





# Inclusive Development of Ukraine: Problems and Prospects

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**Abstract:** The essence of a new inclusive approach was analyzed. It is used, on the one hand, for definition of measurement indexes and evaluation of current state of countries economic and social development; on the other hand, as an instrument for the identification of countries strategy of perspective directions development. The authors' interpretation of the research methodology to determine the ways for achieving the main goal of the country inclusive development was offered. It is carried out through the system characteristics of its economics such as growth and development (productivity), environmental friendliness (sustainable development), inclusiveness (involvement) and appropriate model. Essential, fundamental components of inclusive development of Ukraine were identified and classified. The obstacles preventing such development were revealed and effective mechanisms of overcoming the obstacles were suggested.

## 1 INTRODUCTION

Transformational processes in the world have extremely accelerated for last years that is accepted to join it with increasing the speed of information of creation. In this regard there is a need for determining the new coordinate system and indicators for measurement and evaluation the state of countries economic and social development and defining its future perspective ways. Now Ukraine is in such situation when it should determine the strategic priorities of transformation. After all the previous experience proves that the success hasn't been achieved for 30 years of independence. This is evidenced by the loss of positions on the world arena and the low level of life. Based on the fact that the world's leading countries have started to evaluate the success of its existence through the expanded system of indicators which hasn't been limited only by economic component, it is expedient to consider the state of Ukraine from the position of inclusive development and identifying the existing problems, to find out possible ways and mechanisms of their


overcoming. Therefore, consideration of this problem is looking so actual today.


## 2 LITERATURE REVIEW


OECD (2015) interprets the Inclusive growth as «economic growth which creates opportunities for all segments of the population and distributes advantages in society more rightly from increased welfare in monetary and non-monetary expression»


The World Bank experts and IMF (2021) determine the Inclusive growth as resistant economic growth that has the main goal – it's reducing the property and inequality. In such sense the world economic forum also focuses on the poor, especially in that part of workforce that is involved in activity with the low productivity and/or is fully excluded from the process of growth.

Reza Hasmath (2015) summarizes in her work that «This inclusive growth should be understood as a model of economic development aimed at creating and developing a balanced socio-economic system,

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taking into account social equality, environmental protection and natural resources. In the same way, inclusive growth is understood as economic growth aimed at increasing wealth and reducing inequality through an open and equitable distribution of wealth among the population».

The purpose of the article is defining the essential, fundamental components of inclusive development of Ukraine and searching for effective mechanisms of overcoming obstacles that arise along the way of this development.

The world science community elaborates new indicators which could allow to measure and evaluate the successful development of countries in modern realities. The question of Inclusive Development has been elaborated by scientists for a long time. Inclusiveness in macroeconomic meaning is considered like the opposite to poverty and inequality. After all, poor segments of the population of either country are completely removed from the process of creation the useful product and work in «tin» sphere or work with the lowest productivity. It's lower than the average level of labor productivity in the country.

### 3 METHODOLOGY

The world has been already divided into economically developed and not economically developed, we speak about advantages of the Service Industries over the sphere of production in creation the GDP and focus on people's satisfaction with life in their country but we have still measured the position of countries in the world ranking based on the level of GDP per capita and don't consider the size of Gini index in evaluation. In Davos 2018 the International forum stopped such evaluations and emphasized that such approach is fully grounded and don't express the real state of cases concerning development of the world. In return there is offered a new approach to evaluation, there is the Inclusive Development Index.

In 2018 in the International economic forum in Davos there was represented to the general public the indicator Inclusive Development Index. According to experts this is the indicator that demonstrates us the real state of the world economy through the determination of capacity of every country to provide economic benefits for all the citizens.

The index has been expected to change our perception of real picture of the world. For Ukraine such transformations mean that while choosing the ways of developments and formation of state policy,

it must be necessarily considered how accepted decisions are able to affect the level of country's Inclusive Development, that is whether there will be economic growth (which, we hope, not only will be reached but will also acquire the signs of stability and even acceleration) to benefit all citizens of Ukraine. Otherwise, it means only another round of local oligarchs' enrichment and further impoverishment of the nation as a whole.

