



Transformational Learning Network for Resilience

Enabling Ukrainian higher education to ensure a sustainable
and robust reconstruction of (post-war) Ukraine

Course. Sustainable pathways and risk management in times of crises

Topic. Restoring and developing human potential in times of crisis

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Lecture 2

Risks of restoration and development of human potential of Ukraine and their effective management in the crisis situation

Lecture outline:

1. Demographic crisis and other factors affecting human development in Ukraine.
2. The concept of human development.
3. The main stages of risk management during the crisis and the role of the state in effective risk management
4. Ways to restore and develop the human potential of Ukraine



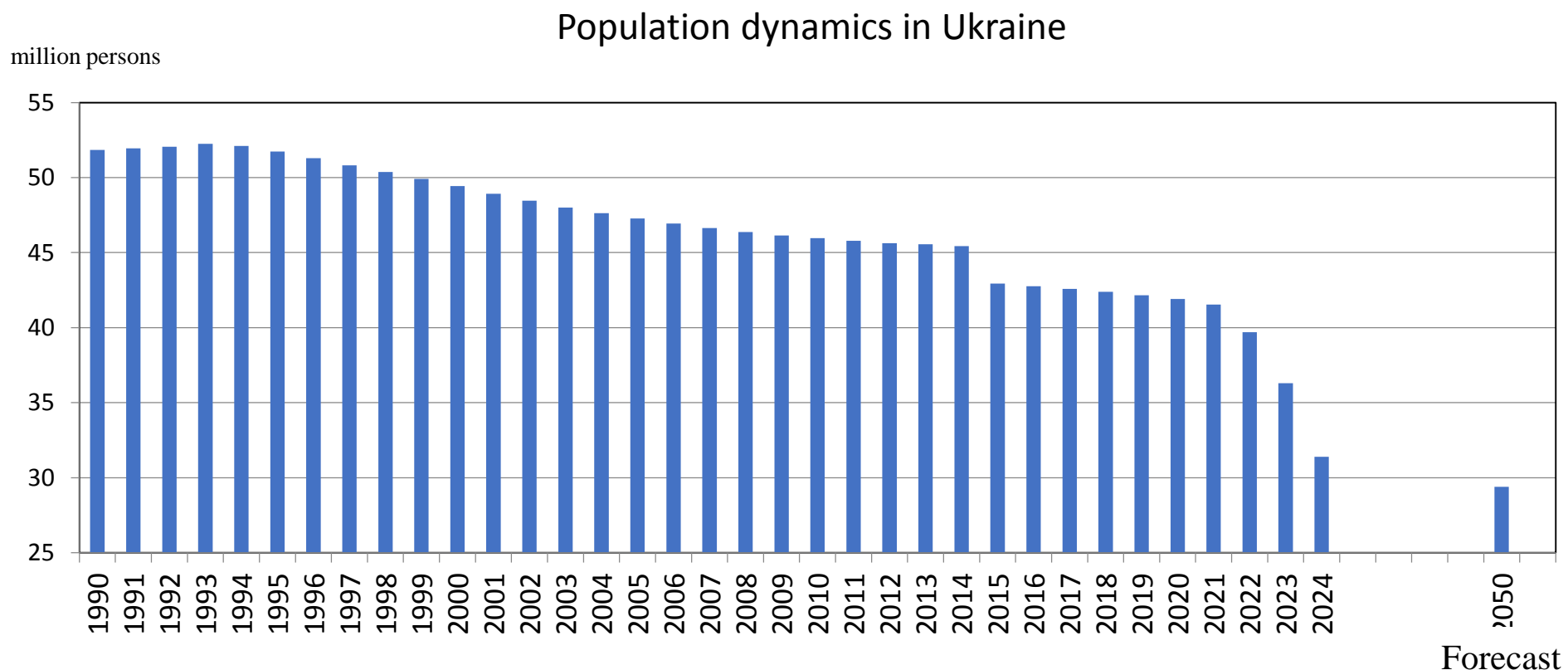
Demographic crisis in Ukraine



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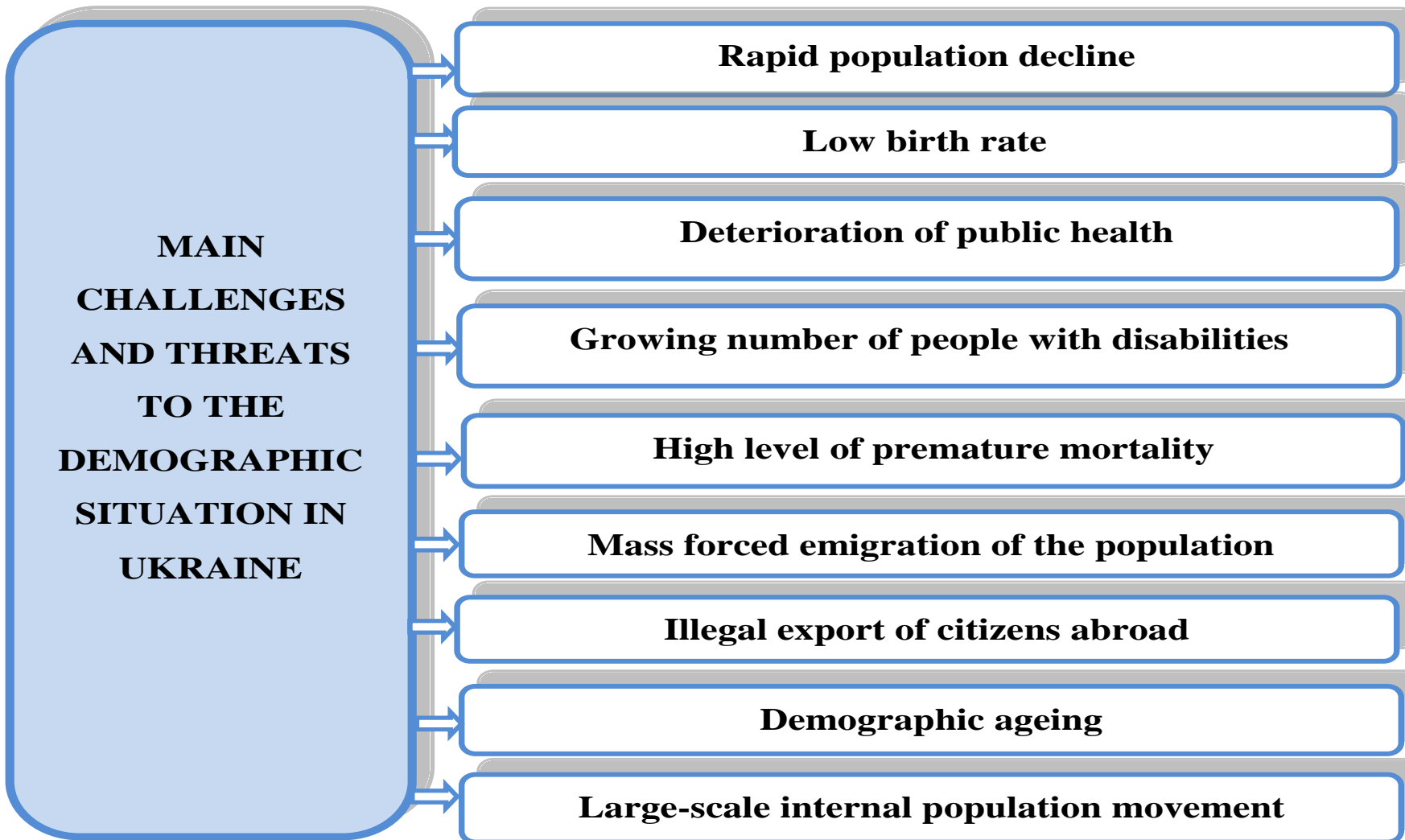


