

Human resources as a factor in ensuring the security of the Russian Federation economic development

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Abstract — The article examines human resources in the Russian Federation and identifies main aspects of personnel security. It also reveals the nature and structure of personnel security, describes the role of the human resources evaluation system in the process of ensuring this type of security, presents briefly the structure and specificities of the Russian human resources taking into consideration such indicators as: population size, dynamics of population changes, economically active population, unemployment rate, GDP per capita, the number of people whose income is below the poverty line, the ethnic composition, and a set of the following modern integrated indices: Human Development Index, The Global Competitiveness Index, Education Index, Quality-of-life index, The Gender Equity Index. In accordance with the findings obtained, the main threats for the safe development of the economy of the regions in the country are the following: depletion of human resources; nee-youth, provoking many social ills; erosion of traditional system of qualified personnel training; the prevalence of private interest over national ones; the collapse of spiritual and moral values especially among the younger generation; and poverty of the population. The article highlights the significance of searching for effective methods of eliminating unfavorable threats to human resources development at the governmental, regional and municipal levels.

Keywords— *human resources, economic security, economy of regions, Russian Federation, personnel security, labor force, human capital*

I. INTRODUCTION

The country's potential is determined by various types of resources: manufacturing, financial, cultural, human, the harmonious utilization of which is the most important function of the government. In the current situation of transforming Russian society, facing a number of serious problems in the social and economic sphere and increased competition for geopolitical supremacy in the world, human resources have

become an important factor in ensuring the security of both the country in general and some regions in particular. Governments are more and more focusing their attention on social issues, expanding systemic study of the structure and characteristics of human resources as a unique resource with enormous potential, which is capable to significantly change the country's position in the world, as well as provide security in such areas as technology, engineering and economy. The recognition of this fact leads to understanding that competitiveness of a country, as well as its safe economic development depends not so much on the material assets as much as the qualification and potential of the country's human capital.[1]

A comprehensive and sound analysis of the sources and factors of economic and social development, as well as the growth of material wealth and well-being carried out in the second half of the 20th century resulted in a fundamentally new understanding of the place and role of a person in the economy. It was a new understanding of the centrality of a human person in the economy that objectively promoted the revival and formation of a modern concept of socio-economic development. In the XXI century it is recognized that a person is the main goal and main actor - the beneficiary of the economic development and social progress; while the economic growth of any country is considered dependent on the level of human resources development. [2] A number of authoritative studies have been devoted to this issue, including the research by Romer P. [3], Lucas R. [4], Aghion Ph. [5], Grossman J., [6] Drucker P. [7], Kenan T. [8], Redman T., [9] Fatkhutdinov R.A. [10]. Studies of the role of human resources in ensuring Russia's can be found in the works by the following authors: Abalkin L. [11], Yakovlev E.N., Chebotarev S.S., Zvyagin A.A. [12]. As for the English-language literature, certain aspects of the human resources development in the Russian Federation are touched upon in

the works by: Horie N.,[13] Filippov S.,[14] Puffer S.M., McCarthy D.J.,[15] Hayashi H.[16], Becker Ch., Mendelsohn S.J., Benderskaya K.[17]

At the same time we have to state the fact that in spite of rising topicality of this issue, there are still not enough such studies. In this regard, it is important to emphasize once again the importance of studying this issue, to identify the main threats to the safe development of the country's economy in the field of human resources, to list the key threats in this sphere in the Russian Federation and to describe their main features.

The objective of the article is to examine key features of country's human resources at the present stage of social and economic development and highlight key challenges in this sphere for the Russian Federation. In accordance with the objective, the following important tasks were set: to reveal the nature and structure of human resources security, to determine the role of the human resources evaluation in the process of ensuring personnel security, on the basis of statistical data to characterize the key features of the human resources in the Russian Federation, and to identify the most important threats to ensuring the human resource security of the country's economic development.

II. MATERIALS AND METHODS (MODEL)

This publication uses the methods of analysis, generalization, factorial analysis, and grouping. The object under study is human resources in the Russian Federation. Findings and conclusions of the article are based on works by scholars of Western Europe, North America and Russia, materials of statistical authorities of the Russian Federation, as well as information taken from specialized sites.

