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#### **Составляющие мониторинга устойчивого развития региона**

**Гринчук Ю. С., Коваль Н. В.**

В статье доказана необходимость осуществления систематического анализа социально-экономического развития региона как составляющей мониторинга устойчивого развития. Обоснованы предложения по усовершенствованию процесса мониторинга путём формирования оптимального набора показателей, анализ динамики которых будет способствовать раннему выявлению отклонений от сбалансированного развития и быстрой реализации комплекса мероприятий по предотвращению развития негативных процессов. Показатели, исследование которых даёт возможность достаточно быстро и без лишних трудовых усилий определить отклонения от сбалансированного развития региона, предложено сгруппировать следующим образом: показатели экономического развития региона; показатели, которые характеризуют демографическую ситуацию в регионе; показатели материального обеспечения населения; показатели социальной напряжённости; показатели давления на окружающую природную среду.

**Ключевые слова:** устойчивое региональное развитие, мониторинг, индикатор устойчивого развития, отклонения от сбалансированного развития.

#### **Structural monitoring of sustainable development in the region**

**Hrynychuk Y. S., Koval N.**

The article proves the necessity of carrying out a systematic analysis of the socio-economic development of the region as a component of monitoring sustainable development and justifies the proposals for improving the monitoring process by forming an optimal set of indicators, the analysis of dynamics of which will facilitate the early detection of deviations from balanced development and the rapid implementation of a set of measures to prevent the development of negative processes. Indicators, the study of which allows a fairly rapid and unnecessary labor cost to determine deviations from the balanced development of the region, is proposed to group as follows: indicators of economic development of the region; indicators characterizing the demographic situation in the region; indicators of material security of the population; indicators of social tension; indicators of pressure on the environment.

**Key words:** sustainable regional development, monitoring, indicator of sustainable development, deviation from balanced development.

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#### **FEATURES OF REPRODUCTION AND USE OF HUMAN CAPITAL IN THE AGRICULTURAL SECTOR**

Розглянуто основні чинники формування та відтворення людського капіталу на основі теоретичних досліджень представників різних економічних шкіл. Наведено наукове обґрунтування елементів теорії людського капіталу, що відображає соціально-економічні елементи формування здібностей людини до праці.

З урахуванням досвіду минулих епох та опрацьованих наукових робіт вітчизняних і зарубіжних учених з цієї тематики, було досліджено сутність категорії людського капіталу у вузькому та широкому змісті, а також проведено її порівняльний аналіз. Сформульовано визначення даної категорії, з можливістю використання її в практиці оціню-

вання людського капіталу, як вартості, авансованої і втіленої у вигляді запасу не уречевлених форм продуктивних здібностей індивіда.

Представлено специфіку відтворення людського капіталу в аграрній економіці, та визначено процеси, які її характеризують. Охарактеризовано особливості відтворення людського капіталу в сільській місцевості.

На основі статистичних даних проведено комплексний аналіз демографічної ситуації на селі, з урахуванням вікової структури, стану здоров'я населення, процесами народжуваності та смертності, статеві-вікової структури, старіння та міграції. Все це досить сильно впливає на якість людського капіталу.

**Ключові слова:** людський капітал, аграрний сектор економіки, національне господарство, демографічна ситуація, відтворення, сільське населення, сільські території.

**Formulation of the problem.** The transition of the agrarian sector of the economy to an innovative development path is impossible without the availability of adequate human capital. Transformation processes in the country's agrarian sector caused not only a reduction in the volume of production and its efficiency, and a significant reduction in the incomes of the rural population, a decline in the quality of life, degradation of human capital. The deformation of the demographic structure of rural areas, the migration of economically active population, the elimination of a significant number of jobs, the low prestige of rural labor and the level of its payment, the reduction of health and education infrastructure, the critical level of the limited budgets of rural areas – all this predetermines the need to intensify research on the processes of formation and use of human capital in the agrarian sphere.

