



Inclusive Social Security: The Role of the State and the Public Sector in Ukraine

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Abstract

Inclusive social security aims to provide fair and equitable social protection for all people, regardless of their personal characteristics and health status. This is achieved by developing educational policies and information programs that consider citizens' diverse needs and realities, ensuring their active participation in society and supporting their well-being. Recently, society has been paying much attention to the problems of this category of citizens. This interest is dictated, first, by the fact that today, in Ukraine, there is a tendency to increase the number of persons with disabilities, which is directly caused by the full-scale invasion of the Russian Federation into the territory of Ukraine. This research article aims to study the inclusive social security field in Ukraine, determine the role of the state and the public sector, and identify prospects for improving this area. The methodology for studying the role of the state and the public sector in inclusive social security uses various methods: dialectical, systemic, systemic-structural, functional, logical, and interpretation of legal norms. These methods help to understand and improve social security for a more inclusive information society.

Keywords: educational policy; inclusion; information society; social security law; Ukraine

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Introduction

In the modern world, many view social security as an integral part of a just society. Ensuring social justice and equal opportunities for all citizens is becoming important for the state and the public sector. Inclusive social security is a key strategy to ensure fair distribution of resources and support for vulnerable groups. The phenomenon of social protection can be viewed in two ways: broadly and narrowly. In a broad sense, social protection is a system of social relations in which people can care for themselves independently by creating conditions for their own life and spiritual development. In a narrower sense, social protection is a state policy aimed at legally ensuring a satisfactory, or at least non-poor existence, for those groups of the population that need special support—without which they cannot improve their social situation on their own (Khoir et al., 2017).

It should be noted that today's approach to understanding social protection and social security as defined in the Fundamental Law aligns with the current interpretation of social security at the European Union (EU) level. Thus, until 1998, the EU considered social protection as a set of



measures to protect citizens from social risks, identifying it with social security or cash payments to the population. At the same time, the 1998 European Forum of the EU somewhat changed the emphasis on understanding social protection. This institution began to be used broadly, covering social security, social integration, social services, education, healthcare, and more.

Social security problems are becoming increasingly relevant due to society's development, economic changes, demographics, and other factors. Recently, society has been paying much attention to the problems of social security for citizens with disabilities. This interest is primarily driven by the fact that currently, in Ukraine, there is an increase in the number of people with disabilities, which is due to the full-scale invasion of Ukraine by the Russian Federation.

The study of this topic allows us to better understand how the social protection system can adapt to current challenges. The central aspect of the topic is inclusion (i.e., ensuring equal opportunities and support for all citizens regardless of their social status or physical or mental health). The study of this issue helps to determine how equity and inclusion are effectively built into social programs and policies.

Examining the role of the state and the public sector in inclusive social care helps to identify which mechanisms and strategies can be effective in providing social protection and support. This also includes examining cooperation between government and non-profit organizations, the public sector, and business. The challenges of inclusive social security are global, and research on this topic can contribute to the exchange of experiences and best practices. In general, research on this topic can lead to recommendations for improving social policy, increasing the effectiveness of social protection, and improving the quality of life of inclusive citizens.

Since the number of people with disabilities in Ukraine is quite large, the state must take appropriate and effective measures to ensure legal, institutional, financial, and so forth rights and opportunities are available to all. Today, people with disabilities are one of the most vulnerable groups of the population. Due to their inherent physical or mental disabilities, they remain limited in their ability to realize themselves as full members of society. Therefore, they require exceptional support and care from the state and society. Currently, Ukraine is beginning to significantly change and improve both the legislation governing the legal status and the basis for social protection of persons with disabilities and the attitude of Ukrainian society towards this population category. It is essential to influence and reorganize the perceptions and aspirations of the international community in this area.

Developing inclusive social security in Ukraine involves creating equal conditions and opportunities for persons with disabilities, ensuring their rights and freedoms, and recognizing their contribution to society. However, it is worth noting that some challenges and problems require attention, such as insufficient access to services and limited infrastructure for people with disabilities. Despite the extensive nature of Ukraine's current legislation on social protection of persons with disabilities, the state continues to take a paternalistic approach to this area of social relations, as well as to social protection in general. This means that state assistance to such persons is mainly subsidized or, in other words, passive. At the same time, the sphere of active development and inclusion of persons with disabilities in society remains at a relatively low level. This article aims to study the inclusive social security field in Ukraine, determine the role of the state and the public sector, and identify prospects for improving this area.

