

ECONOMIC AND LEGAL ASPECTS OF SOCIAL SECURITY OF WORKERS UNDER MARTIAL LAW

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Abstract. The *subject* of the present study is the conceptual, theoretical, empirical and methodological foundations of the economic and legal aspects of social security of workers under martial law. *Methodology.* The present study employed both general and special methods of cognition. The dialectical method was utilised to assess the social security of workers under martial law. This assessment encompassed the subjects of labour law and social security law, as well as projections on the economic and legal planes. The analysis established the parameters for a comprehensive examination of the multifaceted characteristics of social security as an autonomous domain of social existence and a constituent of labour relations under martial law. This examination encompassed the economic and legal etymology of the concept. The synthesis resulted in the establishment of the necessary foundations for the generalisation of the distinctive characteristics of social security for workers, in relation to state management activities and the implementation of the content of labour relations. The formal-legal method facilitated the accurate interpretation of the legislation and local acts of the employer, which delineated the general and special legal regime of social security for employees under martial law. The *purpose of this article* is to examine the economic and legal aspects of employees' social security under martial law. The *findings of the study* demonstrated that under martial law, the economic and legal dimensions of employees' social security are characterised by intricacy. This complexity is evident in the implementation of the state's administrative activities and the measures employed by employers, which are strategically designed to safeguard the social well-being of employees in consideration of various factors. The study established the necessary foundations for the delineation of strategies to enhance the social security of employees under martial law, with particular reference to economic and legal dimensions. *Conclusion.* It is important to note that economic factors have a significant impact on the social security of employees, particularly under the legal framework of martial law. This is due to the diverse sources of financing available, the variety of their origins, and the range of material and financial assistance available. Concurrently, micro and macroeconomic indicators of societal and state development, encompassing per capita income, total state budget revenue, social security expenditures, and the distribution of expenditures by sector, directly impact the implementation of the content of state administration in this domain and the comprehensive provision of employee rights and freedoms within the framework of relevant labour relations. The analysis of the legal aspects of social security for employees under martial law reveals a multifaceted approach to determining such complex rights in legislation and scientific research. Given the distinction between social security law and labour law, it is noted that there are signs of the adjacent use of regulatory material from the former to regulate labour relations on issues related to the implementation of employees' constitutional right to protection and assistance in difficult life circumstances. In conditions of martial law, particular emphasis is placed on the issue of social security for workers. This is achieved by classifying workers according to three categories: those who ensure national security, those who have suffered from armed aggression, and those who exercise their right to work in non-traditional forms of employment. The implementation of the content of labour duties is subject to both a general and special legal regime. Attention is drawn to the need to establish and implement additional social protection mechanisms for workers in the security and defence sector. This is justified by the fact that they perform labour activities on behalf of the state and implement its priority function in conditions of existential challenges. Concurrently, social security should be differentiated into general

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and special categories. The former is in the nature of providing assistance at the level of minimum social standards, and the latter is designed to create conditions for the protection of public interests, including by creating additional instruments in the field of social security of certain categories of persons whose labour activities are significant for society under the above circumstances. The opinion expresses the view that more attention should be paid to the social security of workers in times of war and post-war periods, particularly in critical production areas and among the most vulnerable categories of persons. Proposals are made to improve the legal regulation of workers' social security in conditions of martial law and the post-war period, taking into account Ukraine's international obligations in the field of workers' rights protection.

Keywords: legal aspects, economic aspects, micro and macroeconomic indicators, economic security, labour law, social security law, labour relations, workers, social security, martial law.

JEL Classification: H53, H55, H56, J32, J38, K31

1. Introduction

Social security is a sphere of social existence in which the social function of society and its superstructure, public administration, are manifested. Information or the post-industrial society has acquired a number of features that distinguish it from other periods of human existence. These include both positive and negative developments relevant to categories such as globalisation, intensification, digitalisation, the riskiness of certain social and economic processes, and the progressive development of all spheres of society. This accelerates certain destructive processes of internal and external origin, whether anthropogenic or natural. This can lead to a situation in which a person in society remains helpless and vulnerable, deprived of social care, especially when existential factors in their life mean they desperately need help. The catalyst for these phenomena is destructive processes, primarily of a social origin, which pose a global threat when the existence of society at regional, national or international levels is called into question.

