

## «DINAMICS COLLATIO» LABOR PRODUCTIVITY AND PAYMENT AS A LEVEL OF MANAGEMENT OF ORGANIZATIONAL AND ECONOMIC POTENTIAL

*Summary.* The rate of advance of the rate of growth of labor productivity in comparison with the dynamics of their remuneration (dinamics collation) is one of the evaluation indicators and at the same time the levers of managing the development of organizational and economic potential of the economic system. The publication describes the comparative characteristics of the coefficient in Ukraine and Transcarpathian region, which serves as a basis for making adequate and proactive strategic decisions.

**Key words:** potential, productivity, wages.

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## CARE ABOUT ENVIRONMENT PROTECTION IN THE CONDITIONS OF EFFECTIVENESS OF SUSTAINABLE DEVELOPMENT CONCEPTION (Example of Georgia)

### Abstract

*The authors regard environment protection as the necessary condition for meeting demands of future generations. They believe that without taking care about the natural environment supply of resources to production sector and, generally, proper economic development of the countries would be impossible. In the opinion of the authors, environment protection still is the problem not only in Georgia but all over the world. Though Millennium Development Goals were achieved and absolute majority of the countries is currently involved in achievement of Sustainable Development Goals, environment protection is still a problem. The authors regard that this is evidenced by the cataclysms occurring all over the world from time to time. The authors consider environmental education of the society as the main factor for dealing with the environment protection problem. They regard that formation of environmental awareness should commence in the childhood. They regard that the subjects dealing with the environment protection must be included into the education programs of the pre-school, school, college and higher education institutions.*

**Keywords:** environment protection, sustainable development, environmental education

### INTRODUCTION

Proper satisfaction of the requirements of future generations will be impossible without environment protection. Supplying of resources to production and creation of normal conditions for economic development in the long run is possible only if environment protection is ensured. Together with the other factors, improvement of the level of business social responsibility is critical for maintenance of the natural environment and in the recent period great attention is paid to this.

Environment protection, social responsibility and economic development are the three spheres connected by sustainable development conception. Achievement of 17 goals set by UN General Assembly for sustainable development must ensure balanced development of the above three spheres, as well as protection of the interests of future generations. Together with 17 goals of sustainable development 169 objectives for their achievement were stated [1]. Their realization is possible only with joint efforts of the state, business and individuals. Overview of the materials dealing with these issues showed that the representatives of international organizations and relevant structures of individual countries, as well as the most part of wide

society. Nevertheless, the issue of environment protection remains problematic all over the world. This is evidenced by the cataclysms in different countries, harming not only the respective countries but endangering entire planet. Even examples of fires in Amazon forests and Australia would be sufficient to confirm this. The issue of environment protection should be dealt with in Georgia as well. Irrespective of the measures taken by the state, the natural environment, elements thereof (forest, water, air...) are not properly protected in the country. Environment protection is significant in Georgia not only for meeting of the future generations' requirements but also for further development of such significant sphere as tourism. No matter how extensive are measures taken for development and improvement of tourism sphere in the country, the goals cannot be realized without proper environment protection.

After gaining independence, Georgian government, for the purpose of environment protection has adopted whole set of laws [2, 3, 4], developed the state programs [5] that were adjusted to the Association Agreement and sustainable development goals. And yet, there are many facts of harming of natural environment in the country. We would like to provide only one example. According to the Emergency Management Service of Georgia, 132 cases of forest fires were registered in 2016, 494 cases – in 2017 and 113 in 2018 [6]. The question is – whose guilt is this? In our opinion, indifferent attitude of individuals to the natural environment play significant role in environment harm and pollution. It seems, the wide society has not properly understood how dangerous can be the outcomes of failure to take care about environment. Hence, they do not properly participate in environment protection; do not fulfill their civil duty. The main cause of this is unawareness of the significant part of the society in necessity of environment protection and expected outcomes of its harming. To check this hypothesis the online public survey was conducted.

Great significance of environment protection for the country's development and meeting of the population's demands, as well as necessity of environmental awareness of each individual have conditioned work on this issue and presentation of the obtained results to the wide society.

