

SOCIO-ECONOMIC SECURITY AND ITS INFLUENCE ON UKRAINE'S HUMAN CAPITAL DEVELOPMENT

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Abstract: The article considers the essence and features of ensuring the socio-economic security of the national economy of Ukraine in the period of transformation of the international system of economic relations and the instability of financial markets in terms of ensuring the effectiveness of aggregate human capital. It is determined that the development of human capital largely depends on ensuring the quality of education of the working population, as well as determined by the level of consumption of material and social goods. It is proved that investments in human capital in the modern information economy ensure the growth of the efficiency of the national economy in general and increase financial efficiency at the level of individual enterprises in particular. The need to ensure high social standards for the formation of quality human capital in the country has been identified.

Keywords: Human capital, Investment in human capital, Socio-economic development, Socio-economic security, Social standards.

1 Introduction

Ensuring the socio-economic security of any country is an objective necessity in terms of ensuring the effective development of society and the national economy. This problem becomes especially relevant in the new conditions when under the influence of intensive development of modern information technologies is the formation of a new system of economic relations, which is characterized as a digital economy. At the same time, the economic security of the country largely depends on the quality of its total human capital and the level of efficiency of its use. In turn, ensuring high living standards and consumption of material goods is the basis for the formation of quality human capital and promotes investment in it both by individuals and at the level of enterprises seeking to remain competitive in the digitalization of economic relations.

In general, during the transformation of the entire system of economic, social, political, and cultural relations, the most significant changes are taking place in the field of labor relations. The industrial type of economic growth is being replaced by the humanitarian type, the driving force of which is scientific knowledge, creative and intellectual potential of the individual. All these changes reflect the innovative model of economic development, accompanied by the growing role of man in the socio-economic relations of society.

2 Literature Review

The study of problems of socio-economic security is widely covered in the specialized economic literature. It should be noted that the issue of economic security at all levels of the socio-economic system of the country was actively studied, resulting in the synthesis and systematization of objective knowledge about socio-economic security of specific objects that reveal its essence, explain the laws and causation connections at the levels of the economic system.

Therefore, in the disclosure of this topic, it is necessary to note the significant contribution made to the study of practical aspects of socio-economic security of the state, which was made by scientists such as O. Agres [1], I. Balaniuk [3], O. Binert [7], Y. Chaliuk [9], O. Ivanenko [19], M. Kalnytska [20], T. Kulnich

[23], T. Shmatkovska [25-27], O. Stashchuk [32-34], O. Storozhuk [35], T. Tokarsky [36], Z. Varnalii [37], I. Yakoviyk [40], O. Yatsukh [42] and others.

1. In addition, research in the field of human capital formation as a key economic category in the system of planning and use of human resources has played an important role in ensuring effective socio-economic development. This issue is fully disclosed in the works of such researchers as O. Apostolyuk [2], V. Baranova, D. Bohynia [6], A. Boiar [8], M. Dziamulych [10-17], O. Grishnova [18], M. Khutorna [21], A. Kolot [22], A. Poruchnyk [24], R. Sodoma [28-31], N. Vavdiuk [38], Ya. Yanyshyn [41], I. Zhurakovska [43] and others.

It should be noted that research on the theory of human capital is largely considered in the context of ensuring the need for effective socio-economic development of the country. However, the issue of the relationship between socio-economic security and its impact on the formation of the country's total human capital remains unclear and requires further research.

3 Material and Methods

Analyzing approaches to research and defining the category of "human capital", most researchers still agree on the following fundamental features: human capital is formed or developed as a result of investment and is the accumulated stock of health, knowledge, skills, and abilities used for to obtain a useful result and contribute to the growth of labour productivity and, in addition, its use leads to an increase in income of its owner and stimulates further investment in human capital [6].

When we talk about investing in human capital, we mean, above all, investments related to human education. Therefore, the peculiarity of this form of "investment" in a person is that the investment period (duration of training) reaches from 12 to 20 years, while the investment period of physical capital is 1-2 years. But at the same time, investments in human capital have a significant, long-term, and integrated economic and social effect. Thus, J. Kendrick, analyzing investments in human capital, divides them into tangible and intangible. The first includes all the costs necessary for the physical formation and development of man, and the second – the accumulated costs of general education and special training, part of the accumulated costs of health care and the labour movement. The peculiarity of intangible investments is that, despite their immense nature, these costs, increasing human knowledge and experience, contributes to increasing the productivity of capital embodied in people and is therefore the main [4].