Under such conditions, society creates mechanisms and tools through the superstructures of public power to eliminate or mitigate the negative consequences of these socially conditioned processes on its members. The legal means designed to provide for a person's decent existence under these circumstances are reflected in the structure of labour law. The implementation of the right to work under martial law requires additional organisational, economic and legal measures, which necessitate proper justification and provision within the framework of the relevant socio-economic and legal structures.

It is also necessary to draw attention to research addressing the economic dimensions of social security for workers in the current context. Relevant studies include: the analysis of social security through the lens of economic security (Urba, 2023); the relationship between compensation payments in labour relations and corresponding social security within the structure of employer expenditure (Griffiths et al., 2023);

the impact of macroeconomic indicators on social security in general, and workers' social security in particular, with a focus on systemic crises (Fedorovych, Shevchuk, 2024); the evaluation of the economic effectiveness of social security measures introduced for the population under martial law (Khoroshev, 2024); the correlation between economic risks and the social rights of workers employed in non-traditional forms of work (Kvart et al., 2025); comparative analysis of two social protection systems for individuals who have lost employment (Jakab, 2024); and the extension of socio-economic instruments of social protection to workers in the informal employment sector (Quintero et al., 2024).

The legal foundations of social security for employees have been examined across several thematic areas. These include the legal regulation of social protection for new forms of employment (Kovalenko, 2023); the role of non-state social security within the system of additional material support for employees (Chudik-Bilousova, 2022); social protection for military personnel and employees of the Security Service of Ukraine (Umaiev, 2022); and the creation of socio-economic guarantees enabling the reintegration of age-based pensioners into the labour market (Pechdin et al., 2024). A separate strand of research addresses the impact of martial law on the social security of employees within labour relations. In particular, scholars focus on defining the social and legal principles of the state's development strategy under such conditions (Benkovskiy and Zelenyi, 2024); structuring the content of state social security (Lindyuk, 2023); developing mechanisms for the protection of human rights in the context of the social function of the state (Madalyts, 2025); social security for combatants and war veterans (Sheverdina, 2024); the specific features of social and legal protection for employees working on labour platforms (Pankova and Kasperovich, 2022); and social protection for academic and teaching staff (Odintsova, 2022). The preceding range of scientific research in the field of social security of employees, in particular under martial

law, establishes the foundations for the study of the aforementioned problems in the projection onto the economic and legal aspects of the essence of this concept.

2. Economic Aspects of Social Security of Employees under Martial Law

Employee social security is a component of state social security policy and is relevant to the forms and content of the implementation of the social function of public administration. Given the nature of the budget as a plan for the formation and use of financial resources to fulfil the tasks and functions of state authorities, the authorities of the Autonomous Republic of Crimea and local self-government bodies during the budget period, it is worth noting the relevant figures reporting on its implementation for the relevant period.

It is evident from monitoring of the planned figures and reporting on the period from 2018 to 2021 from the State Budget of Ukraine for social security needs that the following weighting component of the latter in its overall indicators is indicated, as reflected in percentages in Figure 1 (Expenditures of the consolidated budget of Ukraine, 2025).

A preliminary evaluation of the data suggests that the financial implications are substantial, indicating a notable commitment on the part of the Ukrainian state to establish a social framework in which human rights, freedoms and fundamental guarantees play a pivotal role in both domestic and foreign policy.

The structure of expenditures within social security, using the example of 2021, indicates the distribution of expenditures from the state budget in the areas shown in Figure 2 (Expenditures of the consolidated budget of Ukraine, 2025).

The analysis of the aforementioned indicators enables the gradation of social security expenditures to be traced. This includes expenses associated with negative circumstances that create obstacles to the realisation of the right to work by individuals.

Such circumstances include, but are not limited to, unemployment, loss of working capacity due to illness or accident, and reaching retirement age.

In scientific works, the relationship between social protection measures and their respective micro- and macroeconomic indicators is examined from the perspective of several factors that require particular attention. In particular, the negative factors impacting the quantitative and qualitative financial content of this sphere of social activity include the absolute growth of social security expenditures, while the preservation of the trend of an insufficient level of efficiency of forms of social support is also noted (percentage decrease from the general planned budget figures and constant underfunding within the reporting figures on its implementation). Concurrently, exceptional circumstances should function as an ancillary factor in the differentiation of the content of social support measures, whilst concomitantly establishing the foundations for augmenting the proportion of pertinent resources within the framework of the State Budget for the relevant fiscal year (Dluhopolskyi, Kozar, 2022).

