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### ЗАГАЛЬНООБОВ'ЯЗКОВЕ ДЕРЖАВНЕ ПЕНСІЙНЕ СТРАХУВАННЯ В СИСТЕМІ ПЕНСІЙНОГО ЗАБЕЗПЕЧЕННЯ УКРАЇНИ

**Матвієнко І.Л.**

*Предметом дослідження є теоретичні підходи до трактування сутності та принципів запровадження та успішного функціонування багаторівневої пенсійної системи, зокрема системи загальнообов'язкового державного пенсійного страхування, а також системи недержавного пенсійного забезпечення.*

*Мета статті – комплексний аналіз системи загальнообов'язкового державного соціального страхування та страхових внесків на загальнообов'язкове державне пенсійне страхування, а також практики його застосування в Україні.*

*Теоретичною і методологічною основою досліджень є: загальні принципи провадження системи загальнообов'язкового державного пенсійного страхування, а також системи недержавного*

пенсійного забезпечення в Україні, законодавчі акти, наукові праці вчених у галузі економіки та пенсійного забезпечення, теоретичні погляди та підходи щодо впровадження накопичувальної системи загальнообов'язкового державного пенсійного страхування в Україні.

**Результати дослідження.** У статті розглянуто систему пенсійного забезпечення України та місце загальнообов'язкового державного пенсійного страхування в ній, визначено роль та місце державного пенсійного страхування як складової системи соціального страхування. Визначено, що для України у подальшій перспективі необхідно формувати багаторівневу систему пенсійного забезпечення.

**Галузь застосування результатів дослідження** полягає в тому, що подані в роботі теоретичні положення та рекомендації узагальнюють функціонування системи соціального захисту населення, на це ї можуть звернути увагу, у своїй діяльності, представники Пенсійного фонду та НПФ.

**Висновки.** Необхідність реформування пенсійного забезпечення викликано низкою об'єктивних факторів: економічних, демографічних, соціально-політичних. Сьогодні ця проблема особливо актуальна в багатьох країнах світу, незалежно від рівня економічного розвитку, що обумовлено старінням населення, зміною його вікової структури, ускладненням економічної ситуації. Але розв'язувати її потрібно ретельно зваживши всі фактори та можливості як держави, та і її громадян. При цьому необхідно враховувати національні традиції та менталітет людей.

Нова пенсійна система, особливо її накопичувальна частина, спрямована на виховання економічної самостійності та відповідальності громадян за стан особистого матеріального добробуту після виходу на пенсію. Це повинно змусити людей уже сьогодні замислитися над тим, що вони отримають по завершенні своєї трудової діяльності, підвищити їх зацікавленість у контролі за належною сплатою роботодавцями страхових коштів до Пенсійного фонду.

**Ключові слова:** пенсійна реформа, солідарна система пенсійного страхування, накопичувальне пенсійне забезпечення, система недержавного пенсійного забезпечення.

## ОБЩЕОБЯЗАТЕЛЬНОЕ ГОСУДАРСТВЕННОЕ ПЕНСИОННОЕ СТРАХОВАНИЕ В СИСТЕМЕ ПЕНСИОННОГО ОБЕСПЕЧЕНИЯ УКРАИНЫ

Матвиенко И.Л.

**Предметом исследования** являются теоретические подходы к трактовке сущности и принципов внедрения и успешного функционирования многоуровневой пенсионной системы, в частности системы общеобязательного государственного пенсионного страхования, а также системы негосударственного пенсионного обеспечения.

**Цель статьи** - комплексный анализ системы общеобязательного государственного социального страхования и страховых взносов на общеобязательное государственное пенсионное страхование, а также практики его применения в Украине.

**Теоретической и методологической основой исследований** являются: общие принципы производства системы общеобязательного государственного пенсионного страхования, а также системы негосударственного пенсионного обеспечения в Украине, законодательные акты, научные работы ученых в области экономики и пенсионного обеспечения, теоретические взгляды и подходы по внедрению накопительной системы обязательного государственного пенсионного страхования в Украине.

**Результаты исследования.** В статье рассмотрена система пенсионного обеспечения Украины и место общеобязательного государственного пенсионного страхования в ней, определена роль и место государственного пенсионного страхования как составной системы социального страхования. Определено, что для Украины в дальнейшей перспективе необходимо формировать многоуровневую систему пенсионного обеспечения.

