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**DEMOGRAPHIC PROCESSES IN THE XXI CENTURY:
THE SPECIFIC FEATURES AND PECULIARITIES
OF IMPACT ON THE SPHERE OF HUMAN CAPITAL**

The effectiveness of the processes in the sphere of human capital depends significantly on the factors of impact. These factors according to the author's point of view may be classified into three groups: factors of direct impact on a person, factors of the educational-investment environment and the conditional ones. The issues disclosed in the article deal with contents and nature of impact of the first group factors. Meanwhile the figurative term «sphere of human capital» used in the article refers to the processes and priorities connected with accumulation of knowledge, abilities and professional skills as well as their beneficial application as an economic asset.

Key words: human capital, investments, demographic behavior, reproductive settings, fertility, migration, family.

Introduction. Demographic processes influence greatly the economy, policy, culture and the international relations. All the history of humanity is tied up with the fluctuations in the rate of reproduction of the population. But the XX century was marked by drastic changes in the fertility and mortality, urbanization, migration and models of the family institution. Nowadays the regional demographic distinctions are being determined by the population growth in the developing countries possessing the strong demographic explosion in contrast to the significant fertility decline in the highly-developed countries and in the countries where the high intellectual level of citizens is combined with a too slow speed of living standards improvement. Here we may observe the most severe demographic crisis. And Ukraine is among those countries where the inadequate demographic processes developed complicated social and economic challenges facing the entire society.

In the previous author's papers the arguments were provided on the notion that the human capital as an economic phenomenon is influenced by various factors. These factors are to be differentiated into three groups. The first one includes the factors of direct impact on

a person, the factors of the second group apply to the education process and the investment support of the educational development, and the factors of the third group concern the problematic features of conditions whether promoting functioning of knowledge and professional skills as profitable economic asset or not. Besides it was proved by the author that research of the problems of human capital only in the context of nature of the educational factors prevents from disclosure the brought up problem to the full extent, because investments into education (as well as the knowledge obtained due to the system of education and professional training) very often may not be treated from the point of capital. Moreover today we face the lack of scientific research and publications disclosing the regularities of impact of the economic situation on the effectiveness of the processes in the sphere of human capital. A person is not capital indeed, and this is the notion the founders of alternative theories strongly insist on. The person really may be considered to act as the demographic basis for accumulation of the appropriate economic asset. That's why the clarifying the character of impact of demographic process on the effectiveness of forming and applying the human capital at all levels of the economic system should be recognized as the important direction of scientific research.

Urgency of research. The factors connected with the direct influence on the person should be recognized as the most important ones having impact onto the sphere of the human capital. The range of these factors is rather wide and the impact is of a direct character as well as of the indirect one. The reflection of the impact of factors of the abovementioned group (that includes the different economic, social, politic, cultural factors and the factors of other nature) – is uppermost the current demographic situation as well as the peculiarities of specific demographic processes. Thus the demographic situation being initially only the outcome of the social and economic and political changes inevitably gets the determining characteristics being the most important factor of impact in all next cycles of accumulation of national human capital. Therefore we can but agree with the conclusions of professor V. Steshenko insisting on the importance of driving scientific and social discourse from the area of the population statistics to the area of the problems of the demo-reality because «...the space of the demo-process coincides with the space of the whole vital activity of people in some special social organism» [1, p. 7]. The demo-reality accumulates and personifies the impact of the factors of direct impact on a person and mostly determines the nature of changes in the sphere of human capital. The abovementioned issues prove the urgency and relevance of the chosen topic of research.

Recent researches and publications review. The problems of human capital are being discussed in publications of foreign and Ukrainian authors, such as: T. Shultz [2], G. Becker [3], L. Turou [4], O. Grishnova [5], Yu. Popov [6]. The analysis of the main statements made by the abovementioned authors enabled us to conclude that:

- in the theory of human capital the person is described in the context of economic, social and individual aspects, and the concept «human capital» provides a complex reflection of the three groups of features and abilities characterizing the person in the process of labor activity: physical, intellectual and psychological ones;
- the main idea of the theory of human capital lies in the grounding of the co-existence (in the system of economic relations) of two types of capital – human one and other kinds (natural, material and financial one) which enable their owners to obtain profits and get involved into the relations as equal partners;
- the concept of «human capital» is inherent to an exceptionally free person acting as an independent and self-reliant agent at the labor market; this concept correlates to

the store of knowledge, health, professional skills and motivations, intrinsic to and possessed by a person;

- human capital is not only the set of some characteristics but some reserve of productive capacities formed as the result of investments and which is reasonably applied in order to achieve the beneficial result, enhancing labor productivity and increasing the income of its owner and the national income in general;
- using the concept «capital» with the aim of detecting the role of an individual in the economic system of a modern society indicates the necessity of widening the spectrum and improvement of the practice of social investments causing the significant and long-lasting economic effect.

