

Problems and Imbalances in the Field of Employment Management in Tatarstan and the Chechen Republic

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Abstract. The relevance of the issue considered in the article lies in the fact that the structure of labor resources is a determining factor in the economic life of both a single territory and the entire state. At the same time, the formation and characteristics of labor resources are influenced by the economic and social policy of the state, its regulatory activities in the labor market, the amount of payment for the work performed, the demographic situation, and the level of qualification. The article analyzes differences in the structure of labor resources, qualitative and quantitative characteristics in regions such as the Chechen Republic and the Republic of Tatarstan.

1 Introduction

Speaking about the ways and prospects for the socio-economic development of the regions, it is necessary, first of all, to single out and designate a range of specific issues on the solution of which their strategic future depends. Each region is endowed with a set of competitive advantages that can create conditions for doing business and producing products and services. The existing resource potential of the region (industrial, industrial, intellectual, economic, social and other components) makes it possible to determine the most optimal path for the development of the region in the long term. It is also important to determine the position and role of the region in the strategic priorities and plans for the long-term development of the country, in addition, it is necessary to predict the future sustainable development of the region in order to determine the external conditions for its functioning and role in this process.

Today, many researchers believe that the state of the labor market is an integral aspect of the economic situation in the country as a whole. From what processes prevail in this market, how the chain “employee-employer-control bodies” is built, depends on both labor productivity, the quantity and quality of manufactured products, and in general, the life of society, its comfort and well-being, since Citizens in the predominant mass receive income by working in certain industries [1].

In this regard, in order to characterize the socio-economic state of the region and the prospects for its development, the state of its labor potential is assessed. This concept

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combines such indicators as the total labor force and the total social ability of the population to work. Also, this definition includes such criteria as psychological, physiological and social, including the level of education received. That is, the country's labor potential includes the total population that can be employed in the labor market. The labor potential is also characterized by the age and sex structure, the level of education received, qualification data and the possibilities of their application [2].

Turning to the regional labor market, we note that labor resources in this case characterize citizens who inhabit a particular territory and can work according to their physical and psychological capabilities. Labor resources in this case are both active and possible labor force [3].

Even at the end of the 20th century, it was generally accepted that information and technological resources are of particular importance for the stable development of various areas of industry, but at the moment this vector has shifted towards understanding the importance of the influence of qualified workers (labor resources) on the optimal development of the economy of a particular territory [4]. The relevance of this topic is due to the fact that the concept of "labor resources" allows you to more accurately characterize the state of economic life of both a single state and any of its regions. At the same time, a number of factors, both economic and social, influence the state and structure of labor resources (for example, the level of wages, the demographic situation in the country, the state of the education system, etc.).

To analyze the structure of the labor market, the composition of the labor force and the structure of labor resources, first of all, official statistics are used. There may be an opinion that the received level of employment in general in the state or the amount of wages for labor may be the basis for its applicability throughout the territory of a particular country, including those extended over the territory, for example, like the Russian Federation. The defining characteristic in this case will be the term "nationwide labor market". In this regard, there is an assumption that the level of employment or the level of highly qualified workforce will be applicable to different points on the geographical map of the country with a high level of confidence, regardless of various factors. However, researchers admit that in reality there is no common state labor market, but there is a network of labor markets that are located in various territorial associations and have rather weak links with other similar markets [5].

In order to understand the trends in the development of the labor market, its formation and internal content, which is important in the implementation of the social and economic policy of the state, it is necessary to study the level of regional differentiation in terms of the state of labor resources.

Based on this, the purpose of our work was to analyze the differences in the structure of labor resources in different regions of the country (the Republic of Tatarstan and the Chechen Republic).

2 Research Methodology

For the analysis of labor resources and their characteristics, the calculation of the balance of labor resources is used. It includes two components:

- resource;
- distributive.

The number of labor resources and the process by which they are created characterizes the first component. Labor resources are traditionally divided into employed in economic activity and unemployed. Among them, groups are distinguished according to the second component discussed by us above.

Demographic research data are used to collect and analyze information on the structure of labor resources:

- number of able-bodied population;
- information about disabled citizens of the country;
- information about persons receiving social payments and pensions;
- results of surveys of persons younger and older than working age about their employment.

For the second component of labor resources, the following data are used:

- information of firms and enterprises on the number of employees;
- results of surveys of citizens on employment issues;
- data of educational institutions on the number of citizens studying in them;
- data on persons employed in profitable activities unofficially [6].

