial Investigations as of April 1, 2018, at least 554 of the 326,000 ATO participants committed suicide. In the US army, non-combat losses caused by psychogenic causes during the Second World War amounted to more than 17%, during the war in South Korea they were at the level of 24.2%, and already in Vietnam they increased to 30% of servicemen – among the wounded and maimed, which accounted for 42%, about 100,000 veterans committed suicide at various times. After the Vietnam War, the US had a much higher non-combat loss among veterans than during combat, namely due to alcoholism, drug addiction, suicide, and the criminalization of former military personnel.

Taking into account foreign experience, it is quite obvious that Ukraine needs to develop a comprehensive state approach to the adaptation and integration of combatants in the national labor market, which includes the provision of professional training and retraining and advanced training. The purpose of vocational training should not be training in itself and acquisition of new competencies, but employment through training, while taking into account the previous military experience of war veterans.

The state of the national labor market is the essential determinant for maintaining macroeconomic stability in the warring Ukraine and its post-war growth. After a catastrophic decline in GDP by 29.1% in 2022 and a “rebound” from the bottom of the decline by 5% in 2023, the Ukrainian economy is showing moderate rates of recovery. As presented in April 2024 by the IMF in the Regional Economic Outlook for Europe, in the current 2024, Ukraine's GDP growth will be 3.2% and will rise to 6.5% in 2025. These indicators look better than many EU countries, where a significant slowdown in growth rates, including in such “locomotives” of the EU economy as Germany, France and Italy (Table 1).

Table 1. Dynamics of real GDP of Ukraine and other European countries in 2022–2026, % (GDP in purchasing power parity terms; IMF data, April 2024)

	2022	2023	2024	2025	2026
	<i>fact</i>		<i>forecast</i>		
Ukraine	–29.1	5.0	3.2	6.5	5.0
Poland	5.1	0.2	3.1	3.5	3.3
Czech Republic	2.3	–0.4	0.7	2.0	2.1
Hungary	4.6	–0.9	2.2	3.3	2.8
Italy	3.7	0.9	0.7	0.7	0.2
France	2.5	0.9	0.7	1.4	1.6
Germany	1.8	–0.3	0.2	1.3	1.5
European Union	3.6	0.6	1.1	1.8	1.7

Source: Authors completed based on: IMF (2024)

However, the forecast estimates for Ukraine (Table 1) can only be a guideline, since they were made by the IMF within the framework of a baseline scenario, which assumes that the war will stop by the end of 2024, and Ukraine’s structural reforms in the context of joining the EU will yield

benefits in the medium term. Even so, “*downside risks to the outlook remain exceptionally high particularly due to prolonged war-related uncertainties and potential shortfalls in external financing*” (IMF, 2024).

Significantly in this regard, in its updated forecast, the IMF (2024) points to two defining trends to which, eligible the unprecedented impact of military shocks, Ukraine is much more susceptible than other European countries. The first trend is that geo-economic fragmentation threatens the traditional growth models of economies throughout the European continent. The second trend is that the need for high rates of sustainable macroeconomic growth is greatly rising – due to growing budget expenditures in the long term, primarily caused by the aging of the population and a considerable increase in spending on defense.

In our opinion, in Ukraine's post-war recovery, the most important growth factor is associated with the revival of the national labor market. This is not only about replenishing the workforce in accordance with post-war realities, but also increasing its productivity. This is consistent with IMF experts' rationale that urgent implementation of serious productivity reforms can boost macroeconomic growth over the medium term (Li & Noureldin, 2024).

Social Protection

In pre-war times, Ukraine provided a fairly high level of budgetary social expenditures in relation to GDP. Official data show, in 2021, the country's total expenditure on social protection (according to the “European System of integrated Social Protection Statistics” methodology) amounted to 14.4% of Ukrainian GDP (State Statistics Service of Ukraine, 2023). When the war began, all domestic budget funds were directed to the military defense, and only the receipt of huge funds from external partners – creditors and donors, – made it possible to relatively maintain social benefits, including pensions, and wages for employees of budgetary institutions.