Yet the problems of the impact of the factors of a demographic nature on the path of the development of events in the sphere of human capital are not still deeply researched by scientists.

The aim of research. The aim of the article is to clarify the mechanisms of impact of the factors of demographic development on the current characteristics and perspectives of the human capital accumulation in Ukraine.

The main research. According to the conclusions of the author, the demographic situation and the character of the course of demographic processes directly affect the effectiveness of forming and using of human capital, because:

- people are a demographic basis for accumulating human capital as an economic asset. Life expectancy of a human is an important determinant of aggregate economic return on investments in the development of their knowledge and skills. Sudden death causes inefficiency of social (including demographic) investments, retards socio-economic development;
- long life is the key to the transfer of knowledge and skills that are not amenable to formalization, but are considered extremely important components of human capital. Formation of the latter does not require monetary expenses but only involves the productive social interaction between different generations in the course of their work or in social processes, including family contacts;
- long life is a prerequisite for solving many social problems in societies whose development is hampered by resource constraints, financial problems and, consequently, poor network of social services: pre-school and school education, medical and health institutions. Elderly people are engaged in upbringing, taking care, and educating their grandchildren and great-grandchildren. By doing so they fill in the so called «holes» in the inefficient government social policy. They relieve the citizens of working age of the burden of domestic responsibilities, and thus create the necessary conditions for the economically active population (human capital) for their professional development and application of their knowledge and skills;
- family is one of the most important institutional environments for accumulating human capital. Mechanisms of family socialization lay the basis for labor and patriotic values as a precondition of dedicated and effective work during the life;
- family is a direct investor and coordinator of solutions in the field of education and professional training. Thanks to the efforts of a family, a great number of educational and social investments are carried out, intended to support the life of a person while obtaining their education and professional training. Accordingly, measures directed at preserving intact families (decreasing parent mortality, reducing the number of divorces) play a vital role in the accumulation of human capital;

- family – its needs, requirements and expectations – causes a powerful motivating effect on its working members, and results in the urgent need to develop and apply the professional skills for a better financial security of the family members. Such kind of productive labor, as a rule, is the source of the effect of human capital, which is found at all the levels of the economic system;
- migration has a no lesser significant influence on human capital. On the one hand, it increases the possibilities to apply the knowledge and professional skills as the capital, and on the other one – can be a significant threat, that leads to a significant decrease in the corresponding economic activity across the nation, and therefore deserves an unbiased versatile analysis;
- changes in the demographic reproduction make an impact on the age structure of the population, and the proportions of distribution of income and social welfare between different categories of people. This indirectly affects the evaluation of the national characteristics of human capital as an asset, the income from the use of which should contribute to the improvement of the quality of life of all layers of the society.

In order to achieve the set aim of research let's analyze the content and behavior of main demographic processes in Ukraine by clarifying their influence on the perspectives of accumulation and effectiveness of human capital usage. It is well known that the demographic processes are formed by the wide range of the demographic events. In their turn the demographic events to some extent are dependent of the demographic behavior of the population. The latter is conditioned by the social norms and settings inherent to specific society. In general one can differentiate between migration, matrimonial, reproductive (generative) (that regards giving birth to children) and the vital one connected with the attitude towards one's health and the health of the people from the nearest surrounding, and moreover the demographic behavior.

We may hardly doubt the authors' point [7], that, «...the large-scale depopulation in Ukraine and the worsening of the population qualitative characteristics (firstly people's health) allows to qualify the situation as the sharp demographic crisis». The indices of natural population loss are the highest in Ukraine comparing to other European countries. Since the USSR collapse the population of Ukraine has decreased by more than 6.3 mln people. This was invoked by the natural causes and by the essential emigration as well. And today we observe the situation is getting better a bit (firstly in the marriage-family dynamics, migration processes and to some extent in the fertility rate). But of course it is so insufficient that we aren't able to recognize that the current situation corresponds to the strategic priorities of Ukraine's development.