Literature Review

Ukrainian researchers' scientific works and those of the entire civilized world have always shown great interest in and emphasized the relevance of protecting the rights of people with disabilities. In particular, the concept and principles of inclusive social security are widely described by Makhortov and Gurochkina (2018). They were engaged in forming the country's basic concepts of inclusive development. They analyzed the composite index of inclusiveness of the country's growth and development, level, and substantive components. The authors describe the substantive components of the comprehensive, inclusive economic development index and substantiate their importance. The authors analyze the state of protection of social interests and solving poverty problems by implementing industrial automation and innovative business processes. They identified Ukraine's place in the inclusive development of productivity and interpersonal trust worldwide.

In addition, Wiesel et al. (2017) describe models and practices of inclusive social security in the context of sustainable development. They also investigate the optimal models of shared ownership for people with disabilities. Despite advantages such as choice and security of tenure, shared ownership can lead to debt risks. Investing in shared ownership can also reduce public spending on housing assistance for people with disabilities.

Similarly, Moskalenko and Duyunova (2023) focused on some applied problems of obtaining specific types of social protection, such as rehabilitation equipment, vehicles, sanatoriums, and resort services for persons with disabilities. The strategies for social protection of individuals with disabilities in the EU member states, the United Kingdom, and potential accession candidates, while excluding certain Asian countries, were discussed, as were the practices in Vietnam.

Furthermore, Mishchuk and Yurchyk's (2020) study aims to assess the difficulties of implementing inclusive social security and identifies priorities for improving the social policy of employment of persons with disabilities in Ukraine. It is established that the financing of state social assistance is a significant budgetary burden, and the cost of payments per person remains low, making it challenging to actively participate in public life. The main direction of social policy towards persons with disabilities was proposed to be the preservation of employment to promote their socialization. It was recommended that the standardization of workplaces be improved, considering the severity of the disability and the equipment cost. It was proposed that the reimbursement of the unified social tax for disabled people be modernized through a discount instead of compensation. The authors also noted the importance of developing social entrepreneurship, providing an updated legislative framework for defining social enterprises and their financial support.

However, Buk (2020) studied the problems of realizing the rights of persons with disabilities through social services in rehabilitation institutions in Ukraine. Buk determined that rehabilitation, besides improving health, aims to establish a connection between the disabled person and society. Buk also analyzed the legal nature of the individual rehabilitation program, which determines the activities' types and scope, timing, and implementers. The author expressed the need to amend the legislation to guarantee people with disabilities the right to challenge the program if they disagree. Buk also proposed establishing the National Council for

the Rehabilitation of Persons with Disabilities as an authorized executive body. This council should protect the rights of persons with disabilities undergoing rehabilitation by addressing the heads of institutions with a request to provide information and restore violated rights.

Moreover, Fomichov (2023) studied the tasks of the state policy of social protection of persons with disabilities in Ukraine and analyzed international and national legislation in this area. Fomichov (2023) provides an author definition of the tasks of the state policy on the formation and implementation of social protection of persons with disabilities, considering it a set of decisions and actions of subjects of power. The author highlights the international community's main tasks in the social protection of persons with disabilities, in particular, removing obstacles to access public and civil facilities, transport, information, and communication. Fomichov (2023) also stressed the need to move away from the medical model of social protection and identified the main tasks of ensuring the autonomy and social integration of persons with disabilities, as well as the "transposition" of the service system, to focus on the independence of the individual.

Thus, the issue of inclusive social security cannot be analyzed without democratic institutions and the stability of any country's political and socio-economic system, which contributes to the development of a reliable and balanced public policy. The problems of social exclusion and social inclusion in inclusive social security have been studied by experts from the Institute of Demography and Social Studies, which is named after N. V. Ptukha of the National Academy of Sciences of Ukraine (2024); the Kuras Institute of Political and Ethnic Studies (2024), which is named after I. F. Kuras of the National Academy of Sciences of Ukraine, and the Ukrainian Centre for Social Reforms (2024).

Despite a significant amount of scientific research, the current research on the formation and implementation of state policies for inclusive development leaves much to be desired. This analysis highlights the importance of a detailed consideration of the various aspects of inclusive social security and the role played by the state and the public sector in implementing these measures. A critical unknown remains the effectiveness of inclusive policies and programs, particularly their impact on social inclusion and improving the quality of life of people with disabilities.

In addition, research into the role of civil society, non-profit organizations, and active public participation in inclusive initiatives may reveal new opportunities for improving partnership and cooperation mechanisms between different sectors of society in this context. A review of these aspects will identify current research gaps and prospects for further research and analysis that will contribute to improving inclusive development at the national level.

Materials and Methods

This section describes the research methodology used to analyze the role of the state and the public sector in inclusive social care. Different methods allow us to systematize and explore different aspects of this topic, revealing their structure, functions, and interrelationships.

