SOECIOECONOMIC SUSTAINABILITY AND THE SOLIDARITY ECONOMY FORMATION UNDER THE WAR CONDITIONS IN UKRAINE

ABSTRACT

A full-scale Russian invasion of Ukraine in 2022 changed socioeconomic sustainability (SES) and boosted the solidarity economy (SE) formation in the country under the ongoing war. In the context of this study, the SES issue is associated with the importance and necessity of understanding the real needs of communities and developing programs to ensure their satisfaction and the need to establish social ties within each community and increase mutual support and solidarity. The research evaluates SES and its factors of influence on the civil population during the war. The paper relies on online focus group interviews conducted from May to June 2022 in the Sumy region, Ukraine. 1,292 randomly selected respondents were interviewed, of which 65.6% were women, and 34.4% were men who were not involved in military service. The survey results were processed by specialists of the Center for Social Research of Sumy State University using the “OCA” program. The strong point is that 60.7% of respondents confirmed increased social activity in response to the war. The war in Ukraine harmed the employment and incomes of the population in the Sumy region, deepened the financial instability of people, and increased the risk of falling into a vulnerable situation. The policy implications of the study require strengthening the solidarity ties inside the society to promote the socio-economic sustainability of people during the war. Based on these results, the recommendations of the study include measures of investing in social protection programs, supporting the development of local economies and new job creation initiatives, encouraging the participation of civil society organizations and community groups in peace-building and conflict resolution efforts, as well as restoration of the social and economic infrastructure of the region.

Keywords: solidarity economy, socioeconomic sustainability, population, community, martial law, war, Ukraine

JEL Classification: A13, H56, I30, I32, O29, R23

INTRODUCTION

From February 24, 2022, the Russian-Ukrainian war brought radical changes in the existing economic and social order not only in Ukraine and Russia but also in many countries in different parts of the world. Due to the hostilities, the disruption of the Ukrainian food trade with African states made the global famine threat real. Russian gas and oil blackmail forced many European countries to refuse cheap Russian fossil fuels and diversify the energy supply. Noticeable inflation and declining population incomes accompanied these processes. Russians’ nuclear blackmail on Zaporizhzhia nuclear power plant, the largest in Europe, brought the world closer to the third world war and environmental disaster, destroying society’s social and other values, and speeding up the humanitarian, social, political, and economic crises.

In Ukraine, the full-scale Russian military invasion caused tremendous infrastructural destruction and mass evacuation of the civilian population. These processes did not bypass the Sumy region (SR), which borders Russia in the northeast of the country. As of April 2022, more than 80,000 people were evacuated from the SR through humanitarian corridors due to the Russian occupation of the area in February-April 2022. During the entire period of martial law, about 300,000 people left the territory (one in four SR residents). Local businesses suffered significant losses. According to the expert data,
976 objects were destroyed or damaged in the region, including 23 administrative buildings, 24 educational and 18 healthcare institutions, 23 life support objects, 5 cultural and sports institutions, and 21 industrial enterprises. In addition, 364.6 km of public highways and 3 local bridges were destroyed or damaged, and 5 bridges were destroyed on state highways (Almost a thousand, 2022). The greatest damage occurred in Okhtyrka, Trostyanets, Lebedyn, Boromiya, Velikopyasvirka, and other SR communities. Destruction and evacuation caused unforeseen changes in the production of goods and services and the labour market demand, leading to significant social and demographic transformations.

After the SR de-occupation, the trend toward population evacuation and the cessation of the activities of enterprises began to improve. Currently, there is a need for companies to adapt to new and quickly changeable conditions. Employers experience several difficulties: from a lack of financial resources to destroyed capacities and logistics chains, from a decrease in demand to a shortage of raw materials and a human resource loss. Moreover, significant socio-political and socio-cultural transformations took place: the way of life and the vision of one's future changed, new phobias appeared, and security needs became more urgent; new expectations were being formed regarding local self-government bodies, authorities, businesses, and public leaders.

Under conditions of uncertainty and turbulence, regional leaders and territorial communities require more data on the structure and needs of the population, the situation in the business environment, the availability of personnel, etc. The lack of analysis of social and demographic transformations makes it challenging to decide on humanitarian and social assistance to vulnerable population groups and the development of SR recovery programs.