**Область применения результатов исследования** заключается в том, что представленные в работе теоретические положения и рекомендации обобщают особенности функционирования системы социальной защиты населения, на это и могут обратить внимание, в своей деятельности, представители Пенсионного фонда и НПФ.

**Выводы.** Необходимость реформирования пенсионного обеспечения вызвано рядом объективных факторов: экономических, демографических, социально-политических. Сегодня эта проблема особенно актуальна во многих странах мира, независимо от уровня экономического развития, что обусловлено старением населения, изменением его возрастной структуры, усложнением экономической ситуации. Но решать ее нужно тщательно взвесив все факторы и возможности как государства, да и ее граждан. При этом необходимо учитывать национальные традиции и менталитет людей.

Новая пенсионная система, особенно ее накопительная часть, направленная на воспитание экономической самостоятельности и ответственности граждан за состояние личного материального благосостояния после выхода на пенсию. Это должно заставить людей уже сегодня задуматься над тем, что они получают по завершении своей трудовой деятельности, повысить их заинтересованность в контроле за надлежащей уплатой работодателями страховых средств в Пенсионный фонд.

**Ключевые слова:** пенсионная реформа, солидарная система пенсионного страхования, накопительное пенсионное обеспечение, система негосударственного пенсионного обеспечения.

## GENERAL PUBLIC PENSION INSURANCE IN UKRAINE'S PENSION PROVISIONAL SYSTEM

Matvienko I.L.

**The subject of the study** is theoretical approaches to the interpretation of the essence and principles of the introduction and successful operation of the multi-level pension system, in particular the system of compulsory state pension insurance, as well as the system of non-state pension provision.

**The purpose of the article** – is a comprehensive analysis of the system of compulsory state social insurance and insurance premiums on compulsory state pension insurance, as well as practices of its application in Ukraine.

**Theoretical and methodological basis of research is:** general principles of the system of compulsory state pension insurance, as well as the system of non-state pension provision in Ukraine, legislative acts, scientific works of scientists in the field of economics and pensions, theoretical approaches and approaches to the introduction of a cumulative system of compulsory state pension insurance in Ukraine.

**Research results.** The article deals with the system of pensions of Ukraine and the place of compulsory state pension insurance in it, the role and place of state pension insurance as a component of the social insurance system is determined. It is determined that for Ukraine in the future, it is necessary to form a multilevel system of pensions.

**The field of application of the research results is** that the theoretical positions and recommendations presented in the work generalize the functioning of the system of social protection of the population, and in this regard, the representatives of the Pension Fund and NPF can pay attention to this.

**Conclusions.** The need for reforming pensions is due to a number of objective factors: economic, demographic, socio-political. Today, this problem is particularly relevant in many countries of the world, regardless of the level of economic development, due to the aging population, the change in its age structure, the complication of the economic situation. However, it must be resolved carefully by weighing up all the factors and possibilities of both the state and its citizens. It is necessary to take into account national traditions and mentality of people.

The new pension system, especially its accumulative part, aims at raising economic independence and the responsibility of citizens for their personal well-being after retirement. This should force people to think today about what they will get after completing their work, increase their interest in controlling the proper payment of employers' insurance funds to the Pension Fund.

**Keywords:** pension reform, solidarity system of pension insurance, accumulative pension provision, system of non-state pension provision.

**Actuality of theme.** The formation of Ukraine as a democratic, socially oriented, rule of law is aimed at raising the standard of living of its citizens to the social standards of the civilized countries of the world. A well-balanced and balanced social policy aimed at social progress, that is, to overcome poverty, to reduce the property stratification of the population, to improve prosperity, to strengthen social stability and simultaneously transform social factors into an important tool for accelerating economic development, will contribute to this. Among the topical socio-political tasks one of the problematic places is pension provision, which should be based on the principles of social justice and promote decent life of the disabled citizens. A special role in this case belongs to compulsory pension insurance as a basis for guaranteeing the future of a decent life of pensioners.

**Degree of research.** The study of issues of the introduction and successful functioning of the multi-level pension system is considered by many foreign and domestic scientists and specialists. The basic theoretical foundations of pension reform are set out in the works M. Wiener, H. McTaggart, V. Roika, N. Volgin, A. Babich, V. Shakhov, A. Soloviev. Significant contribution to the study of mechanisms for the introduction of compulsory retirement insurance and the development of models of social protection of the disabled population made O. Garyacha, Nadtochy, N. Novikov, M. Papiyev, I. Syrota, M. M. Boyko, G. Goleusova, A. Nechay, O. Paliy.