As you know, the theory of human capital as a special form of common capital, which is borne by a person who characterizes the reserves of her physical and spiritual health, intelligence, general and professional knowledge, skills and abilities, abilities and motivations that make her competitive in the labor market and obtaining income sufficient to maintain a certain level of quality of life and reproduction of a person and his family. That is why there is now a need to summarize theoretical studies of the essence of the category of human capital and to reveal the specifics of the organization of its reproduction in the agrarian sector of the economy, taking into account the current factors of the external and internal character of the industry's development.

**Analysis of recent researches and publications.** Investigation of reproduction problems and the use of human capital began to develop only in the 60s of the twentieth century. Among the foreign scientists of the classical and neoclassical directions, who studied this problem, the most well-known are U.D. Baumol, D.R. Blazi, H.S. Bekker, D.M. Keynes, A. Marshall, U. Petti, A. Smit, Dzh. Stihler, T.U. Shul'ts. The question of the functioning of human capital is also the subject of the study of many domestic scientists, in particular A. Blyznyuk, D. Bohynia, O. Grishnova, M. Doleshnyi, S. Klimko, A. Kolota, P. Makarenko, L. Napadovskaya, O. Onishchenko, V. Onikienko, V. Poplavska, J. Poplavsky, D. Polozenko, L. Semiv, O. Stefanishin, L. Harkyanena, A. Chukhno. Namely, in the agrarian sector of the economy there are known researchers – A. Borodina, A. Gadzalo, L. Mikhaylova, A. Rykovskiy, P. Sabluk, V. Yurchishin and others.

However, some theoretical questions are now quite debatable and require more in-depth research on the specifics of the reproduction and use of human capital in the agricultural sector of the economy.

**The purpose of the article** is theoretical substantiation of the economic nature of human capital and the peculiarities of formation in the agrarian sector of the economy, as well as the deepening of the economic content of this category from the standpoint of its role in the modern agrarian economy and reproduction.

**Material and methods of research.** The theory of human capital in the field of scientific knowledge is a quite young industry. The fundamental principles of the concept of the chain approach developed by world scientists, namely: G. Becker, J. Ben-Porat, M. Blauch, L. Waldras, B. Weisbrod, J. Keynes, J. Kendrick, J. B. Clark, S. Kuznets, A. Marshall, J. Millie, D. Minnesome, D. Ricardo, R. Solou, J. Stiglitz, L. Turow, M. Friedman and others. The methodology of this study is based on the works of the above-mentioned scientists, as well as on evaluative and analytical data and summarizing the opinions of expert practitioners in the agrarian sector of the economy, and includes an analysis of current trends and the institutional environment for the formation and reproduction of human capital in the agrarian economy. For the study were used scientific publications of leading world and domestic scientists and also results of studies of state research institutions and government agencies of statistics on the peculiarities of the use and reproduction of human capital in the investigated field.

**Main results of the study.** Human capital is first and foremost a stock of natural and acquired, as a result of investment, abilities, skills, experience, knowledge, information culture, motivation and

mobility of the individual, the use of which in economic activity brings great profits. As the essence of social development finds its expression in constant dynamics, therefore, the content of economic life, which is inherent in social progress and determining for the human (not only external in relation to man, but also the inner world, spiritual), changes every time. According to this, the place, role and components of human capital in the national economy change. So, the thinker of antiquity Plato (427-347 BC) in his book "The State" wrote that "people have different nature, as well as the ability to do this or that," and "each case can be done not only in a larger quantity, but it is better not to exert much effort in the event that they perform it using their natural abilities" [14].

At all stages of world functioning and development of the economy, an important role is assigned to the human factor. In this case, it is worth recalling the representatives of classical political economy [16, 11, 12], neoclassics [9] and modern theorists. It is known that A. Smith formed a system of economic views on the functioning of a market economy based on two characteristic qualities of a person, namely, selfishness and altruism. The scientist proved that self-interest contributes to the formation of private property, market relations, and the motivation of people's activities [16].

In turn, K. Marx stressed that the capital is dead; a person who made him alive, forced to work [11]. Such an opinion on the role of man in the economy was expressed by the founder of the neoclassical direction of economic theory, the distinguished British researcher Alfred Marshall, who noted that "... in any case, man is the center of both production problems and consumption problems, as well as ... problems ..... that have a double designation -" distribution "and" exchange "[12].