The relevance of the research is that the ongoing war in Ukraine makes it urgent to understand how hostilities affect people’s lives, social structures, and relationships. It highlights the war’s impact on communities, families, and individuals, including changes in their mental health, economic stability, and access to basic services. By understanding the social consequences of the war, we can develop better strategies to support the affected population, promote social cohesion, and prevent further violence. The new knowledge about the social impact of hostilities in Ukraine can be transferred to other conflict territories, strengthening social cohesion and stability in these areas.

The SR of Ukraine was chosen as the study object. The reasons for this are as follows. Firstly, the SR was one of the first occupied by Russia in February 2022 and was liberated after 1.5 months thanks to the armed forces and a powerful population resistance movement. Therefore, the region is a unique example of the territory that suffered from the full invasion in 2022 and continues experiencing threats and daily shelling along the Russian border. Secondly, the SR communities demonstrated strong social cohesion against the enemy both during the occupation and now while facing the problems of renovation of damaged civil infrastructure, growing unemployment, inflation, poverty, and psychological issues associated with the war impact. Thus, studying socioeconomic sustainability (SES) levels and solidarity economy (SE) formation in the SR can give beneficial results for deepening the knowledge about developing social and economic ties in the communities whose members live in war conditions.

LITERATURE REVIEW

In the previous studies, the social and economic needs of the Ukrainian population, including internally displaced persons, were investigated by Stefan P. (Stefan, 2022) and UN analysts (Ukraine, 2023). (Odarchenko, 2023) and (Aleksejev & Detsyk, 2022) analyzed the difficulties of Ukraine's economy before the war and the role of international aid in stabilizing the economic and social situation during wartime.

The prospects and scale of the demographic crisis due to the war are investigated in (Yasynchuk, 2023) and (Population, 2022). Increasing poverty of the population, income changes, and factors influencing these transformations were studied in (Almost, 2022), (Potapenko, 2023), (Mykhailov, 2023), (Hakobyan et al., 2022), (Hakobyan & Khachatryan, 2022), (Bhandari, 2022) and (Korobkova, 2022). Quality of the social sector ties and the socioeconomic impact of the population’s mental health on global and local communities development were considered by (Didenko et al., 2020), (Swiatkiewicz, 2022), (Louis, 2022), (Lopez et al., 2022), (Lyceonov et al., 2021). However, the SES and SE deployment issues in wartime received far less attention and require further research.

In our previous papers, we investigated the perspectives of SE forming and preserving SES by eradicating energy poverty (Li Rui et al., 2021; Sotnyk et al., 2021), developing green energy projects for households (Kurbatova et al., 2020; Sotnyk et al., 2022a; Sotnyk et al., 2020; Sotnyk et al., 2018), improving the government investment policy for the regions (Sotnyk et al., 2022), introducing social responsibility mechanisms through educational projects for communities (Pereira et al., 2020), and implementing new forms of social interaction in the employment sphere and the business sector (Nikulina et al., 2022; Sotnyk et al., 2018a).

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However, since there is now a war in Ukraine, the biggest after World War II and having a global impact, the proposed research approaches need to be updated following the current conditions of socioeconomic relations in the society.

**AIMS AND OBJECTIVES**

The research aims to assess the SES level and prospects for strengthening SE within the SR territorial communities under martial law, as well as provide recommendations on developing social ties within each community and increasing mutual support. Given the above, the main objectives of the study are:

- to conduct a field study for 2022 covering the territorial communities of the northeastern part of Ukraine, namely, the SR, to understand the current social situation in the region;
- to assess the current social needs of various population groups and SES and solidarity levels;
- to analyze the cohesion level of the population and employers, to assess the social assistance impact and offer recommendations for the Reconstruction and Development Strategy of the SR and local similar programs;
- to form recommendations for strengthening SES and SE in the region.

The study focuses on the civil people who stayed in the region for the entire war period and those who returned to the SR after its de-occupation.

The novelty of the research covers the gap in understanding the nature of social changes and the solidarity response of local communities suffering from hostilities in the example of Ukraine. The contributions of the study include:

- the deepening knowledge about mechanisms of transforming and strengthening social and economic ties in the communities whose members live in critical conditions under martial law;
- the assessment of SES levels and peculiarities of developing SE in the SR during and after Russian occupation;
- recommendations on managing the reconstruction processes with the help of SE in the local communities suffering from their population's mental, social, and economic losses.

**METHODS**

The initial data for the research was based on Ukraine's official state and regional statistics. In 2020, the number of households in the SR was 433,800, or 2.9% of all homes in Ukraine. The regional average household size was 2.42 people, which was lower than the national average (2.58 people). In urban areas, the number of households was larger, namely, 67.6% (22.9% in cities and 44.7% in towns), compared to 32.4% in rural areas (Official, 2022).

