

Moroz O.V.,

Tongji Medical College of Huazhong University
of Science and Technology,
Wuhan, China

**CONDUCTING MANDATORY MEDICAL CHECK-UP OF WORKING
PENSIONERS AS A COMPONENT OF THE REGULATORY
AND LEGAL MECHANISM OF PUBLIC ADMINISTRATION OF
THE DEVELOPMENT OF THE LABOUR POTENTIAL OF THE STATE**

Problem setting in general form and analysis of scientific literature. The question of understanding of health state as one of the determinants of the development of the labour potential of the state, through increasing the level of development of its qualitative characteristics and the overall socio-economic development, is not a fundamentally new way to organize scientific research. Relevant way obtains its development in works of Moroz Volodymyr (has proved dependence of the labour potential of a social object on the level of its health, made conclusions about an ability to use the mechanism of public administration of the health care sphere for providing development of labour potential of a social object) [2], Van Zon, Adriaan, and Joan Muysken (have considered that a good health is instrumental in realising the productivity potentials, made a model that proves that growth performance is highly sensitive to changes in the productivity of human capital accumulation activities) [7], Wanda Jaskiewicz and Kate Tulenko (have shown that productivity is determined in large part by the conditions under which people work, presented an reviewed model of the work environment that would positively influence productivity) [6] , and others. Some of the areas of the discussed problematics have developed within the framework of the preliminary research carried out by the author of this publication [1, 3]. Despite the sufficient level of scientific attention to the coverage of the problematics of dependence of state's labour potential on health of its citizens, some of its issues remain open for further scientific research. Among these issues, there are also those that focus on the health features of some of the categories of people involved in the labour activity, such as

pensioners. In our opinion, the relevant problem can be considered through the prism of the system of medical examinations of employees.

Paper main body. The functioning and development of the current system of medical examinations of employees in Ukraine is regulated by several normative and legal acts, the most important for regulation of the relevant sphere of which are: Labour Code of Ukraine; Law of Ukraine «On Labor Protection», and «On Protection of Population against Infectious Diseases»; Resolutions of the Cabinet of Ministers of Ukraine «On the obligatory preventive inspection and the procedure of its carrying out», «On approval of the list of professions, enterprises and organizations, employees of which are subject to obligatory preventive medical examinations, the procedure of carrying out of these examinations and issuance of personal medical books»; Orders of the Ministry of Health «On approval of the List of works where there is a need for professional selection», « On approval of the Procedure for conducting medical examinations of employees of certain categories», « On the approval of forms of primary accounting documentation and instructions for filling them out » etc. After the actualization of the risks associated with the uncontrolled and fast spread of the SARS-CoV-2 coronavirus in Ukraine, several regulatory and legal acts were adopted with the appropriate focus of attention, for example – Resolution of the Cabinet of Ministers of Ukraine made on 09 December 2020 № 1236 «About establishment of quarantine and introduction of restrictive anti-epidemic actions for the purpose of prevention of distribution in the territory of Ukraine sharp respiratory disease of COVID-19, of SARS-CoV-2 caused by coronavirus».

The regulatory and legal acts in the sphere of health care mentioned above establish citizens' duties to make medical examination, and also regulate the procedure to carry it out. The purpose of employees' medical examination is: determination of their ability to qualitative and safe for themselves and work collective performance of labour contract obligations; diagnostics (timely detection) of acute and chronic diseases, as well as prevention of occurrence and spread of infectious diseases.

Approved by Order of Ministry of Health of Ukraine № 246 from 21.05.2007 «Procedure of medical examinations of employees of certain categories» [4]

institutionalizes the norm concerning obligatory taking of the previous (during admission to work) and periodic (during labour activity) medical examination for employees engaged in heavy work, work with harmful or dangerous conditions of work or such, where there is a need for professional support. In addition, the category of people who must undergo periodic (annual) medical examination includes people under 21. The list set out in the order does not cover elderly persons, especially those who continue their work. Such our emphasis is getting its actualization in view of both the gradual increase of the minimum work experience required for retirement (the legislation of Ukraine stipulates that in 2028 the minimum work experience needed for retirement will be equal to 35) and the fairly widespread practice of involving pensioners in labour activities (according to the press service of the Pension Fund of Ukraine as of 01.01.2021 there are 2,7 million working pensioners in Ukraine, which makes up almost 25% of the total number of pensioners [5]). On the one hand, the use of the labour of elderly people ensures that the state to obtain completely positive socio-economic and socio-political effects, and on the other hand, it causes an increase in the probability of the actualization of risks associated with the worsening of the health of such people, and, accordingly, the overloading the country's health care system by increasing the number of medical services. Here we mean the fact that an elderly person, comparing to a person of working age, has a much higher risk of getting sick with relatively equal levels of their work. In addition, working elderly people have significantly higher probability of the probability of exacerbation of chronic diseases, as well as the possibility of exposure to infectious and viral diseases.