The Inclusive Development Index is a complicated integral index which includes the evaluation of economic and social development of the country and indexes which are divided into three groups (fig. 1). Such division fully complies with the concept which is declared by the world community. The concept is «Growth – Fortitude – Inclusiveness».

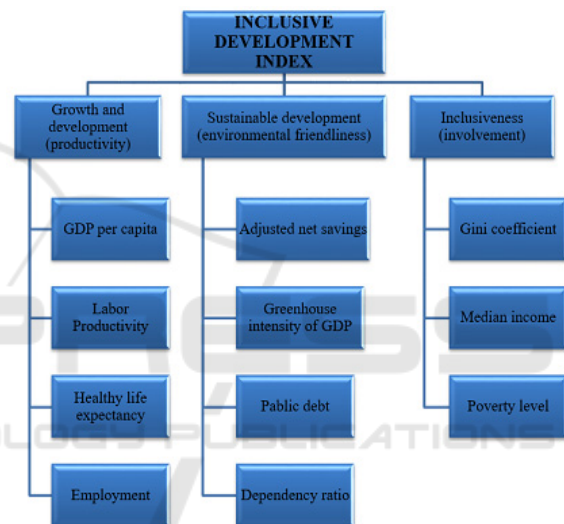


Figure 1: Inclusive Development Index.

The following research methods were used theoretical ones such as analysis, synthesis, empirical and statistical methods.

### 4 RESULTS AND DISCUSSION

According to the data which was published at the Worldwide economic forum in Davos in 2018, Ukraine took the 49<sup>th</sup> place in the world among developing countries and the last place in Europe according to the level of such index.

Overall IDI score Inclusive Development Index made up 3.42 and 5-year trend IDI overall is -6,8% for Ukraine. It indicates extremely unsatisfactory results of the country development and its negative tendency.

Such far from developed countries as Honduras (46<sup>th</sup> place), Pakistan (47<sup>th</sup> place) and Tanzania (48<sup>th</sup> place) took higher places than Ukraine in the list and demonstrated better results in development. Honduras overall IDI score of Inclusive Development Index made up 3.61 and 5-year trend IDI overall is +2,03%, Tanzania overall IDI score Inclusive Development Index made up 3.43 and 5-year trend IDI overall is +3,86%. As for Pakistan, its overall IDI score of Inclusive Development Index makes up 3.55 and 5-year trend IDI overall is equal to +7,56%.

Ukraine demonstrating negative rates of economic and IDI growth has created poor image in the international area. As a result, we may predict further rating decline in the coming years.

Slow or even negative rates of economic growth for the whole period of Ukrainian independence caused the country lagging significantly behind the GDP level per capita not only in comparison with economically developed countries but also comparing to the former Soviet Union republics. Considering the components of «Inclusiveness» and «Environmental friendliness» you should bear in mind that Ukraine lags far behind according to these indicators.

On the report of the World Economic Forum (2017), the worst components of IDI for Ukraine were such as follows:

- financial intermediation of real economy Investment (only such components as Domestic credit to private sector by banks (% of GDP) and Private R&D Expenditure (% of GDP) had a positive impact on IDI. At the same time other components such as Local capital market access, Venture capital availability, Large and Small Cap IPOs to NFCs (weighted per \$100 Billion USD GDP)) were adverse.

Corruption and rent-seeking demonstrate highly negative meanings among almost all the components of Indexes (business and political ethics, judicial independence, diversion of public funds, irregular payments in tax collection, ethical behavior of companies, irregular payments in public contracts, favoritism and nepotism in government officials decisions, concentration of rents, extent of market dominance, intensity of competition, effectiveness of antitrust policy, concentration of banking sector assets). But despite all the above mentioned the highest index of the group is the public trust to politicians, which suggests that citizens of Ukraine are influenced by propaganda from the side of dishonest politicians through the media.