According to the State Statistics Service, the population of Ukraine as of the date of the All-Ukrainian Population Census (2001) was 48.5 million people. According to the National Academy of Sciences of Ukraine, as of 1 January 2022, the population of Ukraine within the 1991 borders was 42 million, and as of August 2023, it was 36.3 million, of which 31.5 million lived in the government-controlled areas .



Main challenges and threats to the demographic situation in Ukraine

On 30 September 2024, the Strategy of Demographic Development of Ukraine for the period up to 2040 (Demographic Strategy) was adopted, which outlines the main challenges and threats to the demographic situation in Ukraine.i.



Rapid decline in the population of Ukraine

Rapid population decline is occurring as mortality rates exceed birth rates and labour migration has become large-scale. Ukraine remains one of the countries with the lowest birth rate in the world. Before the full-scale war, in 2021, the fertility rate was 1.16, which is below the natural reproduction rate (2.1-2.2) and significantly below the local maximum in 2012 (1.53). At present, it is extremely difficult to calculate the exact fertility rate. However, it is estimated to be between 0.8 and 0.9. Only Hong Kong (0.77) and South Korea (0.72) have lower rates. In the European Union, the average fertility rate is 1.46, and globally it is 2.2.

Ten countries with the lowest fertility rates in the world

According to the latest available data (2021-2023)

▪ Assessment

South Korea

0,72

Hong Kong

0,77

Ukraine

0,8–0,9*

Puerto Rico

0,91

Singapore

0,97

China

1,08

Malta

1,08

Macau

1,09

San Marino

1,10

Spain

1,16

European Union

1,46

Natural reproduction rate

2,1–2,2

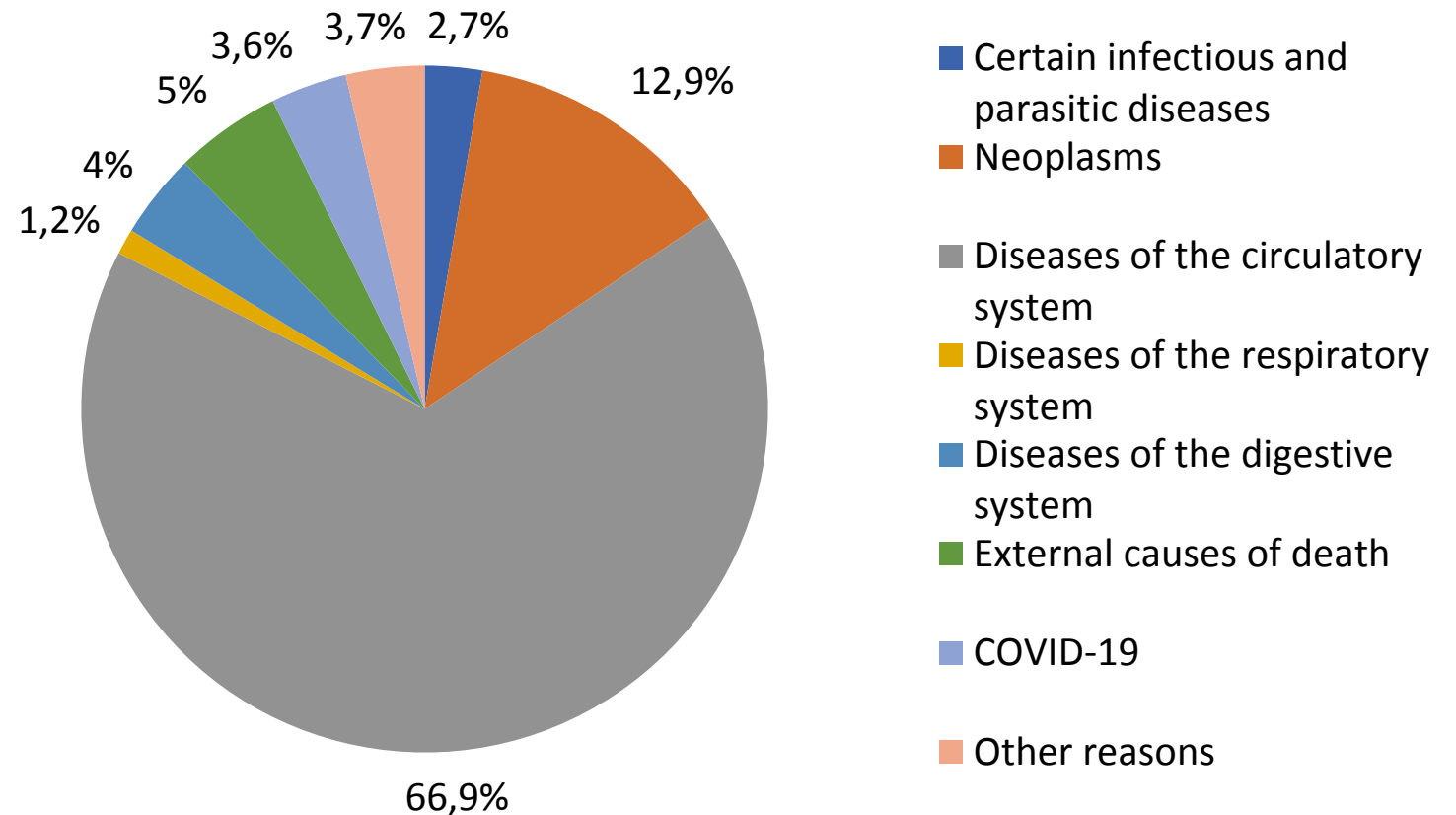
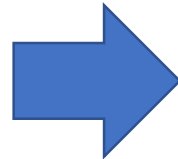