Conclusions. Taking into account all mentioned above, we can formulate such following conclusions.

First, currently working in Ukraine system of medical examinations of employees of certain categories does not provide (does not involve) obligatory periodic medical examination for working pensioners. The absence of regulations on the obligatory performance of the previous and periodic medical examination for working pensioners leads to the development of risks related to the deterioration of health of the latter. The fact that state does not take into account these risks by they may cause in the future overloading of the national health care system because of the

need to respond to those challenges, the source of which are the diseases of the working pensioners

Secondly, we suggest to supplement the «Procedure of medical examinations of employees of certain categories» (Order of Ministry of Health of Ukraine № 246 from 21.05.2007) with the statement of mandatory preliminary (during admission on work) and periodic (annual) medical examination for employees who have reached the minimum age of retirement but continue their work. Such an obligation may have the form that is institutionalized for people who are under 21. The refusal of the working pensioner from the annual medical examination should be considered by the employer on the level of basis for the termination of the employment agreement (termination of the employment contract). It should be noted that even without changing the legal norms proposed by us, the employer has an opportunity to oblige the working pensioner to undergo a medical examination annually, for example through the mechanism of including of the appropriate requirement to the labour agreement.

Among the most promising areas for the development of the raised problem are those related to the research of the possibility of solving the issues of medical insurance of working pensioners.

References

1. Мороз А. Забезпечення безпеки в Ухані під час пандемії коронавірусної інфекції (COVID-19): суб'єктивний погляд на об'єктивні події. *Authority and Society – 2020: the 14th International conference*, November 13, 2020. Tbilisi, 2020. P. 439–449.

2. Мороз В. М. Державне управління сферою охорони здоров'я як напрям впливу на розвиток трудового потенціалу соціального об'єкту. *Вісник Національного університету цивільного захисту України*. Сер. : Державне управління : зб. наук. пр. Харків : НУЦЗУ, 2019. Вип. 1 (10). С. 163-173.

3. Мороз О. В. Здобутки сучасного Китаю як свідчення можливості використання його досвіду в системі державного управління України. *Становлення та розвиток публічного адміністрування: X конф. студентів та молодих учених за між нар. уч.*, 10 травня 2019 р. Дніпро, 2019. С. 216–219.

4. Порядок проведення медичних оглядів працівників певних категорій. Наказом Міністерства охорони здоров'я України № 246 від 21.05.2007. *Офіційний вісник України*. 2007. № 55. С. 138

5. Розподіл пенсіонерів по видах та розмірах призначених пенсій станом на 01.01.2021. URL: <https://www.pfu.gov.ua/2128756-rozpodil-pensioneriv-povydah-ta-rozmirah-pryznachenyh-pensij-stanom-na-01-01-2021/> (дата звернення 3.10.22).

6. Jaskiewicz, Wanda, and Kate Tulenko. Increasing community health worker productivity and effectiveness: a review of the influence of the work environment. *Human resources for health* 10. 2012. 1. P. 1-9.

7. Van Zon, Adriaan, and Joan Muysken. Health as Determinant of Economic Growth. *Health and economic growth: Findings and policy implications* 41 (2).

Головінова Н. Ю., Тюпа А. І.,

Харківський національний університет імені В.Н. Каразіна,
м. Харків, Україна

СОЦІАЛЬНА РЕКЛАМА В ДЕРЖАВНИХ СТРАТЕГІЧНИХ КОМУНІКАЦІЯХ. УКРАЇНСЬКІ ОСОБЛИВОСТІ

SOCIAL ADVERTISING IN STATE STRATEGIC COMMUNICATIONS. UKRAINIAN FEATURES

Соціальна реклама є потужним інструментом впливу на масову свідомість суспільства. Найчастіше підіймаються такі мотиви як: мотив справедливості, гордості та патріотизму, здоров'я, екологічної відповідальності, інші актуальні соціальні проблеми [2]. Отже, загальний мотив для соціальної реклами – демонстрація цінностей, закріплення життєвих орієнтацій та цінностей, актуалізація особливих соціальних проблем для усього суспільства.

Головний інструмент, який застосовується в соціальній рекламі – це емоційний вплив, аби викликати у споживача чіткі реакції: симпатію, ненависть, суперечливість; як позитивні, так і негативні реакції. Мотиви використовуються для спонукання споживача на досягнення чи уникнення певної мети. У такому випадку ефективною соціальною рекламою можна