As posited by certain researchers, the aforementioned indicators are appropriately characterised as those that reproduce the overall absolute increase in financial expenditures on the social sphere. However, these indicators also reproduce the limited financial base in this area of state expenditures. This, in turn, does not provide an opportunity for the full implementation of the declared social security guarantees laid down in regulatory legal acts. This state of affairs assumes particular importance in the conditions of the legal regime of martial law, when there is a need for additional mechanisms to protect the population. The financing of the social sphere in the implementation of the content of the social function of public administration has a tendency to quantitative growth under the above circumstances. However, this does not eliminate the need to improve the qualitative characteristics of public administration in this area (Fedorovych, Shevchuk, 2024).

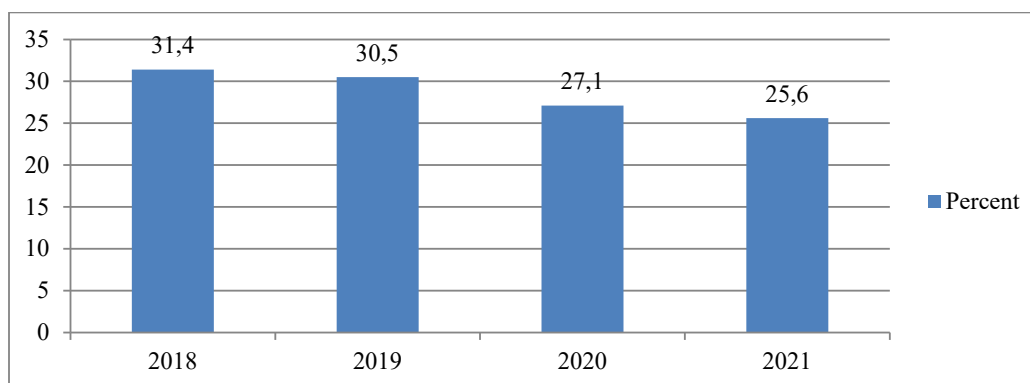


Figure 1. Planned figures and reporting on the period from 2018 to 2021

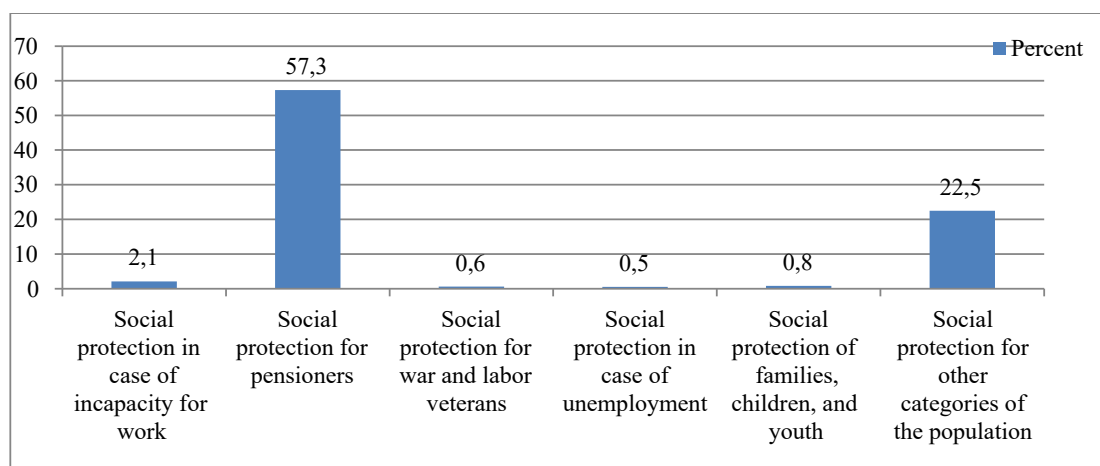


Figure 2. Distribution of expenditures from the state budget in the areas

In the contemporary geopolitical landscape, the paramount concern for any nation is the safeguarding of national security and the eradication of threats to national interests. This imperative is particularly pronounced in the context of open armed aggression. It is evident that economic and financial security constitute the fundamental resource foundations for the functioning of all spheres of social life, and are thus intrinsic to the structure of national security. Simultaneously, a correlation has been identified between the strategic priorities for the development of social protection of the population and the strategic guidelines of the state policy of ensuring economic security. In light of the aforementioned activities, it is hereby proposed to undertake the following: firstly, to determine the development of processes of intellectualisation of human capital; secondly, to realise the potential of the sphere of social protection of the population; thirdly, to form a system of social support and social security; and fourthly, to improve well-being and the level of quality of life. Concurrently, the implementation of these measures contributes to the enhancement of the efficiency of the public administration in the domain of social security, thereby ensuring the stability of the national economy and economic security during the period of martial law and the post-war era (Urba, 2023).

