

Секція: Економічні науки

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INDICATORS AND DYNAMICS OF HUMAN CAPITAL DEVELOPMENT

Human capital has become the basic factor in the stable functioning of the national economy of each country. Therefore, the definition of indicators and dynamics of human capital development is of interest for the realization of the strategic tasks of the state.

The last four decades of research on human capital as a component of national wealth were at the center of the attention of world-class experts - G. Becker [1], J. Minzer [2], T. Schultz [3], I. Fisher [4]. Ukrainian scientists were profoundly studying the diverse aspects of human capital. A number of researchers conducted a thorough scientific work, its results do not exclude the need for a continuous analysis of the state and dynamics of human capital, indicators of human capital development, the definition of Ukraine in the background of other countries. These issues are discussed below.

A large number of research in the field of human capital determines a wide range of indicators of human capital development [5-9]. There is no consensus on the characteristics of human capital. In the legislative documents of Ukraine, the category of "human capital" is not normatively defined, and, accordingly, there is no system of indicators of its characteristics. Instead, there are a number of standardized indicators used in the analysis of categories that researchers of human capital often use in their writings. The index of human

development is often used.

Agree with the opinion that objective data are included in the index of human development, which are calculated according to a unique methodology at the international level by country. With increasing number of parameters, the actual reflection of the current situation regarding the human development of the country decreases. But all the negative aspects of the expansion of the capacity of the index of human development should not interfere with the improvement of the methodological basis of its calculation, both at the international level and within the framework of Ukraine, and the introduction of developed methodologies in country studies. The developed methodological provisions for the analysis of human capital, human development in Ukraine should be correlated with international methods for providing international comparisons.

We consider the content of the category «human development», and accordingly the composition of the index of human development, significantly different from the categories «human capital» and the definition of its indicators. Therefore, it is impossible to uniquely identify indicators of the state of human development and human capital, although scientists and practitioners often confuse them.

The following research analyzes the practice of human capital in Ukraine and other countries: global competitiveness index, consumer food prices (total cost) expected life expectancy at birth, average median age of the population, index of environmental effectiveness.

These indicators somewhat extend the existing analysis of the practice of human capital on the one hand. On the other hand, indicators that usually characterize human capital are not considered, because they are presented in other studies [6; 8; 9; 10]. An analytical characteristic was conducted in the context of comparing the achievements of Ukraine and other countries in the world in order to understand Ukraine's place on the world stage.

The ability and efficiency of the functioning of human capital is due to the

internal situation in the country and its position on the external market. We believe that the environment of the functioning of human capital determines the vectors of its development. For its determination, the index of global competitiveness of countries in 2018 [according to data 11] is analyzed.

Ukraine's position is 83 in the overall ranking of 140 countries, that is, the average. The neighbors of our country were Argentina (81st place), Dominican (82), Macedonia (84) and Sri Lanka (85).

The internal environment of the functioning of human capital is described by the level of consumer prices. It can be stated that the level of consumer prices (total cost) in Ukraine is the lowest and amounts to 18-26 euros [according to data 11]. In France there are 52 - 61 euros, Poland, Belarus - 25 - 27 euros. Unfortunately, the level of Ukraine is due to low incomes of the Ukrainian population [according to data 11].

The average monthly wage in Ukraine was calculated by Eurostat at EUR 250, which is 1.6 times lower than Belarus, 5.6 times in Poland and 13.4 times in France [according to data 11].

The functioning of human capital is clearly reflected through its involvement in the labor market and the ability to realize itself. Therefore, the characteristics of unemployment among the economically active population in the countries [according to data 11] and the dynamics of unemployment among the economically active population (according to the ILO methodology) in Ukraine are given.

In Ukraine, the unemployment rate is 8.8 percent, which has a declining dynamics since 2000. It is the only one of a number of indicators used in the course of this study, which positively characterizes the functioning of human capital against the background of other countries.

The basis of the development, functioning of human capital is the physical condition and human health - the so-called "physical capital of man." In this direction, it is advisable to consider the average life expectancy at birth and the

median age of the population. by country [according to data 11]. The analysis clearly distinguishes between the expected life expectancy between Ukraine and other countries. Thus, the average life expectancy at birth in Ukraine is 10 years lower than in France and Spain and 5 years lower than in Poland and Hungary for both men and women.

In contrast to previously considered characteristics, the median age of the population by country has a small difference and fluctuate in small ranges - from 39.9 to 42.8 years.

In recent years, a significant role in preserving the health of the human capital of the country is given to environmental factors of influence. Therefore, in the context of the characteristics of health status, the country's ranking of countries according to the index of environmental efficiency is considered.

The index of environmental efficiency is determined by the primary source in 10 main categories: air quality, water and sanitation, heavy metals pollution, biodiversity and habitat, forests, fisheries, climate change and energy, air pollution, water resources, agriculture [data 11]. Ukraine occupies the lowest 109th place in the ranking, which corresponds to the state of ecology in it.

The analysis of indicators of development and dynamics of human capital in Ukraine and other countries of the world has shown the low status and low position of human capital in Ukraine against the background of other countries.

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