## **RESEARCH METHODOLOGY**

In the process of work on this paper we got familiar with the theoretical, legislative and practical materials related to the issue. Articles and presentations made at the conferences by the scientists and practitioners in the spheres of environment protection and sustainable development, as well as with these problems have plaid the role of theoretical-methodological basis. These include: Gagnidze I., (2014) The Role of International Educational Programs for Sustainable Development [7]; Mghebrishvili B., Upotadze E., (2016). Characteristics of Food Products Labeling in Georgia[8]; Todua N., (2018). Georgian consumers awareness about the benefits associated with healthy nutrition [9]; Mghebrishvili B. (2018).Some Aspects of Social Marketing Development in Georgia [10]; Jachi Ch., Jangulashvili T., (2018). Environmentally Responsible Behavior for Achieving Tourism Sustainable development[11]; Todua N., Mghebrishvili B.,(2018). Legal Fundamentals of Food Safety Provisions in Georgia [12]; Mghebrishvili B., (2019). Situation of Health and Welfare in Georgia in the Context of Sustainable Development and Sustainable Marketing[13]; Todua N. (2019). Attitude of Georgian Consumers to Healthy Nutrition [14]; Seturi M., (2019). Factors Determining the Tourists' Satisfaction:Georgian Case[15]; Mghebrishvili B.,(2020). Some Legal Aspects of Achievement of Sustainable Consumption and Production in Georgia[16].To clarify the level of awareness in necessity of natural environment protection, among the wide society, general, marketing and statistical research methods were applied. Among the marketing research method, we applied quantitative method, in particular, online questioning, conducted based on the special questionnaire. To study obtained materials we have applied analysis, synthesis and statistical methods.

## **GENERAL ANALYSIS**

Society's attention has always been focused on environment protection, to varying extent and in different areas. But conception of sustainable development adopted by UN General Assembly in 2015, as agenda for year 2030 has paid particular attention to this.

Adoption of the sustainable development goals was preceded by the experience gained in the process of achievement of Millennium Development Goals. Issue of environment protection was at significant position in Millennium Development Goals, similar to Sustainable Development Goals. Seventh Millennium Development Goal was improvement of environment [17, p. 17]. Care about improvement of environmental situation in Georgia was oriented towards elimination of the natural resources reduction (degradation) trend and two-fold reduction of the population without stable access to water safe for human health, as well as harmonization of the housing sector with international standards. Significant activities were conducted in Georgia to improve environmental sustainability, within the scopes of the first objective. As a result of performed works, consumption of OSD (ozone depleting substances) was reduced in the country, area of protected territories was increased (from 6.18% of the entire territory in 2005 to 7.46% in 2012), environment awareness plan and forest sector development conception were developed. In addition, certain steps were made for development of the documents on integrated management of water resources and on regulation of the housing sector [17, pp. 47-52]. Significant works were conducted to achieve Millennium Goals in the other countries as well but the progress resulting from achievement of Millennium Development Goals was reflected on the developed countries only and some goals were not achieved. Therefore, development of the new plan was put on agenda and this plan was developed in a form of Sustainable Development Goals.

In 2015, Georgia commenced work for achievement of sustainable development goals. The country has set all 17 goals as the national priorities, and specified the fulfillment indicators for the objectives required for their achievement for years 2020, 2025 and 2030 [18].

State structures, business sector and individuals involved in achievement of Sustainable Development Goals. The role of the state structures in achievement of Sustainable Development Goals was primarily development of the legal framework and inspection of compliance, role of business was compliance with the adopted legislative acts and performing their activities with social responsibility while the role of individuals was environment protection, both, individually and through membership of various formal or informal organizations.

All 17 Goals of Sustainable Development compose entire system and failure to fulfill any goal within the system would affect the status of achievement of the remained goals. Number of these goals directly affects the sustainability of natural environment. These goals include: quality education; clean water and sanitation; affordable clean energy; organizing climate actions; develop life below water, advance life on land.