Asset building and entrepreneurship had some unfavorable indexes among the negative indicators such as protection of property rights, private pension

assets (% GDP), cost of resolving insolvency (% of estate value) and contract enforcement cost (% of debt value).

Fiscal transfers contain such components as Extent and effect of taxation on incentives to work, Extent effect of taxation on incentives to invest, Total tax wedge (% of labor cost).

Comparisons of IDI components of Ukraine and other countries are given in the table 1.

Table 1: Comparison of IDI components in different countries.

Group of indicators	Indicator	Countries			
		Romania	Bulgaria	Russian Federation	Ukraine
Ranking place		10	11	19	49
GROWTH & DEVELOPMENT	GDP Per Capita Growth, %	3,7	2,5	0	-1,4
	Labor Productivity Growth, %	4,0	1,3	0	-3,2
	Healthy Life Expectancy Trend, Yrs	1,7	1,2	2,4	1,9
	Employment Trend, %	0,9	3,2	-0,3	0
INCLUSI ON	Net Income Gini Trend	0,6	0,9	0,7	-0,6
	Poverty Trend, %	-0,5	-0,4	0	0,3
	Wealth Gini Trend	-10,7	-9,6	-10,5	0,1
	Median Income Trend, \$	0,3	2,4	-0,1	-0,6
INTERG ENE- RATION AL EQUITY & SUSTAIN -ABILITY	Adjusted Net Savings Trend, %	1,9	3,4	-3,2	-0,7
	Carbon Intensity Trend, Kg Per \$ Of GDP	-3,7	-6,3	-13,8	-32,7
	Public Debt Trend, %	1,6	11,2	5,3	43,7
	Dependency Ratio Trend, %	2,1	4,9	5,0	2,6

Source: World Economic Forum

As Table 1 shows, Ukraine has the most severe problems with economic growth, declining productivity and public debt rising.

We should emphasize that the best indicators are shown by the countries which have joined the European Union. They show economic growth, productivity increase, median income rise, poverty reduction, public debt decrease and others.

Meanwhile, the best indicator for Ukraine is the declining trend in carbon intensity. However, it is mostly due to reduced industrial production, which, in its turn, is a negative factor.

It should be taken into consideration that the collection of statistics in Ukraine is somewhat different from European and international practices. Some indicators are not recorded by the State Statistics Committee of Ukraine, which complicates the calculations.

There is also a substantial discrepancy between country statistics and real state of affairs. This deviation is due to a significant share of the «shadow sector» in economics, which, according to reliable data, is at least 60 percent of Ukraine's economy.

In practice, Ukrainians face many problems in inclusive development. In particular, it is unavailability of vital space for people with disabilities and inaccessibility of medical care for all segments of the population except for the wealthy.

Legal requirements for inclusive infrastructure and public institutions are perceived by business entities with neglect of standards which makes them unusable. Besides, implementation of the medical reform provisions is slowed down by insufficient funding from the state and by the active resistance of local entities whose personal financial interests are interfered.

At the same time, it is worth pointing out that the reforms started under President Poroshenko have already yielded positive results.

Ukrainian economics has undergone the greatest systemic changes due to decentralization reform.

The essence of decentralization reform is to divide the country into united territorial communities. Thus, nowadays lion share of the taxes remain in the community where they are collected. Local self-government has the right to decide on issues of local importance themselves without involvement of other official bodies.

Previously, taxes were accumulated in Kyiv and distributed among the regions in the form of subventions. It created significant opportunities for misuse and corruption.

Today, communities set their own priorities in the use of funds. Consequently, their members can

control the efficiency of the expenditures more effectively. The state conducts public consultations with communities and all-Ukrainian associations of local self-government.

In addition, some progress in health care reform has been witnessed. Signing of declarations with family doctors at the primary level was very quick. Just in the first half of 2018, 25 million Ukrainians signed declarations with family doctors. It gave opportunity to rise funding for primary care and increase the salaries of doctors. Doctors received a 3-4-fold increase in salaries, which significantly improved their attitude to health care reform.