The position regarding the role of the human factor in the economy was also shared by JM Keynes, who in his famous book "General theory of employment, interest and money" noted that "... individualism is the most valuable in the individual, only if it is in its pure form – from defects and abuses ..." [10]. A significant contribution to the study of the role and forms of the human factor in the modern economy belongs to the representative of institutionalism J. Galbraith, who proved that large corporations achieve the highest production results precisely because of the coming to the management of the enterprise of the so-called technostructure of technical administrators. He wrote, in particular, that "... in the past, management in an economic organization was carried out by an entrepreneur who was a person who combined ownership of capital or control over capital with the ability to organize other factors of production ... With the development of a modern corporation, as well as in connection with the separation of functions of ownership of capital from the function of control over an enterprise, an entrepreneur in a developed industrial enterprise no longer acts as an individual ... Instead of an entrepreneur directing the power of an enterprise considered administrations and ..." [5, p. 124]. Also worthy of attention is the opinion of the Russian economist Alexander Chanov, who noted that: "... which from the factors determining the organization of the peasant economy, we did not consider the main ... we are forced to recognize that the technically organizing element of any production process is the workers' hands ..." [18, p. 108].

The scientific and technological revolution of the mid-1950s. intensified interest in socio-economic reforms and the role of the human factor, its impact on the economy and society. In modern terms, these approaches are grounded in the concept of human capital and are disclosed in the book of I. Fisher, who investigated the influence of education on human capital, and T. Schultz, who published in 1961. The book "Investments in human capital" [20].

For this very reason, T. Schultz is considered the founder of this theory, he argued that the level of education is of paramount importance for the development of society, investments in it should be a priority in comparison with cars and factories. A major contribution to the development of this theory was made by G. Becker, whose works on the theory of human capital in 1992 were awarded the Nobel Prize in Economics. In his opinion, investments in health, education, and professional training of a person not only increase the cost of capital and ensure the receipt of additional profits and high cost recovery [2].

A similar opinion on the role of human capital is followed by Western European scholars. So, E.M. Borschuk emphasizes that the accumulation of knowledge and experience of people is more important than material resources, since they are primary for the organization of production [3].

The study found that foreign scientists pay considerable attention to determining the essence of human capital in general. Thus, some scholars hold the view that human capital is the education of a person at home, at school, at work, also self-education, while others insist on a set of abilities that are

achieved during learning and experience, so they were acquired, at the same time, human capital is also interpreted by them as a set of physical and spiritual abilities of a person, which allows him, as a carrier, to receive his income. The development of human capital, in their opinion, causes an increase in the incomes of people, firms and society, the development of technological progress, the emergence of new motives in activities, the growth of economic growth, and the like.

It should be noted that the authors of the theories of human capital traditionally treat it both in a narrow and a broad sense.

In a narrow sense, one of the factors in its formation is vocational training, which, in their opinion, makes the work more complicated, which allows more production, a higher salary or a source of future satisfaction of a person's needs in a unit of working time. In the broad sense, human capital, in their opinion, is a set of qualities of a person that it acquires through the implementation of the costs of training the workforce for labor, expenditure on protecting and reproducing health, seeking information on forms of work and migration, consumer and financial markets, labor markets.

The research established that among the scientists the functional and structural definition of human capital prevails. At the same time, in his studies A.A. Grishnova, applies both functional-structural and structural approaches. According to its interpretation, "human capital characterizes the totality of the productive capacities developed and developed as a result of investment, the personal qualities and motivations of individuals in their ownership, are used in economic activities, contribute to the growth of labor productivity and, as a result, influence the growth of the income (earnings) of its owner and national income" [7]. By definition, it follows that the main components of human capital are: a set of productive abilities, personal qualities, motivations and investments of the individual.