III. RESULTS AND DISCUSSION

A. The nature and structure of personnel security. The main components of any country's security are: military, information, political, financial, technological, economic, public, and environmental. In the situation of unstable development of national and regional economies, the growth of uncivilized forms of competition, reduced ethical values of all participants in social and economic relations, social risks are increasing, including risks to country's labor resources. They are now increasingly playing one of the key roles in ensuring the security of economy and sustainable development of the country.

Among the specific security threats in the field of human resources (so-called personnel security of the country) we can name the following: threats to intellectual security, threats to the security of labor resources (prevalence of private interests, reduction of motivation for work, etc.), risk to destroy the spiritual and moral potential of the country. [18] All this leads to the emergence of such socially unfavorable trends as: migration, including highly qualified personnel; increase in crime, drug addiction, alcoholism, and domestic violence; the growth of neet-youth generation (young people neither in the labour force nor in education or training), etc. Thus, threats to

personnel security hinder economic development of the country, trigger capital outflows, tax evasion, expansion in the shadow economy, etc.

In general, personnel security can be understood as the process of reducing the risks and threats associated with the country's labor resources (their professional, intellectual and spiritual potential) and social and labor relations on the part of the personnel policy at various levels (national, regional, municipal). The most important goal of personnel security can be called the creation of a personnel potential of the country as a key intellectual and professional resource of the society ensuring its integrity and high rates of social and economic development, and sustainable competitiveness in the international division of labor. [19]

B. *The role of assessment in ensuring human resource security.* The analysis of human resources in the region plays a particular part in ensuring the personnel security, which is based on a number of indicators (population size, age and gender, ethnic structure, birth rate, level of education, poverty rate, etc.). Thus, the assessment of the country's human resources is carried out using the following tools: population censuses, population registers, demographic research of certain population groups, and sociological surveys. A particular importance in the procedure for assessing human resources has modern integrated indicators, including: Human Development Index, The Global Competitiveness Index, Education Index, Quality-of-life index, The Gender Equity Index, etc. When calculating these indices dozens of different indicators are taken into account. For example, The Global Competitiveness Index, developed in 2994 by Xavier Sala i Martín, is based on the indicators of: national infrastructure, microeconomic stability, health, primary education, labor market efficiency, technological level, higher education, professional training, innovation potential, competitiveness of companies, etc.

The Gender Equity Index, proposed by the United Nations in 1995, takes into account such indicators as: the ratio of the male and female employment in the country, the wages of women and men both in the sectors of the economy and in positions held, the ratio of the sexes in the government apparatus and among senior managers of large national companies, the level of literacy of men and women and their ratio, the balance of women/men in educational enrollment rate, etc., Consequently, the procedure of human resources assessment based on different criteria, especially on integrated indicators is considered to be one of the most important instruments in the field of ensuring personnel security.

C. *Human resources of the Russian Federation and key personnel threats to ensuring economic security.* According to the All-Russian Census of Population held in 2010, the population of the Russian Federation was 142.9 million people. In 2017, it was 146.8 million people. (fig. 1). Russia is among the ten most populated countries in the world, along with China, India, the United States, Indonesia, Brazil, Pakistan, Bangladesh, Nigeria and Japan. [20] The population

in the country is expected to grow by 2020 to 147.5 million people. [21]

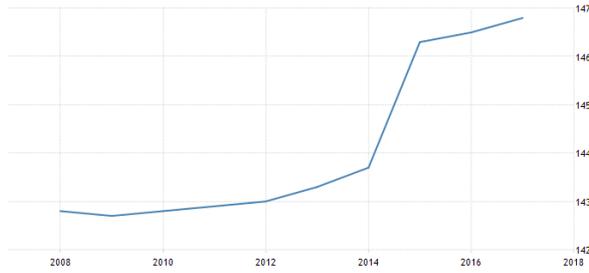


Fig. 1. The population increase from 2008 to 2017
Source: Site Tradingeconomics [Electronic resource] Access mode: <https://ru.tradingeconomics.com/russia/population>

According to the Federal State Statistics Service, the population of working age totaled 91161.1 thousand people in the country in 2016, including 81354.2 thousand people of working age, and 2834.4 thousand foreign migrant workers. Moreover, as compared to 2010, the number of people of working age in the Russian Federation significantly decreased, which emphasizes another urgent problem of human resources in Russia - the reduction in the number of national labor resources (Table 1.).

