

ENSURING SOCIAL SECURITY IN MODERN UKRAINE: POLITICAL AND LEGAL ASPECT

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Annotation. The article is devoted to analyzing the political element of the legal mechanism for ensuring social security in modern Ukraine. In the political and legal context of understanding the nature of this mechanism, it has been established that an important element is its political component, which is mainly manifested in social and personnel policies. The author emphasizes the importance of ensuring the effectiveness of social policies, which must meet the requirements of accessibility, adequacy, fairness, sustainability, and inclusiveness. The criteria that ensure social security are identified and analyzed. Among these criteria are guaranteeing equal opportunities for all citizens in social protection, providing adequate social services, and equitable distribution of resources in social protection. Additionally, a long-term approach to supplying the social protection system with the necessary resources is considered essential. It is established that an inclusive approach to social and personnel policy contributes to the integration of different population groups into the formation and implementation of social policy, which is critically important for creating conditions for the social security of the state. Special attention is given to the importance of personnel policy in the social security system, noting the problems of staffing social workers, which directly affects the quality and timeliness of social services provision. It is stated that personnel policy in the social security system is characterized by a personnel crisis, particularly in the context of social workers. This crisis is because in Ukraine (as in several countries around the world) the importance of social work is underestimated, and social workers are forced to work in conditions lacking decent working conditions. Exacerbating this problem are background issues, including an aging population, changing patterns of family formation and the role of women in society, rising unemployment and poverty, and the ongoing full-scale war in Ukraine. Since the personnel crisis in the social security system undermines social stability and the effectiveness of the social security system, there is a need to create conceptual and strategic acts that will determine the goals and methods for improving the effectiveness of social and personnel policies in Ukraine, aligned with the state's social security goals. Additionally, the findings suggest introducing systematic training and professional development programs for social workers, as well as creating better working conditions and providing psychological support. These measures should help improve the professional level of social workers, and enhance their motivation and job satisfaction, which are important aspects in achieving the social security goals of a modern state.

Key words: efficiency, legal regulation, personnel crisis, personnel policy, social politics, social rights, social security, social services, social workers.


1. Introduction.

Social security is one of the fundamental elements of the stability and prosperity of any state. In the context of modern Ukraine, this issue takes on special importance, given the complex internal and external challenges, in particular the ongoing large-scale war, social and cultural transformations taking place in society within the framework of the establishment of national identity. Social security includes not only the protection of the population from poverty and social risks, but also the provision of conditions for socio-economic stability and the integration of all segments of the population into an active and full-fledged social life, in which the labor potential of the population can be realized, as

well as accumulate social capital of each person. An important mechanism for ensuring the conditions of socially safe existence of the population in the state is the legal mechanism for ensuring social security. Meanwhile, when studying the legal characteristics of this legal mechanism, it is necessary to keep in mind that an important element of this mechanism is the political component, which is an issue that has not yet been given due attention by domestic scientists. The importance of solving this problem is due to the fact that such key elements of the specified legal mechanism as social policy and personnel policy appear as legally significant circumstances under which certain conditions for the functioning of the legal regime of social security are formed at different levels - from national to local and organizational. That is why the achievement of the goal of social security of the state is directly related to the extent to which the political component of the legal mechanism for ensuring the social security of modern Ukraine will be effective, adaptive and responsive to the real needs of the population, and this can be ensured within the framework of comprehensive reform of the social security system of the state, which must be preceded by a detailed study of the political component of the specified legal mechanism (in order to ensure the scientific nature of such a reform).

2. Analysis of scientific literature and previously unresolved issues.

Although the provision of social security in modern Ukraine has not yet been considered in a political and legal context, it should be stated that the social security aspects of social and personnel policy have already been revealed to one degree or another by many Ukrainian scientists, among them: A.L. Balanda [1], I.S. Bandura [2], R.V. Brindalskyi [3], V.V. Gaevy [4], V.V. Korolenko [5, p. 23-48], N. B. Larina [6], U.I. Motornyuk [7], L.Yu. Malyuga [8], T.I. Sabetska [9], A.A. Khaletska [10] and others. Scientific works of the specified and others. scientists and researchers will form the theoretical basis for clarifying the political and legal content of ensuring social security of Ukraine.