Employee social security is differentiated by the scope of financing and the source of the relevant assistance into compensation payments directly provided for by labour legislation, as well as general social payments. The latter is supplementary and ensures the completeness of social protection for participants in labour relations in extraordinary circumstances when such assistance from society and the state is urgently needed, in the form of payments directly established by the employer or indirectly through appropriate centralised funds. This finding suggests that the financial and economic system

is effective in implementing the content of social security for employees, with the social and economic consequences of the transition between individual subsystems of social protection being taken into account (Griffiths et al., 2023).

The determination of the economic parameters of the effectiveness of the implemented social security system for the population under martial law enables the identification of the most vulnerable categories of the population requiring additional compensation mechanisms for social existence. Such categories include pensioners, the unemployed, internally displaced persons and military personnel. Relevant measures are proposed for the above groups: changing the pension system, replacing social compensation for the unemployed with additional tools for labour adaptation to changing working conditions, employment of internally displaced persons in order to prevent their isolation, creation and implementation of various state programmes for the military in terms of providing them with housing, medical support, additional payments taking into account the nature of labour duties and the conditions for their performance. A significant component of the decision-making process in this area is the monitoring and adjustment of relevant metrics, as well as the resources of budgetary origin involved (Khoroshev, 2024).

Against the backdrop of the growing prevalence of non-standard employment, the formation of compensatory social protection mechanisms for workers in this category has become an urgent issue. The solution to this problem is intertwined with existing global economic trends related to the introduction of various alternatives to traditional employment, which is partly a response to threats to workers' lives and health from various sources, such as the spread of epidemics and the emergence and development of armed conflicts, etc. The following socio-economic factors influence the implementation

of the content of the so-called non-standard form of employment and the corresponding social security of the involved workers: disproportionate income, limited resources, reduced rights, employment instability and gaps in public administration policy in this area. Furthermore, workers in non-traditional employment sectors are disproportionately exposed to economic risks, thereby engendering an imbalance with regard to the assurance of their social protection and equality with regard to workers in traditional employment sectors. In this regard, it is worth agreeing with the need to enhance the social security of this category of workers and establish suitable financial compensators within the relevant employment relationships, both directly and indirectly (Kvart et al., 2025).

The subsequent study investigates the social protection of self-employed persons and workers of labour platforms. These platforms are represented by digital platforms that perform the function of mediation in establishing and implementing the content of labour relations between the employee and the employer. In circumstances where there exists a heightened level of risk to employees due to the aforementioned conditions, forms of employment that do not necessitate the fulfilment of conventional obligations by employees to attend the workplace on the employer's premises and the exercise of associated rights and responsibilities within the context of labour relations become pertinent. In this regard, questions arise about the social protection of employees from a number of factors. Traditional employment has already developed relevant social protection mechanisms, particularly when acquiring the status of unemployed. Two Hungarian social security systems for the unemployed are compared: 1) a general unemployment insurance system financed by contributions to compensate for job loss, and 2) a system of services and subsidies to provide protection against unemployment. The existence of alternatives for workers in labour platforms, in terms of paying the corresponding contributions in the event of unemployment, has been demonstrated to have negative consequences for their social protection in comparison to workers in the traditional sphere of employment. The solution to the aforementioned problem is proposed in the following manner: firstly, the conditions for receiving social benefits must be reformed; secondly, the contribution base must be formed; thirdly, the size, payment period and financing of unemployment benefits must be determined (Jakab, 2024). In the context of the aforementioned discussion, it is imperative to acknowledge the standpoint that the social protection of workers utilising labour platforms is characterised by instability and the presence of a number of managerial and financial issues. Concurrently, an experimental empirical investigation of the social protection of workers of

labour platforms has emphasised a close connection between standard employment and institutionalised social protection in the content of the conservative social security system. The text goes on to highlight a number of factors, including, but not limited to, distinguished working conditions, social protection, as well as requirements and advantages in the field of regulation and financing of such groups of workers on labour platforms. This scientific study has actually formed the advantages of workers of labour platforms in the selection of social protection and the implementation of relevant social policies of public administration in this area (Beckmann et al., 2024).