Deterioration of the population's health

The deterioration of the population's health is due to the inability to receive timely and high-quality medical care, insufficient disease prevention, numerous stresses, and prolonged exposure to adverse conditions, which leads to a decrease in immunity.

The number of people with disabilities is growing, particularly among children and young people who need comprehensive rehabilitation and support.

Mortality rates in
Ukraine by main
classes of causes of
death, 2021 (per 100
thousand people)



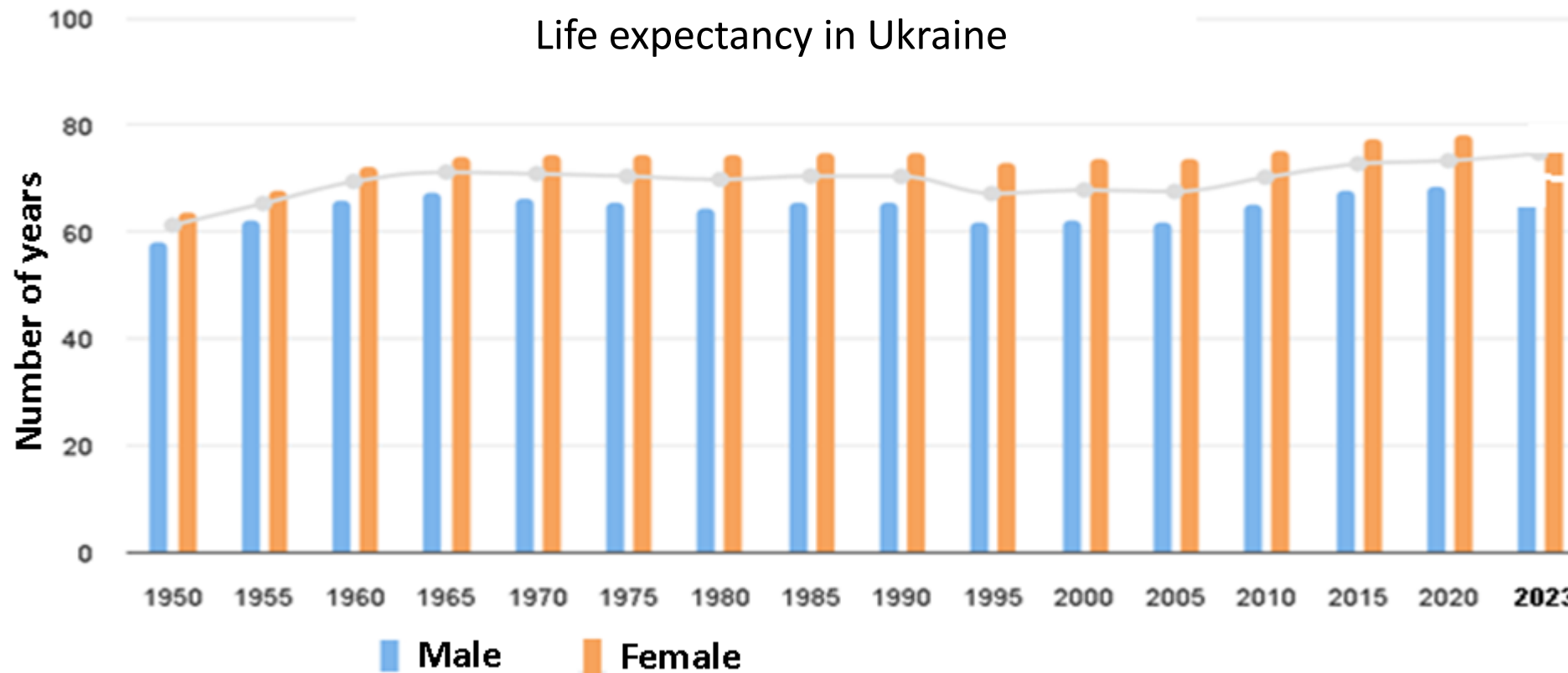
The high level of premature mortality



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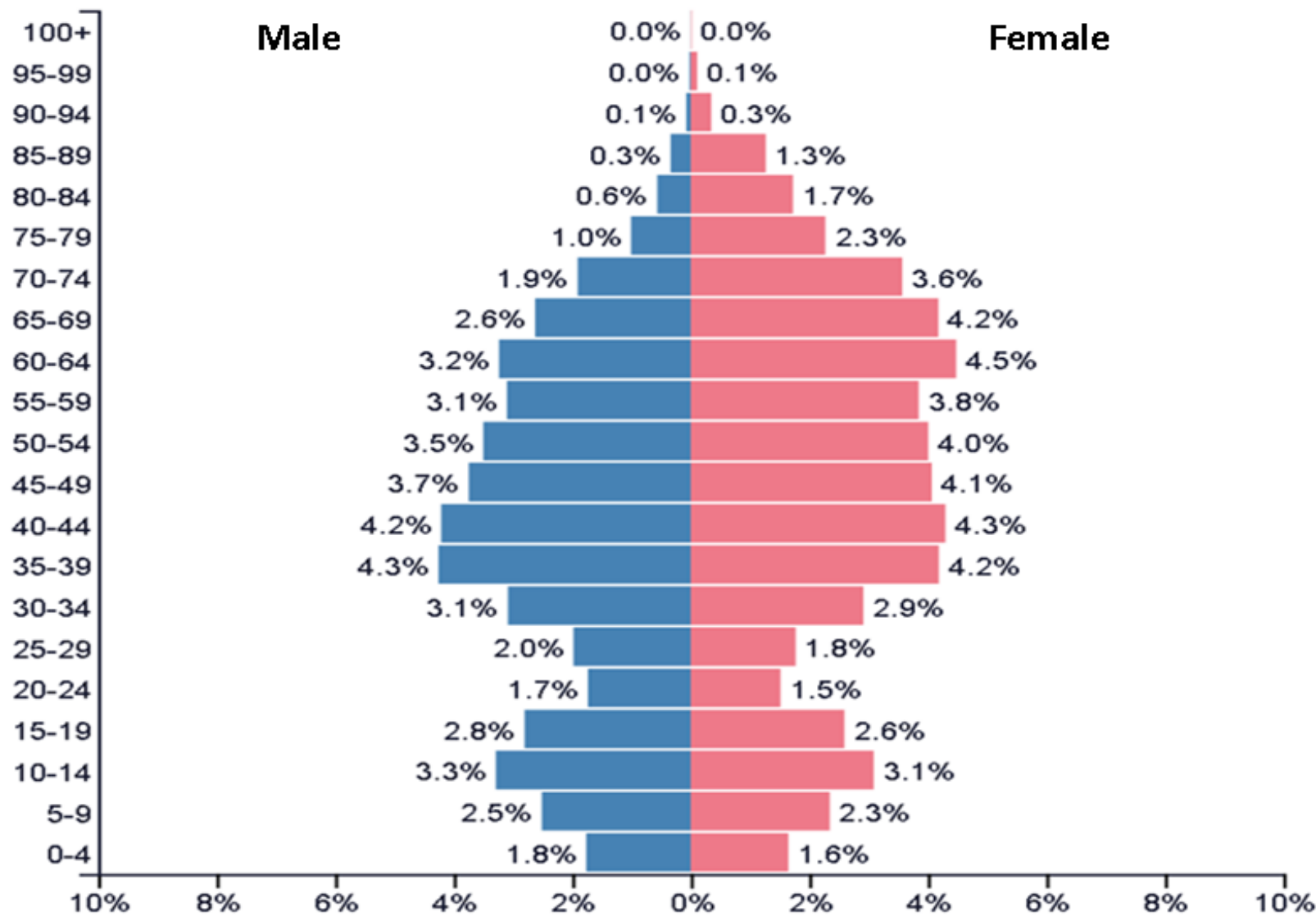
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The high level of premature mortality, primarily among men, is associated with mass employment in harmful and dangerous conditions, road accidents, alcohol and substance abuse, and smoking. These factors have been exacerbated by Russia's armed aggression, which has caused numerous deaths of military and civilians. As a result, life expectancy has decreased: while in 2020 it was 66.4 years (men) and 76.2 years (women), in 2023 it fell to 57.3 and 70.9 years, respectively.



As of the beginning of 2024, the share of people aged 65 and older in Ukraine was 17.1%, with a significant gender differentiation in the level of ageing: while the share of women who crossed the above age threshold reached 21.2%, the share of men was 12.4%.

Gender-age distribution of the population (2024)



