ON THE IMPROVEMENT OF HUMAN RESOURCES IN RUSSIA

INTRODUCTION
Currently, the quality of human resources is a crucial factor in the stable development of the Russian economy, which affects social and economic indicators. Due to the modernized economy and innovations in various fields, Russian workforce faces new requirements, mainly associated with professional skills and qualifications. The staff, that is the labor resources of the country, should be ready for technological advances and should be capable of creating new technologies and means of production. Thus, increasing the human resources of the country is a pressing issue as it is a social and economic category that affects the development indicators and determines quality of life.

The relevance of the study stems from the fact that human capital is the main resource of any economic system. To develop an innovative economy, Russia should find new approaches to its continuous improvement. The modernization of the Russian economy that increases labor productivity, eliminates obsolete means of production, and promotes advanced technologies is one of the priorities of the country’s development. However, this cannot be achieved without skilled labor force capable of solving these problems. According to experts, “by 2035, high-tech business in Russia will constitute half of the economy, and 10 million highly qualified specialists will be employed in new markets” (AVETISYAN & GEVORKYAN, 2020, p. 495).

When analyzing human resources, Russian experts tend to consider the employed people, who are already part of labor relations and who obtained some work experience during the industrial era. However, considering the modernized economy, the researchers should not forget about unoccupied labor resources, which undergo vocational training in line with the requirements of the post-industrial society and large-scale innovations (ALHARTHY & BIN MARNI, 2020). In other words, “the human resources of the modernized economy refers to the qualifications of the staff, their modern professional training, abilities, personal qualities, and professional readiness to introduce innovations in their field” (GRESHNIKH et al, 2012, p. 117).

The research goal was to identify the main problems associated with the formation of Russia’s human resources and to propose recommendations aimed at solving them. The scientific novelty of the research lies in the generalization of factors affecting the formation of Russia’s human resources and suggestions made to improve the situation, promote stable economic development, and improve quality of life. The research results may be useful for Russian executives on the federal and regional levels, the scientific community, business management within a multi-level system of labor market regulation, and when devising strategies for social and economic development.

METHODS
This study is based on the theoretical and methodological works of Russian and international experts. By systematizing and elaborating these works, we could expand theoretical approaches to assessing Russia’s human resources and outline the problems of their development. To determine the directions for increasing the human resources in the country, we applied the general scientific and systematic approaches. In addition to this, we used the methods of induction, deduction, analogy, systematization, and analysis, which allowed us to consider all aspects of the objectives set in the study. For instance, we analyzed statistics to identify the specific features of the formation and the dynamics of changes in Russia’s human
resources. What is more, this allowed us to identify not only existing, but also possible directions of their development in a particular industry. By using graphics and tables, we visually represented both the specific results of the study and the general trends of Russia’s policy on labor force.

The systematic approach to the study enabled us to analyze comprehensively the current state of Russia’s human resources and to assess the dynamics of its development. In addition to this, we applied a balanced system of criteria to determine the effectiveness of the personnel policy adopted in the country. In this research, we used open data from the Federal State Statistics Service (Rosstat) on the demographic characteristics of Russia’s population, the size and structure of labor resources, the situation on the labor market, and other parameters of the country’s human resources.

RESULTS AND DISCUSSION
At present, some systemic problems hinder the progressive development of the Russian economy:

- Underdevelopment of the real sector compared to the world leaders;
- Structure imbalances, with the resulting focus on the energy and raw materials industries and branches of the military-industrial complex;
- Low innovation activity of economic entities;
- Low labor productivity, etc.

In such conditions, it is extremely hard to ensure fast economic growth in the long term. If we explore the concept of economic growth and the models of its formation, then we can see that the Russian economy is facing complex tasks at the macro-, meso-, and micro-levels. The popular neoclassical model of economic growth by R. Solow considers each of the production factors as a generator of economic growth. However, the author sees scientific and technological progress and the human, as its carrier, the only factors that are actually capable of ensuring stable and continuous economic growth (SOLOW, 1956).

Some more modern models and methods of economic growth also acknowledge the leading role of human capital and human resources that can, if not solve the problem of the scarcity of economic resources, then at least alleviate it and make it less serious (HIRSHLEIFER, 1988; LUCAS, 1988; UAZAWA, 1965). Currently, the competition between regions and countries is determined not so much by the availability of material resources, but the possession of new information, new knowledge, and new ideas. Therefore, it becomes more important to invest in human capital, which plays the leading role in technological progress and innovations. The human is the generator of new ideas and a source of information that gives a competitive advantage to both an economic entity and the state as a whole.