A study of the social protection system for workers in Colombia's formal and informal sectors concluded that a number of workers' rights, including the right to a decent standard of living, are not being implemented equally. The social protection system does not define the parameters of social protection for informal workers and the self-employed, who are categorised as low-income individuals not participating in the social security insurance system. In such circumstances, there is a need to establish a social protection system that provides not only economic resources and basic services, but also creates opportunities that are necessary for the comprehensive development of human potential and social justice. This approach is designed to establish a equitable distribution of economic resources and benefits within society, thereby ensuring the well-being of its constituents (Quintero et al., 2024).

To summarise the preceding discussion, it is important to acknowledge the pivotal role that economic factors play in the social security of employees, particularly within the context of the legal regime of martial law. This is particularly salient given the diverse sources of financing available, the variances in their origins, and the fluctuations in the availability of material and financial assistance. At the same time, micro- and macroeconomic indicators of societal and state development, including per capita income, total state budget revenue, social security expenditure and its distribution by segment, directly affect the implementation of state administration in this area and the full provision of employees' rights and freedoms within the framework of relevant labour relations.

3. Legal Aspects of Social Security of Employees under Martial Law

The legal regulation of employees' social security has an additional or accessory nature within the structure of labour law. At the same time, the norms of social security law play a fundamental role in the implementation of the state's social function, including within the framework of labour relations

regulation, since the main functions and purposes of such norms are legal in nature within this area.

Social security law is a pivotal component of the legal framework, playing a crucial role in facilitating the realisation of society's fundamental social function and the effective operation of its superstructure, namely public administration. The overarching legislation governing social relations pertaining to the provision of material security, social services, and assistance to persons in extraordinary circumstances is that of social security law. This branch of law serves to supplement the legal status of such persons with a number of additional rights, which are further delineated within its provisions. In support of the notion of the existence of such a legal branch, its distinguishing characteristics are outlined as follows: the identification of the domain of legal regulation (social relations in the sphere of social security, protection, and insurance); the establishment of the method of legal regulation of an imperative nature; and the emphasis on the constituent elements in their integral relationship (Garasymiv, 2018). It is important to acknowledge that the social security law, considered as an independent branch of law within Ukraine's national legal system, has undergone substantial reform in alignment with societal needs. This reform can be characterised by the introduction of specific regulatory acts that govern pertinent social relations. The subjects of these relations encompass both the state and individuals confronted with specific life circumstances necessitating material or other forms of assistance (Yakovleva, 2017). From the perspective of determining social security law according to its inherent principles, the opinion is expressed that such fundamental principles of this branch of law should ensure an effective and socially fair distribution of state and non-state social funds among citizens who are entitled to them in one form or another, in accordance with the established procedures (Yakovenko, 2021).

It is therefore pertinent to state that the subject of social security law is perceived as a dynamic category that is subject to a certain transformation in view of the socio-economic strategy of state policy in the field of social security. At the same time, the following are noted as defining features of social relations that make up the content of social security law: 1) the implementation of the constitutional right of the population to protection and assistance in difficult life circumstances; 2) the implementation of preventive measures to avoid the risk of such circumstances; 3) implementation within the framework of social security or derivative relationships (Tishchenko, 2014).

In the field of social security law, however, social relations of a material and procedural nature are distinguished. The latter arise directly between public administration bodies and individuals who

require social assistance due to their circumstances. The former group comprises relationships formed between public administration bodies and individuals, as well as between organisations that implement the social function of the state and individuals who require assistance (Yaroshenko, 2017).

The aforementioned considerations regarding the subject of social security law indicate the contiguity of social relations regulated by the norms of labour law and social security law. This conclusion is pertinent to the provisions of positive law, for example, the norms of the Labour Code of Ukraine (The Labour Code of Ukraine of December 10, 1971, No. 322-VIII), where Article 1 defines labour relations as a subject of labour law, which contain means to increase the efficiency of social production, including by increasing the social security of employees. In addition to the aforementioned provision, Article 2 delineates the rights of employees, including the allocation of powers in circumstances that necessitate additional measures for the social protection of the relevant persons (for example, reaching retirement age or the occurrence of certain insurance cases of social insurance). The present study examines the provisions of Chapter XVII of the Labour Code of Ukraine, which govern the mechanisms of social protection for workers in specific circumstances. The analysis of this chapter reveals the nature and procedure for implementing state social insurance in the event of the aforementioned circumstances that create the prerequisites for the involvement of social protection instruments for workers.