The massive forced emigration of the population

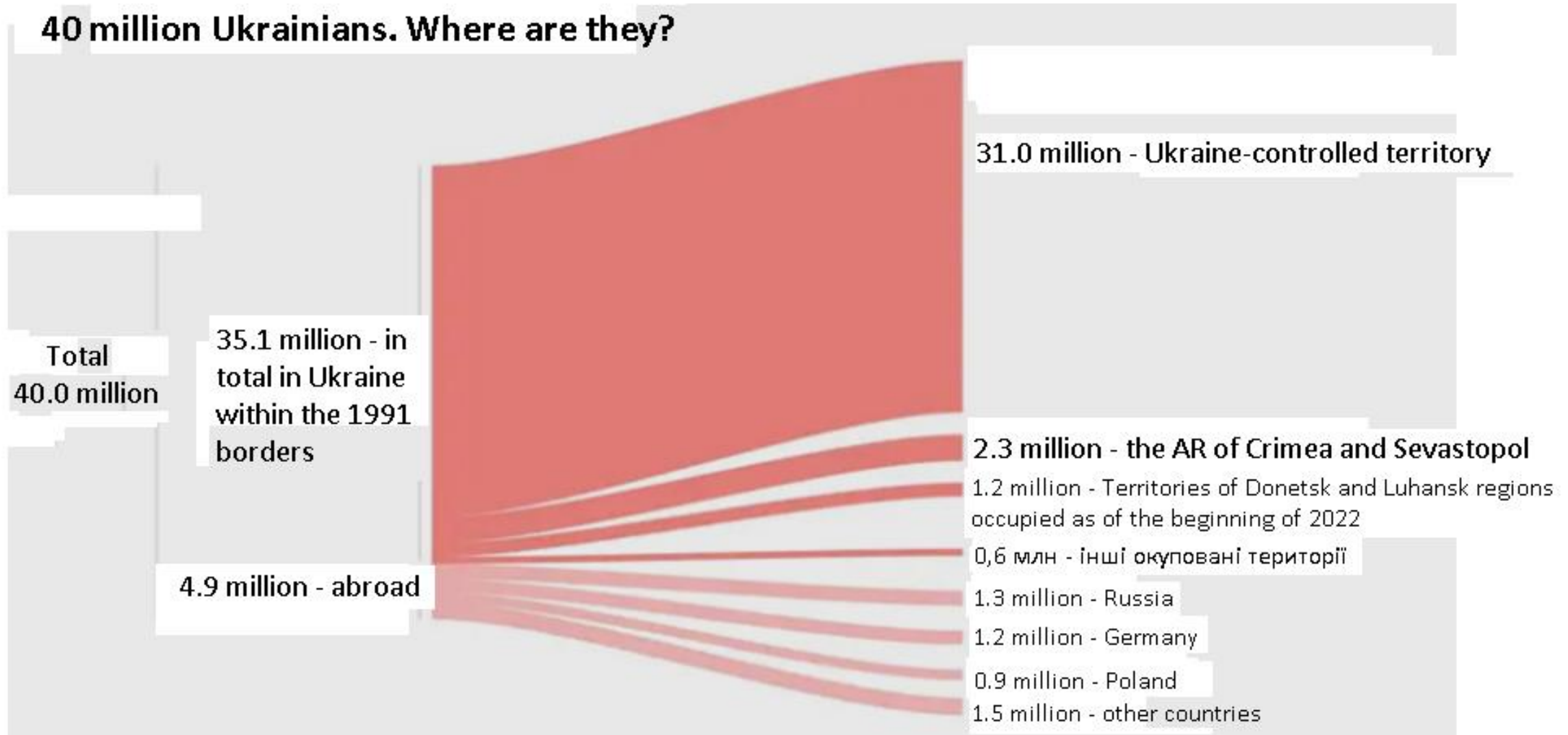


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Distribution of the population of Ukraine, including Ukrainians abroad and in the occupied territories

40 million Ukrainians. Where are they?



In 2022, the number of internally displaced families with children increased 6-fold (from 124,000 to 739,000). Excessive concentration of people in relatively safe regions leads to problems with the availability and quality of basic services.

The vast majority of internally displaced persons come from the east of Ukraine - 70%. The share of internally displaced persons originating from the south is 14%. The largest share in the age distribution of the displaced population is occupied by adults of working age - 57.4%, with the share of women of working age accounting for 32% of the total number of displaced women, which is significantly lower than the same figure (25.4%) for men.



Other socio-economic risks to human potential development in Ukraine

Security

Security risks as a result of the Russian Federation's full-scale aggression against Ukraine have become crucial factors in external and internal migration, a decline in the birth rate, and an increase in mortality (including premature deaths). An important security factor in the long term is also the large area of mined territories, which significantly limits the chances of migrants returning to their permanent places of residence. According to the Ministry of Economy of Ukraine, the area of potentially contaminated land in Ukraine is 174,000 square kilometres, which is 29% of the total area of Ukraine.

Housing

An important factor in the return of people who have moved abroad to Ukraine and in making a positive decision to have children is the availability of quality individual housing. The large-scale destruction has exacerbated the already significant problem of access to quality housing for many Ukrainians. According to the Kyiv School of Economics, as of January 2024, the total number of destroyed and damaged housing stock objects is more than 250,000 buildings.

In Ukraine, there is virtually no social housing available for people who need individual housing but cannot afford it. In the critical situation caused by the war, the state and local authorities are very limited in their ability to provide quality housing for temporary use to those in need.



Other socio-economic risks to human potential development in Ukraine

Labour market

The war has had a negative impact on Ukraine's labour market. According to the International Labour Organization, in 2022, employment in Ukraine decreased by 15.5%, which corresponds to the loss of 2.4 million jobs. However, despite the significant job losses and rising unemployment as a result of the full-scale military aggression, the Ukrainian labour market is facing a labour shortage. A survey conducted by the NBU noted that 25.6 per cent of companies reported a negative impact on their operations due to a lack of skilled workers.

Key reasons for the lack of skilled workers at enterprises:

- large-scale emigration of skilled workers (the OECD found that 77 per cent of forced migrants from Ukraine had work experience in their home country, 20 per cent were self-employed or entrepreneurs;
- education data shows that 71 per cent of military migrants have a university degree);
- mass mobilisation of citizens who had previously participated in the labour market to the Armed Forces, mismatch between the skills and qualifications of candidates for vacant positions and the requirements of employers.

The imbalance in the labour market will increase. Over the next decade, there will be a growing demand for specialists in key sectors of the economy and public life, including engineers, technicians, military specialists, STEM specialists (natural sciences, technology, engineering, mathematics), healthcare professionals, energy specialists, construction workers, and public policy and governance specialists.



Other socio-economic risks to human potential development in Ukraine

Poor quality of living conditions

The inability to meet their basic needs in Ukraine (energy, water, heating, communication) complicates their living conditions and calls into question their plans to return home.

Access to basic services has deteriorated due to the war and the destruction of public infrastructure. According to the Ministry of Education and Science, 3,798 educational institutions were damaged by bombardment and shelling, of which 365 were destroyed. According to the Ministry of Infrastructure, 159 institutions providing social services, including social centres, geriatric institutions, sanatoriums, children's camps and boarding schools (including for persons with disabilities) were destroyed or damaged as a result of the hostilities. This has led to a deterioration in the inclusiveness and accessibility of services, and problems with obtaining medical and social services, especially for people with disabilities and the elderly. The livability of cities includes not only the availability of basic public infrastructure, but also barrier-free accessibility, convenience, and the availability of leisure facilities (cultural institutions, public libraries, parks), which directly depends on the quality of urban planning and compliance with planning standards by developers.



The Strategy of Demographic Development of Ukraine until 2040, adopted in September 2024, was developed in line with the Sustainable Development Goals by 2030, proclaimed by the United Nations General Assembly resolution of 25 September 2015. The demographic strategy aims to: ensure a decent standard of living for Ukrainians; create favourable conditions for the return of Ukrainian citizens from abroad.