To calculate labor resources in general, the following data are also used:

- on the number of citizens who are of working age;
- information about persons who are on disability and persons receiving this or that social security;
- on the number of citizens who study full-time and are engaged in profitable activities;
- about the migration of the population within the country and abroad;
- about the total labor costs for the production of goods and services in all types of work [7].

3 Results and Discussions

Having great importance for the state, labor resources should be used rationally and efficiently, ensuring the preservation and continuity of the best practices of human life. The rational use of labor resources is the basis for the functioning of almost all industries, which ensures the sustainable development of mankind at the present stage of the socio-economic life of society.

When analyzing statistical data, the following results were obtained, indicating the state of labor resources in the Republic of Tatarstan and the Chechen Republic (Table 1).

In general, in our country, when analyzing the size of the labor force (which includes people aged 15 years and older), at the beginning of 2021, it was shown that 75 million people belong to it. At the same time, in Russia, the labor force aged 15 years and older in January 2021 amounted to 75.0 million people, of which 94.2% were involved in economic activity and 5.8% were considered unemployed. The unemployed include people who do not work, are not engaged in income-generating activities, are in search of work and are ready to start working when a suitable offer arrives on the labor market.

Analyzing the number of the employed population (that is, the share of citizens engaged in profitable activities in relation to the population of the entire country), we can conclude that at the beginning of 2021 its number was at the level of 58.5%.

At the same time, when comparing the number of labor resources between the two republics, it is noted that the Republic of Tatarstan is characterized by a lower unemployment rate than the average for Russia (-44.0%), and for the Chechen Republic, the unemployment rate exceeds the average for Russia by 3.49 times. In addition, the labor force participation rate in the Republic of Tatarstan is 1.6% higher, and for the Chechen Republic 3.5% higher than the Russian Federation average.

Table 1. Number and composition of the labor force in the constituent entities of the Russian Federation aged 15 and over

	The number	Including	Level, in %
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	of workers strength, thousand people	Employe d	Unemplo yed	Participatio n in labor force	Employment	Unemplo yment
Russia	75197,1	70741,7	4455,3	62,2	58,5	5,9
Republic of Tatarstan	2027,0	1959,9	67,1	63,8	61,7	3,3
Chechen Republic	655,5	520,8	134,7	65,7	52,2	20,6

Researchers in the field of economics, unemployment is one of the global problems facing the entire world population. This is due to the unsatisfactory use of the labor force that is present in the labor market. There is an opinion that unemployment may arise as a result of adverse changes in the labor market [8].

The danger of unemployment lies in the fact that this problem is of great social and economic importance. Unemployment is often characterized as a social disaster. The forced unemployed often loses activity, which leads to the loss of acquired skills and education, after which changes can occur in the psychological sphere of a person. For example, rising unemployment is often followed by various social upheavals and adverse events in the public life of society.

In this regard, the study of labor resources, analysis of their structure, as well as the problems of the unemployed and the development of a strategy to overcome unemployment is one of the pressing issues facing not only a single region, but in general, for Russia. In addition, against the background of the past global financial crises and the spread of the pandemic, the problem of unemployment will continue to determine adverse processes for the socio-economic sphere [9].

Considering the regions of Russia, we note that a high level of unemployment is inherent in the regions of the North Caucasian Federal District, including the Chechen Republic. There are several reasons for this phenomenon. Firstly, the economy of the republic was disrupted during the hostilities on the territory of the republic and is now in the development stage. Secondly, a high level of natural population growth is inherent in the republic [10].

Despite the lower unemployment rate in the Republic of Tatarstan, the problem of unemployment is also acute. Studies conducted in the republic showed that unemployment is widespread, first of all, in rural areas and settlements, as there is a decrease in the number of agricultural enterprises. Unemployment leads to a natural decrease in the population, as the birth rate decreases, the population migrates to large cities [11].

In order to change the structure of the population's labor resources in order to reduce unemployment, it is necessary, first, to improve and modify the education system in order to produce specialists who are in demand on the labor market and have high qualifications; secondly, to ensure the creation of new jobs, both full-time and part-time; thirdly, to develop small and medium-sized businesses, to introduce systems of social grants.

Further, according to the data received from Rosstat, the average annual number of employees was analyzed by constituent entities of the Russian Federation, types of economic activity in the Chechen Republic and the Republic of Tatarstan (Table 2). The highest employment of labor resources in the Chechen Republic is noted in such sectors as "Agriculture, forestry, hunting, fishing and fish farming", "Construction" and "Education" - respectively, 17.7%, 17.11% and 14.07% of the total number of employed in the republic.