The dialectical method used in analyzing the conceptual development of the principles of legal regulation of social security for people with disabilities allowed us to identify the main regularities of this process. It opened new perspectives for understanding and improving this area

of legal activity. Thanks to the dialectical approach, it became possible to better understand the interconnection and interaction of various aspects of social security for people with disabilities. A significant result of using the dialectical method is the identification of not only positive trends in the development of legal regulation but also the identification of contradictions and gaps in the existing mechanisms for protecting the rights of socially vulnerable groups. This method avoids one-sided consideration of issues and considers all aspects of their dynamics and interaction. Such in-depth analysis opens opportunities for rational improvement of the legal status and social protection of persons with disabilities, considering societal changes and their needs (Sardak et al., 2021).

The systematic method of studying the role of the state and the public sector in inclusive social security in Ukraine has become a vital tool for understanding their interaction. By analyzing the effectiveness of government policies and programs and the role of civic initiatives in ensuring inclusive social protection, the systemic approach allows us to understand essential aspects of activities carried out in this field. It provides a basis for further recommendations for improving the social protection system in Ukraine (Koshova, 2022).

The systemic and structural method used in this scientific study of the legal nature of social security revealed the interrelationships and structural aspects and identified the current problems in this area. The study emphasized the importance of systemic interaction between the components of social security and provided a holistic view of its legal basis. The application of this method provided a theoretical basis for practical recommendations on how to improve the social security system (Levchenko et al., 2021).

The functional method of analyzing inclusive social security in Poland made it possible to identify effective practices and innovations to overcome problems in this area in Ukraine. The experience analysis helped to identify the key factors that influence the success of an inclusive social protection system and provide information on specific ways to improve the Ukrainian system. This comparative approach helps draw on best practices and formulate a strategy for developing inclusive social assistance (Bates & Davis, 2004).

The logical research method used in this study of inclusive social care and the role of the state and the public sector in this process systematically and consistently substantiates judgments and conclusions. This research study began with the formulation of the central thesis and objectives, as well as a clear definition of the object and subject of the study. This logical approach allowed us to consider various aspects of inclusive social security and analyze the interaction between the state and the public sector. The process of logical inference involves analyzing patterns and interrelationships and identifying factors that impact the system's effectiveness. This method summarized the results and formulated reasonable conclusions and recommendations. This approach ensured the consistency and integrity of the study, considering all the necessary aspects of inclusive social security (Khoir et al., 2017).

The methodology of interpreting legal norms in the context of social security for people with disabilities allowed for a deeper understanding of the legal regulation of this issue. This method not only revealed the content of specific norms but also determined their role in the social protection of this group. This approach made it possible to adapt the interpretation of legal norms to the needs and requirements of modern society, considering their spirit and intended content. The method of interpretation also helped to consider changes in society and identify

opportunities for the development and improvement of legal regulation in this area (Atkinson et al., 2008).

This methodology allows for an in-depth and comprehensive study of the role of the state and the public sector in inclusive social care, thus analyzing their capabilities and contributions to improving the lives of people with disabilities. The results of this study can be used to develop and improve social protection policies for people with disabilities.

Results

Inclusion is a relatively new term that entered the lexicon at the end of the 20th century. In 1945, the United Nations (UN) adopted the Universal Declaration of Human Rights (UN General Assembly, 1948), which proclaimed that human rights do not depend on gender, color, nationality, or religion. All independent countries, including Ukraine, have enshrined these rights in their constitutions. For example, Article 23 of the Constitution of Ukraine (Verkhovna Rada of Ukraine, 1996/2024) states,

Every person has the right to free development of his or her personality, provided that the rights and freedoms of other people are not violated, and the person has obligations to the society in which the free and comprehensive development of his or her personality is ensured. (Article 23)

According to Article 24, "citizens have equal constitutional rights and freedoms and are equal before the law." Finally, Article 28 of the Constitution of Ukraine states, "Everyone has the right to respect to his [or her] dignity" (Supreme Soviet of Ukraine, 2004/2024).

These and other articles of the Constitution of Ukraine are significant for people with health restrictions, special temporary conditions, or low mobility requiring additional efforts to "join" the social sphere. Therefore, the standard of social inclusion is essential for the establishment of a democratic state and the development of social standards. Understanding and acknowledging that people differ in their social, economic, and cultural backgrounds, that community leaders are responsible for creating unity and harmony in the social environment, and understanding the dynamics of relations between minorities and majorities are the main components of this standard of a progressive and democratic state.