The goal of the Strategy is to ensure the long-term reproduction of Ukraine's population, including in adverse conditions (wars, epidemics, poverty, economic crises, environmental and man-made disasters), and the ability of people to adapt to changes while maintaining and/or improving key socio-demographic characteristicsю



Demographic Development Strategy of Ukraine until 2040

Goal 1:
to facilitate conditions to
increase birth rates by:

- ✓ creating an environment friendly to families with children
- ✓ facilitating the financial independence of families
- ✓ creating favorable conditions for balancing parenthood and work
- ✓ providing comprehensive support for families with children, which includes both financial incentives and various forms of social support (kindergartens, nannies, etc.)
- ✓ creating opportunities for all children to be raised in biological families and, if that is not possible, in foster families

Goal 2:
to reduce the level of
premature mortality, which
requires:

- ✓ minimization of behavioral mortality factors and encouragement of healthy habits
- ✓ improvement of the overall health condition of citizens better availability and quality of medical care, adaptation of the healthcare facilities network to the specific needs of the population
- ✓ adaptation of medical and social services to the significant increase in the number of people with disabilities
- ✓ preservation of human dignity and high quality of life during illness and treatment
- ✓ promoting human dignity and ensuring a high quality of life during illness and treatment

Goal 3:
to ensure population
growth through migration
by:

- ✓ repatriation of those who left Ukraine both before and after the full-scale invasion by Russia
- ✓ engagement of the Ukrainians abroad (members of the Ukrainian diaspora)
- ✓ selective engagement of migrants from other countries

Goal 4:
to ensure optimal population
distribution within
Ukraine by:

- ✓ improving the quality of life for displaced persons, facilitating their integration into local territorial communities
- ✓ developing areas classified as risky to live in (located 10–25 km from the northern and eastern borders)

Goal 5:
to adapt society to demographic aging and create
conditions for active longevity by:

- ✓ providing support to ensure good health and well-being for the elderly
- ✓ creating opportunities for self-actualization and active life for senior citizens
- ✓ promoting social integration of the elderly and facilitating conditions for active social life for all age groups

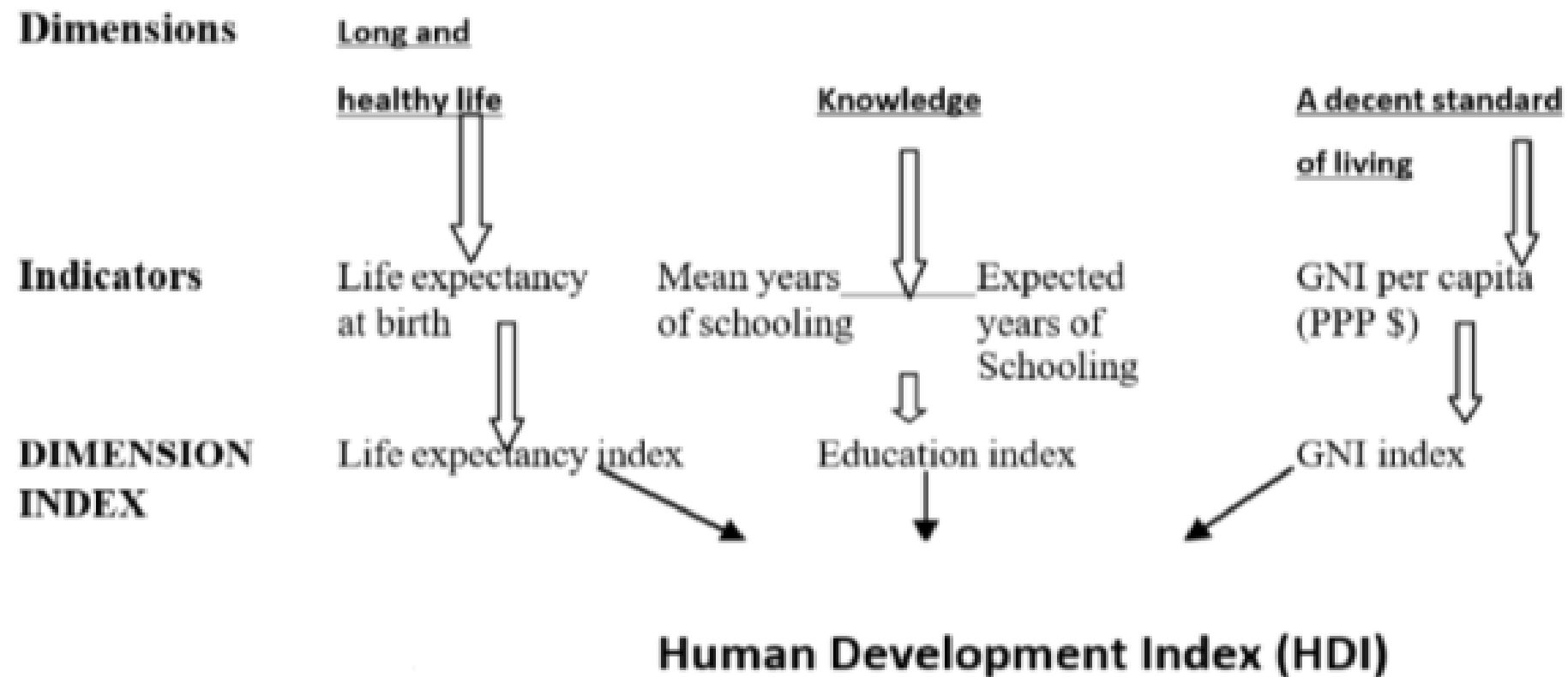
Goal 6:
to overcome negative demographic trends by
developing opportunities for quality life in
Ukraine by:

- ✓ creating a safe social and ecology-friendly environment
- ✓ developing tools for citizens to buy their own housing
- ✓ creating opportunities for economic independence and improving the welfare of citizens
- ✓ establishing the accessibility and proper quality of infrastructure, a human-friendly environment
- ✓ ensuring social cohesion in Ukrainian society.



The Human Development Index, developed in 1990 by the United Nations Development Programme (UNDP), is a comprehensive indicator to capture key achievements in human potential development.