In the institutional dimension, it was possible to maintain social security for Ukrainians through the implementation of some public governance approaches. Namely, by adapting benefits, extending outreach, and boosting administrative efficiency, including largely thanks to the intensification of digital technologies (Fultz & Kostytsia, 2023). This was a difficult assignment under martial law, given the significant number of social support recipients in Ukraine (Table 2).

According to the Ministry of Social Policy of Ukraine (2024), currently Ukraine provides 39 types of social assistance or and quite often, an average Ukrainian family can receive several of them at once. Along with this, 3,495 social service agencies provide 23 types of social services for vulnerable groups of citizens. A great advantage is that Ukrainians receive a lot of social services and social benefits through digital technologies.

The beginning of digitalization in the country's social sphere was given by the approval in January 2018 of the Concept for development of the digital economy and society of Ukraine for 2018–2020⁵, and also, the Strategy for Digital Transformation of the Social Sphere⁶, in October 2020.

Practice has proven that during the war, the digitalization of Ukraine's social sphere, including the creation of the Unified Social Sector Information System (EISSS), has become an effective tool

⁵ Concept for development of the digital economy and society of Ukraine for 2018–2020, approved by the order of the Cabinet of Ministers of Ukraine dated January 17, 2018 No. 67-r. <https://zakon.rada.gov.ua/laws/show/67-2018-%D1%80#Text> [in Ukrainian]

⁶ Strategy for Digital Transformation of the Social Sphere, approved by the order of the Cabinet of Ministers of Ukraine dated October 28, 2020 No. 1353-r. <https://zakon.rada.gov.ua/laws/show/1353-2020-%D1%80#Text> [in Ukrainian]

for providing access to social support for the socially vulnerable groups of citizens. This new IT system reduces the processing time for social benefits applications, saves the use of administrative resources and eliminates duplication and fraudulent benefit applications; under martial law, digital technologies are simply indispensable for people with limited mobility and IDPs to receive social support (Fultz & Kostrytsia, 2023).

Table 2. The number of social support recipients in Ukraine by main types, available data for 2022–2024

<i>No.</i>	<i>Type of social support recipient</i>	<i>Number, ths of persons</i>	<i>Data as of</i>
1.	pension-beneficiaries of all categories	10,154.7	April 1, 2024
2.	recipients of social assistance to persons who are not entitled to a pension	176.2	January 1, 2023
3.	internally displaced persons (IDPs)	4,751.4	April 25, 2024
4.	recipients of housing benefits for IDPs	2,500.0	for 2023 year
5.	persons with disabilities	2,721.7	January 1, 2023
6.	persons with disabilities – recipients of technical means of rehabilitation (orthoses, prostheses, etc.)	15.0	for 2023 year
7.	recipients of social assistance to children with disabilities	161.4	for 2022 year
8.	war veterans (of all wars)	475.3	January 1, 2023
9.	recipients of Ukrainian Independence Day benefit to war veterans and family members of deceased veterans	950.0	for 2023 year
10.	households – recipients of housing subsidies and benefits	2,241.0	September 2023
11.	recipients of monthly payments to victims of industrial accidents and occupational diseases	162.0	9 months of 2023
12.	recipients of temporary disability benefits	1,846.6	9 months of 2023
13.	recipients of child-birth benefits	208.5	for 2022 year
14.	recipients of assistance for children under guardianship	40.2	for 2022 year
15.	recipients of state social assistance to low-income families	313.3	for 2022 year
	<i>For reference:</i> Present population of Ukraine		
	<i>according to the State Statistics Service of Ukraine</i>	41,130.4	February 1, 2022
	<i>according to expert assessments, given the huge labor migration of Ukrainians abroad in the pre-war period</i>	35,000.0	January 1, 2022

Source: Authors completed based on: Database / Information of the State Statistics Service of Ukraine (<https://www.ukrstat.gov.ua/>), the Pension Fund of Ukraine (<https://www.pfu.gov.ua/>) and the Ministry of Social Policy of Ukraine (<https://www.msp.gov.ua/>), 2024.

At the beginning of 2024, six social benefits are included in the EISSS: when adopting a child; for children with serious illnesses who have not been diagnosed with a disability; persons with disabilities since childhood and children with disabilities; for children of single mothers; on children who are under guardianship or guardianship; and low-income families. More than 600,000 people receive these social benefits through the Web-portal “Diya”. Currently, additional 10 more requested social benefits are being prepared for functional implementation in the EISSS (Ministry of Social Policy of Ukraine, 2024).