We regard quality education as the key factor affecting environment protection. In formation of sustainable economy of any country, formation of the education system is one of the most significant factors [7, p. 1]. Frequently, the low level of environment awareness in the population is the key reason of poor protection of environment and various problems. Providing environmental education should be ensured by virtue of the law. According to the law, environmental education system includes works in this sphere at all stages of education, from pre-school institutions to the higher education ones. Certainly, this should be done in this way. Desire to protect the environment should be fostered in each individual from his/her childhood. If we desire to protect the environment, the education system must be improved to include subjects in the sphere of environment protection. Such approach would allow formation of environmental thinking in the entire society or, at least, its greatest part. This would allow the country dramatic improvement of the environment protection level.

Discussion of the education system improvement, with respect of environmental issues, has commenced long ago in Georgia. As early as in 2014, the study "Assessment of Environmental Education in Georgia" [19] was conducted by the order of LEPL Environmental

Information and Education Center under the Ministry of Environment and Natural Resources Protection, with the support of German Development Cooperation Agency (GIZ). The study covered the pre-school institutions, schools and higher education institutions, as well as NGOs and international organizations working in the environmental sphere. The study revealed low level of environmental thinking in Georgian population. Based on the collected materials the researchers concluded that the main reasons of this is lack of education and awareness in this sphere, low level of civil responsibility, lack of motivation, low activity if the state and civil sphere [19 p. 92]. The document underlined that “the population’s attitude to the environment is mostly the consumer’s one” [19, p. 92]. In our opinion, this is the case up to present. It is notable that population’s awareness in environmental issues is still very low and no any significant changes have taken place in the country since 2014 up to present, irrespective of works performed by LEPL Environmental Information and Education Center. This can be said based on the results of environment assessment by the international organizations in Georgia and our survey. According to online questioning conducted in May 2019, 39.8% of the interviewed are not familiar with the Law on Environment Protection and for their 7% it is hard to give answer. Regarding that 70.6% of the respondents were students and 18.4% had higher education, they have not studied either at school or at higher education institution any subjects related to environment protection and they have not received any information about Law on Environment Protection in any other subjects.

While most of the interviewed are not familiar with the Law on Environment Protection, they have assessed the environmental situation in the country. In the opinion of 66.7% of the respondents, situation in the country, with respect of environment protection, should be negatively assessed and in the opinion of their 10.4% - positively. The results of online survey conducted in December of the same year were quite different. 80.5% of the respondents had negative opinion about the environment protection and opinion of their 7.5% was positive. Such difference in results is not surprising, regarding that 88.4% of the respondents had higher education. In addition, 85.6% of the respondents were women. Women with higher education were more sober and critical in their assessments. It seems that they are well aware in the results of improper attitude of the state and wide society to the environment and they attempted to be more critical. This can be from their answers to the next question in the questionnaire. In the opinion of 43.1% of the respondents, the state does not properly take care about the environment and it does not take necessary measures. 48.3% of the respondents regard that the state authorities take care about environment protection only partially and only 2.3% of the interviewed stated that the governmental structures perform proper measures to protect the natural environment.

Assessment of the natural environment condition in Georgia was unfavorable at the international level as well. According to Legatum Index, with respect of natural environment, in 2017, Georgia was 124<sup>th</sup>, among 149 countries [20], in 2018 – 122<sup>nd</sup>, among 146 countries [21], and in 2019 – 142<sup>nd</sup>, among 167 countries [22]. While Baltic countries are not behind the developed countries, in the sphere of environment protection and even are at higher positions compared with many of them. For example, in 2019, Estonia was 13<sup>th</sup>, Lietuva – 27<sup>th</sup> and Latvia – 11<sup>th</sup> [22]. Among former soviet republics only Azerbaijan, Uzbekistan and Turkmenistan were at lower positions compared with Georgia. Such low index of natural environment evaluation in Georgia shows that not only the state authorities fail to pay proper attention to the natural environment but also the representatives of business community and wide society. In this respect the laws were adopted, there are the state programs, relevant structures disseminate information about necessity of environment protection but the situation is still unsatisfactory.