And if in 1990 the general fertility ratio to a very little degree exceeded the general mortality ratio, the statistic comparisons carried out by the 2011 results demonstrated the significant lag between two ratios (11.0 against 14.5 person per 1 thousand people). Starting from 2005, the depopulation in Ukraine acquired firm and threatening forms. Even today by the index of the average life expectancy (approximately it equals 68 years) Ukraine occupies the last ranks in the rating of European countries, especially by the duration of the male's lives – here the lag from the average index of the European countries equals 11 years. Almost 30% of all the Ukrainians' deaths is the sudden death (earlier the age of 65). This index is much lower in the EU countries. Within the age interval of 15–60 years the mortality of male Ukrainians is 3.5 times more and female Ukrainians 2.5 times higher, than in the EU countries. That concerns the age interval of 30–44 years the mortality of male Ukrainians is 5 times more and female Ukrainians more than 3 times higher than the indexes inherent the appropriate demographic process in the EU countries.

We have to pay attention also to the differences in the structure of mortality by the basic reasons in Ukraine and in the highly economically developed countries of the world. The Ukrainians are afraid of the consequences of the Chernobyl disaster and the cancer. The prognosis is unfavorable. But few ordinary people consider the true reasons of the majority of deaths. Thus, the major part of all the deaths is caused not by oncological diseases (13.4%), but by cardiovascular system diseases (66.3% in 2011). In spite of this the great part of the population keep on consuming alcoholic drinks and smoking, eating junk food and artificial food and neglecting all the important principles of a healthy lifestyle. The unhealthy lifestyle, harmful working conditions, overconsumption of alcoholic drinks and smoking all together cause the extremely high mortality in the age interval of maximum economic activity. This doubts the result of investing money into the development of knowledge, abilities and professional skills.

The fact that the perspectives of social and economic welfare of Ukraine depend greatly on the speed of reaction on the threat of deep and long-lasting demographic crisis doesn't need any additional groundings. Thus one of the basic ways of counteraction to rapid depopulation and aging of people is the activation of birth-rate. For instance, in 1940 in Ukraine the general mortality ratio – actually, as well as nowadays – equaled approximately 14 people per 1 thousand, at the same time the fertility ratio almost 5 times exceeded the current one (27.3 against 11.0 in 2011). It's difficult to disagree with the authors of [8], pointing out that in times of high mortality the high fertility has been and still is the main way to support and provide the population reproduction, and «...the society has been always promoting and facilitating this by its settings» [8, p. 131]. Though, nowadays in Ukraine such settings are losing their power more and more. On one hand, having a child is economically unprofitable and on another hand it is too careless because it is getting harder and harder to provide proper future to this child. The majority of Ukrainians with high intellect understand it because they have the standards to compare with. As a result the fertility rate remains the lowest.

Thus, in 2011 the appropriate aggregate ratio was equal to 1.46 child per woman, whereas for «...so called zero increase of the population with the given level of mortality it has to be 2.3 child per woman» [1, c. 10]. At the same time lately in Ukraine we may observe to some extent increase of reproductive activity. This is the consequence of predominantly of the new course of demographic policies which is grounded on the differentiated financial support of families in case the baby is born. The analysis of changes in allocation of the newborn babies by the sequence of birth allows to state the positive dynamics, because more babies are being born of the second, third and fourth sequence. So comparing to 2000, in 2011 the quantity of children of the second sequence grew by 60.3%, and of the third one – almost two times more. But these positive movements aren't able to provide the level of fertility that had been observed in years before Ukraine got its independence.