According to the labour statistics survey, the number of full-time employees of organizations with 10+ employees in 2020 amounted to 192,600 in the region, of which 54.7% were women. There was a gap in the population's employment level in urban and rural areas. Indicators of the population's employment level in urban areas were lower than all-Ukrainian indicators and higher than all-Ukrainian indicators in rural areas (Official, 2022).

According to the research goal, a field study for 2022 was held for the SR territorial communities. The study involved a quantitative and qualitative field research strategy and was conducted from April to June 2022 using the following stages and methods.

The works' field research was implemented from April to the beginning of June 2022. In the first stage, a program and toolkit were developed, a sample was formed, a survey methodology was developed under the current restrictions of martial law, and interviewers were given appropriate training.

In the second stage, online surveys of employers, population, and social experts were conducted. They included the following steps.

**Step 1: The survey of residents of the SR territorial communities (pilot stage: April 4-15, 2022; main stage: May 16-31, 2022).**

During the pilot stage, 394 civilians were interviewed; during the main field stage, 1,292 civilians were interviewed using the online questionnaire method. Of those, 65.6% were women, and 34.4% were men who were not involved in military service. 69.5% of respondents lived in the SR cities and other regions of Ukraine; 25.3% lived in villages; 3.7% lived in remote villages of the communities; 1.5% went abroad. The survey covered various social groups of the civilian population. Among the interviewed persons, who were in a vulnerable situation, 19.3% had the unemployed status; 15.1% were...
forcibly displaced persons (FDP) (including those who went abroad), 9.4% were persons with disabilities or those who took care of a person with disabilities; 6% - large families; 6.8% - single mothers; 15.2% - pensioners; 6.5% - families of military personnel.

**Step 2: The survey of the SR employers.**

205 employers representing organizations of various scales and districts of the region were interviewed using the online questionnaire method. In particular, the survey covered organizations with 1+ employees. 21.7% of employers with up to 10 employees participated in the survey; 40.9% had from 10 to 50 employees; 27.1% - from 50 to 250 employees; 9.9% - 250+ employees. The research covered employers working in various industries, which are presented in Figure 1.

![Figure 1. Distribution of surveyed employers by industry, %.

**Step 3: Expert interviews on social assistance provision.**

Social assistance provision is crucial during wartime for several reasons:

- humanitarian aid (food, clean water, shelter, and medical supplies, to ensure the basic needs of affected populations are met);
- protection of socially vulnerable groups: children, women, the elderly, and people with disabilities to provide them with targeted assistance, access to healthcare, psychosocial support, and specialized services;
- restoration of livelihoods: social assistance programs, vocational training, microfinance initiatives, etc., to help affected individuals and communities rebuild their lives, regain economic stability, and reduce their dependence on aid;
- social assistance programs to foster social cohesion and community resilience during wartime, strengthen social bonds, restore a sense of normalcy, and promote collective action in rebuilding and recovering from the impact of war.

Therefore, 35 experts representing organizations involved in providing social services to the population of territorial communities were interviewed during the research. The survey covered employees of different positions working in the social services sphere (territorial centres) of communities (Figure 2).

![Figure 2. Distribution of interviewed experts by field of activity/position, %.

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In the third stage, the work of the interviewers was checked, computer processing was carried out, and tables were created. The survey results were processed by specialists of the Center for Social Research of Sumy State University using the "OSA" program. In addition, methods of logical generalization, comparative analysis, and synthesis were used to examine and discuss the results, provide recommendations for the study, and define its limitations.

RESULTS

Analysis of the results of community members' surveys

The conducted research covers different groups of needs (physiological, security, employment needs), access to services (humanitarian aid, financial aid, employment, training, medical and psychological assistance, home care, childcare, legal and informational support), as well as the state activity after the full-scale russian invasion of Ukraine.

The obtained results demonstrate low assessments of the socioeconomic situation by the population. About 80% of respondents indicate that they do not have enough funds or have enough for basic needs but no more. In addition, women predominate among the poorest (according to their estimates) of the interviewees, who do not have enough funds to cover their basic needs (Table 1).

Table 1. Assessment of the personal socioeconomic situation (by gender).