Adopted in December 2006, the UN Convention on the Rights of Persons with Disabilities (UN General Assembly, 2006) and its Optional Protocol (UN General Assembly, 2009) changed the global paradigm of attitudes and approaches to people with disabilities. In particular, the attitude toward this social group of people as sick people who need care and cannot actively participate in public life has changed to the attitude toward them as full members of society, equal to other citizens of the country. However, many countries still do not take these changes into account when formulating state social policy towards people with disabilities.

At present, the constitutional law "On the Fundamentals of Social Protection of Disabled Persons in Ukraine" defines a *disabled person* as

a person with a persistent disorder of body functions, which, when interacting with the

external environment, may lead to a limitation of his/her life, as a result of which the state is obliged to create conditions for the exercise of his/her rights on an equal basis with other citizens and to ensure his/her social protection. (Verkhovna Rada of Ukraine Article 2, 1991/2024)

The Ukrainian legislature also defines disability as a "measure of loss of health," as established by a formal medical professional diagnosis (Article 3, 1991/2024).

In its turn, Article 1 of the constitutional law "On Rehabilitation of Disabled Persons in Ukraine" defines a disabled person as an adult with a persistent limitation of vital activity which has been diagnosed with a disability by the procedure established by law (Verkhovna Rada of Ukraine, 2006/2024). Disability is a measure of loss of health due to illness, consequences of injury, and congenital disabilities, which, when interacting with the external environment, can lead to restriction of a person's life. As a result, the state is obliged to create conditions for exercising their rights on an equal basis with other citizens and ensure their social protection. In the law "On State Social Assistance to Persons Disabled from Childhood and Disabled Children," the legislator separately identifies the categories of persons disabled from childhood and disabled children (Verkhovna Rada of Ukraine, 2001/2024).

Discussion

We posit that in Ukraine, the situation of people with disabilities is significantly different from the rest of the world population. This is a differentiation in the quality of life caused by the following factors: lack of humanism and compassion for people with disabilities in Ukrainian society, underdevelopment and inadequacy of social infrastructure in cities and rural areas to meet the basic needs of people with disabilities, low level of material security and social services and their insufficient flexibility, and poor quality or lack of technical means and devices necessary for maintenance and movement.

The Role of the State in Inclusive Social Security in Ukraine

In Ukraine, the issues of inclusion and social protection are relevant and essential. Inclusive social security implies creating favorable conditions for all citizens, regardless of their physical, mental, psychological, or emotional capabilities. In this context, the state's role is vital, as it is obliged to create a legislative framework and implement policies to support and protect the rights of people with disabilities (Hnatenko, 2020).

Education is one of the first areas where the state's role is revealed. The Ukrainian state is obliged to ensure access to quality education for all children, regardless of their learning ability. To this end, the state is reforming the education system and developing unique programs and training materials for teachers to help adapt the learning process to children with special needs. The state also financially supports the development of inclusive education by building particular educational institutions and reconstructing existing ones to make them accessible to all children (Yaroshenko & Lutsenko, 2022).

In addition to education, the state is obliged to ensure inclusive employment conditions for people with disabilities. It implements legislation that prohibits discrimination in the workplace

and encourages businesses to provide employment opportunities for people with different types of disabilities. The government also provides financial support and assistance in creating inclusive workplaces where people with disabilities can realize their potential and contribute to the country's economy.

The issue of healthcare also requires attention from the state. People with disabilities have the right to access quality medical services and rehabilitation programs. The state should ensure the availability of specialized medical facilities that assist people with different types of disabilities. In addition, the state should develop and implement programs to prevent and diagnose diseases that may occur in people with disabilities and promote proper treatment and rehabilitation (Vyshnovetska & Tuz, 2020).

One critical aspect of inclusive social security is social support and social services. The state should develop and implement social protection programs aimed at meeting the basic needs of people with disabilities. These programs may include financial assistance, compensation, employment services, housing, medical and rehabilitation services, and assistance in accessing cultural and social activities (Bates & Davis, 2004).

However, it is essential to remember that the state's role in inclusive social security is not limited to the adoption of legislation and financial support. It also includes developing and implementing effective mechanisms for monitoring the observance of the rights of people with disabilities, promoting and educating society about the importance of inclusion, and understanding the needs of this group of people.

Thus, the state's role in inclusive social security in Ukraine is to create favorable conditions for developing and self-realizing people with disabilities. This includes ensuring access to quality education, employment, healthcare, and social services. In addition, the state must guarantee the observance of the rights of this group of people and promote inclusive values in society. Only through a comprehensive state policy and the active involvement of state authorities can the complete integration and development of people with disabilities into Ukrainian society be ensured (Osipova & Hrytsyk, 2019).