Structure and composition of the Human Development Index



Indicators of the countries with the highest Human Development Index



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Country	HDI rank 2022	Life expectancy at birth (years)	Expected years of schooling (years)	Mean years of schooling (years)	Gross national income (GNI) per capita (2017 PPP \$)	Human Development Index (HDI) Value
Switzerland	1	84,3	16,6	13,9	69 433	0,967
Norway	2	83,4	18,6	13,1	69 190	0,966
Iceland	3	82,8	19,1	13,8	54 688	0,959
Hong Kong, China (SAR)	4	84,3	17,8	12,3	62 486	0,956
Denmark	5	81,9	18,8	13,0	62 019	0,952
Sweden	6	83,5	19,0	12,7	56 996	0,952
Germany	7	81,0	17,3	14,3	55 340	0,950
Ireland	8	82,7	19,1	11,7	87 468	0,950
Singapore	9	84,1	16,9	11,9	88 761	0,949
Australia	10	83,6	21,1	12,7	49 257	0,946
Netherlands	10	82,5	18,6	12,6	57 278	0,946



Ukraine's Human Development Index ranking, 2022



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Country	Rank	HDI Value 2022 ▼
Colombia	91	0.758
Libya	92	0.746
Algeria	93	0.745
Turkmenistan	94	0.744
Guyana	95	0.742
Mongolia	96	0.741
Dominica	97	0.740
Tonga	98	0.739
Jordan	99	0.736
Ukraine	100	0.734
Tunisia	101	0.732
Marshall Islands	102	0.731
Paraguay	102	0.731
Fiji	104	0.729
Egypt	105	0.728
Uzbekistan	106	0.727
Viet Nam	107	0.726
Saint Lucia	108	0.725
Lebanon	109	0.723
South Africa	110	0.717
Palestine, State of	111	0.716
Indonesia	112	0.713
Philippines	113	0.710



Indicators of the Human Development Index of Ukraine in the 2022 ranking

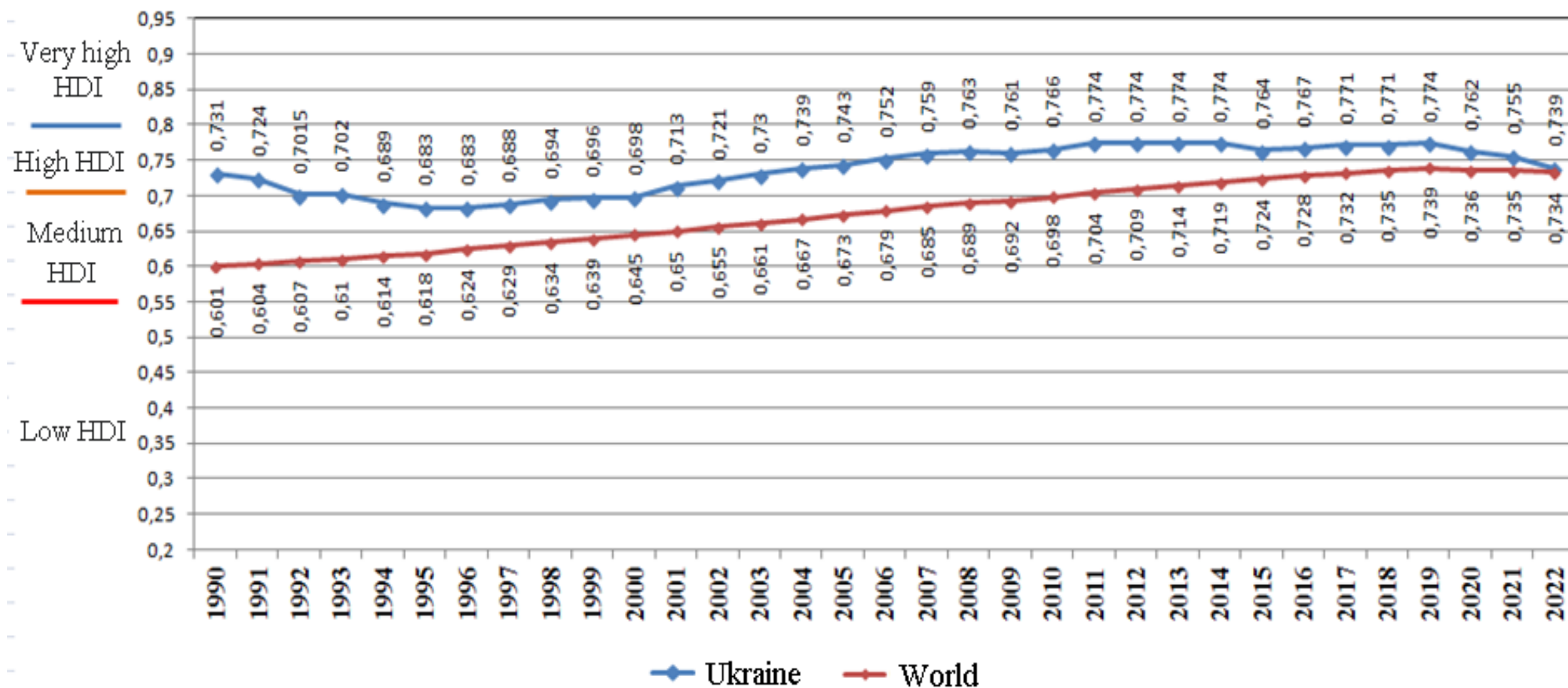
Level of human development	HDI rank 2022	Human Development Index (HDI) Value	Life expectancy at birth (years)	Expected years of schooling (years)	Mean years of schooling (years)	Gross national income (GNI) per capita (2017 PPP \$)	HDI rank 2021
High level	100	0,734	68,6	13,3	11,1	11416	86