 **3. The purpose of the article** is a comprehensive analysis of the legal and political aspects of ensuring social security in modern Ukraine, namely, clarifying the current content of social and personnel policy. To achieve this goal, the following tasks are performed: 1) to find out the importance and main parameters of effective social policy in the context of ensuring social security of the modern state; 2) clarify the main problematic issues of effective implementation of personnel policy in the social security system of Ukraine; 3) to formulate proposals for solving problematic issues of ensuring the social security of the state in the context of the political and legal aspect of the understanding of such a provisioning process.

4. Presentation of the main material.

Solving the tasks, we note that social policy in Ukraine, as in any other state, must meet the requirements of efficiency in order to achieve the goal of ensuring the social security of the state, and not turn into a means of imitating the social function of the state. The ineffectiveness of the political component of ensuring social security of the modern state is a factor in weakening the social security of the state's population at all levels, as well as a factor in wasting resources that could be used to ensure a high level of social security in the state, especially in conditions of war and post-war economic recovery.

When considering the characteristics of the effectiveness of the social policy of a legal, democratic and social state, it is extremely important to pay attention to the presence or absence of social policy strategies (concepts), as well as program documents containing goals and objectives, as well as responsible entities for the implementation of strategic goals and objectives from ensuring social security of the state. That is, the social policy of Ukraine should be aimed at achieving clearly defined strategic goals and tasks that ensure social security, and therefore the specified documents should outline the list of tasks for ensuring social security, the period of their proper implementation, as well as the expected results of the tasks and the corresponding potential risks. In addition, the relevant documents must reflect scientifically based, expedient, adequate, predictable results of the

fulfillment of the specified duty. These desired results will be the criteria for evaluating the objective effectiveness of social policy implementation when comparing the desired and the objectively achieved.

Taking into account what has been stated and the positions of scientists regarding the content of social policy and its effectiveness [see, for example: 2; 11; 12], we can conclude that a modern legal, democratic and social state should determine the effectiveness of its social policy using the following criteria:

1) availability of social policy, which provides equal opportunities for all citizens, regardless of their characteristics, according to which they can potentially be discriminated against. Guided by this criterion, the subjects of social security of the state must provide unhindered access to social services, assistance, benefits and all resources necessary for the well-being of the population to all persons who need such methods of their social protection;

2) adequacy of social services, assistance and benefits. This criterion is a key parameter of the effective policy of the modern state, which indicates the objective sufficiency of the provided social assistance and social services to solve problems related to the stay of a socially vulnerable person (group of persons) in a socially dangerous state. This criterion allows to avoid unscrupulous and socially unjust, socially irresponsible financing of the social policy of the state (also relevant policy at the local and organizational levels), as well as the implementation of formal social policy, which is carried out by the state only for the purpose of imitating the status of the state of general welfare;

3) justice of social policy. Understanding this parameter of effective social policy, we come to the opinion that such justice means that the resources aimed at ensuring the social security of the state should be distributed in proportion to the social risks and challenges that arise in the social life of different population groups. Thus, the state should give priority attention to the social support of those segments of the population that face increased social risks, such as poverty, disability, social isolation, etc. Therefore, it will be quite natural to claim that compliance with this criterion contributes to the reduction of social tension, social inequality and the cultivation of social justice, which is the basis for creating the conditions of social security of a modern state;

4) sustainability of social policy, which involves the use of a long-term approach in the process of stable resource provision of the state's social security system, which takes into account the potential needs of society and future generations. The above presupposes the short-term and long-term economic viability of strategies and programs for ensuring the social security of the state, reasonable financial management, and the creation and maintenance of stable sources of funding for social programs, the implementation of which achieves the social security of the state. It should be stated that the formation of complex social security conditions of the modern state is impossible until the state takes into account the potential needs of society and future generations, ensuring in advance the ability to meet these needs and protecting the social protection system from changing factors of an economic, political, and demographic nature;

5) inclusiveness of social policy, which is a criterion that indicates the extent to which subjects of social security of the state (primarily relevant public service bodies) contribute to the integration of various population groups (especially socially vulnerable segments of the population) in the process of formation and implementation of social policies. It should be noted that an inclusive social policy contributes to the creation of conditions for the social security of the population, taking into account real and potential risks, the special needs of different segments of the population, as well as the current positions of representatives of these segments of the population regarding certain measures of social protection. Compliance with this criterion allows to guarantee that no part of society (even that which is not sufficiently involved in the economic life of the state) will not be excluded or marginalized.