In the context of the preceding section of this article, which addressed the social protection of workers on labour platforms, and in view of the provisions of Article 3, Part 4 of the Ukrainian Labour Code, it is necessary to note the separation in Ukrainian legislation of the subject of labour law from social relations that arise between gig economy specialists and residents of the City of Action, and their inclusion in the regulation of a special legislative act in this area: the Law of Ukraine "On Stimulating the Development of the Digital Economy in Ukraine" (The Law of Ukraine "On Stimulating the Development of the Digital Economy in Ukraine" of July 15, 2021, No. 1667-IX).

Simultaneously, a draft Labour Code of Ukraine 2024 has been developed for the purpose of replacing the current code, which still exhibits characteristics of the Soviet period of Ukraine's history. This new code aims to differentiate between public relations that fall under the purview of labour law and those that are governed by the norms of social security law. The Joint Representative Body of Trade Union Associations of Ukraine has provided its feedback on this draft (General (preliminary) comments of the Joint Representative Body of Trade

Union Associations of Ukraine on the Draft Labor Code of Ukraine, 2024). It has been demonstrated that it is impermissible to omit from the legal regulation of the Labour Code of Ukraine matters pertaining to the specific entitlements of women (motherhood), young workers, social insurance, protection against mass dismissal, unemployment, temporary disability, loss of health in connection with the performance of labour duties, and so forth. It is imperative to acknowledge that the stipulations pertaining to the aforementioned legal institutions, in conjunction with the domain of state social insurance and pension provision, ought to be incorporated into the draft Labour Code of Ukraine in general norms. It is imperative that such norms accurately reflect the fundamental principles of mandatory employee insurance, encompassing provisions concerning the payment of insurance contributions by participants in labour relations. Additionally, it is essential that these norms delineate the acquisition and exercise of employees' rights to receive material assistance and social services in instances of complete, partial or temporary loss of working capacity; loss of breadwinner; unemployment; reaching retirement age; and so forth. The relevant procedures and their substantive content are reflected in the regulatory provisions of special legislation.

In academic discourse, the examination of the legal regulation of social security for workers under martial law is a multifaceted subject that can be synthesised as follows. In the context of the existential challenges associated with armed aggression against Ukraine, the issue of legal regulation of social protection of new forms of employment, such as remote work and the gig economy, is of particular importance. In addition, measures to prevent social risks, with a significant focus on the health protection of workers, are being developed and implemented. In the context of enhancing the efficacy of social protection mechanisms for workers, the proposal entails the implementation of innovative strategies, the monitoring of social trends, and the development of policies that are attuned to the nuances of contemporary socio-economic conditions. Among the measures that take into account the circumstances of martial law is the reforming of the social protection of certain categories of workers, especially internally displaced persons (Kovalenko, 2023).

It is accurate to assert that a business entity operating as an employer in the context of labour relations is inherently and indirectly engaged in the domain of non-state social insurance. In this capacity, it is responsible for implementing the obligations pertaining to the social security of employees, taking into consideration the provisions of prevailing legislation, individual agreements, and local enactments. The implementation of this strategy for the social security of employees is independent of specific financial

risks in the economic life of the aforementioned entities, but rather constitutes supplementary material security for employees of the relevant category (Chudik-Bilousova, 2022).

In conditions of martial law, the social security of employees in the so-called security and defence sector is an issue. According to Article 1 of the Law of Ukraine "On National Security of Ukraine", this sector includes bodies and units whose activities are aimed at protecting Ukraine's national interests from threats (The Law of Ukraine "On National Security of Ukraine" of June 21, 2018, No. 2469-VIII). In the aforementioned circumstances, consideration is given to the necessity of establishing and implementing supplementary mechanisms for the social protection of employees of this category. This is substantiated by their performance of work activities on behalf of the state and for the fulfilment of its priority function in conditions of existential challenges. In order to establish adequate compensatory mechanisms for social security, it is imperative to consider additional factors. These include the elevated risk associated with official activities, and the presence of restrictions on the legal status of such individuals. Concomitantly, there are general provisions in place that guarantee support for the life support of employees, which apply to all categories of employees. In addition to these provisions, there are special provisions that are related to the corresponding additional conditions of employment. One example of such special provisions can be found in the official activity of employees of the security and defence sector. Among the special mechanisms of social protection, additional social guarantees of a multifaceted nature are proposed, which are aimed not only at compensating for the above-mentioned losses and limitations, but should also stimulate professional growth, motivate such employees to perform their tasks at a high professional level, selflessly and effectively (Umaiev, 2022). In terms of specific weight, it is necessary to support the stated considerations. However, it should be additionally noted that social security should be differentiated into general and special. The former is in the nature of providing assistance at the level of minimum social standards, while the latter is designed to create conditions for protecting public interests, including by creating additional instruments in the field of social security for certain categories of persons whose work is significant for society in circumstances of existential challenges, which are also the conditions of martial law.