<table>
<thead>
<tr>
<th>Assessment statement</th>
<th>Total, %</th>
<th>Women, %</th>
<th>Men, %</th>
</tr>
</thead>
<tbody>
<tr>
<td>My funds are not sufficient to cover my basic needs (food, utility bills, medicine)</td>
<td>32.7</td>
<td>34.7</td>
<td>28.8</td>
</tr>
<tr>
<td>I can cover my basic needs, but no more</td>
<td>46.4</td>
<td>46.0</td>
<td>47.0</td>
</tr>
<tr>
<td>I have enough money for all my needs</td>
<td>5.8</td>
<td>5.0</td>
<td>7.4</td>
</tr>
<tr>
<td>I can afford to buy clothes and small appliances; I have minimal savings</td>
<td>15.2</td>
<td>14.3</td>
<td>16.9</td>
</tr>
</tbody>
</table>

As of May 2022, about 60% of the total surveyed population had problems with employment and earnings (70% in April). In particular, 22% of respondents lost their jobs in May 2022, of which 13.4% lost their official positions, 9.3% - unofficial jobs, and 16.1% got a reduced share of the rate and the level of wages. Approximately 5% got a job when the war began: 2.9% officially and another 2.4% unofficially. 36.6% of respondents indicated a certain level of stability because they worked as before. Small positive dynamics may mark the beginning of the self-recovery of the socioeconomic system, which is a strong point (a resource for development and recovery).

The results show a greater negative impact on the regional labour market, specifically on females (Table 2). Women predominate among those who have lost their jobs altogether and those who have been reduced or deprived of additional benefits, that is, reduced earnings. But men more often note that they have lost their unofficial job.

The results of the situation's impact on different age groups of the population can be considered quite indicative. Thus, 86% of people of retirement age retained their employment, while this indicator ranges from 45.3% to 56.9% among youngsters. However, the interviewed representatives aged 25-59 relatively more often say that they have lost their official job. In addition, the youngest participants in the labour market more often indicate that they lost their unofficial jobs (17.7%).

The employment situation, in particular in the 35-59 age group, is alarming because it causes a decline in the population's incomes while deepening the financial instability of families and increasing their risk of falling into a vulnerable situation. Moreover, it creates additional risks for specific industries of the regional economy due to a drop in purchasing power and a sharp decrease in demand for goods, such as long-term use. Therefore, a separate research block is devoted to the population's assessment of its civic activity in response to wartime challenges.

Table 2. The change in working conditions (by gender).

<table>
<thead>
<tr>
<th>Working condition statement</th>
<th>Women, %</th>
<th>Men, %</th>
</tr>
</thead>
<tbody>
<tr>
<td>lost their official job</td>
<td>13.8</td>
<td>12.6</td>
</tr>
<tr>
<td>lost their unofficial job</td>
<td>7.8</td>
<td>12.1</td>
</tr>
<tr>
<td>reduced the share of the rate and wages</td>
<td>17.2</td>
<td>13.9</td>
</tr>
<tr>
<td>were employed informally</td>
<td>2.0</td>
<td>3.1</td>
</tr>
<tr>
<td>were officially employed</td>
<td>2.8</td>
<td>3.1</td>
</tr>
<tr>
<td>I work as before</td>
<td>56.3</td>
<td>55.1</td>
</tr>
</tbody>
</table>
A strong point considered as a resource for development and recovery is that 60.7% of respondents confirmed the growth of their social activity in response to the war. Table 3 illustrates the evaluations of the personal activity by interviewed men and women and shows the difference in the assessment, although one cannot speak of a significant gap. 62.6% of women indicate that they and their family members became more socially active during martial law versus 57.1% of men.

Table 3. Did you or your family members become more socially active in response to the war?

<table>
<thead>
<tr>
<th>Assessment statement</th>
<th>Women, %</th>
<th>Men, %</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>62.6</td>
<td>57.1</td>
</tr>
<tr>
<td>No</td>
<td>36.2</td>
<td>40.7</td>
</tr>
<tr>
<td>Difficult to answer</td>
<td>1.2</td>
<td>2.2</td>
</tr>
</tbody>
</table>

The most pronounced are the assessments of the interviewees representing the families of military personnel, as 76.2% of them noted that they became more socially active in response to the war. Respondents, who did not classify themselves in any vulnerability category, stated somewhat higher levels of social activities in response to the war than other categories (63.9%). The unemployed, representatives of large families, and even single mothers show fairly close estimates, reflecting an increase in social activity. On the other hand, FDP, those who moved abroad or to other settlements of Ukraine, and persons with disabilities and pensioners somewhat less often indicate increased social activity in response to the war. However, this indicator does not fall below 54% in any surveyed groups (Table 4).