For a long time it has been a strong belief that fertility decrease as the phenomenon was directly connected solely with the economic difficulties arising in the families when every new child was being born. However, the notion that various obstacles are in the way to childbirth hasn't been proven by the statistic data. The low level of fertility that doesn't provide even simple replacement of generations is now observed in all economically developed countries. Therefore the reduction in fertility is found not only under the economic crisis but also under the conditions of economic growth. It is clear that the need of emotional satisfaction and pleasure from communication with children is the major driving motive of reproductive activity in new millennium. But if talk about developing countries it is rather important that such pleasure has to exceed the amount of despair coming when the parents

come to the point that they aren't able to guarantee their child the high quality education and strong health. The negative experience of interaction with underdeveloped social sphere and absence of feeling of self-security and the safety of her baby should be recognized to be the most important factor of ignoring the idea of the next pregnancy. In other words as it often happens the truth lies somewhere in the middle. Indeed, the basic motives of reproductive activity are of a psychological character, but the problem lies in the fact that social and economic obstacles frequently form strong negative emotional background – the pleasure from communication with children irresistibly is burdened with permanent frustration and psychological scars resulting from underdevelopment of the social sphere and the economic crisis. That's why the psychological and social as well as economic factors of impact on the reproductive behavior must be of high priority and be paid much attention to.

Warning signs of health deterioration, as well as the dramatic changes in the childbearing potential are the top reasons for poor birth rates in Ukraine. A lot of married couples have more important priorities, i.e. they want to continue their education, buy real estate, make a career, «see the world», etc. Moreover, they strive to give their children good education and material well-being, which is not an easy and fast thing in developing countries. Therefore, in order to boost the birth rates, the state, on the one hand, must carry out a justified information policy, and on the other hand – ensure the most favorable economic and social conditions. It is obvious that the decrease in birth rates is conditioned by the fact that the needs to have children, to be a mother and a parent often compete with the needs of first necessity, «... the simpler the needs, the lower the level of a family» [1, p. 11].

It's not a secret that today young families find themselves in extremely difficult socio-economic and socio-psychological conditions. The purchasing power of many families is rapidly falling. More than two-thirds of families with children are poverty stricken and live on the breadline; so many parents are forced to handle two or even three jobs, therefore losing every possibility of communicating with their descendants. This results in a drastic generation gap. And therefore, there are no prerequisites for the emergence of a sense of satisfaction and psychological discharge, which are the basic reproductive motives of today. On the contrary, «... the findings of psychologists claim that rudeness and aggression are very common for present-day families; more than two-thirds of the population are in a state of a protracted emotional and social stress, which leads to depressions, nervous breakdowns, alcohol abuse and drug addiction» [8, p. 204–205].

Thus, the current changes in the reproductive behavior in Ukraine are caused by a wide range of factors connected with both general social development, which alters the family values and attitudes, and socio-economic constraints, including the inefficiency of the system of outside-of-family-care that would have to provide meaningful and secure stay of a child in kindergartens and schools during the day; that is, during the time when a woman is not only involved in the system of social production, but primarily seeks to realize herself as a personality, making a career and acquiring the desired social status. Instead, Ukrainian women must choose between a career and motherhood. And as a rule they find the former a more attractive option. A modern Ukrainian woman finds it rather difficult to combine motherhood and productive participation in social production. Because of the poverty and poor condition of the majority of preschool establishments, economically active women more than ever before have a double burden of occupational employment and domestic responsibilities. In contrast, the developed countries show readiness to meet the demand for the pre-school services. In Ukraine, by contrast, one can feel the shortage of places in pre-school establishments: «... instead

of improving the quality of their services we can observe the total criminal destruction of social maintenance and education of children» [1, p. 18].

Equally important is the fact that the social status of a Mother is not attractive to women, especially the young ones. There is often a biased opinion about large families that shifts the public discourse from the motives to the causes of having a large family. Burdened by financial difficulties and household cares Ukrainian society no longer considers the idea of having many children as a reasonable strategy. A social portrait of a Mother is becoming less enthusiastic. She is seen as an exhausted lady, deprived of any social perspectives, which is the opposite of successful small families and child-free women, who are not burdened by family troubles, and have much better prospects of self-realization in a society.

Having studied the relationship between the dynamics of the fertility and the effectiveness of the processes in the sphere of human capital, we can't but elucidate the problem of feminization of poverty. As noted in [8], the so-called single-mother families (one-parent families, where the head of a family is a woman) form the layer in a society with one of the highest risks of poverty. The factors of poverty for single-mother families are low wages and insufficient amounts of private and public transfers designed to partially compensate for the lack of a second income [8, p. 30]. Low incomes of a breadwinner mother minimize the proportion of household income that can be reserved and focused on the education of her children or the development of her own professional skills. Among other things, it is worth mentioning that the children from one-parent families do not have equal access to quality education and health care, which has the negative impact on the productivity of human capital and once again shifts our attention to the necessity of introducing a well-balanced demographic policy (including the family one), for meeting the purposes of a national socio-economic development.