Table 2. Average annual number of employees by constituent entities of the Russian Federation, types of economic activity in the Chechen Republic and the Republic of Tatarstan

Industry	Chechen Republic	Republic of Tatarstan
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agriculture, forestry, hunting, fishing and fish farming	17,7	9,04
mining	0,7	2,28
manufacturing industry	4,9	17,56
Electricity, gas and heat supply	1,7	2,4
water supply, sewerage, recycling and disposal of waste	0,78	1,00
building sector	17,11	11,82
wholesale and retail trade	12,4	14,4
transportation and storage of products	4,7	6,5
hospitality and catering	1,3	2,06
employment in information technology and communications	0,01	1,74
provision of financial and insurance services	0,09	1,85
real estate activities	0,61	2,35
professional, scientific and technical activities	1,19	3,12
administration	0,9	1,62
state and municipal administration, military service, employment in the social sphere	8,22	4,06
educational sphere	14,07	9,18
medicine	6,8	5,13
cultural, sports, leisure activities	3,47	0,05

When analyzing the labor resources of the Republic of Tatarstan, the highest employment was noted in such industries as “Manufacturing”, “Wholesale and retail trade; repair of motor vehicles and motorcycles” and “Construction” - respectively, 17.56%, 14.4% and 9.18% of the total number of employed in the republic.

It is noteworthy that the number of people employed in manufacturing in the Republic of Tatarstan is 3.5 times higher than in the Chechen Republic. It should be noted that the state of the social sphere of the Chechen Republic has improved significantly as a result of the measures taken by the leadership of the region, although there are still many problems.

At the same time, when analyzing the available data, we found that in the Chechen Republic, compared to the Republic of Tatarstan, employment is higher in such sectors as “Agriculture, forestry, hunting, fishing and fish farming” (by 48.9%), “Construction” (by 30.9%), “State administration and military security; social security” (by 50.6%), “Education” (by 34.7%).

Thus, there is regional differentiation in the structure of labor resources. Accordingly, investments in the development of human resources should be carried out taking into account certain areas of development of the region’s economy.

4 Conclusions

Thus, when analyzing labor resources in the regions of the North Caucasian Federal and Volga Federal Districts, it was shown that there are differences in the structure of labor resources and the distribution of employees in various industries, which is due to regional differences. The analysis carried out allows us to conclude that the interests of the authorities in the context of the social component of sustainable development can be considered as a set of characteristics and features that reflect social stability in society, as well as the possibility of ensuring social obligations and social services. The conditions of life that changed with the transition to the market demanded changes, both in the system of power and in the nature of government management, redistribution of the powers of the federal center and the subjects of the Federation. A distinctive feature of the labor resources of the Chechen Republic is the high level of unemployment, which is associated with socio-economic conditions and a high level of natural population growth. At the same time, the

Republic of Tatarstan, in terms of indicators characterizing employment, is at the all-Russian level.

The program of socio-economic development of the region for the near and long term is developed taking into account the priorities of the Russian regional policy, the main goal of which is to improve the level and quality of life of the population. In this case, the qualitative characteristics of the economic dynamics of regional development acquire a paramount role.

Reasonable development and effective implementation of the regional strategic development policy should ensure:

- the most effective integration of the region into the all-Russian market;
- contribute to the accelerated socio-economic development of the region;
- to ensure the infrastructural, production-technological and socio-cultural integrity of the region;
- to implement the most expedient projects of social and economic development in the region.

During the analysis of data on labor resources on the territory of the country and in its individual republics, it was shown that labor resources include citizens of the country who have the necessary psychophysiological, cultural and qualification criteria for participating in activities that generate income. In this regard, it is necessary to improve the methodology for calculating and analyzing labor resources in order to make decisions on the implementation of a particular policy in the field of the country's socio-economic development.

The officially proclaimed goal of overcoming the existing huge disproportions in the socio-economic development of individual territories requires its comprehension and reflection in the actions and measures implemented by the Russian state. Optimal interaction of the federal center with the authorities of the subjects of the Federation, as well as municipalities, is possible only on the basis of taking into account the true priorities and interests of the regions, which is extremely important for achieving the economic well-being of the regions.

The general prospects for the development of the regional economy today are clearly defined thanks to the Development Strategy developed at the republican and federal levels. It conceptually unites all the economic programs adopted for execution, which, until recently, were fragmented. Regional leadership should provide clear guidelines for where investors and entrepreneurs prefer to invest. It also had to substantiate and announce in detail the conditions for investment: tax incentives for the development of production, etc.

Creating a system for evaluating the effectiveness of the regional development strategy in the regions is the most important task of the socio-economic development of Russia. The regional economy today, for the most part, is experiencing a shortage of investment resources.

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