Secondary and tertiary levels, where the reform did not come so quickly, unfortunately, were not so successful in terms of reforming their activities. Quite low tariffs do not allow hospitals to provide patients with quality medical services.

The most painful problems of healthcare transformation in Ukraine were such as:

- unwillingness of hospitals to switch to funding to pay for the results of work (money follows the patient);
- lack of hospitals readiness to implement patient-oriented service;
- weakness of hospital unions in defending the interests of teams in wages and salaries;
- cases of abuse by management in the payment distribution;
- biased official competitions for replacement of hospital management positions and other.

The most difficult factor in opposing the reform was reaction of doctors and patients, who did not realize the essence and prospects of the reform.

Unfortunately, the reform of the judicial system introduced by President Petro Poroshenko has not been implemented yet. The reason for it was the short deadlines for its implementation.

The Ukrainian law enforcement system has also remained partially reformed.

The whole system of anti-corruption bodies was created in Ukraine to fight corruption. Namely, they are:

- National Council on Anti-Corruption Policy;
- National Anti-Corruption Bureau of Ukraine;
- National Agency for the Prevention of Corruption;
- Specialized anti-corruption prosecutor's office;
- State Bureau of Investigation;
- Supreme Anti-Corruption Court.

During the tenure of the fifth President of Ukraine Petro Poroshenko, first lady Maryna Poroshenko took care of inclusive education. The goal of the inclusion project was to create and develop an inclusive

educational environment for children with special needs in secondary schools.

New educational institutions were created within the project, the position of a teacher's assistant was introduced, and special educational materials were published. The textbook «Inclusive Education» by Maryna Poroshenko is one of them.

Owing to the introduction of inclusion, the number of children with special needs who have the opportunity to learn fully increased almost tenfold - from two and a half thousand to 24 thousand students.

Unfortunately, these steps were not enough to improve the state of inclusive development of Ukraine significantly.

We use the IDI model to identify problems and assess development prospects. The model of IDI is perfectly suitable for the identification of development problems of the country and defining prospects for its improvement. The ultimate goal of the world community according to the direction of Inclusive growth is formulated as «Growth – Fortitude – Inclusiveness».

According to the economic terms achievement of such goal is possible through three system characteristics of countries economy: productivity – environmental friendliness – involvement which, in its turn, can be divided into components of lower level (fig. 2).

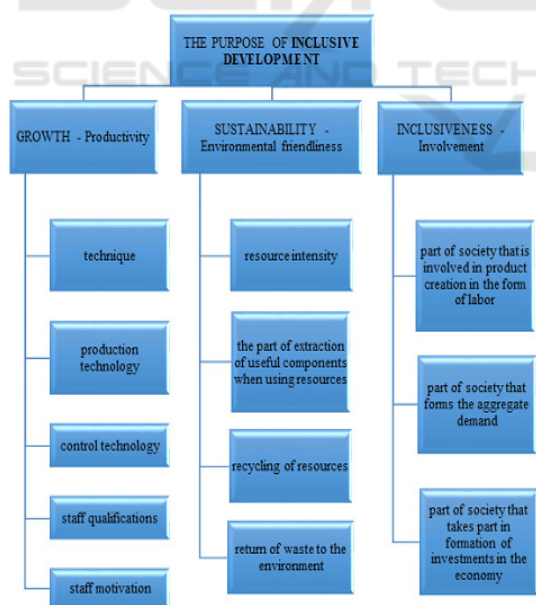


Figure 2: Components «Growth – Sustainability – Inclusiveness» as a goal of the World Community development.

Basing on the above-mentioned components, we can identify reasons of unsatisfactory economic growth rates in Ukraine in the 21st century which are as follows:

A. As for the component of productivity:

- using the outdated technique in all economic spheres and branches (Table 2);
- applying the outdated technologies in all economic spheres and branches;
- using the outdated control technologies in all economic spheres and branches;
- insufficient staff qualifications, non-compliance of qualifications to the modern structure of the world economics;
- insufficient staff motivation because of the low wages; limitation and imperfection of methods and mechanisms of motivation (Fig. 3.).

