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SOCIAL PROTECTION OF THE INDIVIDUAL IN THE SYSTEM OF STATE SECURITY

The strategy of national security of Ukraine is determined through the implementation of the State policy in the field of social protection in the context of the country's sustainable development.

It has been noted that the basis of the state's social protection policy of an individual should be a system of social values that will be different from the one which existed in the previous periods and is available at the current period of society transformation.

It has been proved that the recognition of the priority and interdependence of the vital interests of the majority of the population should be fundamentally new. The state should assume the function of ensuring the principles of social justice and high quality of life in society on the basis of harmonising and maintaining the balance of all citizens' interests. This should make it possible to transform society into a sustainable, balanced and, at the same time, efficient system that is developing positively.

It has been stated that the key role of security of an individual belongs to the state which is the main social institution designed to ensure this development in a legal manner.

Keywords: *security of an individual, basic principles of security of an individual, social protection system, social values.*

Problem statement. Social protection plays an important part in the structure of personal security management. It is an integral part of the security policy and stable development of the state, which in the conditions of market relations, is an extremely complex, multidimensional, multi-subject and multi-object process. Therefore, public administration of social protection should be comprehensive and include political, administrative, economic and social components.

The state system of social protection of Ukraine consists of the practical actions of state authorities, public administration bodies and other management entities through the implementation of relevant state programmes in the field of social protection [1, p. 16].

Over the last few years, the term “social support” has become quite widespread in Ukraine’s official documents with a meaning that is very close to that of “social protection”. However, at the same time, social support is usually seen as a relatively short-term assistance to the needy, primarily able-bodied population groups who find themselves temporarily in a difficult life situation, while the term “social protection” has a broader meaning and includes, in addition to the social support for the able-bodied, such concepts as “social assistance to vulnerable groups” and “social services” [2, p. 434].

Recent research and publications analysis. The works of S. Belai, O. Bondarenko, V. Horbulin, I. Hrytsiak, S. Dombrovska, O. Yevsiukov, O. Kravchuk, S. Kruk, V. Oluyko, S. Poltorak, A. Pomaza-Ponomarenko, O. Radchenko, V. Sadkovyi, H. Sytnyk, V. Torichnyi, D. Yurkovskiy, and others are devoted to the problematic issues of public administration regarding the formation and functioning of the security system in general and personal security in particular. Various aspects of essence, functions and features of the security system are considered in their studies. However, the state of the individual’s social protection as a basis for the implementation of public security management in the state needs a thorough research. This is extremely relevant, given the importance of identifying trends and strategies for implementing public administration in this area.

Paper objective is the study of the peculiarities of social protection in the system of public administration of the individual’s security in Ukraine.

Paper main body. One of the important areas of social protection of an individual is

financial support. In the system of state social protection, the following interconnected blocks can be distinguished according to the methods of financing:

- social insurance – state-guaranteed support for an individual in case of a social risk, such as old age, disability, temporary disability, illness, etc., which is provided at the expense of the state non-budgetary social insurance funds;

- social assistance – state support (free of charge) for socially vulnerable groups of the population provided in cash, in kind assets or in the form of benefits and services financed from the central, regional and local budgets [2, p. 434].

The conceptual basis of the modern social protection system is risk management. The approach to social protection as a policy and targeted actions, as well as the means of the state and society to comprehensively address various problems of individuals and social groups caused by social risks, fully corresponds to the content of the “social assistance provided to the individual” concept, revealing its connection with social insurance as the main organizational and legal form of social protection in the modern public administration and economic systems [3, p. 37].

In our view, the unity of responsibility of the state, employers and employees for the social protection of individuals is the most clearly demonstrated through social insurance. In the most developed world countries, where compulsory social insurance systems are widely spread, social assistance programmes based on budgetary funding are actively used.

Considering social insurance as the leading organisational and legal form of social protection in society, it is important to emphasise, firstly, that here the individual (the employee) acts both as an object and as a subject of social protection; secondly, the funds directed to pay for insured events (social protection) have a different, extra-budgetary source of funding, and thirdly, the role of the state in redistributing these funds is different than in providing social assistance directly from the central budget or regional and local budgets [4, p. 42]. It should be noted that the European Social Charter considers social insurance and social assistance as the leading forms of social protection of the individual [5].