Having considered social policy as a special element of the legal mechanism for ensuring social security of the modern state, we can move on to another element of this legal mechanism - personnel policy. The importance of personnel policy in ensuring the social security of the state is difficult to underestimate, because it is personnel policy that determines the effectiveness of the provision of

social services and affects the stability and socio-economic well-being of the population of the state. At the same time, in the context of the legal mechanism for ensuring social security of Ukraine, it is important to emphasize that the key issue of personnel policy remains the need to ensure proper working conditions of social workers (their professional level and motivation are decisive for the quality provision of social services) and to overcome the personnel crisis in the state social security system.

Taking into account the above, we note that social workers are the main executors of social security policy tasks, because it is precisely such workers who directly provide social services to the population, implementing state social policy at the local level. At the same time, it should be noted that the personnel policy regarding such workers in Ukraine remains such that it does not fully meet the efficiency criteria (those we disclosed in the context of social policy), which in general exacerbates the personnel crisis in the field of social services, which is a serious problem that tends to get worse.

Understanding the personnel crisis in the field of social services, we can conclude that it manifests itself in four main contexts:

- 1) the personnel crisis endangers the quality and timeliness of the provision of social services. Social workers, working in conditions of insufficient staffing, cannot effectively perform their duties, which undermines the functioning of the social protection system;
- 2) the personnel crisis threatens the realization of the social rights of citizens, and especially of socially vulnerable sections of the population. The insufficient number of social workers leads to unmet needs of many people, which exacerbates poverty, domestic violence, inequality and social isolation, resulting in the marginalization of a large part of the population, which is especially dangerous in the context of the ongoing full-scale war in Ukraine;
- 3) the personnel crisis undermines social stability in the state. The unsatisfied social needs of the population exacerbate social tension, lead to a loss of trust in the state and its institutions, which can cause mass protests and acts of disobedience, which in turn, in the conditions of an ongoing war, can additionally pose a risk to the national security of the state;
- 4) the personnel crisis is manifested in the outflow of personnel and insufficient efforts of the state to overcome it. Social workers leave their positions due to a number of crisis factors, which demotivates other workers of the social protection system and naturally reduces the overall effectiveness of the system of providing social services in the state.

In general, it should be stated that currently the main destructive factors causing the personnel crisis are an underestimation of the importance of social work by both the state and society, as well as insufficient decent working conditions for social workers. Social workers are forced to work in conditions of excessive intensity and volume of work, which makes it impossible to achieve a healthy balance between work and personal life. At the same time, among the background factors that cause the personnel crisis, it should be noted the aging of the population, the change in family formation models and the role of women in society, the growth of unemployment and poverty, as well as the ongoing full-scale war in Ukraine, which further increases the burden on social workers.

5. Conclusions.

To date, the lack of appropriate conceptual and strategic acts in the field of ensuring social security of the state remains an urgent problem, which complicates effective planning, formation, implementation and evaluation of the effectiveness of social and personnel policy. The importance of solving this problem is due to the fact that the establishment of cause-and-effect relationships between the goal, tasks and actual results of the implementation of social and personnel policy is critical for their objective assessment, clarification of the potential for improvement of social and personnel policy, etc. At the same time, it should be emphasized that the relevant strategic and conceptual acts must contain clear criteria for the success of policy implementation, which allow to assess its impact on the social security of the state, and the absence of such acts makes the

consistent evolution of the legal regime for ensuring social security of Ukraine impossible. The key parameters by which social policy should be evaluated (as well as personnel policy) are the criteria of accessibility, adequacy, fairness, sustainability and inclusiveness of the policy.

At the same time, an extraordinary political and legal problem of ensuring social security of Ukraine is an ineffective personnel policy in the system of ensuring this security, which is associated with the inability to overcome the personnel crisis, which remains an extremely complex and multifaceted process that increases social risks and challenges on the way to achieving the goal of social security. To overcome the personnel crisis, it is necessary to create conceptual and strategic acts aimed at strengthening the social security of social workers (in particular, they should define the purpose, tasks and significance of social work), as well as the implementation of programs to recognize the socio-legal and economic value of social work, education a culture of gratitude and respect for social workers in society, which can increase the motivation of such workers and their job satisfaction. In this regard, the state currently needs to focus on: firstly, the development and implementation of systematic training programs, advanced training and retraining of social workers, which will contribute to increasing their professional level and work efficiency; secondly, on the formation of decent work conditions for social workers and their stay in a healthy psychological climate within the framework of the performance of their duties (in addition, it is advisable to implement psychological support programs for social workers, which will help reduce the level of stress and improve their psycho-emotional state).

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