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## THE NEED FOR INCREASING LABOR PRODUCTIVITY IN ENSURING THE ECONOMIC SECURITY OF THE PERSON

**Abstract:** The article is written about the mechanisms to ensure the economic security of the individual, including by improving labor productivity. In addition, the article describes the need for the development of scientific developments to ensure the growth of labor productivity.

**Key words:** Economic security of an individual, labor productivity, factors affecting the growth of labor productivity, scientific developments.

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### Introduction

**JEL: L43; L94; G18**

In recent years, ensuring the economic security of the individual is one of the priority areas of state policy in many countries of the world. Especially often, the issue of personal security, including its economic security, is raised in the international arena.

Personal security comes in many varieties. This is due to the fact that the personality is a biosocial system and simultaneously plays the role of both a person as a member of society and a person as a living organism that exists in limited environmental parameters.

In the first case, we are talking about the legal security of the individual, i.e. protection of a citizen by a system of generally binding social norms protected by the traditions of society and the legal activity of the state; about material security, i.e. security of his property, economic, property, labor and family relations; about household safety, i.e. security of buildings and life support systems, housing, utilities, etc.

In the second case, personal safety is ensured by the class of personal environment parameters (by the form of energy movement: physical, chemical, biological, radiation, etc.), as well as by the nature of the effect: somatic safety, or the body is protected

from injuries, wounds, and other injuries; mental - security of the psyche, i.e. normal activity of brain factors of thinking, nervous system; spiritual - security of consciousness, moral state, will and ability to act; physiological - protection of the physiological systems of the body that support its life and performance; energy - protection from cooling the body, starvation or loss of health from exhaustion.

The state, which should complement the efforts of citizens and public organizations, protect all individuals, all social groups, the whole society (nation) as a whole, is called upon to be the main and most comprehensive universal security tool.

### Methodology of research

The term personal safety was first coined by economist Mahbub-ul Haq in the 1994 UNDP Human Development Report. A distinctive feature of the concept is the approach to the development of security problems from the point of view of human development. The concept highlights seven key aspects of human security:

- economic security;
- food security;
- environmental Safety;
- safety for health;
- personal safety;

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- political security;
- public and cultural security.

The economic security of the individual is a state in which conditions are guaranteed to protect vital interests, and social development and social security of the individual are ensured. The economic interests of the individual are determined by high incomes, ensuring property rights, as well as a guarantee of social protection from the state, a high level of education and health care.

The level of income, the quality of social protection, freedom and human rights directly depend on the economic condition of the country. The development of a country's economy depends on whole groups of factors. To ensure economic growth, the State should take comprehensive measures to achieve the necessary goals. One such factor is labor productivity.

Labor productivity characterizes the efficiency of labor in material production. This is not only one of the most important indicators of production efficiency, but also an indicator of great economic and social importance at the macro level. Citizens of the country where the highest labor productivity is achieved must also have the highest standard of living. Labor productivity is the quantity of products produced over a certain period per one employee or labor costs per unit of output.

In accordance with the degree and nature of the impact on the level of labor productivity, factors affecting labor productivity can be divided into three groups. Among the factors can be identified:

1. Material and technical (modernization of equipment, mechanization of manual work, automation of production, introduction of the latest technology, use of a new type of raw material);
2. Socio-psychological factors (improvement of management and production organization, improvement of production organization, improvement of labor organization);
3. Organizational and economic factors (quality of the labor collective, their social and demographic composition, level of training, creative initiative and labor activity of employees).

Labor productivity is characterized as one of the basic indicators reflecting the real effectiveness of the functioning of the economy as a whole. Being a relative indicator, labor productivity allows you to compare the effectiveness of various groups engaged

in the production process and plan numerical values for subsequent periods.

Labor productivity characterizes the productivity of labor costs per unit of time. For example, it shows how much production a worker will produce per hour. Increased productivity leads to increased production and savings on wages.

Labor productivity is a characteristic of the effectiveness of productive activities for a certain time.

The level of productivity can be measured using indicators of output and labor intensity.

$$\text{Production } W = \frac{Q}{T}$$

$Q$  — volume of production  
 $T$  — working hours

The inverse is laboriousness. (t)