For other definitions of human capital is characterized by a large concretization of its content. For example, some researchers [4] detail the content of skills, dividing them into industrial skills and pan-human skills, as well as highlighting components of human capital, such as human knowledge and abilities. In turn, N. Golikov in the interpretation of human capital, notes the final result of its use in a market economy – gaining value added on the basis of capitalized abilities, experience, knowledge of the individual in the management process based on hiring [6, p. 32-35].

In our opinion, I. Kalenyuk, more fully reveals the essence of human capital, highlighting its components and their cost as "advance and materialized value in the form of a stock of knowledge, information, experience, skills, motivations and health that have the property of bringing in more income" [8, pp. 67-73.]. However, the scientist inaccurately defines the concept of "materialized value" about the non-materialized components of human capital – knowledge, information, experience, etc. In our opinion, it is reasonable to interpret human capital as a value advanced and embodied in a stock of unrealized forms of the individual's productive abilities: knowledge, information, experience, skills, motivations and health, which have the property of bringing in more income.

It is established that V. Antoniuk emphasizes the political and economic sense of human capital and emphasizes that he "expresses the relationship between people in the formation of productive abilities of man and their use for profit" [1].

We believe that in all the above definitions of human capital, scientists narrowly interpret the result of using the human capital of an individual. In our opinion, it is advisable to expand the content of the concept of "income" taking into account its forms: wages, profit, rent, loan interest and in aggregate – national income.

Now the theoretical and methodological approach to the interpretation of human capital is topical. According to L. Shevchuk's approach, it is possible to identify both potential and real human capital, identify losses and systematize them for the purpose of optimization. According to the researcher, the potential human capital is "a body of knowledge, abilities and qualifications of the carriers of labor that could generate income, or which could be used to produce goods and services" and the real – "a body of knowledge, abilities and qualifications of the carriers of the labor-power, yielding income, are used for the production of goods and services", which together constitute the basic human capital [19]. At the same time, Shevchuk also distinguishes two types of losses of human capital: physical and relative. To the physical losses, the author also refers to the retirement or the complete inconsistency with certain standards of objects of science and education, pre-school establishments and schools, housing stock, a decrease in the number of able-bodied population and the like. The relative losses of human capital reflect losses due to underfunding of basic human capital, "brain drain", etc.

It deserves attention to the definition of the essence Innovation Human Capital (IHC) quoted by G. Proshak. According to the author, IHC "it not only perceives and actively uses innovative ideas, but also produces innovations through the transformation of information and the accumulation of knowledge" [15, p. 305-309].

In the proposed definition, the author emphasizes the peculiarity of the functioning of human capital in the innovation economy, where information and knowledge become the basic factor of production.

So, having generalized the research on the economic essence of human capital of an individual, we believe that human capital in modern conditions is the value advanced and embodied in the form of stocks of the unrealized forms of the individual's productive capacities: health, information, knowledge, talent, experience, skills, motivations and mobility that bring high income to an individual in the form of wages, profits, rent or interest.

In view of the foregoing, let's try to generalize the features of the formation and reproduction of human capital in the agricultural sector of the economy. Thus, this sector is the most important in the national economy, the development of which ensures the formation of supply in the markets of food and agricultural raw materials and tax revenues to the country's budget, the preservation of the traditions and characteristics of the people's way of life, and finally, the reproduction of human capital, provided rational use of natural resources and environmental protection natural environment. Now agriculture is a kind of industrial production, but the role of human capital in it is significant. Economic science proves that the formation and use of human capital in the agrarian sector of the economy should be carried out under the same conditions as in other branches of the national economy, but it requires taking into account the specifics of the industry.

The peculiarity of human capital in the agrarian economy is conditioned, first of all, by the seasonality of its use, by the presence of a large surplus of labor resources in the winter, and requires the diversification of agricultural production and professional training of personnel. Peculiarity is also characteristic of the processes of fertility, mortality, age and sex structure, the number of able-bodied population and pensioners by regions. Although the demographic processes in rural areas are influenced by the same factors as in cities, they have certain characteristics due to the high sedentariness of the population, traditions, culture, intra-family relations, limited migration to the countryside, and its weak position in cross-sectoral competition.