B. Regarding the component of environmental friendliness:

- high resource intensity of production of goods, works, services (material consumption, energy consumption, fuel consumption, human capacity etc.) (Fig. 4);
- too low component removal rate when using resources;
- no resources recycling and reusing;
- high level of emissions into the environment in process of product production.

C. Concerning the involvement component:

- insignificant part of society which is involved in product creation in the form of labor;
- a significant part of society which is excluded from the product creation because of departure to work abroad;
- a significant part of perspective youth which is removed from the process of labor reproduction and from Ukrainian society in future because of getting the education abroad and desire to stay there for permanent residence;
- a significant part of society which is involved in product creation in the form of labor in «grey» sector of economy;
- excluding people with specific, special needs from the formation of aggregate demand;
- insignificant part of society that takes part in formation of investments in the economy, concentration of financial resources in the hands of «an oligarchy».



Table 2: The degree of depreciation of fixed assets (2018).

Type of economic activity	%
TOTAL	60,6
Agriculture, forestry and fisheries	35,4
Industry	66,4
Mining and quarrying	43,1
Total manufacturing	64,3
Including the following:	
- Manufacture of wood products, paper production and printing	87,9
- Metallurgical production, production of finished metal products	68,9
- Manufacture of other machinery and equipment	60,5
- Manufacture of motor vehicles, trailers and semi-trailers and other transport equipment	63,7
Supply of electricity, gas, steam and air conditioning	73,7
Water supply; sewerage, waste management	77,4
Construction	44,5
Wholesale and retail trade; repair of motor vehicles and motorcycles	42,1
Transport, warehousing, postal and courier activities	62,9
Temporary accommodation and catering	41,7
Information and telecommunications	59,9
Publishing, production of motion picture and video films, television programs, publishing of sound recordings, activity in the field of radio and television broadcasting	78
Financial and insurance activities	44,8
Real estate transactions	57,5
Professional, scientific and technical activities	50,3
Activities in the field of administrative and support services	83

Source: State Statistics Committee of Ukraine

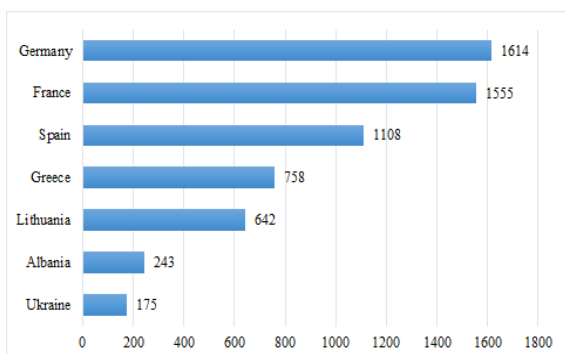
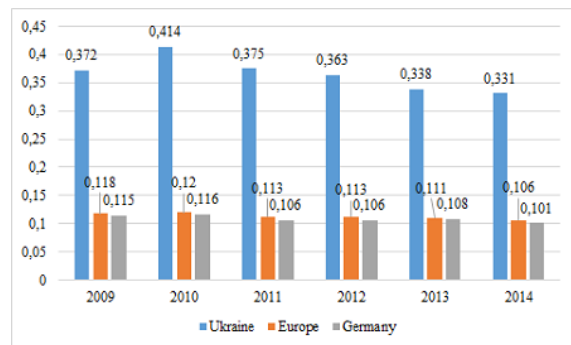


Figure 3: Minimum wage in Ukraine and some European countries (2021), Euro.



Source: www.worldenergy.org/data/efficiencyindicators

Figure 4: Primary energy intensity of Ukraine's GDP, compared to Europe and Germany, 2009-2014 (kg of oil equivalent per \$ 1. USA -kg AD / \$ 2005).

