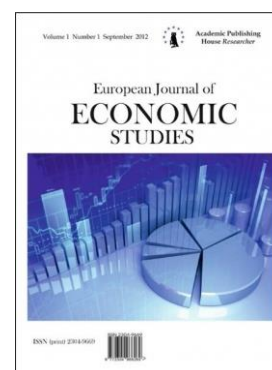


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Features and Tendencies of Human Resources Educational System Development in Ecuador

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Abstract

The article is dedicated to the determining of the role of education as the most important element influencing on economic growth in developing countries. Nowadays, Ecuador is among those countries. This article examines the problems and tendencies of education developing, provides the literacy rates. The article also reviews the main directions of Government's activities in terms of the human resources educational level in Ecuador.

Keywords: education, labour-market, literacy rate, employment level, unemployment level, Ecuador.

Introduction

Education has a power of transformation in any country, for this reason both universities and society go together hand in hand. The aim of education is to promote productive development of the country, offering highly productive professionals, creative and independent, and at the same time society with their knowledge help to make the country more competitive.

Materials and methods

Without human talent, Ecuador won't have advance, for this reason since 2007, the Ecuadorian government has supported the development of human talent to boost the country's development through scholarships already exceeding 10,000 [1].

According to the official statistics of the National Institute of Statistics and Population Census (INEC), out of 15 million people living in Ecuador, only 7 million Ecuadorians belonging to the employment rate, have higher education - 16,30 %.[2] In 2015 in Ecuador, adults literacy level (15 years and older) for the females is 93,7 % and for the males is 95,4 % (Table 1) [3].

Table 1: The literacy level of Ecuador 1990–2015

Year	Adults (15 years and older)						Youth (15 to 24 years)					
	Literacy rate				Illiterate population		Literacy rate				Illiterate population	
	MF	M	F	GPI	MF (ooo)	% F	MF	M	F	GPI	MF (ooo)	% F
1990	88.3	90.5	86.2	0.95	732	59.3	96.2	96.6	95.8	0.99	79	54.3
2001	91.0	92.3	89.7	0.97	746	57.5	96.4	96.4	96.5	1.00	90	48.6
2007	84.2	87.3	81.7	0.94	1.476	59.2	95.4	95.2	95.8	1.00	122	47.1
2009	84.2	87.1	81.5	0.93	1.554	59.3	96.8	96.8	96.8	1.00	85	49.1
2010	91.9	93.3	90.5	0.97	818	59.1	98.7	98.5	98.9	1.00	36	42.1
2011	94.6	93.1	90.2	0.97	860	58.8	98.7	98.6	98.8	1.00	36	45.1
2015	94.6	95.4	93.7	0.98	601	58.3	99.2	99.1	99.4	1.00	22	39.4

Source: Composed by the authors with the material of UNESCO Institute for Statistics./ ADULT AND YOUTH LITERACY National, regional and global trends, 1985-2015.- Published in 2013. Page 46.

Despite the fact that there is clearly a tendency to increase the prestige of education, especially higher education, the education system is not sufficiently developed in Ecuador, and the proportion of students in institutions of higher education is still very low in comparison with other countries of the world and the Latin America.

In the world ranking by the Index level of education, Ecuador takes the 116th place (Table 2). The rating is calculated by the United Nations Development Programme (UNDP), and measures states achievements by two evaluation criteria – literacy among adults and the index of total enrollment of people studying basic, secondary and higher education. The last time the rating was made in 2013, 2014 and in 2015 the rating didn't occur. So in 2013, among the countries that are in the first places with the highest level are: Australia, New Zealand, Norway, USA, Germany and others. Among the countries with the lowest ratings - Chad, Niger, Eritrea and Burkina Faso. In Latin America the countries with the highest level in education are: Argentina, Chile, Barbados and Uruguay.