Statistics show that the negative trend of high natural loss of population will continue in the future, which can lead to a crisis in the labor sphere. At the same time, there is a rapid aging of the population and its migration at an able-bodied age, abroad. Many areas belong to regions with a high proportion of the elderly population and a high demographic burden. The village loses more and more men, including young ones. Decreasing life expectancy results in significant economic and social losses, the deformation of the population structure, the growth of migration mobility, is often accompanied by the disintegration of families, a decrease in interest in long-term residence in a certain territory and work, the establishment of the ideology of the temporary worker. In these conditions, the processes of degradation of a part of the population, the destruction of economic interests, the growing sense of uncertainty and so on. Difficult demographic situation in the countryside is caused by the extinction and devastation of entire villages and territories, and hence the destruction of social infrastructure, especially pre-school institutions, primary and secondary educational schools, cultural and sports institutions. Together, all this leads to a deterioration in the quality of life and employment of the rural population, a decrease in economic and social activity. That is why the interests of improving the formation and use of human capital in the agrarian economy require that all these processes not be spontaneous, not left without attention of the state, but were covered by permanent programs to overcome the demographic crisis. Now it is necessary to do everything possible to reduce the outflow of the population, especially young people, to the cities of the region, other regions of Ukraine and abroad. Reducing the exit of peasants from the region can only be achieved through increased employment, higher pay and incomes.

The peculiarities of the formation and use of human capital in the agricultural sector of the economy include its dependence on population density, which has historically evolved. Now rural territories and enterprises of the country are differentiated in this indicator quantitatively and qualitatively. Thus, there are economies in the state of experiencing a deep demographic, economic and social crisis, which has fallen sharply, where the prospects for their development have been lost.

In the country today flows of migrants are directed not to areas with a shortage of population, but to areas with its surplus. Note that the significant impact on the territorial distribution of the population in rural areas has the presence of industrial facilities, as well as transport systems, which, in turn, contribute to the processes of urbanization. Significant differentiation of population density leads to its deficit, underutilization of productive resources, a reduction in the flow of investment, and a slowdown in social, economic and demographic development. In this situation, it is very important to ensure equalization of the conditions for the reproduction of the population in rural areas, to prevent the formation of territories with an abundance of population and territories with its shortage, which are degrading, losing their perspective, characterized by a population deficit, disproportions and many socio-economic contradictions, lack of interest in further development.

The above mentioned features of reproduction of the rural population, as a rule, are not sufficiently taken into account in the economic, social and migration policy of our state. We believe that the settlements of rural areas should be conducted systematically and reasonably, taking into account social and economic consequences. It is very important to create conditions for settlers in the village to build housing and obtain land. Funds for this should be laid in the state and local budgets and issued, because they will quickly pay off. The population at the expense of migrants will make it possible to better use the resources of the village, improve the demographic situation, provide the labor market with the necessary human capital, and increase the efficiency of the economy.

The peculiarity of the formation and use of human capital in the agrarian sector of the economy is that these processes are, as a rule, very deterministic with the quality of life, and in agriculture, unfortunately, because of the spread of poverty, its low level.

A dialectical relationship between the quality of life and the reproduction of human capital is established, which depends on the level of consumption, the development of the systems of education and health, and culture. Insufficiently high quality of life of peasants, the spread of poverty adversely affect the quality of human capital, is convincingly proved in the studies of domestic scientists. Therefore, overcoming rural poverty in modern conditions is becoming an important prerequisite for the improvement and formation of human capital. An important role in resolving this issue is given to the state.

The peculiarity of the formation and use of human capital in the agrarian economy at the present stage is its dependence on the state of development of the sphere of education, the quality of education in primary and secondary schools, vocational schools, technical schools and universities, is increasingly amplified. Education allows not only to transfer to students the experience, knowledge, but also traditions, culture, spiritual values. Studying the influence of education on the state of human capital shows that it allows not only to increase labor, but also to expand creative potential, to form optimal socio-psychological conditions of life. It should be noted that in the world's leading countries education is a priority direction of the state's social policy [13, p. 834-838].