Migration is another important demographic process, which directly affects human capital. The magnitude of migration depends on a wide range of factors: economic, social (moving to get education, marry someone, etc.), ethnic and political, religious, military, environmental, etc. Speaking about Ukraine, we can't but say that the crisis not only led to a significant decline in fertility and a sharp rise in mortality rates but also intensified the migration issues, thereby causing a blocking effect on the efficiency of the formation and use of national human capital. There is no doubt that the abundance of labor migration is the warning signal, the so-called «red flag», that evidence about the pitiful socio-demographic situation in Ukraine and its impact on human capital. The most realistic estimate shows that more than 2 million people work abroad, of whom around 75% are illegal migrants [7, p. 14]. Therefore, speaking about foreign labor migration and its impact on human capital, special attention must be given to the following issues: outflow of economically active population (i.e. people work for foreign economies at minimum wages); deterioration of labor potential of Ukraine and reduction of the supply of skilled labor on the domestic market; lack of opportunities for professional development among the workers who after various injuries, being socially insecure and having poor health return home and become unwanted in the national system of industrial relations; large-scale destruction of families and depriving children of parental care.

The list of negative consequences could go on and on, but unfortunately, the majority of the analysts and commentators of current economic events consider them insignificant compared to the amounts of money transferred by migrants to Ukraine. One can feel the pride for these transfers as long as they are compared with foreign investments and range between 7 % and 11 % of GDP [7, p. 77]. At the same time everybody forgets that this is the way to

oblivion – the abyss of technological degradation, secondary importance and dependence, which is hardly ever possible to get out of under conditions of post-industrial economy.

On the other hand, great attention must be paid to the dynamics of aging of population that directly affects the effectiveness of processes in the field of human capital. On the whole, the aging of population is a naturally determined global process, a demographic sign and the result of civilization progress, the consequence of reduction of child-bearing activity and the reflection of the successes attained by humanity in lengthening of life-span. Aging of population determines the portrait of the developed society in the XXI century and, sharpening the range of problems of the demographic and economic loading, challenges all economically developed states of the world without any exception. This problem is also urgent for Ukraine, which is one of the 30 oldest states of the world according to the number of population at the age of 60 and older. But aging of population is characterized here by both original features and destructive consequences for the system of piling up and using of human capital. Really alarming is the fact that the demographic aging in Ukraine takes place not so much thanking to the success in lengthening of life-span, which according to European standards was and remains short, but as the result of catastrophic reduction of birth-rate on the background of worsening of reproductive health of citizens and their migration abroad. Moreover, the last one saps the nation's vitality of demographic potential twice: due to both direct current and perspective influence on the age-related structure of population. In fact, modern migrants are, first and foremost, capable of working persons of reproductive age, many of whom will give birth to their children not in Ukraine, but abroad.

There are no doubts that in the future the correlation of persons capable and non-capable of working will take even more threatening forms, that will put under a doubt the very possibility of detection of human capital effect in national scales.

Conclusions and recommendations for further research. The results of the study argue that the course of demographic processes in Ukraine forms substantial threats for the system of piling up and using of human capital. The signs of demographic crisis in Ukraine that challenges future socio-economic development are following: low birth-rate and high death rate; reduction of life-span, especially of men; extensive illegal working migration of economically active citizens, and, as a result, unceasing aging of population. All this increases the demographic burden on employees and the system of medical and social services, unbalances the labor and education market, and as a result it becomes rather difficult to see the effect of human capital on the national level. Accordingly, special emphasis must be given to the problem of the demographic crisis, which needs urgent resolution i.e. social investments must be increased and excessive stratification of the population must be overcome; social security in the workplace must become real and effective measures in terms of environmental protection must take place; fundamental rights and basic needs of citizens must be guaranteed.