Table 2: Ranking countries by Index level of education (fragment rating)

Nº	Country	Index
1	Australia	0.927
2	New Zealand	0.917
3	Norway	0.910
4	Netherlands	0.894
5	USA	0.890
6	Ireland	0.887
7	Germany	0.884
8	Lithuania	0.877
9	Denmark	0.873
10	Czech Republic	0.866
35	Argentina	0.783
49	Chile	0.746
50	Cuba	0.743
51	Barbados	0.740
61	Uruguay	0.712
75	Venezuela	0.682
78	Bolivia	0.674

85	Brazil	0.661
86	Panama	0.657
90	Costa Rica	0.654
99	Mexico	0.638
113	Colombia	0.602
116	Ecuador	0.594
120	Surinam	0.588
121	Paraguay	0.587
134	Honduras	0.505
139	Nicaragua	0.484
140	Guatemala	0.484
164	Haiti	0.374
183	Guinea	0.294
184	Chad	0.256
185	Burkina Faso	0.250
186	Eritrea	0.228
187	Niger	0.198

Source: Composed by the authors with the materials Humanitarian encyclopedia [Electronic resource] // Centre of Humanitarian Technologies. Human Development Index 10.10.2009 (center 02.14.2015). Access: <http://gtmarket.ru/ratings/education-index/education-index-info>

Discussion

The development of the knowledge economy is one of the main activities of the government – to increase the level of education of human resources in Ecuador. Since education is a key element influencing the economic growth of developing countries, Ecuador is among these countries now. Ecuadorian government takes serious steps in improving education level.

During the academic year 2013-2014, in Ecuador only 12367 people decided to continue their higher studies. In the post – grade 28.9 % was registered and 71 % continues in the higher level. The establishment where these students have registered was mostly in the particular universities – 66.9 % and 33.1 % preferred the government universities. [5] Thus, we can make a conclusion that at present time the working-age population of the country is aspiring to increase their educational level.

There are some higher education institutions as Universities and Institutes in the country: The National Polytechnic School (EPN), The Higher Polytechnic School (Litoral), University San-Francisco de Quito (USFO), Pontifical Catholic University of Ecuador (PUCE), The Central University of Ecuador (UCE). In Ecuador there are 54 Universities in total: 9 of them provide higher education opportunities, 42 Universities provide higher education and professional development courses, 3 of them provide courses for improvement for specialists.[6] Top international consulting companies, such as Deloitte, Pricewaterhousecoopers, Great Place to Work and etc., also operate in Ecuador, and it's possible to improve qualification there. Medicine, mechatronics Software engineer, biomedical engineer and civil-engineer are among the most essential specialties in recent years, and also these are the most demanded by the students.[7]

The Government of the country takes important steps to increase the educational level of the Ecuadorians. There are a lot of programs, which allow to send young students abroad for studying the most perspective branches for Ecuador such as petroleum production, information technology, agriculture, industry and tourism. The Government thus hopes to increase country development standards level where high-tech and industry will prevail rather than agriculture. In Ecuador, agriculture sector have dominated for many years as well as it does nowadays. To reach its aim, Government was developing Yachay University, that could give the country hopes for research and innovation culture.

At the current moment in 2015, the project "city of knowledge» «Yachay» has already started to work for its implementation on a highlighted area of 4.2 thousand. Ha and \$ 600 million initial

investment. In the city of knowledge being built several universities, including technological, scientific research centers, technology park, an experimental agricultural zone and Biotechnology Center. Also there are plans to create a special zone of preferential tax treatment, which should contribute to the development of biotechnology, nanotechnology, chemistry, pharmaceuticals, light industry [8].

Results

The next Government's program for the human resources development in Ecuador is stimulating the specialists to get the second higher education or MBA and Ph.D. The investment for these program has increased from 1,1 % in 2007 to 2,10 % in 2015 of GDP and USD 170 million. Ecuador is one of the countries, that has the largest capital investments in higher education in comparison with the other Latin American countries. [9]

In 2014, 13462 people left the country to study abroad. USA, Peru, Argentina, Colombia and Spain are the most popular countries where the Ecuadorian students study. Data is given according to a National Institute of Statistics and Census (INEC) statistics.[10] (Figure 1.)