In conditions of martial law, the issue of personnel shortages in enterprises, particularly in the defence-industrial sector, is a salient concern. In the context of the aforementioned points, the scientific work that has been conducted is of particular interest. This work proposes mechanisms for the social security

of individuals who have reached retirement age and who are able to be involved (encouraged) in labour activity. The mechanisms include the creation of socio-economic guarantees for the return to the labour market of persons of this category. Thus, the following is proposed: the creation of a modern database on the qualitative and quantitative characteristics of the professional skills and competencies of pensioners, organised by age; the creation of a system for monitoring regulatory legal acts that govern the employment of such people; and the development of effective measures to combat discrimination in the recruitment, transfer and use of such workers by employers (Pechdin et al., 2024).

A significant aspect of martial law is the establishment of socio-legal principles for implementing the social function of the state, based on mutual responsibility and obligations between the state and the population. In this regard, the following directions for the development of public administration in this area are proposed: compliance with social standards developed in peacetime; the adoption of additional measures to support the most vulnerable members of the population (e.g., internally displaced persons, the unemployed, and those who have lost their housing or whose housing requires major renovation); the invention of additional sources of financing for social support, including foreign funding; and the extension of social security reform measures in line with relevant international standards (Benkovskiy, Zelenyi, 2024). It is imperative that such judgments are supported by robust evidence, including provisions for the forecasting of the social security of workers in the contexts of war and post-war periods. In these contexts, greater emphasis should be placed on critical production sectors and the most vulnerable categories of people.

A notable peculiarity is the approach to solving the problem of social security of employees in martial law from the perspective of ensuring social security. Social security is regarded as a system of interconnected elements, structured on the relationship between the social system and the social environment. The purpose of the system is to prevent the negative effects of social risks and to reduce the level of dangers. Concomitantly, within the parameters of this study, components of social security, including the social security of the individual and the social security of the enterprise, merit consideration. The public administration strategy for ensuring social security, including under martial law, aims to neutralise threats to the stability of social development (Lindyuk, 2023). Clearly, this should be applied to labour relations under the specified circumstances, where there is a need to eliminate various threats to employees performing their labour duties using available peacetime means and unified legal structures.

A pivotal aspect of the social security of workers under martial law is the establishment of a mechanism for safeguarding human rights in the execution of the state's social function. It is evident that, in such circumstances, the implementation of the social function of the state should be based on innovative approaches that result from fruitful co-operation between public administration bodies, civil society institutions and the international community. As Madalyts (2025) note, the integration of digital technologies, the strengthening of cybersecurity, the improvement of the legal basis, and the increase in the efficiency of the institutional system are all elements of improving the content of this function of the state.

It is imperative to allocate particular consideration to the social security of combatants and war veterans, as a distinct category of workers, for whom a pertinent organisational, institutional and regulatory system of social protection has already been established. In particular, the general procedures for organising social protection of combatants and war veterans have been fairly thoroughly regulated today. A range of social security instruments are available for workers with the specified status, reflecting a number of guarantees for these persons at the level of Ukrainian legislation. State programmes are being implemented in the field of employment of combatants and war veterans, creating additional guarantees when they exercise their right to work, as well as means of adaptation to peaceful life (Sheverdina, 2024). In this particular context, the experience of other countries is of particular interest. This is due to the establishment of legal instruments to support these individuals in the war and post-war period.

In the domain of scientific research, a particular focus has been placed on the characteristics that underpin the establishment of social and legal safeguards for workers within the context of labour platforms. This phenomenon is attributed to the presence of both global and existential factors that have engendered the transformation of pertinent labour relations in the anticipated direction. In the context of the aforementioned points, the following reasons are proposed as hindrances to the legal and social protection of workers on labour platforms: firstly, a certain legal uncertainty of the legal regime of labour platforms and the legal status of such workers; secondly, a low level of possibility of collective representation of the interests of such workers; and thirdly, the reluctance of these workers to register and declare their own income. In this regard, and based on the EU Directives' requirements for improving working conditions on labour platforms, Pankova and Kasperovich (2022) propose a conceptualisation of the process for developing regulatory policy in this area and improving the relevant regulatory support.