Table 4. Did you or your family become more socially active in response to the war? (by social groups, %).

<table>
<thead>
<tr>
<th>Category of interviewee</th>
<th>Yes</th>
<th>No</th>
<th>Difficult to answer</th>
</tr>
</thead>
<tbody>
<tr>
<td>FDPs, including those who went abroad</td>
<td>54.4</td>
<td>45.1</td>
<td>0.5</td>
</tr>
<tr>
<td>A person with a disability / looking after a person with a disability</td>
<td>56.2</td>
<td>42.1</td>
<td>1.7</td>
</tr>
<tr>
<td>Unemployed person</td>
<td>62.8</td>
<td>36.4</td>
<td>0.8</td>
</tr>
<tr>
<td>Large family</td>
<td>62.8</td>
<td>35.9</td>
<td>1.3</td>
</tr>
<tr>
<td>Single mother</td>
<td>63.6</td>
<td>36.4</td>
<td>0.0</td>
</tr>
<tr>
<td>Family of a military serviceman</td>
<td>76.2</td>
<td>21.4</td>
<td>2.4</td>
</tr>
<tr>
<td>None of the categories</td>
<td>63.9</td>
<td>34.6</td>
<td>1.5</td>
</tr>
<tr>
<td>Pensioner</td>
<td>57.7</td>
<td>38.3</td>
<td>4.1</td>
</tr>
</tbody>
</table>

Since the SES formation requires trust and mutual support within the community, during the survey, respondents were asked about whose support they count on in case of worsening of the situation, to whom they turn for help, and to whom they provide such help. These assessments are essential to reveal the community’s level of trust and solidarity and the prevalence of different social ties. However, even during the war, the indicators of social atomization are quite high; as 40.9% of the respondents noted that they rely only on themselves and solve their problems independently. Also, mutual help and support from work colleagues and friends are common.

The increase in social activity towards helping territorial defence units, community residents, and even strangers, as well as volunteers and public organizations, can be considered positive and significant. It shows that the interviewees turn to these organizations for help more often than to local authorities.

Results of employers’ interviews

During martial law, 50.7% of the employers could maintain their work regime at full scale, while 31% switched to work in a limited or reduced mode, and 11.8% switched to remote mode. More than 6% of the employers, who took part in the survey, admitted that they would either stop work temporarily (4.9%) or completely (1.5%) (Table 5). The specified percentage may seem insignificant, but considering their positions in the chains of industrial relations, their exclusion can negatively impact other economic entities. In this context, the difference between a temporary and a complete stoppage of activity is insignificant since both types equally excluded firms from intensive transformations. The return of business entities to activity, regardless of the current plans, will be complicated by the present and potential loss of equipment, personnel, qualifications, business connections, etc.

The number of employers suspended work is likely higher, as most of those who do not work could not participate in the survey.
Table 5. How was your company’s operating mode changed during martial law? (by industry, %).

<table>
<thead>
<tr>
<th>Assessment statement</th>
<th>Industry and production</th>
<th>Services</th>
<th>Social services</th>
<th>Agriculture and agroindustry</th>
<th>Education and culture</th>
<th>Medicine and healthcare</th>
<th>State and communal sectors</th>
</tr>
</thead>
<tbody>
<tr>
<td>We work in full mode</td>
<td>31.0</td>
<td>36.2</td>
<td>71.4</td>
<td>59.3</td>
<td>40.5</td>
<td>77.3</td>
<td>77.3</td>
</tr>
<tr>
<td>We work in a limited / shortened mode</td>
<td>48.3</td>
<td>48.9</td>
<td>28.6</td>
<td>37.0</td>
<td>11.9</td>
<td>18.2</td>
<td>13.6</td>
</tr>
<tr>
<td>We work remotely</td>
<td>0.0</td>
<td>4.3</td>
<td>0.0</td>
<td>0.0</td>
<td>0.0</td>
<td>45.2</td>
<td>4.5</td>
</tr>
<tr>
<td>We are temporarily closed</td>
<td>13.8</td>
<td>8.5</td>
<td>0.0</td>
<td>3.7</td>
<td>2.4</td>
<td>0.0</td>
<td>0.0</td>
</tr>
<tr>
<td>We completely stopped working</td>
<td>6.9</td>
<td>2.1</td>
<td>0.0</td>
<td>0.0</td>
<td>0.0</td>
<td>0.0</td>
<td>0.0</td>
</tr>
</tbody>
</table>

Most of all, the full operating mode of the companies was kept in the fields of the state and communal (77.3%), medicine and health care (77.3%), and social services sectors (71.4%). Among employers, three strategies were distinguished by the spheres of activity: 1) 70-80% preserved the work mode (the sphere of social services, medicine, and healthcare); 2) 60-70% experienced restrictions in the work mode (industry and production, services sector, agriculture, and agroindustry); 3) 45.2% were able to transform activities by switching to a remote mode according to the task of the state (education and culture).