Despite obvious progress, the study found that rural schools are lagging behind in logistical support, as well as pedagogical personnel and educational and methodological literature. The peculiarities of the agrarian economy are due to the fact that the work here is sufficiently diversified, that is why the educational programs in vocational colleges and educational institutions of agrarian education must also correspond to this. In our opinion, educational institutions should possess programs to diversify educational programs, prepare graduates, which will help to increase their work efficiency and protect them socially.

An important feature of the formation of human capital in the agrarian sector of the economy is that it is reproduced and used in conditions of man's organic integration not only with working conditions, technology, nature, but also a special way of life [17]. So, not only the able-bodied population works in agriculture, but also the population over the age of able-bodied, very often adolescents under 16 years. The work of peasants in large farms is combined with employment in the personal economy. It should be noted that seasonal and temporary workers are also used in agricultural production. The specific character in the agrarian sector acquires unemployment, has a seasonal, often hidden character.

The nature and way of life of the peasants predetermines their departure from agricultural activities, carried out by moving part of the peasants, youth to other cities to work with a high level of earnings and better working conditions. This leads to long systematic breaks in ties with the family, the household, the failure to fulfill the functions of educating and educating children. The work of peasants is closely connected with nature, agricultural animals, depends on biological rhythms and re-

quirements that must be met on a daily basis. In agriculture, even in the conditions of industrial development, a lot of hard, ugly, physical labor is performed, which must necessarily be combined with high quality requirements, great spiritual and physical stress. The basis of the rural way of life, as a rule, is a labor family where all its members work during periods of special stress, they must possess high personal qualities, that is, be hardworking, responsible, obligatory, disciplined, have appropriate professional knowledge, work skills, healthy habits and traditions, mutual support. Therefore, great importance for their successful work is health, the absence of bad habits. Here, a special mode of using the working time is formed, taking into account the management of the household, a fairly long working day remains, often the peasants work on weekends, holidays, holidays, with a high level of labor intensity, and free time remains only in a small amount.

An agricultural worker in the conditions of application of modern technologies should be a professional in his field, have appropriate knowledge of best practices and experience, know the specifics of market regulation and state agrarian policy. In market conditions, he must have the appropriate knowledge and in relation to the formation of relations with suppliers of products and procurement enterprises, processing raw materials produced by them. High seasonality of labor, especially in the crop sector, periods of large, time of excessive workload of people are combined with periods of relative incomplete workload. Some problems experienced by agricultural workers are also due to the remoteness from the cities, lack of information on the state of markets, existing requirements for the quality of products and the like. Since agricultural production is characterized by numerous economic risks associated with weather conditions, plant and animal diseases, market and investment uncertainty, imperfect legislation, and unscrupulous actions of monopolistic entities in the market, this causes social and psychological tensions and wears out human capital.

In the domestic agriculture, the above features of the formation and use of human capital, especially in the current difficult demographic situation, the absence in many cases of a full-fledged family, sufficiently low level of development of social infrastructure – slow down the processes of reproduction. Considering this, it is necessary to develop a set of measures to create an appropriate social infrastructure that will allow peasants to solve social and domestic problems, organize cooperation with the sphere of services, sales and processing enterprises. Forming the attractiveness of life in the countryside requires the creation of optimal socio-psychological conditions through the development of a system of medical, educational, information and psychological services. It is very important to provide peasants with an unhindered receipt of quality education, for which the forms of distance, correspondence and extracurricular education can be used. Useful for them could be mobile, preferably free, time-consuming forms of advanced training and retraining.

Equally important is the development of transport infrastructure, increased confidence in the safety of housing, animals, machinery, storage of products, crops, property, are important factors in securing workers in the countryside, as well as long-term economic interest. For the successful functioning of the agrarian economy, the formation of adequate human capital, rural areas are important in order, creating effective motives for educators and medical workers, the lack of which is the main reason for the peasants leaving the village, especially those with children.

The specificity of the formation of human capital in the agrarian economy lies in the fact that it occurs in a ramified system of economic, social and institutional relations. Undoubtedly, as in other sectors, agrarian relations are dominated by competition relations, which stimulates the choice of specialization, diversification, lowering production costs and improving product quality.