**The purpose of the study** is the substantiation of the theoretical and methodological principles for implementing the system of compulsory state pension insurance as an institution and an «instrument» of social policy.

**Presentation of the main material.** Pension insurance is a complex subsystem that combines economic, social and legal institutions that are designed to realize the interests and needs of protecting various segments of the population. From the economic point of view, pension insurance acts as an institution of social policy. From social - is considered as a component of the social insurance system, and as a form of social protection, which allows, in the event of social risks, to maintain the necessary standards for the level and quality of life of the disabled population. From the legal aspects of pension insurance is treated as a system of legal norms that regulate social protection of the population in the event of insurance cases provided by law. Institutes of the pension system are economic, organizational, legal forms of reserving material resources in the event of an old age, disability, survivors. Being included in the legal field of labor and social legislation, they have their own regulatory framework that regulates and defines the social roles and legal status of the subjects of the pension system, the mechanisms of social guarantee and insurance pension provision, through which the constitutional rights of citizens for pension provision are realized, mechanisms and organs of control of the pension system [9].

In many countries, pension systems have long been multilevel and reminiscent of a kind of «retirement cake». This «cake» also transforms the pension system in Ukraine [4]. The introduction of such a system in Ukraine began in 2004 when the laws «On Compulsory State Pension Insurance» and «On Non-State Pension Provision» were adopted.

It consists of three levels: I – joint pension insurance system; II – accumulative system of compulsory pension insurance; III – system of non-state pension provision. That is, Ukraine has defined its system of pensions, which is an approximated structure to the pension systems of European countries. For example, in Latvia, Poland and Hungary, according to the degree of sufficiency, pension provision is carried out in three stages. The first stage reflects a certain subsistence level through a social redistributive system. The second is characterized by the involvement of the population in the compulsory and accumulative system of pension insurance, and the third provides for the voluntary participation of each person in pension insurance [12].

The system of pensions in Ukraine consists of three levels.

*The first level* – reformed solidarity system of compulsory state pension insurance based on the principles of solidarity and subsidization and the payment of pensions and the provision of social services at the expense of the Pension Fund. Participants of this system are all insured persons, ie citizens who and for whom contributions to the compulsory state social insurance are paid (these are, first of all, employed persons, as well as individual entrepreneurs, self-employed persons and some other persons)[10].

The nature of the joint pension system is that it operates under the current payout regime. Unlike the accrual system, where premiums paid by the insured person are paid for in order to generate profits in favor of insured persons, and unlike budget pension programs that provide for the payment of pensions at the expense of the state budget, in the solidarity system, the able-bodied generation citizens, paying insurance premiums, generates financial resources, which are immediately directed towards the payment of pensions to the disabled generation.

The solidarity system is a system based on the principles of solidarity, subsidization and payment of pensions and the provision of social services at the expense of the Pension Fund on the terms and in accordance with the procedure envisaged by the Law of Ukraine «On Compulsory State Pension Insurance»[6]. Compulsory deductions to the Pension Fund (35.2%: 33.2%, the employer, 2% -worker) are usually made by the employee's accountancy at the expense of his salary. In essence, the Pension Fund is a big «money bag», where all deductions from wages are initially followed by a distribution among the retirees - when they reach retirement age, they usually receive a pension.

In the joint pension system, insurance pensions are paid: old-age pensions, disability, survivors, certain allowances and additional payments to these payments, as well as assistance for the burial of pensioners[10].

Almost all citizens of the country, regardless of their age and desire, are actively involved in it. So, as of 2017, 11.9 million Ukrainians are retired and receive a pension, while others pay or will eventually pay mandatory pension contributions to the Solidarity System.

Pension reform has started in Ukraine since October 11. The draft law No. 6614 «The Draft Law on Amendments to Certain Legislative Acts of Ukraine on Increasing Pensions» was adopted. Under this law all pensions will be recalculated according to the new formula. It will take into account the average of three years of salary and a new coefficient. The wage index has increased to 3764 UAH, and the coefficient has fallen from 1.35% to 1%. The increase in the pension will be from 50 to more than one thousand hryvnia. But those who retired in 2014- 2017 will not receive an allowance[11].

It is with the adoption of this law that the differentiation of pensions is restored.