The state also plays a vital role in creating inclusive infrastructure. This means creating and maintaining an accessible environment for people with disabilities. This includes constructing barrier-free buildings, pedestrian walkways, ramps, and lifts in public buildings and installing special equipment for people with disabilities. The state should also promote the development of an inclusive transport system so that people with disabilities can move freely around the city and use public transport.

In addition, the state should promote the social activation of people with disabilities. This can be achieved by supporting inclusive organizations and initiatives that promote the rights and interests of this group of people (Osipova, 2020). The state can provide financial support for developing and implementing projects to include and empower people with disabilities. It is also essential to ensure access to cultural and entertainment activities for all citizens, including people with disabilities, by promoting the development of an inclusive cultural sphere and adapting cultural institutions and events to their needs.

The legal aspect is also essential in the state's role in inclusive social security. The state must ensure that the rights of people with disabilities are respected and combat any form of discrimination. This means developing and implementing legislation that regulates the rights and protection of the interests of this group of people. The state should ensure access to justice and dispute-resolution mechanisms around inclusive social security (Vizhunov, 2019). The state's achievements around inclusive social security need to be evaluated and developed over time. For this purpose, monitoring and evaluating the effectiveness of inclusion programs and policies is essential. To ensure the best results, the state should involve experts, civil society organizations, and the community in planning and implementing inclusive social security.

One critical aspect of the state's role in inclusive social security is developing and implementing social protection programs. The state should create an effective system of social services and assistance that considers the needs and individual characteristics of people with disabilities. This may include financial assistance, compensation, employment services, housing, medical and rehabilitation services, and assistance in providing access to cultural and social activities.

Promoting inclusive values is another critical aspect of the state's role in inclusive social security. The state should conduct information campaigns and educational activities to raise public awareness and understanding of the needs and rights of people with disabilities. It is essential to create a tolerant and inclusive society where everyone can live a full life, regardless of their characteristics (Kazarian & Dyachenko, 2019).

Ukraine has made some progress in developing inclusive social security, but much work remains. The state faces the challenge of creating a more favorable and inclusive environment for people with disabilities. This requires systemic changes, support from government agencies, cooperation with non-governmental organizations (NGOs), and the active participation of all societal actors.

Alongside developing the legal framework and introducing inclusive social protection programs, the state should also monitor and control the effectiveness of these measures. Mechanisms for evaluating the effectiveness of programs and policies should be established, and transparent reporting to the public should be ensured. This will help to identify potential problems and shortcomings and make appropriate adjustments to improve inclusive social security.

One of the state's challenges is the lack of financial resources to implement all necessary programs and services. Stable budgetary funding for inclusive social security must be ensured, as must the private sector's and international donors' involvement in supporting these measures. Only joint efforts of the state, civil society, and the private sector can ensure a sustainable and effective inclusive social security system (Melnyk, 2020/2024).

It is also important to note that inclusive social security should not be limited to the availability of programs and services. The state's role is also to create favorable conditions for developing inclusive infrastructure. This means ensuring that buildings and public spaces are accessible to people with disabilities and that adapted transport and other services are available to ensure their full participation in public life.

The development of inclusive social security in Ukraine should aim to ensure the full rights, equality, and dignity of people with disabilities. This requires a systematic approach, broad cooperation, and consideration of each person's needs. Only then can inclusive social security

become effective and meet the target group's needs. Thus, the state's role in inclusive social security in Ukraine is to create and implement programs and policies to ensure the rights and needs of people with disabilities. The state should ensure access to education, employment, healthcare, and social services. The state should also create conditions for the active participation of this group of people in public life. It is essential to ensure stable funding, monitoring, and control over the effectiveness of measures and create inclusive infrastructure to promote inclusive values in society. Only through joint efforts of all actors in society can inclusive social security in Ukraine be achieved (Bukhalo, 2022).

The Role of the Public Sector in Inclusive Social Security in Ukraine

The civil society sector includes non-profit organizations, charitable foundations, volunteer groups, and activists who work voluntarily to improve the lives of people with disabilities and ensure their social inclusion. One of the main aspects of the role of the public sector is to provide awareness and education. NGOs and activists inform the public about the rights and needs of people with disabilities. They conduct educational seminars, trainings, campaigns, and other activities to raise awareness and understanding of inclusive values. The civil society sector also promotes inclusive education and the importance of access to education for all children, regardless of their disability.

In addition, the civil society sector plays a vital role in implementing programs and projects aimed at social support and development of people with disabilities. Many non-profit organizations and charitable foundations raise funds and provide financial assistance to provide necessary services, rehabilitation, and development to people with disabilities. They also organize various support programs that promote self-realization and social integration of this group (Dyachenko, 2023).