Following the results of 2017, it was indicated in the report of the Worldwide Economic Forum (2018) that improving the workers training, simplification of the starting up procedure and registration of a new business and entrepreneurs' access to financial resources, strengthening the fight against corruption must become priority areas of Inclusive Development in Ukraine.

At present, in 2021 we can see only one positive step ahead which is simplification of the new business creation and registration procedure.

The problems of Ukrainian education should be dwelt upon in particular. In terms of public spending on education in GDP, Ukraine is one of the leaders in the world. While OECD countries spend on average of 5.0-5.2% of GDP on education, Ukraine spends 6.2% of GDP on education. But, due to low level of Ukraine GDP, everything is not all rosy in monetary terms. (Zherebylo, 2018)

As a result, educators receive low salaries and have low interest in the quality of their work. The average age of employees at all levels of education is increasing. It is explained by the fact that young people are not interested in long term working for a salary lower than the cashier's of the supermarket.

Education in Ukraine is characterized by students' achievements being lower than in most EU countries. It is evidenced, in particular, by the low positions of Ukrainian universities in European and global rankings. Attempts to reform the education by granting autonomy to universities have not yet yielded tangible results.

An important shortcoming of the country's education system is the unequal access to quality education. In particular, rural students often do not have the opportunity to receive adequate secondary education. Consequently, such children have problems with higher education in future.

There are also problems with the effectiveness of education funding in Ukraine. Secondary education has not responded to demographic change in the country since gaining independence. Thus, the number of schoolchildren in 1991-2018 decreased by 43.3%. The number of general secondary education institutions decreased by 28.9% and the number of teachers - by 17.9%. Accordingly, schools lack funds both for teachers' salaries and for updating the material base. (Tarasenko, 2021)

Rapid urbanization led to an increase in the share of the local population which caused differences in the number of students in classes in urban and rural schools. One teacher in the city has twice as many students as a village teacher, and there are four times as many students in a city class.

In general, it can be stated that the education system is not in line with the strategic goals of the country's development.

Besides, the problem of inconsistency of curricula and teaching methods with modern requirements still remains.

Poor education and training results are manifested in the inability of the graduates of higher and vocational education to meet the needs of the labor market.

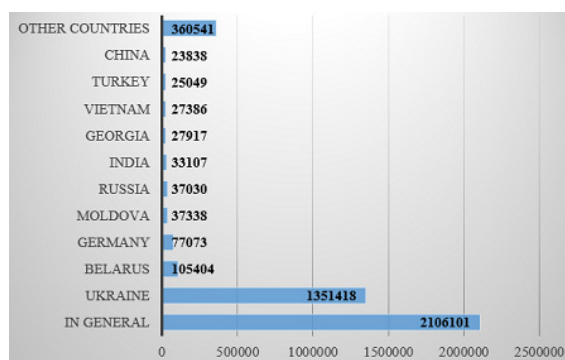
As a result, the country is experiencing an acute shortage of skilled workers and difficulties in employing graduates.

Updating the workers' training does not take place due to low interest in such education from Ukrainians because representatives of working professions don't get high salary. Therefore, these workers prefer temporary work or even constant labor migration to the EU countries.

Such migration process is quite justified, because the average purchasing power per capita in Europe in 2021 is 15,055 Euros, while in Ukraine this figure is only 1892 Euros per capita. This is less than 13 percent of the European average figure.

25 percent from 3 million migrants who arrived in the EU in 2019 were Ukrainians. That makes up 757,000 people out of nearly 3 million who came.

The largest number of labor migrants from Ukraine go to Poland. According to the Polish Foreign Ministry (2020), Polish consulates issued almost 900,000 visas to Ukrainians in 2019, from which 895.7 thousand were national visas (Fig. 5).



Source: Main Statistical Office of Poland

Figure 5: The number of foreigners who were in Poland as of December 31, 2019.

The failure to fight corruption is one of the reasons for lack of entrepreneurs' access to cheap financial resources which are necessary for starting a business.