Therefore, in theoretical terms, the concept of "human capital" should be distinguished on three levels:

- At the personal level, human capital is the knowledge and skills that a person has acquired through education, training, practical experience (using their natural abilities) and through which he can provide valuable production services to other people;
- At the microeconomic level, human capital is the aggregate qualifications and professional abilities of all employees of the enterprise, as well as the achievements of the enterprise in the effective organization of labor and staff development;
- At the macroeconomic level, human capital includes accumulated investments in such areas as education, vocational training and retraining, career guidance and employment services, rehabilitation, etc., which is an essential part of the national wealth. This level includes the total amount of human capital of all enterprises and all citizens of the state [5].

4 Results and Discussion

As practice shows, in recent years the intensity of the level and pace of development of the world's leading economies is increasingly dependent on the level of development of science and education. Thus, the total human capital of an individual country is a key factor in its economic growth and also has a direct impact on the level of socio-economic security. In general, human capital is formed and accumulated by a person a certain stock of health, knowledge, skills, abilities, which is purposefully used in a particular field of social production and promotes productivity, thereby affecting the growth of income of its owner. In our opinion, such a change is due to the growing role of knowledge in human labour and their isolation as a factor in the growth of individual income.

In addition, as is known, one of the main criteria of socio-economic security is the ability of the national economy to maintain or quickly restore the critical level of social reproduction in crisis situations, protection, formation of the social sphere, and the level of social needs. A significant role in this aspect is played by human capital, the qualitative reproduction of which is the main task of the state in the process of ensuring the safe socio-economic development of society. In this aspect, socio-economic security should be considered as a specific set of internal and external factors that contribute to the effective dynamic growth of the national economy, its ability to meet the needs of the individual, society, and state, competitiveness in foreign and domestic markets, resistance to various challenges. Therefore, the objective need is the availability of appropriate research tools that can identify specific threats to socio-economic security.

It is an indisputable fact that the process of forming the concept of social policy on the basis of guaranteeing socio-economic security of the state should focus on improving the level and quality of life, creating appropriate conditions for the middle class, and overcoming poverty, counteracting the sharp stratification of society, and social status, to increase social guarantees and standards, to form a solidarity social structure of society, and requires the development of a number of measures of legal, economic, and institutional nature. The main emphasis should be on the fact that socio-economic security is a certain state of society and the main spheres of its life, which ensures the established social norms of the level and quality of life of man and society, guarantees its protection from external and internal risks and threats conditions for their comprehensive development.

It should be noted that from a practical point of view, the method of assessing human capital is important. Currently, to analyze the conditions of formation and development of human capital in different countries around the world, various indicators are used, the main of which are: Human development index, Quality of life index, and Index of human happiness. However, the practice of socio-economic analysis shows that the most common and reliable indicator that allows you to assess the conditions of formation and development of human capital is the index of human development. This indicator reflects the average level of the country's achievements in the three most important areas of human development: life expectancy; the level of education of the adult population and the total number of those who entered educational institutions; GDP per capita.

Thus, it can be argued that the socio-economic security of the country reflects the state of its economic mechanism, which is characterized by balance and resistance to the negative effects of internal and external factors, the ability to ensure sustainable and effective development of both economic and social spheres. This is confirmed by the views of Z. Varnalii, who argues that socio-economic security is a system of economic relations based on the mechanism of reconciling the economic interests of economic entities, which allows to resolve economic conflicts with minimal losses and ensures independence, stability, development, adaptability, and inertia of the national economy in interaction with the internal and external environment [2].

Thus, we come to the conclusion that the most relevant and necessary in the context of socio-economic security is the development of health capital, capital of scientific and innovative creativity, as well as intellectual and educational capital in terms of additional education, retraining, and more. There is also an opportunity to systematize the goals of the total human capital of the country in the context of ensuring its innovative development (Table 1).