That is, an individual approach, depending on how much a person experiences - this is one factor that affects the size of the pension. And the second - which man has a salary. Each will have an individual pension. The size of the average pension from the Solidarity system will increase each year, but taking into account the inflation rate, the size of the real pension increases considerably more slowly. The average pension in Ukraine is twice lower than the living wage and from October 1, 2017, is 1,880 UAH. With the adoption of the new law, the minimum pension is now 1452 UAH - for those who have enough experience (there was - 1312 UAH). The minimum pension for those who do not have enough seniority has increased from 949 UAH to 1373 UAH.

**Table 1. Minimum pension in Ukraine**

Year	2013	2014	2015	2016	2017
<i>Minimum pension, UAH.</i>	894	949	949	1074	1452

Consequently, the size of the minimum pension, as well as the size of the average, in the Solidarity system grows each year, although it remains rather low [10].

*By October 2017, in order to receive a minimum pension, according to the law, there were two conditions: the retirement age (women - 55, men - 60) and the existence of a minimum insurance period - the period during which a person paid pensions contributions to the PFC (for men it is 20 years, for women - 15). [5].*

Officially, the retirement age has not been raised and for the necessary insurance period will be possible to retire at 60. However, the new reform in Ukraine introduces new requirements for the insurance period. So, to retire at 60, you need to have 25 years of insurance experience. At the age of 15 - 25 years, you can retire at 63 years, less than 15 years - to 65 years. However, gradually increasing the insurance period, and from 2028 will need to have 35 years of service. The experience can be bought up - one year will cost almost 17 thousand UAH, and 5 years (maximum amount) - 84 480 UAH.

Also retired pensioners canceled the pension tax. Now the state will not charge 15% of the pension.

From 2019 there will be a second level of the pension system - a cumulative one that assumes that Ukrainians will deduct a certain amount of their salary from their salary to the state account [11].

*The second level* – the accumulative system of compulsory state pension insurance, based on the principles of accumulation of funds of insured persons in the Accumulation Fund and financing of expenditures for payment of life insurance pension and lump sum insurance contracts. This system is not operational yet. It should be implemented according to certain socio-economic conditions defined by the legislation (Law of Ukraine «On Compulsory State Pension Insurance»). Currently, the state made the relevant preparatory work [10].

The government planned to elaborate and submit to the Parliament a number of bills on the introduction of an accumulation system of pension insurance by the end of 2018. The introduction of the accumulation system of pension insurance is provided for by the pension reform, which came into force on October 11, 2017. In accordance with the Law «On Amendments to Certain Legislative Acts of Ukraine on Increasing Pensions», the transfer of insurance premiums to a pension insurance system will be introduced from January 1, 2019. Participants in the accumulation system are those who, as of January 1, 2019, are subject to a compulsory state pension insurance [8].

*The second level of the pension insurance system does not depend on the demographic situation in the country. The main factor influencing its effectiveness is the size of wages or income. Therefore, the problems of the accumulation system of compulsory pension insurance should include economic, which depend on the level of income, that is, the development of the economic system of the state.*

*The main feature of this system is that in it, unlike the joint-stock company, there is no immediate payment of pension funds received in the form of insurance premiums. Such funds are directed to the formation of real individual savings of insured persons. In order to preserve these savings, their investment in money, stock markets, real estate objects, banking metals and other assets permitted by the Law of Ukraine «On Mandatory State Pension Insurance» is provided. [4].*

Implementation of this system should establish the necessary size dependence on the size of future pension paid under an employment (insurance) contributions record and, therefore, encourage workers and employers to legalize income and contribute fully. The basis of such a system is individual pension accounts, which during the labor activity will account for the pension contributions of citizens. An individual retirement account is something like a bank account. A person makes cash contributions to this special account during work. The investment of these funds is then carried out until the person reaches the retirement age. After reaching the retirement age, a person may use savings with accrued interest to support himself in old age. The implementation of this system is very important for middle and high paying employees.

The system of individual retirement accounts has several advantages:

- the size of the contributions determines the size of the future pension;
- the contributions made by the person is its property;
- the person controls the amount of money accumulated;
- in the case of significant contributions during work, the size of the pension will be greater than the solidarity system;
- the system of individual pension accounts contributes to the creation of a flexible labor market in the country;
- the national economy will receive a sufficiently large fund of long-term investment projects.

The implementation of compulsory state pension insurance requires the state to create a mechanism that guarantees protection of the interests of all participants. It is envisaged that the management of compulsory state pension insurance funds will be implemented jointly by the state and private sector [1].