However, in the investigated area, there is a manifestation of unscrupulous actions against peasants by other subjects of the agrarian market, which, using their monopoly position, establish conditions of trade, lending and standardization that are profitable only for themselves, they destroy competition. In the domestic agro-industrial complex, the fight against the widespread and harmful phenomenon of monopolization has not yet begun, which causes a tangible damage to the village, making it unprofitable and socially vulnerable. Therefore, in the agrarian economy and related industries in order to satisfy the interests of all participants of the agrarian market, it is necessary to ensure the implementation of the modern concept of forming benevolent relations with business partners, which is proved by the experience of the functioning of foreign market entities. The cooperation of the agrarian and industrial complex becomes an objective necessity for the development of production, education, science, the credit system, and trade. The desire of some subjects to satisfy only their own goals, manifests itself in

the practice of domestic entities of the agrarian market, is a negative tendency capable of destroying the entire system of relations, including social ones. As forms of the coordination of interests it is possible to use agreements, consolidations, integration systems. All this will positively affect the formation of human capital, the interest of workers in the agro-industrial complex, which, even in the conditions of fierce competition, should establish cooperation, combine economic interests, and support social partnership.

The peculiarity of the formation and use of human capital in the agrarian economy lies in the fact that it is formed in various socio-economic and institutional relations. Some researchers believe that market economy due to its objective development logic, the differentiation of actors reproduces only the capitalists and wage workers. In fact, these processes are more difficult, because in agricultural production there are not only hired workers, but also landowners who are not always large and want to get their share of the profits in the form of land rent, peasants farmers, entrepreneurs, professionally organize agrarian business, managers owners of capital, hired managers, shareholders, intermediaries. The above composition of socioeconomic groups of the population has its own objective economic interests, contradictions and mechanisms for their solution. Accounting for them is also important for the formation of human capital, since in this case we are talking not only about wage labor, but about the entire system of economic participants, including landowners, owners of capital, entrepreneurs, hired workers, farmers, managers. Each of them performs certain functions, receives its share and form of income. Naturally, the owner of the land must receive land rent, while he realizes his ownership of land and with it enters the land market, renting land, competes, but his income depends not only on the quality of the land, but also on the quality of his own human capital, is characterized its efficiency in the land market. An active market participant is the owner of capital who invests at interest in commercial banks, dividends in industry, processing or in agriculture. It is known that investors naturally want to realize the profit goals, therefore their human capital must also have high competitiveness and be characterized by corresponding professional qualities. The same goes for the organizers of the production of managers, whose role is constantly growing. They also need to have high professional qualities of management, innovation, improvement of economic processes.

**Conclusions.** The essence of human capital can not be reduced to such categories as labor, labor potential, personnel, as they simplify the analysis of the role of man in the economy.

It was established that human capital should be understood as the totality of physical, spiritual, professional, entrepreneurial, creative abilities, skills, experience, skills, health, moral qualities that accompany a person during his life and bring income to it, enterprise, region and society. The main components of human capital are health, knowledge, talent, information culture, creativity (innovation), experience, skills, motivation, virtual mobility. Human capital in the agrarian sector of the economy is reproduced in conditions of biological, seasonal, largely risky production, with a high level of diversification of labor, attachment to the place of residence, personal economy, affecting the processes of formation of living standards and demography.

Important directions in the development of human capital should be: strengthening the health of the population, enhancing professional skills, absorbing knowledge in the sphere of consumption, lending, trade, improving life, lifestyle, with the aim of motivating high-performance activities in the countryside. In the agrarian economy it is important to create a serious motivation for the peasants to improve the quality of human capital, the effectiveness of its use, and also to ensure the diversification of vocational training of peasants, which, depending on the period of the year and the type of products, will perform various works at a sufficiently high quality level.

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#### Особенности воспроизведения и использования человеческого капитала в аграрном секторе

Утченко Д.Н.