The following assertion is made with regard to the establishment of social protection for scientific and pedagogical workers under martial law: the peculiarities of such protection are manifested in the establishment by the state of guarantees for this category of workers, which are based on general legislation and local regulatory legal acts of educational institutions. As indicated in the relevant literature, the guarantees for these workers include the following: the provision of tools for the accrual and payment of wages; the establishment of compensation mechanisms for a special category of scientific and pedagogical workers, with consideration for the consequences of armed aggression; and the implementation of measures to establish general principles for the restoration of human potential within the relevant educational grade (Odintsova, 2022). It should be noted that changes to the content of Ukrainian labour legislation occurred precisely with the introduction of martial law, as reflected in the restrictions introduced on workers' labour and social rights. Thus, the provisions of Art. 13 of the Law of Ukraine "On Organisation of Labour Relations under Martial Law" provide for restrictions on social rights in the event of unemployment, temporary disability, and other insurance risks arising from measures of appropriate social protection. Clearly, the legislator's approach contradicts the main international standards for protecting workers' rights. This is justified by constitutional provisions regarding restrictions on rights during martial law. Taking the above opinions into account, it would be worthwhile to focus on a set of measures to restore workers' social rights during martial law and the post-war period.

The analysis of the legal aspects of social security of workers under martial law reveals a multifaceted approach to the determination of such a set of rights in legislation and scientific research. It is important to note the distinction between social security law and labour law, and the concomitant use of the regulatory material of the former to regulate labour relations on issues related to the implementation of the constitutional right of employees to protection and assistance in difficult life circumstances. In conditions of martial law, particular emphasis is placed on the issue of social security for employees, given their categorisation as those who ensure national security, those who have suffered from armed aggression, those who exercise their right to work in non-traditional forms of employment, and in view of the general and special legal regime for the implementation of the content of labour duties. In the context of martial law and the post-war period, proposals have been put forward with the objective of enhancing the legal framework governing the social

security of employees. This initiative is underpinned by the imperative to adhere to the international obligations undertaken by Ukraine with respect to the safeguarding of workers' rights.

4. Conclusions

The research undertaken in the context of this project yielded the identification of the predominant economic and legal factors that influence the social security of employees within a martial law context.

It has been established that economic aspects of the social security of workers play a significant role, especially in conditions of the legal regime of martial law. This is due to the sources of funding, the diversity of their origin, and the variations of available material and financial assistance. At the same time, micro- and macroeconomic indicators of societal and state development, including per capita income, total state budget revenue, social security expenditure and its distribution by segment, directly affect the implementation of state administration in this area and the full provision of employees' rights and freedoms within the framework of relevant labour relations.

The analysis of statistical data pertaining to the specific weight of social security expenditures within the structure of the state budget for the relevant year reveals an absolute increase in relevant expenditures, accompanied by a decrease in the relative percentage of expenditures. This phenomenon is particularly salient in conditions of existential challenges, including those related to armed aggression. The position of transforming the structure of employer expenses for employee social security through indirect fees, as well as the formation of economic foundations for social security for employees of labour platforms and the sphere of non-traditional employment, was endorsed.

The multifaceted approach to determining the complex of rights in the field of social security of employees under martial law in legislation and scientific research is highlighted. It is important to note the distinction between social security law and labour law, and to recognise the tendency to utilise the regulatory material of the former to govern labour relations on issues pertaining to the implementation of the constitutional right of employees to protection and assistance in challenging life circumstances.

In martial law, special attention is paid to the social security of employees in view of their classification as individuals who ensure national security and who have suffered armed aggression. This also applies to individuals who exercise their right to work in non-traditional forms of employment, as well as to the general and special legal regime for the implementation of labour duties. There is a need to establish and

implement additional mechanisms to protect the social security of workers in the security and defence sectors, given that they perform labour activities on behalf of the state and implement its priority function in conditions of existential challenges. Concurrently, social security should be differentiated into general and special categories. The former is in the nature of providing assistance at the level of minimum social standards, and the latter is designed to create conditions for the protection of public interests, including by creating additional instruments in the field of social security of certain categories of persons

whose labour activities are significant for society under the given circumstances.

The opinion is expressed that greater attention should be paid to the areas of critical production and the most vulnerable categories of persons in the conditions of war and post-war periods when forecasting the social security of workers. The purpose of this proposal is to improve the legal regulation of social security for workers under martial law and in the post-war period. This is in view of the need to comply with international obligations undertaken by Ukraine in the field of protecting workers' rights.

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