The survey results show that an organization’s size significantly affects its activities’ sustainability. Thus, medium-sized (50-250 employees) and large-sized (250+ employees) companies more often state that they managed to work full-time. On the contrary, businesses with fewer employees were more likely to be forced to reduce working hours or cease their activities. It may indicate the lack of “reserves” in such businesses and the need to develop additional support programs for them.

According to employers, the most common problems they faced were a lack of financial support/working capital for full-time work (38.9%), interruption of usual logistical connections (delivery/sales) (36%), and a decrease in demand (29.6%). Employers attributed a lack of workers (18.7%) and high business risk and uncertainty (15.8%) to the secondary problems, while 9.4% of interviewees mentioned the destruction of constructions/buildings or equipment.

Among the additional difficulties, employers also noted wage arrears; the increased number of applicants, in particular FDPs; significant growth in prices of raw materials; the limitation of Internet access services due to hostilities; the impossibility of accepting children in the institution due to the high probability of bombing and the lack of safe living conditions (no bomb shelter); interruptions in the work or unavailability of state registers.

For the respondents who noted additional difficulties at work, financial problems (arrears for salary payments, sending workers on layoff, rising prices of raw materials) and technical support for work (restriction of Internet access, unavailability of state registers, restrictions on outbound activities) prevailed. Changes in the structure of work tasks in companies working directly with clients due to the transformations in the population structure were also noted. Moreover, existential risks turned out to be significant problems, namely, the threat to life, the lack of safe conditions at the workplace, uncertainty, and a decrease in employees’ motivation.

The lack of financial support or working capital for full-time work was indicated by employers in all districts. It means significant financial losses and reduced income for regional enterprises.

Other difficulties have regional features that should be considered when developing a regional stabilization program. In particular, the employers of the Romny district more often point out the lack of employees (they have gone abroad, are in unfavourable conditions, etc.). Okhtyrka district states about the destruction of buildings/equipment by the Russian aggressor and the high risks of resuming work due to the uncertain situation in the region. Konotop district indicates the interruption of usual logistical connections (delivery/sales). Sumy district comments about a decrease in demand for goods and services.

90.1% of employers did not manage to transform their activities or establish the production of new products and, therefore, continued to work as before the beginning of martial law. On the one hand, this indicates these companies’ sustainability within their economic niche. Although, given the previous results, only half of the employers work full-time.

Among small companies, more people stopped working: this was noted by 18.2% of respondents in the group of companies with up to 10 employees. However, small companies show the largest percentage (4.6%) of those who transformed their activities in one way or another.
Employers are starting to resume their activities. This is evidenced by the fact that 16% of firms are currently looking for new employees. 12.3% of the employers are conducting limited recruitment of new personnel, and 3.9% are actively looking for new specialists. Along with this, 75.4% do not open new vacancies. Industrial and production companies are most actively (41.7%) looking for new employees, and a significant share of businesses in the social services sphere (21.4%) have open vacancies too. In medicine and health care, the overall offer of jobs is at the level of the sample average (18.2% compared to 16.2%). Still, it contains the largest share of companies actively hiring new specialists. Moreover, firms in the state and communal sectors are actively looking for employees. The least number of new vacancies are now opening in trade (10%), and education and culture (7.2%). In the services industry, hiring has stopped almost completely. The most demanded specialities in today's market are:

- qualified workers (debugger of machine tools and manipulators with software control, fitter-assembler of engines, electrician, turner, welder, etc.);
- medical workers (traumatologist, surgeon, ophthalmologist, psychiatrist, laboratory technician, junior nurse, etc.);
- specialists in the agricultural sphere (tractor driver, machinist);
- specialists in the field of services (experts in FDPs, teachers).

During the survey, productivity was a separate dimension to be tested and a fairly high (34%) share of responses such as "the staff has become more mobilized and united" can be considered as one of the markers of the community's solidarity growth. There is an increase in staff cohesion and mobilization (34%). Another 42.9% of employers note that staff productivity has remained at the same level.

Since the field stage of the research (surveys and expert interviews) was conducted during the conditions of an unfinished war, the total number of respondents is the minimum necessary to form conclusions and track the clearest dependencies.