The serious problem for the development of economy of Ukraine is transferring significant part of tax burden by ill-considered and populist innovations of digitalization from large business to small and midsize business, replacement of cheaper energy resource for more expensive one that is immediately reflected on the value of goods and services and many others.

Using the proposed model (fig. 2) according to identified reasons for the slow growth rate, we can form a list of ways to overcome such backwardness.

A. As for the component of productivity:

- renew the outdated technique in all economic spheres and branches;
- renew the outdated technologies in all economic spheres and branches;
- renew the outdated control technologies in all economic spheres and branches;
- transformation of education for providing staff teaching and retraining according to modern requirements and modern structure of world economy;
- more balanced approach to innovation of digitalization and taxing, and their introduction to small and midsize business only after qualified and deep research of essence and effects of realization such innovations. Creating effective mechanisms their realization in contrast to nowadays «populism» and superficiality;
- increase the level of payment of staff such as taking part in company's profits etc.

B. Regarding the component of environmental friendliness:

- renovation of the outdated technique and technology in all spheres and branches of economy with an emphasis on progressive resource – saving and environmentally friendly technologies and possibility of recycling and reusing resources;

- improving energy efficiency in all sectors and areas of the economy.

C. Concerning the Involvement component:

- «de-shadowing» of the economy;

- formation of aggregate demand taking into account the needs of the people with specific, special needs, its expansion due to satisfaction such needs;

- «de-oligachization» of economy;

- formation the favorable climate for creation of small and midsize business entities by citizens of Ukraine.

## 5 CONCLUSIONS

As follows, the modern model of IDI is comfortable for the identification of development problems of the country and researching for prospects its improvement. Achievement of the triune goal of the inclusive development of a country «Growth – Sustainability – Inclusiveness» is possible through system characteristics its economy. Productivity – environmental friendliness – involvement which are divided into set of components of lower level. Based on such model, we can single out a number of reasons for the unsatisfactory paces of inclusive growth in Ukraine in the 21<sup>st</sup> century and there were offered a list of ways to overcome such backwardness.

The conducted studies showed that a number of reforms were carried out in Ukraine in 2014-2019, which addressed some issues of social development, such as inclusive education, and laid the grounds for fundamental institutional changes in society and the economy, in particular, decentralization, medical and anti-corruption reforms. Their implementation is to improve the level of inclusive development of Ukraine significantly.

At the same time, it should be pointed out that after 2019 there is a slowdown in reform processes, which produces a negative impact on inclusive development and will undoubtedly lead to deterioration in the values of the Ukraine IDI.

The main problems of inclusive development in Ukraine were identified as follows:

1. Low level of labor productivity associated with the obsolescence of machinery and production technologies, as well as poor motivation of workers.

2. Low level of energy efficiency in all spheres and branches of economy.

3. The complexity of doing business.

4. Unsatisfactory quality and lack of accessibility to education, especially at the vocational training level and in rural areas.

5. Unsatisfactory quality and unavailability of medical care for the population.

6. High level of corruption and "shadowing" of the economy.

7. Inefficient system of small and medium business taxation.

8. Extreme level of workers' and employees' labor migration with subsequent residence permits and moving to other countries for permanent living.

9. Low standards of living, wages and salaries.

In our opinion, in order to accelerate the inclusive development of Ukraine in the context of identified three systemic characteristics of the country's economy: productivity-environmental-involvement, it is necessary to implement such measures as:

1. Updating of equipment and technology, energy efficiency increasing of all branches of economics.

2. Economy de-shadowing.

3. Active reform of such socially significant areas as medicine and education.

4. Preventing the implementation of corruption deals.

5. Attracting foreign investment and creating favorable opportunities for Ukrainian entrepreneurs to do business and create new jobs.

6. Wage and salary Increasing.

Comprehensive implementation of above-mentioned measures accelerates inclusive growth in consistence with Ukraine's potential.

Taking into consideration the complexity and complication of the issue, there is an urgent need for further research involving a special apparatus of economic and mathematical modeling.

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