For the post-war period, it is important to take into account in Ukraine's public governance that for the speedy reconstruction of the country and raising living standards (this, among other things, corresponds to the social goals of the Association Treaty with the EU), it will be necessary to strengthen the capacity building of the national social protection system. In the context of overcoming military shocks, it will also be necessary in the post-war era to increase the share of social spending in Ukraine as a country with lower middle incomes. This approach is consistent with the recommendations of ILO experts based on their recently published research.

This study finds that in low- and middle-income countries, the financing gap to achieve universal minimum social protection coverage is 3.3% of GDP per year. The ILO experts predict that in 2024, for low- and middle-income countries, the additional government spending needed to achieve universal social protection will amount to 10.6% of their annual government spending, or 31.6% of their social protection spending (Cattaneo et al., 2024). However, we must remember that the stability of social protection and the possibility of strengthening it, within the framework of ILO recommendations, depend on the macro-financial stability of Ukraine.

Macro-Financial Stability

The provision of necessary financial support by Ukraine's international partners remains a determining factor of its macro-financial stability, which, in turn, is critically necessary to prevent a crisis of the national social security system.

It is also a very influential factor for the Ukrainian pension system resilience. In recent years, funding from the state budget makes up 35%–40% of the budget of the Ukrainian Pension Fund and ensures its functional capacity. During the war, the total debt for the single social contribution and mandatory payments to this Fund increased by more than a quarter, and as of October 1, 2023 amounted to UAH 49.4 billion (Pension Fund of Ukraine, 2023).

According to the IMF, the aggregate fiscal deficit, which includes the deficits of the consolidated budget and budgets of social funds of Ukraine, increased from 4.0% of GDP in 2021 to 18.6% of GDP in 2023. According to the Ministry of Finance of Ukraine (2024), since the beginning of the war, the country has rapidly increased external financing of the state budget: in 2022, its volume amounted to \$31.1 billion, in 2023 it was already \$42.5 billion, and as of April 25, 2024, it was equal to \$15.6 billion. In general, in the specified period of 2023 and 2024, credit and grant support from external partners accounted for almost three quarters (73.3% and 74.5%, respectively) of the total financing of the general fund of the Ukraine's state budget.

Further growth of Ukraine's debt dependence may become an unbearable debt burden for future generations of Ukrainians. Therefore, post-war macro-financial strategy should be oriented towards a gradual reduction of Ukraine's debt dependence and a gradual transition to relying on its own resources.

Conclusions

Starting from February 24, 2022, large-scale military shocks will cause serious negative social consequences for Ukraine. First of all, they are related to the human capital reduction, the huge financial and property losses of Ukrainian population, the destruction of the national labor market, and a multiple increase in the poverty scale in the country. These and other negative consequences of the Russian invasion have a very significant impact on the social resilience of the domestic economy and society as a whole, and therefore should be the focus of increased attention in the Ukraine's state governance.

The level of recovery of the Ukrainian labor market depends on a number of factors, such as: distance from the front line; change in the capacity of the labor market as a result of the reallocation of business, entrepreneurial activity; the effectiveness of the policy of promoting employment and stimulating the development of the business environment; labor migration; the reserve of stability of the labor market formed in the region and the provision of labor mobility, etc.

Further stabilization of the labor sphere in the conditions of war and post-war recovery requires the implementation of a number of measures aimed at the recovery, development and modernization of the business environment; ensuring the formation of workforce adaptability; training in the most competitive professions and maximum involvement of internally displaced persons in the labor field; introduction of state business recovery programs and war risk insurance mechanisms; reforming approaches to public procurement, which will help combat structural unemployment and reduce the personnel deficit; etc.

Based on relevant foreign experience and the post-war realities of Ukraine's recovery, the attention of Ukraine's public governance should be focused on three areas of overcoming military shocks on the way to ensuring / strengthening social security of Ukraine: employment; social protection; macro-financial stability.

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Conflict of interest

The authors state no conflict of interest.

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