**Results of interviews on social assistance provision**

Regarding limitations in the expert survey of social work specialists, the positions of heads/deputies of institutions, social work specialists, and social workers are presented to a greater extent here. The vision of the public sector and volunteers is separate from the scope of the research at this stage, which limits understanding the situation from the perspective of the development of intersectoral partnerships between the government and the public.

Regarding the forms of social assistance to companies' employees, there is a certain correspondence between the support and the industry in which the firm operates. Thus, medical service to employees was most often provided in medicine and health care; psychological support was present in the education and culture sphere. Companies in the field of social services most often offer humanitarian assistance to their employees.

Based on the survey results, our analysis shows that psychological assistance is the only type not significantly affected by the company's staff size criterion. Essential differences between the provision of employee assistance are demonstrated by firms depending on the number of their staff. In companies with 50+ employees, many people receive humanitarian, material/financial, and evacuation/housing assistance. 25% of representatives of firms with 250+ employees testify about the provision of medical assistance to a significantly higher extent (Table 6).

<table>
<thead>
<tr>
<th>Assessment statement</th>
<th>Industry and production</th>
<th>Services</th>
<th>Social services</th>
<th>Agriculture and agroindustry</th>
<th>Education and culture</th>
<th>Medicine and healthcare</th>
<th>State and communal sector</th>
</tr>
</thead>
<tbody>
<tr>
<td>Humanitarian aid is provided (food, clothing, medicine)</td>
<td>20.7</td>
<td>8.5</td>
<td>42.9</td>
<td>25.9</td>
<td>21.4</td>
<td>36.4</td>
<td>27.3</td>
</tr>
<tr>
<td>Material / financial assistance is provided</td>
<td>13.8</td>
<td>4.3</td>
<td>7.1</td>
<td>18.5</td>
<td>2.4</td>
<td>13.6</td>
<td>18.2</td>
</tr>
<tr>
<td>Assistance with evacuation/housing is provided</td>
<td>10.3</td>
<td>2.1</td>
<td>7.1</td>
<td>7.4</td>
<td>7.1</td>
<td>0.0</td>
<td>4.5</td>
</tr>
<tr>
<td>Psychological support is provided</td>
<td>10.3</td>
<td>27.7</td>
<td>21.4</td>
<td>3.7</td>
<td>73.8</td>
<td>13.6</td>
<td>9.1</td>
</tr>
<tr>
<td>Medical assistance is provided</td>
<td>10.3</td>
<td>2.1</td>
<td>0.0</td>
<td>3.7</td>
<td>9.5</td>
<td>50.0</td>
<td>4.5</td>
</tr>
<tr>
<td>We don't help</td>
<td>55.2</td>
<td>59.6</td>
<td>50.0</td>
<td>40.7</td>
<td>16.7</td>
<td>18.2</td>
<td>45.5</td>
</tr>
</tbody>
</table>

Table 6. Is it possible for employees to receive social assistance? (by industry, %).
DISCUSSION AND CONCLUSIONS

Given the survey results and future uncertainty due to hostilities in the SR communities bordering Russia, several directions are suggested for improving the regional situation. They consider parameters determining the SES and SE levels, in particular:

- return of residents from evacuation to the region for permanent residence (the parameter value: from the return of all to the return of no one);
- the available number of jobs (from the currently available number to the need for the number of the working population, as well as jobs for students/trainees);
- horizontal connections in communities (preservation and development of connections that arose during the Russian aggression, development of inter-municipal and intersectoral connections);
- education (from the currently available to the agreed value of the number of successful graduates of the school, professional and adult education, which corresponds to European indicators);
- social support and care in the community (from the current value to European indicators).

Among the key directions of the regional development, the following ones should be highlighted:

- ensuring intersectoral interaction and involving institutions of civil society for information exchange and coordination of efforts in providing humanitarian, social, and related assistance to vulnerable population groups;
- establishing direct interaction between territorial communities and international partners (volunteers, foundations, businesses) to cooperate for community reconstruction and implementation of social and humanitarian programs;
- developing local programs targeted to increase the socioeconomic capacity of vulnerable population groups (with particular emphasis on persons with disabilities, FDPs) through their employment and raising the education level;
- creating local strategies for recovery and development of communities that cover measures to provide equal access to social services for various groups of women and men, including vulnerable categories;
- enhancing volunteerism in territorial communities, especially among and for persons who are in vulnerable situations;
- monitoring and analyzing data on the needs of various population groups, evaluating the areas of service provision, and developing relevant local programs;
- supporting the social sector specialists to prevent and overcome their professional burnout.