During the first eleven years of its existence, the Ukrainian compulsory accumulation system will operate on the basis of centralization, that is, individual pension accumulation of insured persons will be concentrated in the State Savings Fund. After the end of this period, insured persons will be entitled to retain their pension accumulation in a centralized fund or direct them to non-state pension funds of their choice. [6].

In the framework of the mandatory accumulation system, the transfer of ownership of the insurance premiums sent to it and the income received from their investment directly to the insured persons will also be introduced, as well as the right to inherit individual pension savings.

The first and second tiers of the pension system in Ukraine constitute the system of compulsory state pension insurance [2].

The third level is the system of non-state pension provision based on the principles of voluntary participation of citizens, employers and their associations in the formation of pension savings in order to receive pension benefits by citizens on the terms and in accordance with the procedure provided by the legislation on non-state pension provision.[3]. This system is already operating in Ukraine. Its participants on a voluntary basis may be practically anyone who wishes to meet the criteria specified by the law.

The system of non-state pension provision is represented in Ukraine by the market of services of non-state pension funds (hereinafter - NPF). This market began to operate in 2005 after the enactment of the Law «On Non-State Pension Provision». Non-state pension funds are operating on this market - NPFs and professional companies providing services to them - NPF administrators and NPF asset management companies, as well as banks providing NPF asset management services [5]. As of June 30, 2017, the State Register of Financial Institutions contained information on 64 non-state pension funds (NPFs) and 22 administrators of NPFs [7].

The assets of non-state pension funds are increasing every year. Thus, at the end of 2008, total assets increased by UAH 331 million, reaching UAH 612 million. compared to UAH 281 million at the end of 2007. The tendency to increase is also shown by the total increase of assets in relation to the previous period (in 2008 - by 118 percent) [5].

As of June 30, 2017, administrators of non-state pension funds concluded 66.5 thousand pieces. pension contracts, which is more by 9.6% (5.8 thousand units) as compared to June 30.

As of June 30, 2017, the total number of NPF participants amounted to 838.0 thousand people (as of June 30, 2016 - 831.2 thousand people), 83.2 thousand of whom received pension benefits (9.9% of total number of participants).

As of June 30, 2007, the overwhelming majority of NPF participants were individuals aged 25 to 50, namely 61.9%, and those aged 50 to 60 years old, which accounted for 26.9%. The share of NPF participants in the age group over the age of 60 was 9.4%, and the age group up to 25 years old - 1.8%. Pension payments (one-time and for a fixed term) as at 30.06.2017 amounted to UAH 685.2 million, which is by 18.1% more than in the same period in 2016 (Figure 6), with one-time payments increased by 10, 5%, retirement payments for a specified period - by 52.6%.

As of June 30, 2017, the total value of assets formed by non-state pension funds amounted to UAH 2 248.7 million, which is 12.4%, or UAH 248.4 million. more in comparison with the similar period of 2016 and on 4,2%, or on 91,6 million UAH. more compared to the same period in 2015

Results of the development of the system of non-state pension provision as of June 30, 2017 [7].

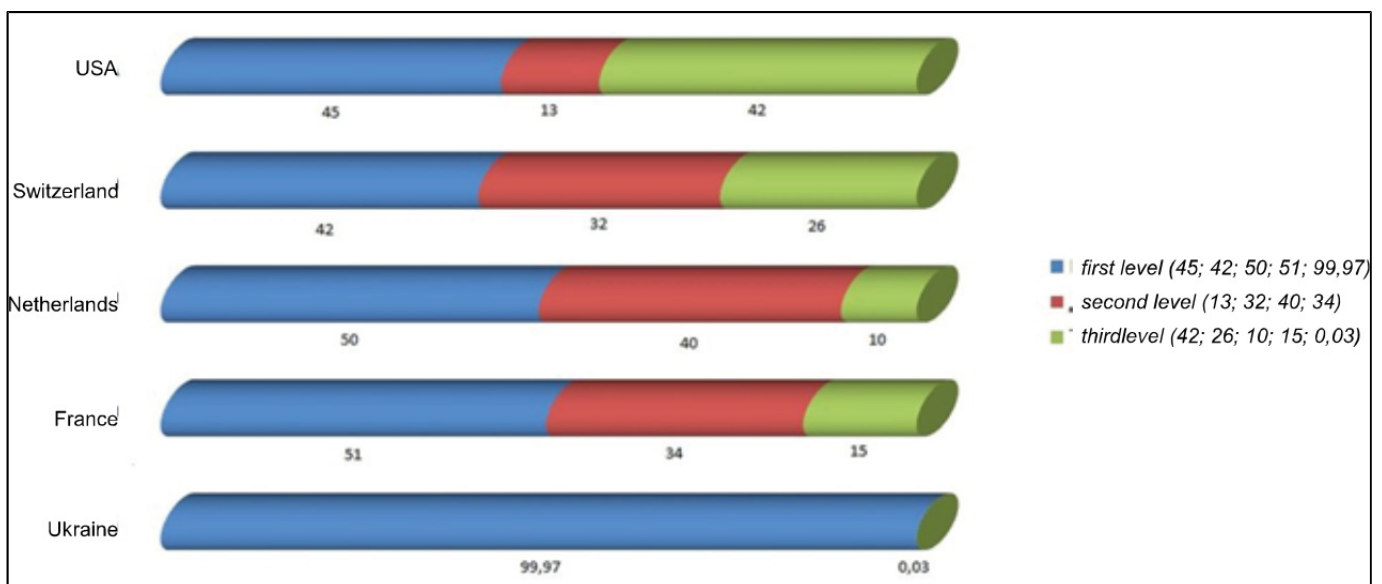
The second and third levels of the pension system in Ukraine are a system of accumulative retirement provision. Global practice proves that such a combination is optimal, since it provides social guarantees and financial stability of the pension system (Fig.).