Being at 142<sup>nd</sup> position among 167 countries, with respect of natural environment, shows that works in this sphere are frequently performed superficially in the country, in this sphere. In 2019, Georgia had much better rankings with respect of the other factors determining Legatum Prosperity Index. For example, Georgia was 39<sup>th</sup> with respect of investment environment, 49<sup>th</sup> – market access and infrastructure, 53<sup>rd</sup> – personal freedom, 54<sup>th</sup> – education etc. As a result of all

these, Georgia was ranked 53<sup>rd</sup> among 167 countries, higher than almost all former soviet republics, with the exclusion of Baltic countries [22]. In 2018, at international level, Environmental Performance Index was calculated for 180 countries. This index shows how close is the country to the targets set by the environmental policies and Georgia was at 94<sup>th</sup> position [23]. Lietuva, Turkmenistan, Belarus, Estonia, Russia, Azerbaijan, Armenia, and Latvia were at higher positions. Georgia's position is not very good according to this index but, in our opinion, this shows that the country has potential to improve the condition of natural environment.

## CONCLUSION

Hence, natural environment is not properly protected in Georgia, though there is a relevant legal framework (Law of Georgia on Environment Protection [2], Law of Georgia on Water [3], Law of Georgia Wastes Management Code [4] etc.). In addition, National Environment Protection Program is in progress and this is already third such program [5]. Other national strategic and political documents focus on the environment protection issues as well. In addition, since 2014, Center of Environmental Information and Education extensively works in the sphere of environment protection and sustainable development. The Center conducts trainings, lectures and seminars all over the country, implements various projects to provide environmental education. And yet, much should be done. Only legislative work is not sufficient to protect the environment, even if it is done at very high level. Law requirements must be complied with and all, violating the law must be punished in accordance with the law. In our opinion, even this is not sufficient to protect the natural environment. It is necessary to ensure interest of entire society in environment protection; this is possible by including the issues of environment protection into the education programs. We imply here the pre-school, school, college and university education programs. Isolated measures implemented in the country in this area cannot deal with the environment protection problem. From the childhood, each individual should clearly understand the necessity of environment protection, for his/her and entire society's wellbeing. Absolute majority of the wide society, if not each its member must understand that without taking care about the natural environment economic and business development can be endangered even in the short run, nothing to say about their long run development. Interests of the society must have preference over the interests of individual enterprises and persons. Only in this case the country would have the opportunity of proper achievement of the sustainable development goals.

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## **SOME ISSUES OF EFFICIENT MANAGEMENT OF THE HIGHER EDUCATION SYSTEM IN SMALL ECONOMIES**

**Summary.** *The efficient management of the higher education system is the precondition for the economic development of a country. The new prospects and challenges of the country must be matched with the present financial opportunities. The distribution of state incomes across the education system is done following the economic policy of the country, while the returns on the borne expenses is though distributed in time, but yields a significant effect. The efficient management of the higher education system by the state stimulates the total output, competitiveness of the country and improvement of standard of life. Sharing the European and world experience, engagement in the international field of education and greater number of joint educational programs will expand the scales of training of the qualified staff in the country. The access to digital technologies and development of the skills to use them will improve the quality of and expand the scales of delivery of the higher education. The investments in education and professional growth and job search expenses both, within and beyond the country impact the economic development of the country what is evidenced by the correlation analysis. As per the consolidated budget of Georgia, the higher education costs, higher education and training assessed by the global competitiveness index and net migration balance are considered as independent variables, while the GDP per capita is considered as a dependant variable. A close relationship was identified between the dependant and independent variables. However, the independent variables do not show multicollinearity between one another. It should be noted that the outcomes of the country are often expressed by different international indices, such as global competitiveness and/or human development index, which are calculated by considering the access to and quality of education and professional growth.*

**Key words:** *Higher Education, Management, Efficient, Labor Force*

**Introduction.** The questions of the education system management have been significant in every epoch. The more the education policy of a country is oriented on future challenges, the