According to the results of the study, we can formulate the following practical recommendations for strengthening SES and SE in the SR, which should be part of the regional Reconstruction and Development Strategy:

1. Invest in social protection programs to support vulnerable populations affected by the conflict.
2. Support the development of local economies by enhancing business initiatives to help communities rebuild and recover from the war's impact.
3. Promote social cohesion and reconciliation efforts to foster a sense of unity and solidarity among different groups affected by the war.
4. Encourage the participation of civil society organizations and community groups in peacebuilding and conflict resolution efforts.
5. Strengthen governance and accountability mechanisms to ensure that resources are allocated fairly and transparently and that all communities' needs are considered.

The research analyzes the regional situation concerning the SES and SE development during the ongoing Russian-Ukrainian war. Therefore, it is possible to allow a particular influence of emotional stress and uncertainty on respondents during evaluations of the current situation and its prospects. However, this limitation is mitigated by the applied data collection methods. In particular, the survey through the Google form provided an opportunity to answer at a convenient time and only at the request of the respondents, as well as to minimize the external influence from the interviewer's side.

The results demonstrate low assessments of the socioeconomic situation by the population. About 80% of respondents said they need more funds to cover their basic needs. However, the strong point is that the education and culture spheres in the SR were able to transform in response to challenges. The full-scale Russian invasion of Ukraine hurt employment and the population incomes in the region, deepening the financial instability. Therefore, it increases the risk of falling into a vulnerable situation.
The SR employers are rigid in transforming the direction of their activities in wartime conditions, which reduces their adaptability and their resistance to threats. Social assistance provision in war conditions is crucial because it addresses the immediate needs of affected populations, protects vulnerable groups, promotes recovery and resilience, and contributes to building a foundation for long-term stability and peace.

The offered recommendations for strengthening SES and SE in the region highlight the importance of addressing the social and economic root causes of conflict and promoting inclusive and sustainable development as a critical component of peacebuilding and conflict resolution efforts.

One of the study's limitations is the impossibility of calculating a more detailed sample by industry, as the existing sample does not fully reflect the region's economic structure. Consequently, there were not enough respondents in some sectors to assess trends. Moreover, under the existing conditions, it can be assumed that a specific part of the population did not get into the sample precisely because of their physical absence at the time of conducting surveys (evacuation, fears or limited mobility due to air alarms, stress due to experienced circumstances, etc.). In addition, the lack of data makes it impossible to compare the sample structure with recent statistical data on the region's economic structure. Overcoming the mentioned limitations opens the prospects for further research in the field.

**ADDITIONAL INFORMATION**

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СОЦІАЛЬНО-ЕКОНОМІЧНА СТІЙКІСТЬ І ФОРМУВАННЯ СОЛІДАРНОЇ ЕКОНОМІКИ В УМОВАХ ВІЙНИ В УКРАЇНІ

Повномасштабне вторгнення росії в Україну 2022 року змінило соціально-економічну стійкість (СЕС) і прискорило формування в країні солідарної економіки (СЕ) в умовах триваючої війни. У контексті цього дослідження питання СЕС пов’язується з важливістю та необхідністю розуміння реальних потреб громад і розробки програм для їх задоволення, а також необхідністю налагодження соціальних зв’язків у кожній громаді та підвищення взаємопідтримки й солідарності. У дослідженні оцінено СЕС та чинники її впливу на цивільне населення під час війни. Стаття базується на онлайн-фокус-групових інтерв’ю, проведених у травні-червні 2022 року в Сумській області, Україна. Було опитано 1292 випадково відібрані респонденти, із яких 65,6% жінок і 34,4% чоловіків, які не проходили військову службу. Результати опитування оброблені фахівцями Центру соціальних досліджень Сумського державного університету за допомогою програми «ОСА». Сильна сторона полягає в тому, що 60,7% респондентів підтвердили підвищення соціальної активності у відповідь на війну. Війна в Україні завдала шкоди звідністі й доходам населення Сумської області, поглибила фінансову нестабільність людей і збільшила ризики потрапляння в уразливі становища. Політичні наслідки дослідження вимагають зміцнення зв’язків соціальних солідарних організацій для сприяння соціально-економічній стійкості людей під час війни.

Ключові слова: соціальна економіка, соціально-економічна стійкість, населення, громада, воєнний стан, війна, Україна

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