NGOs and activists also significantly impact the shaping of public opinion and the implementation of inclusive policies. They actively cooperate with state institutions, local authorities, and other stakeholders, including business and academia, to jointly address issues of inclusive social security. NGOs also develop and monitor legislation to protect the rights and interests of people with disabilities.

In addition, NGOs and activists play an essential role in promoting social inclusion and empowerment of people with disabilities. They organize training, develop self-organization and leadership skills, and support the implementation of projects and initiatives that promote self-realization and improve the quality of life of this group.

The civil society sector is an essential driver of social change in terms of awareness of the importance of inclusive social security. It promotes positive attitudes towards people with disabilities, fights stereotypes and discrimination, and promotes equality and dignity. Civil society organizations and activists help create conditions for developing an inclusive environment and mutual understanding between people with different abilities (Melnichuk & Dutchak, 2020).

Thus, the public sector's role in inclusive social security in Ukraine is vital. It provides awareness-raising and educational work, implements support and development programs, influences public opinion and policy development, promotes social activation and empowerment of people with disabilities, and stimulates societal changes toward an inclusive approach and recognition of

equal rights and opportunities for all. Only through the joint work of the state, the public sector, and other stakeholders can effective inclusive social security be achieved in Ukraine.

It is also important to note that the civil society sector plays a vital role in mobilizing resources to implement inclusive social security. It actively engages volunteers and donors and organizes fundraising and material resources to support people with disabilities. Charitable foundations and NGOs provide financial support for programs and projects aimed at developing inclusive education, rehabilitation, vocational training, and employment of people with disabilities (Anina, 2021).

In addition, NGOs help create inclusive infrastructure and environments. They work at the local community level, collaborating with local authorities and other stakeholders (e.g., businesses and institutions) to ensure that the physical environment, transport, communications, and services are accessible to people with disabilities. They also promote inclusive practices and policies in schools, universities, workplaces, and other areas of life to ensure equal opportunities for all citizens.

The public sector also actively promotes the protection of the rights and interests of people with disabilities. It provides legal support, advice, and assistance in cases of human rights violations. Civil society organizations advocate for people with disabilities before government agencies and other institutions, demanding the realization of their rights and ensuring inclusive standards in all areas of life (Buk, 2020).

In addition, NGOs promote the social integration of people with disabilities. They organize various cultural, sporting, and social events that promote interaction and inclusion of people with disabilities in society. Such events help to create a positive atmosphere where all citizens can communicate, develop, and act together (Kryvsha, 2023).

Ukraine has already made significant progress in developing inclusive social security. However, many challenges and tasks still require the joint efforts of the state and the public sector. Only through solid partnership, cooperation, and joint work can these two sectors ensure the realization of inclusive values and rights of people with disabilities, improve their social situation, and ensure their full participation in society.

The civil society sector is also actively working to eliminate stereotypes and misperceptions of people with disabilities. It fosters positive attitudes towards this group and builds a tolerant society. NGOs conduct information campaigns, trainings, and educational events to raise awareness and understanding of the problems and needs of people with disabilities. They promote inclusive values and demonstrate positive examples of successful integration to convince society of the need to create equal opportunities for all citizens (Yakymchuk, 2022).

Civil society organizations (CSOs) also play an essential role in monitoring and evaluating the effectiveness of inclusive social security. They are actively involved in evaluating the performance of state institutions and programs, conducting research, analyzing data, and providing recommendations for improving inclusive policies and practices. CSOs advocate for open and transparent social dialogue and partnership with state authorities for joint decision-making and implementation of programs aimed at inclusive social security.

Ukraine is a member of various international organizations and a signatory to several international human rights and inclusive development documents. The civil society sector cooperates with international partners by sharing experience, knowledge, and resources to develop inclusive social security. This helps expand opportunities and improve the implementation of inclusive programs and projects in Ukraine (Galkina & Konyshcheva, 2019).

The public sector in Ukraine is actively engaged in developing and implementing innovative projects and programs to improve inclusive social security. These can include projects on creating an accessible environment, psychological support, vocational rehabilitation, education, access to healthcare services, and many others. NGOs are creative and proactive in developing and implementing inclusive projects, helping to ensure the integration and well-being of people with disabilities.

A critical aspect of the public sector's activities is disseminating information and educational programs on inclusive social protection. CSOs conduct training, seminars, conferences, and other educational activities to raise awareness of the needs and rights of people with disabilities among the public, professionals, and government officials. This helps to create an informed and prepared environment that promotes the maintenance and development of inclusive policies and practices (Sotska, 2020).