The transformation of Ukrainian society has fundamentally changed the nature of the

relationship between the state and the citizen. The establishment of market relations and the institution of private property is based primarily on the principle of individual responsibility for ensuring an acceptable standard of living and quality of life for themselves and their families through their own efforts. This approach shifts the emphasis from the individual's dependence to his or her capabilities. The country's economic growth and the resulting increase in personal incomes were usually associated with an increase in investment, meaning both physical and human capital. At the same time, the risks of implementing a particular policy were not always calculated [6, p. 47]. However, in our opinion, a risk is an essential factor of economic development, and if there are no tools to manage this risk lots of problems may arise. Individual well-being depends on how healthy a person is, how much money he / she has, and how strong his / her relationships with others are. In other words, the determining factors are: social capital, human (or educational) capital, health capital and income.

In many countries, the risk protection strategy is based on overcoming or alleviating the negative impact that has already occurred. Such passive risk protection is undesirable, as it creates unfavourable conditions in the future. That is why it is extremely important to implement a social protection system that has a mechanism that provides preventive measures.

Ukraine's current social protection system is a so-called passive mechanism for protecting individuals. However, in today's environment, public administration approaches tend to ensure the social protection system to evolve towards risk mitigation and ability to perform its tasks in a more comprehensive and consistent manner.

In this regard, the question arises: which elements of social protection can be transferred to the market economy? Based on the above presented material, social protection should be defined on the basis of its goals and relevant risks. In other words, social protection is defined as a set of state-administrative measures that are designed, on the one hand, to help citizens and social groups manage risks more effectively, and, on the other hand, to provide support to the most vulnerable categories of the population – that is, those who, even with the available risk protection mechanisms, will not be able to use them

to the fullest extent and therefore need additional assistance.

In this context, the main goal of social protection is to maintain an appropriate level of social protection for individuals. Maintaining social security at the necessary and sufficient level is a criterion for the social protection effectiveness.

Existing problems require changing and streamlining the institutional framework of social protection by forming a new model of social policy and protection adequate to the principles of the welfare state, legal consolidation of powers, functions and responsibilities between social actors (employers and employees), state, citizens (insured persons and pensioners), centre and regions [6].

At the same time, social protection mechanisms are of great importance that include certain elements of economic, social, legal, organisational and managerial subsystems designed to provide certain functions and types (segments) of protection (personal protection, labour protection, medical care, etc.), as well as tools for achieving agreement between social actors.

The structure *of socio-economic mechanisms of employees' social protection* includes:

1. Social guarantees that ensure regulation of the working day; working hours and periods of rest, working age limits, minimum employment record to have the right to receive the pension benefits, and minimum employment age.
2. Social guarantees that ensure material security: guaranteed minimum wages, wage scales, paid holidays, minimum disability benefits.
3. Social guarantees of an acceptable level of labour security – physical exertion, work intensity and monotony, work pace, labour rationing.
4. Social guarantees of vocational, educational and information support – availability of vocational training systems, especially for industries and professions with a high level of occupational risk.

Mechanisms of medical social protection:

1. Conducting preliminary and periodic medical examinations, organising the first aid.

2. Treatment of victims of industrial accidents and establishing systems for determining disability (including those that happened due to industrial injuries and occupational diseases).

3. Vaccination of citizens due to the spread of the global COVID-19 pandemic.

Compensation and rehabilitation mechanisms of social protection:

1. Financial compensation for disability received at work.

2. Medical, social and vocational rehabilitation of injured at work.

3. Benefits and compensation for work in industries with a high level of occupational health risks (additional leave, reduced working hours, early retirement).

Organisational and administrative mechanisms of labour protection:

1. Expertise on the state of labour protection at workplaces.

2. Organisation of investigations of industrial accidents.

An important factor of the socio-economic mechanisms of protection of an individual is the process of labour, which is carried out in the context of scientific and technological progress and the use of modern technologies, machines, mechanisms, equipment and other technically complex means of production, and is also a complex and multifaceted phenomenon. The main forms of labour manifestation are:

1. Human energy expenditure. This is the psychophysical side of labour activity which is expressed in the expenditure of energy, muscles, brain, nerves, and sensory organs. Human energy expenditure is determined by the degree of labour severity and the level of nervous and psychological tension.