В статье рассмотрены основные факторы формирования и воспроизведения человеческого капитала на основе теоретических исследований представителей различных экономических школ. Приведены научные обоснования элементов теории человеческого капитала, которые отражают социально-экономические элементы формирования трудоспособности человека.

С учетом опыта прошлых лет и обработанных научных трудов отечественных и зарубежных ученых, была исследована сущность категории человеческого капитала в узком и широком смысле, а также проведено ее сравнительный анализ. Сформулировано определение данной категории, с возможностью использования ее в практике оценки человеческого капитала, как стоимости, предварительных и воплощенной в виде запасов не овеществленных форм производительных способностей индивида.

Представлено специфику воспроизводства человеческого капитала в аграрной экономике, и определены процессы, которые ее характеризуют. Охарактеризованы особенности воспроизводства человеческого капитала в сельской местности.

На основе статистических данных проведен комплексный анализ демографической ситуации в селе, с учетом возрастной структуры, состояния здоровья населения, процессами рождаемости и смертности, половозрастной структуры, старение и миграции. Все это достаточно сильно влияет на качество человеческого капитала.

**Ключевые слова:** человеческий капитал, аграрный сектор, национальное хозяйство, демографическая ситуация, воспроизводство, сельское население, сельские территории.

#### **Features of reproduction and use of human capital in the agricultural sector**

**Utechenko D.**

The article deals with the main factors of formation and reproduction of human capital on the basis of theoretical studies of representatives of various economic schools. The scientific substantiation of the elements of the theory of human capital, reflects the socio-economic elements of the formation of human abilities to work.

Taking into account the experience of past epochs and the processed scientific works of domestic and foreign scientists on this subject, the essence of the category of human capital in a narrow and broad sense was investigated, and its comparative analysis was carried out. The definition of this category has been formulated, with the possibility of using it in the practice of assessing human capital as a value, preliminary and embodied in the form of stocks of unrealized forms of the productive abilities of the individual.

The specificity of the reproduction of human capital in the agrarian economy is presented, and the processes that characterize it are defined. Features of reproduction of human capital in rural areas are characterized.

On the basis of statistical data, a comprehensive analysis of the demographic situation in rural areas was carried out, taking into account the age structure, the health status of the population, the processes of fertility and mortality, sex and age structure, aging and migration. All this, quite strongly affects the quality of human capital.

**Keywords:** human capital, agrarian sector, national economy, demographic situation, reproduction, rural population, rural areas.

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#### **ТЕОРЕТИЧНІ ПІДХОДИ ДО ОРГАНІЗАЦІЙНО-ЕКОНОМІЧНОГО МЕХАНІЗМУ ФУНКЦІОНУВАННЯ СІЛЬСЬКОГО ГОСПОДАРСТВА УКРАЇНИ**

Стаття присвячена оцінці теоретичних і методичних підходів організаційно-економічного механізму функціонування сільськогосподарського виробництва в Україні. На основі узагальнення думок науковців пропонується розглядати економічний механізм як сукупність об'єктивно існуючих взаємопов'язаних, стійких, повторюваних форм економічних відносин, який опосередковує всі взаємопов'язані економічні процеси – виробництво продукції, її реалізацію, відтворення ресурсів, у тому числі, накопичення й інвестування, інновації, підвищення ефективності тощо, міжгалузеві та галузеві процеси.

Структура економічного механізму охоплює такі підсистеми: бюджетну, цінову, кредитну, податкову, страхову і тарифно-митну. Кожна із них має відносну самостійність і характеризується певними економічними категоріями. Перелічені підсистеми виступають як взаємопов'язані елементи, а взаємодія їх зумовлює синергетичний ефект функціонування економічного механізму як цілісної системи. В основі досягнення ефекту знаходиться оптимізація співвідношення державного регулювання аграрного сектору економіки та саморегулювання товаровиробників на основі адаптації до вимог ринку.

**Ключові слова:** сільськогосподарське виробництво, організаційно-економічний механізм.

**Постановка проблеми.** Відтворювальна структура аграрного сектору економіки розглядається як сукупність його міжгалузевих і регіональних виробничо-економічних зв'язків, осно-