NGOs are also involved in protecting the rights of people with disabilities. They work to recognize and ensure equal rights and opportunities for this group at various levels: legal, social, economic, and so on. NGOs act as a voice and advocate for people with disabilities, ensuring their participation in decision-making, policy, and program development. They support the development of legislation that protects the rights and interests of people with disabilities and promotes its effective implementation (Hayes et al., 2008).

The public sector also cooperates with businesses to implement inclusive projects and programs. This cooperation includes financial support, volunteering, employment, and vocational training for people with disabilities. The business sector plays a vital role in creating equal opportunities for all citizens, promoting their social integration and economic self-sufficiency (Sokur, 2019).

All these public sector efforts aim to create a more inclusive society in which everyone has equal rights, opportunities, and support for development and self-fulfillment regardless of their abilities. The public sector's role in inclusive social security in Ukraine is undeniable, and its activities play an essential role in achieving inclusive development and social justice.

Experience of Other Countries in the Field of Inclusive Social Security in the Example of Poland

Let us also consider the experience of another country neighboring Ukraine: Poland. People with disabilities in Poland are provided with significant support to enable them to lead an active and dignified life. Disability pensions are an essential aspect of this support, and their amount may depend on various factors, such as the degree of disability and length of service. For example, a person with a disability who has lost the ability to work because of an injury or illness may receive a disability pension. This pension is intended to provide financial support and takes into account the degree of disability, which ensures a decent living. In particular, rehabilitation services are

available to people with disabilities. For example, physiotherapy programs, medical treatment, and vocational rehabilitation help them regain physical and professional skills, facilitating their return to active life (Moskalenko & Duyunova, 2023).

In addition to the disability pension, people with disabilities may receive additional payments or assistance to meet their unique needs. For example, to cover the additional costs of medicines, medical procedures, or special rehabilitation equipment. Poland is actively working to ensure the social integration of people with disabilities. Various programs and initiatives aim to ensure access to education and cultural and sporting events for people with disabilities. For example, creating accessible infrastructure facilities for people with disabilities, such as schools and cultural institutions, facilitates their full participation in society. These examples show that the support system for people with disabilities in Poland is not limited to financial support but aims to fully integrate them into society and facilitate their daily lives (Mishchuk & Yurchyk, 2020).

There are several positive approaches to social protection in Poland that Ukraine can learn from and use to improve its social protection system. Such programs and initiatives in Poland aim for the social inclusion of people with disabilities, including access to education, cultural events, and sports activities. Ukraine should develop similar initiatives and encourage the creation of accessible infrastructure to enable people with disabilities to take an active part in public life—including assistance with the cost of medicines or medical procedures for people with disabilities in Poland. Ukraine could consider expanding financial support for people with disabilities by assisting with specific medical expenses or rehabilitation services. Polish programs of physiotherapy, treatment, and vocational rehabilitation for people with disabilities to facilitate their return to work. A good initiative for Ukraine would be to develop similar programs for people with disabilities that would support their vocational and social rehabilitation so that they can actively participate in the labor process (Fomichev, 2023).

In Poland, efforts have also been made to create more access to educational and cultural institutions. Opportunities for Ukraine to ensure accessibility to public facilities can create favorable conditions for people with disabilities in all spheres of life. In Poland, families receive various benefits, including child benefits and family allowances. It would be positive for Ukraine to improve the system of financial support for families, especially those with disabilities. Such positive practices could help Ukraine improve its social protection and support system for vulnerable groups. In doing so, it is essential to consider the specifics and needs of society.

Overcoming Challenges in the Area of Inclusive Social Security in Ukraine

Inclusive social security ensures equal rights, opportunities, and support for all citizens, including people with disabilities. However, specific challenges in Ukraine make it difficult to achieve these goals. One of the main challenges is the lack of awareness and information about inclusive social security in society. Many people do not have sufficient information about the rights and opportunities of people with disabilities, existing programs, and services available to them. This lack of awareness leads to stereotypes, discrimination, and misconceptions about this socially vulnerable group. To overcome this problem, it is necessary to conduct awareness-raising campaigns, organize educational events, and promote public engagement in dialogue and debate on inclusive social security (Yaroshenko et al., 2021).

Another challenge is the lack of accessibility and quality of inclusive social protection services. Ukraine often lacks adequate infrastructure, psychological support, and educational and medical services for people with disabilities. The lack of an adapted environment and an insufficient number of qualified professionals complicate the process of providing appropriate conditions and support for people with various types of disabilities. To overcome this problem, it is necessary to ensure an adequate level of infrastructure, introduce accessibility standards, improve the quality of services provided, and ensure proper training and education of specialists in inclusive social security.