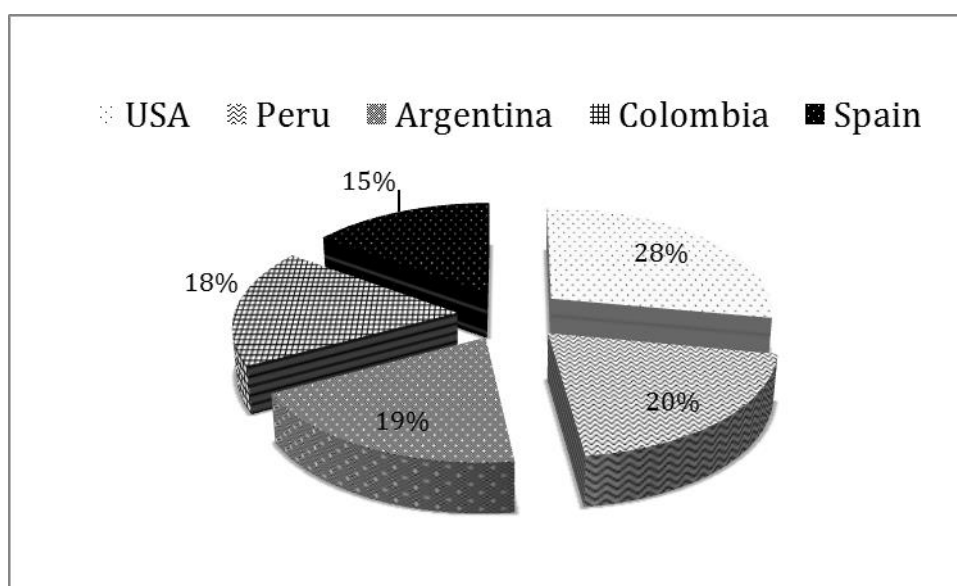


Figure 1. The countries that Ecuadorians chosen for study.

Source: Composed by the authors with the materials of National Institute of Statistics and Census (INEC). Annual international entry and exit Ecuadorians. 2014. p. 2 - 365

In nowadays Ecuador, human resources management optimization study, as the driving force for the national economic development, has a very big importance, especially in a contradictory economic activity.

Along with educational level increase, country carries out the procedures to stabilize unemployment level and to increase employment. In Ecuador, where there are about 11.3 million working-age population and the economically active population is 7.6 million, in September 2015 the registered unemployment rate was 4.3 %, this means a 0.4 % increase of unemployed, taking in consideration the level of 3.9 %, that could be seen during the same month in 2014. Data is given according to a National Institute of Statistics and Census (INEC) statistics [11] (Figure 2).

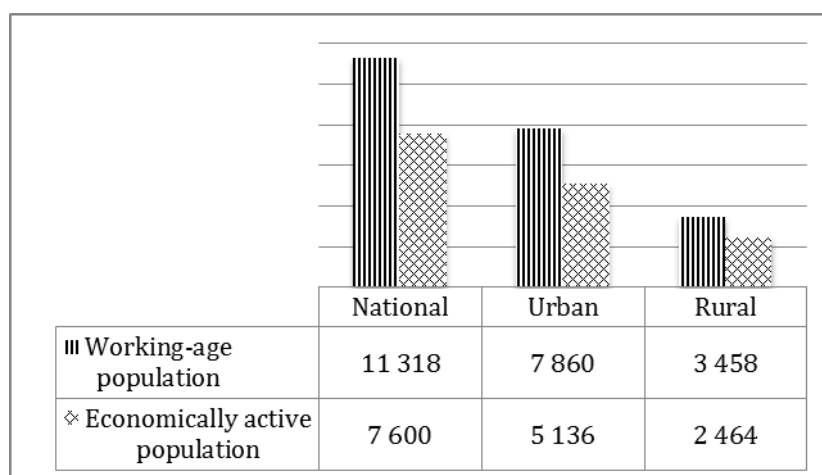


Figure 2. The working age population and economically active population at the national, urban and rural levels (thousands people)

Source: Composed by the authors with the material of National Institute of Statistics and Census (INEC). Labour indicators in September 2015. C. 7. Internet resources – <http://www.ecuadorencifras.gob.ec/documentos/web-inec/EMPLEO/2015/Septiembre>

According to the statistics by gender feature, in 2015 working-age population in Ecuador is made up of 5.5 million men and 5.8 million women. And the economically active population is distributed as follows: 4.4 million men and 3.2 million women. [11] (Figure 3.)