$$t = \frac{T}{Q}$$

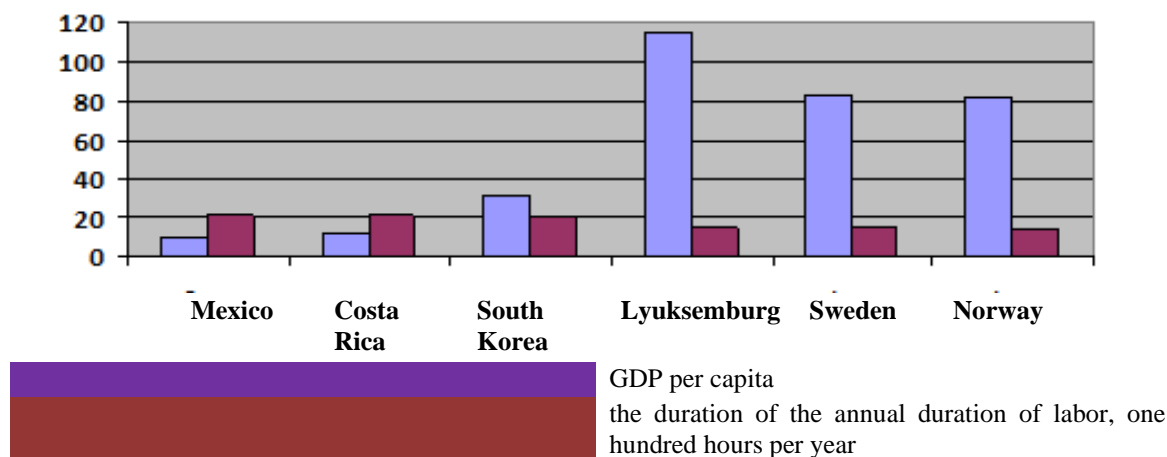
Generation can be considered for different periods.

### Analysis and results

Based on the foregoing, it follows that labor productivity is affected by both the cost of working time and the volume of production. In many countries of the world, longer workweeks do not always lead to higher productivity growth. According to the Organization for Economic Co-operation and Development, Mexico, Costa Rica and South Korea have one of the longest annual working hours in the world. On average 2018, 2148 hours / year worked in Mexico, 2121 hours / year in Costa Rica, and 1993 hours / year in South Korea. In terms of GDP per capita for 2018, according to the IMF, which also reflects the standard of living, Luxembourg ranks first with 114.23 thousand US dollars. In second place is Switzerland with 82.95 thousand US dollars and in third place is Norway with 81.69 thousand US dollars. In Mexico, this figure is 9.81 thousand US dollars, Costa Rica 11.74 thousand US dollars and South Korea 31.35 thousand US dollars. At the same time, Luxembourg has an average of 1,506 hours a year, 1459 hours a year in Switzerland and only 1,416 hours a year in Norway. It can be concluded that the amount of working time not always affects the growth in the production of goods and services.

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**Fig.1. The ratio of time spent and GDP per capita by country.**

In recent years, the need to increase labor productivity to improve the quality of life of the population has become apparent. Given the production and socio-political importance of labor productivity, much attention has always been paid to raising its level. Therefore, starting from a specific enterprise and ending with domestic state economic policy, a search has always been made for ways to increase labor productivity and open up reserves for increasing it.

One of the main ways to increase labor productivity is to integrate scientific and technological progress with the production of goods and services. It is scientific and technological progress that is the locomotive of economic development. The use of innovation in the production process leads to resource savings, increased labor productivity, a decrease in the number of labor resources in production. In addition, as a result of scientific and technical progress, the process of production of new types of products begins, which mainly have a higher added value.

In the modern world, the economic power of a country is determined not so much by the volume of gross national product produced and its availability of capital and labor resources, but by the size of its scientific and technical potential, the effectiveness of

its use, expressed in the number of inventions and discoveries, new types of products, primarily technology and technology. Scientific and technical potential has become a special kind of resource these days. Without it, modern competitive production becomes impossible. The country's scientific and technical potential is a cumulative resource of its scientific and technical sphere, creating new products and technologies. It is determined not only by the amount of scientific and technical resources available, but also by their quality, ability to manage these resources, correctly evaluate prospects, and scientists' internal interest in discoveries and inventions. [eleven]

In many countries of the world, more and more attention is paid to R&D financing. According to the UNESCO Institute for Statistics, the world leaders in investment are the USA, China, Japan and Germany. These countries invest in the development of scientific research more than other countries in absolute terms. As a result, they most of all influence the trends occurring in the world economy. In terms of R&D expenditures in% of GDP, Israel ranks first with 4.6%, South Korea with the same indicator in second place and Sweden with 3.3% in third place. [9]

**Table 1. List of countries by R&D expenditure relative to GDP**

Country Name	R&D expenditures as% of GDP in	2018 IMF GDP per capita	Rank in the IMF per capita GDP ranking for 2018
Israel	4,6%	53,873	11
South Korea	4,6%	41644	21
Sweden	3,3%	31346	28

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The countries with the highest share of R&D expenditures in GDP are either rapidly developing or developed countries. The living standards of the population in these countries are much higher than those of the rest of the region, with the exception of Sweden, which is located in one of the richest regions in the world.

### Conclusions

As already mentioned, increasing the growth of labor productivity is one of the main tasks of many countries to ensure the growth of living standards. As

a result of investing in scientific and technological developments and innovations, labor productivity is improved by saving resources and working time. The cost of goods and services is falling, the profitability of manufacturers is growing. More free resources are emerging to stimulate labor and improve the quality of life of the population. Ultimately, increasing incomes and improving living standards of the population are necessary components in ensuring the economic security of the individual in a market economy.

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