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Innovative Post-war Recovery Plan for Ukraine: Demographic Challenges, Growth Drivers, Cybersecurity

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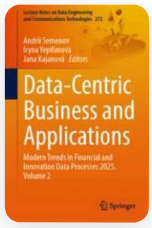

Data-Centric Business and Applications

Svitlana Luchyk, Yulia Manachynska & Marharyta Luchyk

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Abstract

The post-war reconstruction of Ukraine necessitates the restoration and rebuilding of its national economy, severely impacted by the conflict. The reconstruction and recovery processes require substantial financial, material, and human resources, all of which are limited. The deepening demographic crisis and intensified external migration, particularly among young people, have highlighted the urgency of digitally transforming

the national economy. This transformation involves high-tech production, innovative approaches, and modernizing all economic sectors using information and communication technologies. It also includes automating and optimizing routine processes where human involvement is limited or unnecessary. This article aims to assess the current state of human and labor resources in Ukraine, determine the role of digital transformation in post-war economic recovery, and develop recommendations for staffing economic sectors with highly qualified personnel, considering labor market challenges. The scientific research was conducted using general scientific methods, including analysis and synthesis, analogy and modeling, abstraction and concretization, as well as system and graphical analysis. The increasing proportion of pre-retirement and retirement-age individuals in the workforce necessitates raising the age threshold for employees and job seekers. The state and businesses must act proactively to leverage the value of aging workers, lest labor productivity decline and negatively impact economic growth. To meet domestic labor market needs, it is crucial to engage people with disabilities, adapt veterans, and encourage the inclusion of internally displaced persons. Additionally, efforts should focus on attracting foreign specialists and labor migrants willing to contribute to value creation in Ukraine. Improving education quality and expanding training programs in modern digital and information-communication technologies, artificial intelligence, cybersecurity, and information protection are essential for the population, particularly older age groups.

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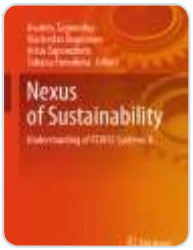

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