2. Interaction of the employee with the production means. This is an organisational and technological aspect of labour. It is determined by the level of technical equipment of labour, the degree of its mechanisation and automation, the perfection of technology, the organisation of the workplace, the employee's qualifications, his/her experience, etc.

Employees' production interaction both horizontally and vertically (supervisor – subordinate). This is the organisational and economic aspect of labour. It depends on the level of division and co-operation of labour, forms of labour organisation,

deduction of employees, organisational and legal form of the enterprise, etc.

In all forms of its manifestation, the employees' labour activity depends on the conditions in which it is carried out, i.e. on working conditions, which may be both favourable and unfavourable, thus increasing the possibility of occupational risks. In order to properly assess and minimise this possibility, it is necessary to continuously monitor the working conditions of employees at the local, regional and sectoral levels, as well as in organisations and enterprises of all forms of ownership.

At the same time, it should be assumed that working conditions are a set of environmental factors that affect human performance and health in the course of work. The most important factors include the following [7, p. 19]:

- geographical and climatic that are caused by the geographical area and climatic zone of the enterprise;
- socio-economic that determine the workers' position in society and are expressed in labour legislation, in the totality of social benefits and guarantees;
- production and technical that are formed under the influence of the peculiarities of equipment, technology, economy and production organisation.

Production and technical factors include the following:

- technical and technological – these are the features of equipment and technology, the level of mechanisation and automation of labour, the degree of equipment of workplaces, and the mode of working and rest. These factors influence the physical burden of work, which is characterised by the amount of physical work and static load per shift, as well as the nervous and mental stress, which is determined by the amount of information processed, the intensity of attention, the intensity of analytical and thinking activities, the degree of monotony of work, and the pace of work;
- sanitary and hygienic include temperature, humidity, air velocity in the workplace, noise, vibration, dust, gas, radiation, illumination, contact of employee's body parts with water, engine oil, toxic substances, general condition of production facilities;

- safety that guarantees employees protection from mechanical damage, electric shock, chemical and radiation pollution;

- engineering and psychological include comfort at workplaces, perfection of design and layout of equipment, controls and means of monitoring the technological process, ease of maintenance of machines and mechanisms;

- aesthetic concentrate on architectural and planning solutions of interior and exterior, aesthetically pleasing form and colour of labour tools, overalls, appropriate design of recreation areas, etc.

- socio-psychological means the socio-demographic structure of the team, set of interests, employees' value orientations, management style in subdivisions and at the enterprise as a whole, scale and nature of activities of public organisations. These factors form the moral and psychological climate in the team.

Thus, a personality and its performance are influenced by a large and complex set of factors that must be taken into account to create the most favourable environment for highly productive work.

Safe working conditions are those in which employees' exposure to harmful and/or hazardous production factors is excluded or the levels of their impact do not exceed the established standards. Taking into account the numerous factors affecting working conditions, it should also be borne in mind that measures to ensure more comfortable working conditions should be comprehensive and diverse.

The issue of ensuring safety and security of a human in the course of labour activity and reducing occupational risks is one of the most important problems in the development of civilised social and labour relations.

Experts of the International Labour Organization (ILO) and the World Health Organization (WHO) identify more than 150 classes of occupational risks and approximately 1000 types of them, which pose a real danger to 2000 modern professions. It is believed that this classification is incomplete and covers only certain aspects of occupational safety and health [7, p. 198].

Conclusions. Thus, it is possible to formulate the basic principles of security of

an individual which should be based on the stable development of the state, legal relations and an efficient economy which are as follows:

- ensuring a balance of personal, social and state values based on their socio-cultural continuity;
- ensuring individual rights in accordance with the legal concepts of justice, truth, conscience, public solidarity;
- legality and transparency;
- unity and hierarchy of the system of personal security;
- priority of preventive measures and means and reflection of threats in order to provide citizens' security, compliance of these measures with the content, nature and extent of predicted or real losses.

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