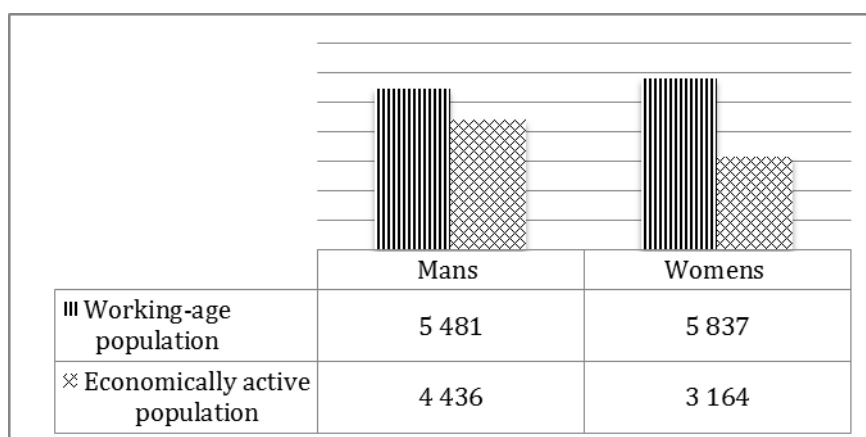


Figure 3. The working age population and economically active population by gender (thousands people)

Source: Composed by the authors based on materials of National Institute of Statistics and Census (INEC). Labour indicators in September 2015. C. 7. Internet resources – <http://www.ecuadorencifras.gob.ec/documentos/web-inec/EMPLEO/2015/Septiembre>

The figures presented were tabulated according to the conceptual framework to classify population with employment into three groups: adequate employment, inadequate employment and non-classified employment. The characteristic “adequate or inadequate” is determined by two requirements: a) fulfilling a complete work day and b) earning at least the basic salary.

According to this survey, inadequate employment has reached 49,2 % in September 2015 in comparison to 48,0 % of the same month last year and adequate employment that reached 46,0 % in contrast to 47,8 % in September 2014. As a consequence, the unemployment rate has increased to 4.3% in 2015, while in September 2014 it was 3.9 %.[12] (Figure 4.)