After all, solidarity and accumulation systems are subject to the influence of various risks: the first is vulnerable to demographic risks and is fairly resistant to inflation, and the other - on the contrary. In addition, it should be noted that the reformed solidarity will take into account, first of all, the interests of the poor, and the accumulation will stimulate the retirement savings of all citizens, especially with average and high incomes [4].

**Conclusions.** State pension insurance is one of the fundamental guarantees of social protection, whose purpose is to support the material welfare of citizens and their families in the event of retirement age, disability or survivors' benefits. It serves as a set of special closed redistributive relations between its participants on issues of formation at the expense of monetary contributions of the target pension fund to provide cash assistance to retired citizens. Its normative base is included in the list of basic human rights and is one of the most important means of achieving social harmony in society, thereby promoting the growth of participation in society by representatives of all social groups of the population. In the system of state pension insurance, the main two models are: distributive (solidarity) and accumulative. For Ukraine, the combination of solidarity and accumulation systems is the most optimal option for the new pension system, since it allows diversification of various types of risks.

**The introduction of such a system in Ukraine began in 2004 when the laws «On Compulsory State Pension Insurance» and « Non-State Pension Provisions» were adopted.**

The specified normative-legal acts define the principles, principles and mechanisms of the functioning of the system of compulsory state pension insurance and non-state pension provision, appointment, conversion and payment of pensions, provision of social services, as well as regulate the formation of the Accumulation Pension Fund, financing at its expense expenditures for the payment of life insurance pension contracts or lump-sum payments and other legal relations related to non-state pension provision.



Worldwide practice brings together the three levels of the pension system [1].

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### СУЧАСНИЙ МЕХАНІЗМ ПОДАТКОВОГО РЕГУЛЮВАННЯ СОЦІАЛЬНОГО РОЗВИТКУ СУСПІЛЬСТВА

Нікітішин А.О.

**Предметом дослідження** є теоретичні та прикладні засади податкового регулювання соціальної складової розвитку суспільства.

**Метою дослідження** є розкриття вітчизняного механізму податкового регулювання та напрямів його впливу на соціальний розвиток суспільства.

**Методи дослідження.** У науковій статті застосовано сукупність методів і підходів, що дозволило реалізувати концептуальну єдність дослідження. При розкритті вітчизняного механізму податкового регулювання соціального розвитку суспільства використані наступні методи: системний, структурний, групування, аналізу та синтезу.

**Результат роботи:** розкритий вітчизняний механізм податкового регулювання, що надало можливість виділити пріоритетні соціальні сфери, податкове стимулювання яких сприятиме соціальному розвитку суспільства. Встановлено, що системно використовуючи вітчизняні механізми податкового регулювання, які реалізують соціальний зміст оподаткування, є можливість забезпечувати фінансування, стимулювання, обмеження (стримування), підтримку, регулювання розвитку різних соціальних сфер. Визначено найбільш дієві та широко застосовувані вітчизняні локальні інструменти податкового регулювання. Ідентифіковано найтипівіші сучасні елементи податкового регулювання соціального розвитку суспільства.