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ДЕМОГРАФІЧНІ ПРОЦЕСИ У ХХІ СТОЛІТТІ: ОСОБЛИВОСТІ ПЕРЕБІГУ ТА ВПЛИВУ НА СФЕРУ ЛЮДСЬКОГО КАПІТАЛУ

Результативність процесів у сфері людського капіталу перебуває під впливом факторів, які, згідно з позицією автора, можна поєднати у три групи. До першої групи може бути віднесено ті з них, що чинять безпосередній вплив на саму людину. Фактори другої групи стосуватимуться процесу освіти та інвестиційної підтримки розвитку освітнього середовища, третьої – уособлюватимуть проблематику умов, які або сприяють функціонуванню знань та професійних навичок як дохідного економічного активу, або ні. Наведений у статті матеріал відображає зміст та характер впливу факторів першої групи, актуальність чого аргументується відсутністю наукових публікацій, присвячених закономірностям впливу демографічної ситуації на результативність процесів у сфері людського капіталу. В цілому, автор дійшов таких висновків:

людина – демографічний базис нагромадження (носій та власник) людського капіталу як економічного активу. Тривалість життя людини – важлива детермінанта сукупної економічної віддачі від вкладень у розвиток її знань, умінь та професійних навичок. Завчасна смерть обумовлює неефективність соціальних, у тому числі й демографічних, інвестицій, гальмує темпи соціально-економічного розвитку країни;

довге життя – запорука передачі знань, умінь та професійних навичок, які не піддаються формалізації, проте є надважливими складовими людського капіталу. Формування останніх не вимагає супутніх грошових витрат, а лише – продуктивної соціальної взаємодії різних поколінь в ході виробничої діяльності та в процесі суспільних, у тому числі й родинних, контактів;

сім'я – одне з найважливіших інституційних середовищ нагромадження людського капіталу. Механізмами сімейної соціалізації закладається базис системи трудових та патріотичних цінностей як передумови відданої та високопродуктивної праці протягом життя;

сім'я – безпосередній інвестор та координатор рішень у сфері освіти та професійної підготовки. Завдячуючи зусиллям сім'ї, здійснюються не лише освітні інвестиції, а й забезпечується широкий спектр інших соціальних інвестицій, призначених для підтримання життя людини під час здобуття нею освіти та професійної підготовки. Відповідно, заходи, спрямовані на збереження повних сімей (зниження батьківської смертності, зменшення кількості розлучень), відіграють непересічну роль у процесі нагромадження людського капіталу;

сім'я – її потреби, запити та сподівання – справляє потужний мотивуючий вплив на своїх працездатних членів, унаслідок чого виникає гостра потреба у розвитку професійних знань, а також у їх продуктивному застосуванні задля кращого матеріального забезпечення членів родини. Подібна результативна праця, як правило, і є джерелом ефекту людського капіталу, що виявляється на всіх рівнях економічної системи;

міграція населення – не менш значущий фактор впливу на сферу людського капіталу. З одного боку, вона розширює можливості для застосування знань та професійних умінь в якості капіталу, з другого – може становити суттєву загрозу, зумовлюючи небезпеку зменшення обсягів відповідного економічного активу у національних масштабах, а тому заслуговує на неупереджений різнобічний аналіз;

зміни у демографічному відтворенні спричиняють вплив на вікову структуру населення, а відтак, і на пропорції розподілу суспільного продукту між різними категоріями громадян. Це непрямно впливає і на оцінні характеристики національного людського капіталу як того активу, дохід від використання якого має сприяти покращенню якості життя усіх верств та прошарків населення.

Проведений аналіз засвідчив, що демографічна ситуація в Україні є кризовою, ознаками чого є низька народжуваність та висока смертність, безпрецедентне зниження тривалості життя, особливо чоловіків, масштабна нелегальна трудова міграція економічно активних громадян за кордон, і, як наслідок, невпинне старіння населення. Відповідно, заслуговує на увагу проблематика рішучої протидії демографічній кризі, що передбачає нарощування соціальних інвестицій та подолання надмірного майнового розшарування населення, оновлення курсу сімейної політики, у тому числі її репродуктивно орієнтованої складової, розвиток системи пропаганди сімейних цінностей та продуктивних дітородних установок, зниження масштабів нелегальної зовнішньої трудової міграції, забезпечення соціальних гарантій у сфері праці та впровадження ефективних заходів щодо охорони навколишнього середовища.

Ключові слова: людський капітал, інвестиції, демографічна ситуація, демографічна поведінка, репродуктивні установки, народжуваність, міграція, сім'я.