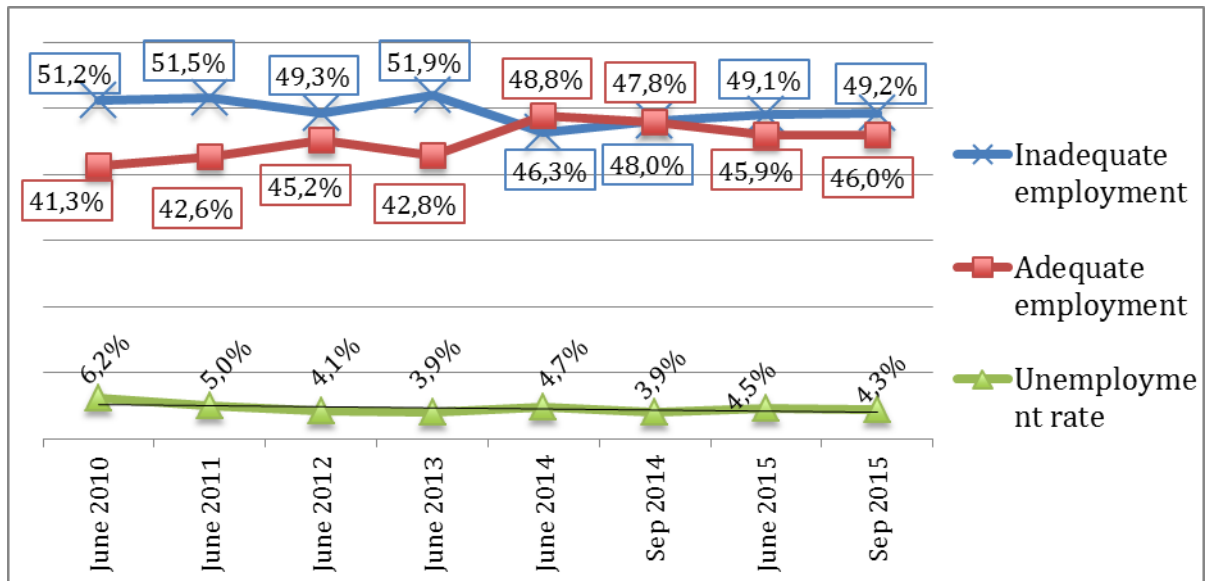


Figure 4. Inadequate, adequate and unemployment rate June 2010 – Sep 2015

Source: Composed by the authors with the materials of National Institute of Statistics and Census (INEC). Labour indicators in September 2015. C. 8. Internet resources - <http://www.ecuadorencifras.gob.ec/documentos/web-inec/EMPLEO/2015/Septiembre>

According to National survey of Employment, Unemployment and Underemployment (ENEMDU) figures, In September 2015 the city with the highest unemployment percentage is Quito with 5,21 %, followed by Guayaquil with 4,93 % and Ambato with 4,8 %. While Cuenca and Machala present the lowest unemployment rates with 2,6 % and 4,1 % respectively [13].

Table 2: Unemployment rate for cities Sep 2007 – Sep 2015 (%)

YEAR	QUITO	GUAYAQUIL	CUENCA	MACHALA	AMBATO
September 2007	7,5%	7,3%	6,1%	5,9%	3,7%
September 2008	6,2%	8,6%	5,8%	8,0%	4,0%
September 2009	6,1%	13,0%	6,5%	9,6%	3,7%
September 2010	5,8%	10,0%	4,0%	6,1%	3,7%
September 2011	4,2%	5,8%	4,1%	4,9%	4,7%
September 2012	3,4%	6,5%	4,4%	4,8%	4,2%
September 2013	4,7%	5,5%	4,3%	3,2%	3,6%
September 2014	4,9%	3,9%	4,2%	2,7%	4,9%
September 2015	5,2%	4,9%	2,6%	4,1%	4,8%

Source: Composed by the authors with the materials National Institute of Statistics and Census (INEC). Labour indicators in September 2015. C. 9. Access: <http://www.ecuadorencifras.gob.ec/documentos/web-inec/EMPLEO/2015/Septiembre>

However it's necessary to emphasize that the unemployed graduates are not considered in the official unemployment statistics. The first month after graduating, high percentage of graduates

can hardly find employment. Thus, nowadays the young specialists having high potential, qualification or come back after graduating the Institutes of higher education are the most relevant among all young people in Ecuador. Today not only state and large private enterprises but also small and medium business companies rely on those specialists.

Conclusion

Ecuador as a country with the active young people, searching for the opportunity to get a quality education not only inside the country, but also abroad, as well as government's understanding to implement human resources development programs and its importance, as a necessary competitive advantage of the country in the world market, has a huge potential of achieving economic and social efficiency. However, today the government of Ecuador is facing a number of the serious and actual problems, demanding immediate decision: labor population structure harmonization, decreasing of real unemployment level, education availability expansion, improvement of secondary and higher education quality. However, developing programs for resolving these problems, it is necessary to consider the real social and economic situation in the country, forecasts of developing of this situation in the near-term and long term perspective, the potential of human resources in the country during the next and long-term period.

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УДК 33

**Особенности и тенденции развития кадровых ресурсов
по вопросам развития системы образования в Эквадоре**

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Аннотация. Статья посвящена определению роли образования как важнейшего элемента, влияющего на экономический рост в развивающихся странах. В настоящее время, Эквадор является одной из таких стран. В статье рассматриваются проблемы и тенденции развития образования, обеспечения уровня грамотности. В статье также рассматриваются основные направления деятельности правительства с точки зрения развития образовательного уровня кадровых ресурсов в Эквадоре.

Ключевые слова: образование, рынок труда, уровень грамотности, уровень занятости, уровень безработицы, Эквадор.