Table 1. Average annual number and structure of labor resources in the Russian Federation (thousands of people)

	2010	2013	2014	2015	2016
TOTAL:	93114.6	92388.6	92021.4	92706.1	91161.1
Including:					
able-bodied population of working age	85450.5	83135.7	82220.7	82461.3	81354.2
foreign migrant workers	1976.4	2978.1	3322.3	3387.5	2834.4
People over active working age and teenagers, employed in the economy	5687.7	6274.8	6478.4	6857.3	6972.5
Including:					
People over active working age	5610.8	6202.7	6408.2	6790.5	6905.9
Teenagers over 14-15	76.9	72.1	70.2	66.8	66.6

Source: compiled by the authors on the basis of materials of the Federal State Statistics Service of the Russian Federation - [Electronic resource] - Access mode: <http://www.gks.ru>

In all constituent territories of the Russian Federation we can see albeit a slight growth in employment. This is especially noticeable in the Central Federal District of the country (tab. 2.)

TABLE II. The number of employed by the federal territories of the Russian Federation at an average annual rate. (thousands of people)

Federal territories	2010	2011	2012	2013	2014	2015	2016
The Central Federal District	19716.3	20056.9	20382.6	20309.6	20471.1	20363.3	20526.6
The Northwestern Federal District	7188.0	7280.3	7346.9	7253.9	7225.0	7244.2	7256.7
The Southern Federal District	6438.7	6486.8	6559.6	6537.8	6517.4	7634.1	7645.7
The North Caucasian Federal District	3638.6	3791.4	3898.6	3938.5	4036.8	3993.5	4035.4
The Privolzhsky Federal District	14664.5	14800.8	14883.2	14838.2	14812.3	14759.0	14710.4
The Ural Federal District	6005.1	6102.3	6158.7	6171.6	6132.9	6103.0	6054.9
The Siberian Federal District	9140.4	9133.4	9116.8	9131.6	9150.1	9061.5	9003.5
The Far Eastern Federal District	3142.1	3204.7	3199.0	3210.4	3193.4	3165.0	3159.2

Source: compiled by the authors on the basis of materials of the Federal State Statistics Service of the Russian Federation - [Electronic resource] - Access mode: <http://www.gks.ru>

Unemployment rate in the country, although has been varying within 4-5% in recent years, nevertheless, according to official data of state statistical agencies, today there is a serious problem with the employment of young people - unemployed young people in Russia accounted for 23.6%. [22] This causes a serious problem among the younger people in the country - the problem of neet-youth (young people neither in the labour force nor in education or training). For the first time this concept began to be used in the late 1990s, [23] and today it is one of the current issues in studying the problems of youth employment. The index of this category of young people in recent years was in Europe from 5% to 22% depending on the countries (Netherlands, Germany, Austria, Denmark (5-7%), Greece, Italy, Spain, Croatia and Bulgaria (19-22%). In Russia, this index has totaled about 12% in recent years. [24]

Another problem for the country is migration, including highly skilled personnel. And although the migration outflows to foreign countries from the Russian Federation amounted to 253,498 people in 2016 and decreased in comparison with the previous year, nevertheless, the migration gain has fallen compared to 2014 and amounted to 298,410 people (Table 3).

TABLE III. Migration flows in RF and migration gain in RF in 2010-2016

Years	Outward flow	within RF (other regions)	To foreign countries	Migration gain
2010	1238758	1212296	26462	254089
2011	1920283	1890734	29549	470279
2012	2507994	2409371	98623	461561
2013	2741175	2587935	153240	473010
2014	2915365	2659680	255685	433684
2015	3072591	2781069	291522	292919
2016	3053285	2799787	253498	298410

Source: compiled by the authors on the basis of materials of the Federal State Statistics Service of the Russian Federation - [Electronic resource] - Access mode: <http://www.gks.ru>

The Russian Federation is a multinational country, with an ethnically complex population. Thus, more than 180 nationalities live on the territory of the Russian Federation. According to the latest population census in 2010, the country had the seven most numerous nations with more than 1 million people (Russians, Tatars, Ukrainians, Bashkirs, Chuvashes, Chechens and Armenians). [25] In comparison with the Russian census data in 2002, the number of Russians decreased by 4.2% (4,872,211 people). The number of Ukrainians, Tatars, Chuvashes and Bashkirs has also declined; the population of Chechens and Armenians increased by 5.23% and 4.59%, respectively [25].

The percentage of the country's population with incomes below the poverty line is growing (from 12.5% in 2010 to 13.4% in 2016) (Table 4). Moreover, in cities this percentage is 61.8%, and in the countryside - 38.2% (Table 5.).