Another challenge is financing inclusive social security. There is often a lack of financial resources to fully cover and support people with disabilities. Insufficient funding leads to limitations in service provision, low quality, and inefficiency of the inclusive social protection system. To overcome this problem, it is necessary to attract additional funding sources, including investments from the business sector and international organizations, and to review budget priorities to ensure adequate funding for inclusive social security (Hnatyshyn, 2020).

Additional challenges around inclusive social security in Ukraine are insufficient coordination and cooperation between different authorities and the lack of a unified strategy. Often, the lack of concerted action involving all stakeholders leads to duplication of services, unclear allocation of resources, and a failure to maximize efficiency. To overcome this problem, it is necessary to ensure cross-sectoral cooperation and coordination, develop unified strategies and action plans, and establish mechanisms for monitoring and evaluating effectiveness.

Another problem is the lack of attention to the needs and characteristics of specific groups of people with disabilities. Inclusive social security should be individualized and adapted to each person's needs. However, general approaches and standards often do not take into account the diversity of individual situations and needs. To address this problem, developing and implementing individual support plans and ensuring adequate counseling and psychological support for each person with a disability (Hnatenko, 2020).

In addition, it is essential to consider a gender perspective in inclusive social security. Because of their gender and disability, women with disabilities experience double discrimination. They often face exclusion from various spheres of life and limited access to education, employment, and social services. To address this problem, it is necessary to develop and implement gender-sensitive approaches in inclusive social welfare programs and ensure proper needs assessment and gender mainstreaming in all areas of activity.

A comprehensive and systematic approach can overcome all these challenges. Effective cooperation between the state, the public sector, business, and international partners to develop and implement targeted programs and measures is essential. The main areas of activity should include public awareness and education, accessibility, quality of services, and adequate funding. Only joint efforts and cooperation can overcome the problematic aspects of inclusive social security in Ukraine and create a more inclusive society where everyone has equal rights and opportunities for development and self-realization.

In general, overcoming the problematic aspects of inclusive social security in Ukraine requires a comprehensive approach that includes public awareness and education, improving the accessibility and quality of services, coordination and cooperation between different structures,

financial support, and consideration of the specifics of different population groups. Only by working together can we create a more inclusive society where everyone can develop and participate in community life on equal terms.

Conclusion

The state's role in inclusive social security in Ukraine is crucial for creating a fair and inclusive society. The state should play an active role in developing and implementing policies, legislation, and programs to protect the rights and social protection of people with disabilities. The state should ensure the accessibility and quality of essential social services, such as education, healthcare, employment, and social support for all citizens without discrimination. Effective monitoring and control mechanisms should be developed to ensure compliance with quality standards and equal access to services.

In addition, the state should consider the needs of different segments of the population, including women, children, the elderly, and people with disabilities, and develop unique programs and measures for their social protection. Public authorities should facilitate cooperation with the public sector and international NGOs to ensure interaction and exchange of experience and attract additional resources for implementing inclusive programs and projects. Active state action can ensure an inclusive and just society where everyone can develop and participate in community life on equal terms.

The civil society sector in Ukraine plays a vital role in inclusive social security. It actively cooperates with the state, other stakeholders, and international partners to ensure equal rights and opportunities for people with disabilities. CSOs perform essential functions of education, support, advocacy, creating inclusive environments, and resource mobilization. They also promote social inclusion and change society's attitudes towards people with disabilities. Only through joint efforts of the state, the public sector, and other stakeholders can an inclusive society be created in which everyone, regardless of their capabilities, has equal rights, access to services, and development opportunities.

Challenges around inclusive social security in Ukraine require immediate attention and effective measures to overcome. Building an inclusive society where everyone has equal opportunities and access to social security requires joint efforts of the state, the public sector, and international partners. To overcome the challenges, it is necessary to ensure coordination and cooperation between different authorities and develop joint strategies and action plans. It is also essential to ensure that services are individualized and adapted to the needs and characteristics of specific groups of people with disabilities. Incorporating a gender perspective and considering the diversity of situations are critical elements of successful inclusive social security.

In addition, adequate funding, additional sources of resources, and a review of budgetary priorities are needed. A comprehensive approach to public awareness, accessibility and quality of services, coordination, and financial support is critical to creating a more inclusive society. The overall goal is to create a society where everyone, regardless of disability, can develop, participate in community life, and enjoy social protection on equal terms. We can achieve this goal and ensure inclusive social security in Ukraine only by working together.

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