Table 1: Strategic goals of human capital development in the system of socio-economic security of the country

Component of human capital	Directions of development
Physical capital (health)	- increasing life expectancy; - reduction of mortality, including in working age; - increase the duration of a healthy life; - reduction of loss of working time due to temporary disability
Capital of scientific and innovative creativity	- identification and support of priority areas of innovation; - production of intellectual property for innovative economic development; - financial support for the implementation of innovative projects; - support for the mobility of scientists, lifelong learning, internships, and staff exchanges between research organizations and universities; - establishing international academic ties and partnerships; - learning the basics of innovative entrepreneurship
Intellectual and educational capital	- development of a training system focused on the implementation of international requirements for the training of scientific and engineering personnel; - development of specific professional retraining, advanced training in organizations, workplaces; - elimination of disparities in the educational system in accordance with the needs of the labor market

Source: [35]

At the same time, the assessment of threats to socio-economic security shows a mismatch between the content and understanding of potential threats and risks. Socio-economic risks in Ukraine have certain features of their accumulation and are due to various factors that result in maintaining the low level and quality of life, low productivity and wages, low cultural level of population, workers and managers, psychology of social maintenance, and more. In this aspect, it is customary to highlight the risks of unemployment, poverty, homelessness, social disintegration. Thus, at the present stage of socio-economic development, there is the emergence of new socio-economic risks.

In addition, the problems of socio-economic security are exacerbated by open borders, the outflow of population from developing countries, and the growing number of migrants in developed countries, increasing risks of social inequality, insecurity. Economic security is declining in conditions of complete dependence of the national economy on foreign investment, reducing the complexity of production, global redistribution of production centres with high "intellectual" content, and hence higher motivation to work, as well as raw materials bases with low wages. exacerbates social security problems. Thus, in the context of globalization, the problems of socio-economic security are gaining new importance, and their solution should take place not only at the state level but also at the level of economic entities.

Therefore, based on the above, there is a need to systematize approaches to identifying indicators, risks, and threats to socio-economic security (Table 2).

Table 2: Impact of threats and risks on the state of socio-economic security indicators

Indicator	Type of threats and risks to economic security in the social sphere
The ratio of the minimum pension to the subsistence level	Stratification of the population by income level, deepening poverty among the elderly population
The ratio of the average wage to the subsistence level	Rising poverty and the outflow of highly qualified professionals abroad
Unemployment rate (ILO methodology)	Reducing the level of purchasing power of the population, reducing the number of taxpayers, exacerbating the criminal situation, falling

	labour activity
Availability of housing on average per person	Deterioration of living conditions, their non-compliance with modern requirements of comfort
The volume of consolidated budget expenditures on health care	The growing number of diseases, the health care crisis and the deterioration of the quality of medical training
The volume of expenditures of the consolidated budget for education	Levelling the value of learning outcomes, degradation of society

Source: [39]

It should be noted that these potential threats to the socio-economic security of the state usually arise as a result of exceeding the indicators of their thresholds and, thus, provoke an increase in the level of danger in the socio-economic sphere. At the same time, the national security system involves the use of the concept of "socio-economic danger", which is the end result of the favourable emergence, development, and transformation of risks into threats, and then into dangerous events with negative impacts on socio-economic development.

5 Conclusion

Thus, we come to the conclusion that at the stage of formation of post-industrial society ensuring the socio-economic security of the country is integral to the level of development of its total human capital. This means that the level of physical and mental abilities of a person expresses the level of his human capital. And socioeconomic security is to ensure the possibility of expanded reproduction of functioning human capital, which is expressed in the level of income that an individual receives from the use of this capital. The concept of "human capital" is quite capacious in terms of reflecting the role of man in the socio-economic development of society, as it represents, on the one hand, the level of physical and mental abilities, and on the other – a certain stock of health, knowledge, skills, qualifications, which is formed as a result of investing in a person and affects the growth of income of its owner.

In general, of all the resources for ensuring the socio-economic security of the state, human capital is of key importance. It is determined that in modern conditions the main threats to socio-economic security associated with the state of human capital are the high complexity and duration of the process of reproduction of human capital; strengthening of the migration processes connected with "brain drain"; lack of material and moral stimulation of effective research activities, which negatively affects not only the socio-economic security of society but also the innovative development of the country's economy.

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Primary Paper Section: A

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