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ДЕМОГРАФИЧЕСКИЕ ПРОЦЕССЫ В XXI СТОЛЕТИИ: ОСОБЕННОСТИ ТЕЧЕНИЯ И ВЛИЯНИЕ НА СФЕРУ ЧЕЛОВЕЧЕСКОГО КАПИТАЛА

Результативность процессов в сфере человеческого капитала существенно зависит от влияния факторов, которые, согласно позиции автора, можно объединить в три группы. К первой группе могут быть отнесены непосредственно влияющие на самого человека. Факторы второй группы касаются образования и инвестиционной поддержки развития образовательной среды, третьей – проблематики условий, которые либо способствуют функционированию знаний и профессиональных навыков в качестве доходного экономического актива, либо нет.

Представленный в статье материал отображает содержание и характер влияния факторов первой группы, актуальность чего аргументируется отсутствием научных публикаций, освещающих закономерности влияния демографической ситуации на результативность процессов в сфере человеческого капитала. В целом, автор пришел к следующим выводам:

человек — демографический базис накопления (носитель и собственник) человеческого капитала как экономического актива. Продолжительность жизни человека — важная детерминанта совокупной экономической отдачи от вложений в развитие его знаний, умений и профессиональных навыков. Преждевременная смерть обуславливает неэффективность социальных, в том числе и демографических, инвестиций, замедляет темпы социально-экономического развития страны;

долгая жизнь — залог передачи знаний, умений и профессиональных навыков, которые не подлежат формализации, однако являются важными составляющими человеческого капитала. Формирование последних не требует сопутствующих денежных затрат, а лишь — продуктивного социального взаимодействия разных поколений в ходе производственной деятельности, а также в процессе общественных, в том числе и семейных, контактов;

семья — важнейшая институциональная среда накопления человеческого капитала. Механизмами семейной социализации закладываются основы системы трудовых и патриотических ценностей как предпосылки самоотверженного и высокопроизводительного труда в течение всей жизни;

семья — непосредственный инвестор и координатор решений в сфере образования и профессиональной подготовки. Благодаря усилиям семьи, осуществляются не только образовательные инвестиции, но и обеспечивается широкий спектр других социальных инвестиций, предназначенных для поддержания жизни человека во время получения образования и прохождения профессиональной подготовки. Соответственно, меры, направленные на сохранение полных семей (снижение родительской смертности, уменьшение количества разводов), играют важную роль в процессе накопления человеческого капитала;

семья — ее потребности, запросы и ожидания — оказывает мощное влияние на своих трудоспособных членов, вследствие чего возникает острая потребность в развитии профессиональных знаний, а также в их продуктивном использовании в целях лучшего материального обеспечения членов семьи. Подобный результативный труд, как правило, и является источником эффекта человеческого капитала, который проявляется на всех уровнях экономической системы;

миграция населения — не менее значимый фактор влияния на сферу человеческого капитала. С одной стороны, она расширяет возможности для применения знаний и профессиональных умений в качестве капитала, с другой — может представлять существенную угрозу, формируя опасность минимизации соответствующего экономического актива в национальных масштабах, а потому требует беспристрастного разностороннего анализа;

изменения в демографическом воспроизводстве влияют на возрастную структуру населения, а следовательно, и на пропорции распределения общественного продукта между различными категориями граждан. Это косвенно влияет и на оценочные характеристики национального человеческого капитала как того актива, доход от использования которого должен способствовать улучшению качества жизни всех слоев населения.

Проведенный анализ показал, что демографическая ситуация в Украине является кризисной, признаками чего выступает низкая рождаемость и высокая смертность, беспрецедентное снижение продолжительности жизни, особенно мужчин, масштабная нелегальная трудовая миграция экономически активного населения за границу, и, как следствие, стремительное старение населения. Соответственно, особое внимание должно уделяться проблематике решительного противодействия демографическому кризису, что предполагает наращивание социальных инвестиций и преодоление чрезмерного имущественного расслоения населения, обновление курса семейной политики, в том числе ее репродуктивно ориентированной составляющей, развитие системы пропаганды семейных ценностей и продуктивных детородных установок, сокращение масштабов нелегальной внешней трудовой миграции, обеспечение социальных гарантий в сфере труда и внедрение эффективных мер по охране окружающей среды.

Ключевые слова: *человеческий капитал, инвестиции, демографическая ситуация, демографическое поведение, репродуктивные установки, рождаемость, миграция, семья.*