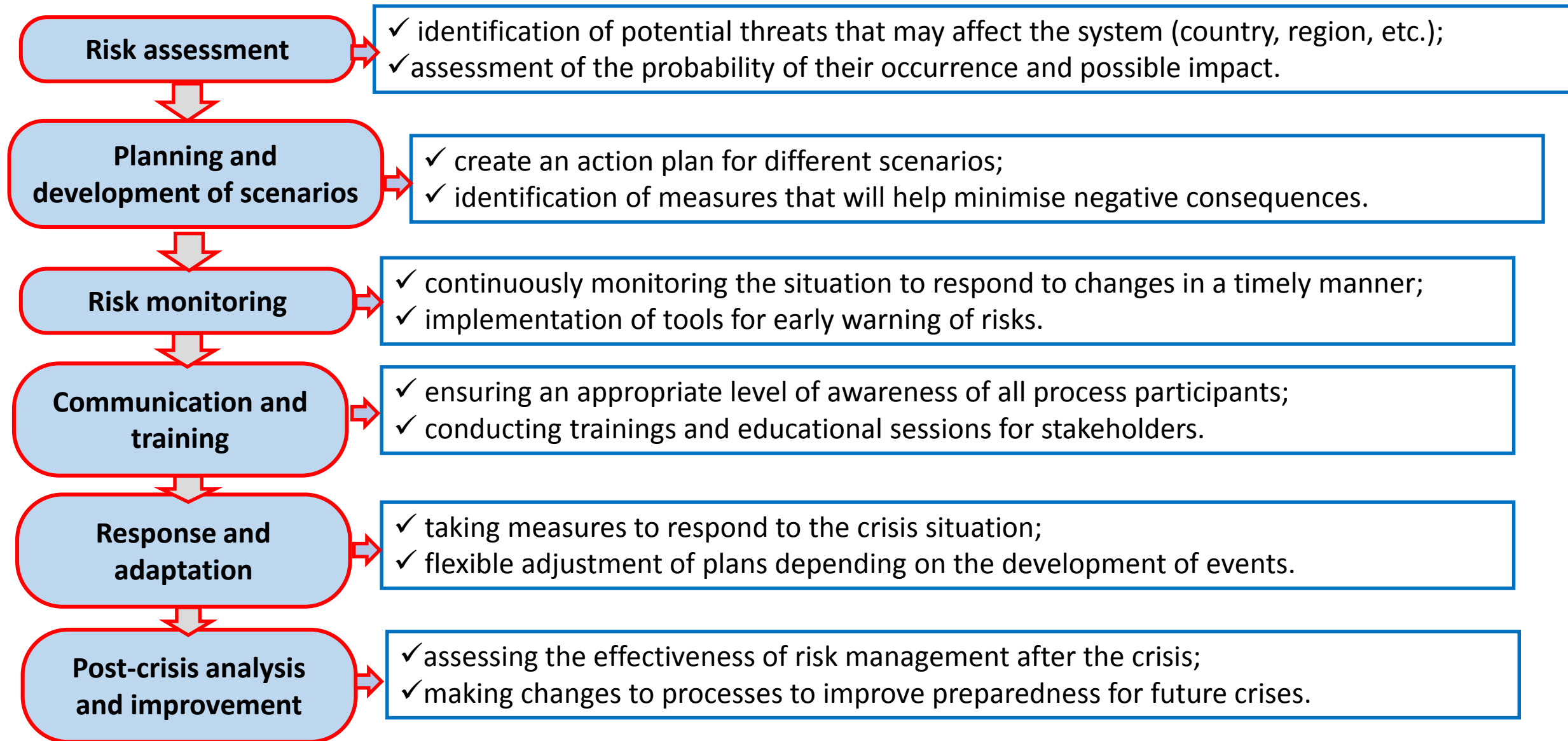


Dynamics of the Human Development Index in Ukraine and the world



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The role of the state in the effective management of human potential development risks

The role of the state in the effective management of human potential development risks is to create conditions that ensure minimisation of various risks associated with human resource development. The state develops and implements laws that regulate social, social and educational processes. Effective legislation helps to protect the rights of citizens, stimulate the development of technology and ensure access to education and healthcare.

The state should invest in the education system, providing quality training and retraining. This helps people adapt to changes in the labour market and increase their competitiveness.

To ensure human development, the state should create an effective healthcare system to reduce the risks associated with morbidity and disability.

The social protection system plays a crucial role in supporting people in difficult life situations. The state should provide social guarantees, including pensions, treatment for the unemployed and other types of support.



1. Education and retraining:

- modernisation of the education system. Investing in new curricula that meet modern labour market challenges, including digital technologies, IT and engineering;
- professional retraining. Programmes for adults who have been affected by the war or lost their jobs. These may include courses in digital skills, agricultural technologies or other relevant areas;
- youth entrepreneurship development. Supporting start-ups and young entrepreneurs can give a new impetus to the economy.

2. Health care and psychosocial support:

- medical rehabilitation. Ensuring access to quality medical services for veterans, IDPs and other victims. Development of the infrastructure of medical institutions and specialists;
- psychological support. Psychological support and social adaptation programmes for people who have experienced trauma due to war. This may include group therapy, psychological counselling, and rehabilitation centres;
- access to healthcare in rural areas. Development of mobile clinics and telemedicine to provide medical services in remote regions.



3. *Economic support and employment:*

- stimulating small and medium-sized businesses. Financial support, soft loans and grants for entrepreneurs who can create new jobs;
- investment in infrastructure. Reconstruction of housing, roads, energy networks and transport infrastructure will create jobs and improve living and working conditions;
- attracting foreign investors. Simplifying conditions for foreign investment and creating economic zones for the development of new industries.

4. *Demographic policy:*

- support for families. Social support programmes for families with children, including financial assistance, access to education and healthcare;
- protection of migrants and IDPs. Ensuring conditions for the return of internally displaced persons or adaptation of those who stayed in new regions. Ensuring their employment and social protection;
- reducing labour migration. Creating conditions for the retention and return of labour migrants by increasing salaries and employment opportunities.

5. Digitalisation of society:

- electronic governance. The creation and improvement of digital platforms for public services will contribute to transparency and convenience for citizens;
- development of digital skills. Programmes for training in digital technologies that will be needed in the modern labour market.

6. Development of science and innovation:

- supporting scientific research. Investing in science, especially in those areas that can make a significant contribution to the development of the country's economy and defence, such as IT, biotechnology and renewable energy;
- integrating Ukraine into global scientific initiatives. Cooperation with international scientific institutions and involvement of Ukrainian scientists in global research projects.

7. Social cohesion and civic participation:

- support for volunteer initiatives. Volunteer movements have proved to be an important factor in supporting people in times of war. Their development can contribute to social cohesion;
- involving communities in decision-making. Strengthening democratic institutions by supporting community and civil society initiatives.

Thank you for your attention!