TABLE IV. The share of the population of the Russian Federation with incomes below the poverty line established at the international level, taking into account the purchasing power parity (% of the total population)

	The share of the population with per capita income lower than				For reference: the share of the population with income below the poverty line
	\$ 1.90 per day	\$ 3.90 per day	\$ 5 per day	\$ 10 per day	
2010	0.0	0.5	1.2	8.6	12.5
2011	0.0	0.5	1.1	8.3	12.7
2012	0.0	0.4	1.0	7.7	10.7
2013	0.0	0.3	0.8	6.5	10.8
2014	0.0	0.3	0.8	6.7	11.2
2015	0.0	0.3	0.9	6.9	13.3
2016	0.0	0.4	1.0	7.7	13.4

Source: data of the Federal State Statistics Service of the Russian Federation [Electronic resource]. Access mode: <http://www.gks.ru>

TABLE V. Distribution of the poor people in the Russian Federation according to their place of residence, %

	2012	2013	2014	2015	2016
Residing in cities - total	59.6	58.7	61.1	62.4	61.8
Residing in rural settlements - total	40.4	41.3	38.9	37.6	38.2

Source: Compiled by the authors based on the materials of the Federal State Statistics Service of the Russian Federation [Electronic resource]. Access mode: <http://www.gks.ru>

The analysis of human resources on the basis of integrated indices plays an important role. So, according to the Human Development Index, Russia ranks 50th out of all countries in the ranking, (Education Index) is ranked 34th in the ranking, 52nd The Gender Equity Index (Table 6). Obviously, the country is not even among top 30 countries by these indices.

TABLE VI. Indicators of human resources of the Russian Federation by integrated indices

Index	Value	Rating position
Human Development Index	0.798	50
Education Index	0.816	34
The Gender Equity Index	0.314	52
Quality-of-life index	5.31	72
The Global Competitiveness Index	4.51	43
The Happy Planet Index	34.518	122

Source: compiled by the authors on the basis of the following materials: Review of the United Nations "World Population Prospects". The 2015 Revision, PDF format 2015. "United Nations World Population Prospects: The 2015 Revision "(PDF) [Electronic resource] – Access mode: http://esa.un.org/unpd/wpp/Publications/Files/World_Population_2015_Wallchart.pdf; Humanitarian Encyclopedia. Center for Humanitarian Technologies. The Gender Equity Index according to UNDP [Electronic resource]. – Access mode: <http://gtmarket.ru/ratings>

Thus, having analyzed the key indicators of Russia's human resources, we identified the main "problem areas", among which: reduction of labor resources consisting of citizens of the country, reduction in the main nations in the country (Russians, Ukrainians, Tatars, Bashkirs), low living standards, high rate of youth unemployment, etc. In this regard, the threats related to human resources in the country are obvious: depletion of human resources (insufficiency of natural inflows of the population, "brain drain" from the country); neet-youth, provoking serious social ills (drug addiction, crime, parasitism); erosion of the traditional system of training qualified personnel; degradation of some professions; the collapse of spiritual and moral values, especially among the younger generation. Overall, this explains the importance of searching for effective methods of eliminating unfavorable personnel threats at the national, regional and municipal levels. Both the economic security of the Russian Federation and its competitiveness in the global economic space will depend on the effectiveness of the system of managing these threats.

IV. CONCLUSION

Both the safe economic development of the country and the well-being of its citizens in the social, cultural, spiritual and other spheres directly depend on the level of human resources development in the country. Today we can talk about the revolution of human resources, in the course of which the place of these resources in the national economy is changing, their role in achieving sustainable development of the country, the requirements for human resources in modern society, as well as methods of managing human resources that have innovative, intellectual, creative capabilities and development potential. The objectives stated in the article (the study of the main features of the country's human resources at the current stage of social and economic development and the identification of key personnel threats for the Russian Federation) were achieved, the tasks were accomplished: the essence and structure of human resources security were revealed, the role of human resources assessment in the process of ensuring personnel security were identified, the characteristics of the key characteristics of the human resources of the Russian Federation were given, the most important threats to human security for development economy of the country were defined.

The authors hope that further research in this area will become more extensive in the very near future. The inferences, findings and conclusions obtained during this work can contribute to further scientific research and practical developments on the problem of eliminating threats personnel security to ensure the safe development of the economy of both the Russian Federation and other countries of the world.

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