At the same time, the state, an economic entity, an individual, or a group of people cannot achieve the declared indicators of economic growth on their own. This problem is complex and multi-level, but the key prerequisite of its solution is human capital in general, and the human resources of the national economy as part of it. Modern researchers pay more and more attention to human resources and propose different interpretations and approaches to defining this concept. However, most Russian scientists agree that human resources have the following characteristics:

- They are an integral part of the economic potential;
- They are a subsystem of labor potential;
- They are defined by a set of capabilities and abilities, as well as knowledge and skills of the staff;
- They are an integral characteristic of the staff quality;
- They are based on human capital and its quality (AGARZAEVA & RABTSEVICH, 2015; DANDYKINA, 2014; KONOPLEVA & BORSHCHENKO, 2014).
While we agree with these characteristics of human resources, in this study, we focused on the human resources of the country’s economy and its ability to ensure the appropriate level of economic long-term development based on innovations. Considering the size of the Russian economy, its geopolitical position, the geographical, climatic, and environmental aspects of doing business on its territory, we concluded that the final indicators of economic development depend on how successful the Russian regions function.

In this study, the concept of “human resources” embraces not only those already employed and people who do not have a job and are actively looking for it, but also students of secondary vocational and higher education, as well as economically inactive categories such as housewives, retired people, migrants, former military personnel – potential labor force. We divided all these people, who are part of human resources, into the following groups:

- **Group 1**: people already employed in various industries, who have the necessary theoretical knowledge, practical skills, and experience to do their work professionally. In fact, they represent the functioning human resources capable of performing tasks in the modern economic conditions;
- **Group 2**: housewives, retired people, former military personnel, the unemployed. All these people have lost their qualifications partially or completely, and to find a new job, they must undergo a new training or professional retraining;
- **Group 3**: migrants from other regions of the country or from abroad. To make them part of human resources, first it is necessary to make sure that they have education and competencies necessary to do certain work. More often than not, they also need professional retraining or training;
- **Group 4**: students of secondary specialized and higher education programs. This is the most active and potentially promising part of human resources due to their current level of education, mobility, and career ambitions.

Human resources can best enhance the innovative development of the Russian economy if the country focuses on the third and, especially, the fourth group, since this group possesses the most up-to-date knowledge, as well as scientific and educational technologies.

Some researchers claim that the scientific human resources of the economy should be estimated using such indicators as the number of PhD students, post-graduates and university graduates. At the same time, these experts believe that the performance indicators of the system of higher and postgraduate education are the key factor in the formation of human resources (DOLGUSHIN, 2004). The education system plays the crucial role - forms entirely new human resources of the economic system (GRESHNIKH et al, 2012). While we agree with this approach, we would still like to pose an important question: whether we can consider students of secondary vocational education, university students, post-graduates, and PhD students a legitimate part of human resources. It is impossible to give just one (affirmative) answer.

The fact is that neither the state nor employers can be sure that after completing their studies, graduates will stay in the region and start working in their degree field. This situation brings about one more problem in the formation of human resources of the economy as a whole - uneven distribution regarding the number and qualifications of professionals in some Russian regions. There are well-known disparities in the distribution of labor resources within regions: the situation is better in large administrative centers such as Moscow and the Moscow Region, as well as St. Petersburg and the Leningrad Region. The reason for such disparities is a significant difference in wages in Russian regions (Fig. 1).
The above data shows that in 18 regions of the Central Federal District alone, wages may vary 3.5 times. Thus, stimulating young professionals to stay in the peripheral regions of the country is one of the main tasks for Russia when developing a mechanism for increasing its human resources. The country cannot solve this problem by simply finding a job for a university graduate at one of the enterprises in a Russian region. If local governments seek to create an innovative economy with qualified staff, then they should develop a comprehensive system of measures aimed at attracting young, successful, and creative graduates to well-paid jobs. Russian officials should realize that entering the labor market with a diploma of higher or secondary vocational education, young people find themselves in a competitive environment functioning according to market laws. Therefore, the higher the level of education people have, the more competencies they possess as actors in the labor market, the more job offers they get. Guided by personal interests and employer’s demand, these people are more likely to choose a more promising and well-paid job in those Russian regions that can offer it. In this case, university graduates face an acute problem of economic choice, since opting for the employment in a Russian region with lower wages and worse living conditions than possible, the person bears very high opportunity costs of applying their knowledge and qualifications. Moreover, these costs are the higher, the higher is the education level of the individual, and the wider is the range of their work competencies.

We should not consider labor migration within Russian regions as a negative factor. However, given that skilled labor force mainly migrates to three or five most attractive regions, it becomes a problem for the remaining 80 regions of the Russian Federation. As S. Guriev noted, the main obstacle to migration to other regions is the underdevelopment of regional labor and information markets, as well as financial and housing markets (GURIEV, 2021). Nevertheless, the internal migration of human resources could solve the main task of the modern Russian economy - to smooth out the existing significant differences in the regions concerning the standard and quality of living.
The classic work of American economists Olivier Blanchard and Lawrence Katz confirms the effectiveness of internal migration. It analyzes business cycles in some US states and demonstrates that it is possible to smooth out differences between them (BLANCHARD & KATZ, 1992). The research proved that labor force movement eases regional economic downturns, while the high level of unemployment that occurred during the recession returns to normal, and wage disparities within regions diminish steadily after a while. J. Decressin and A. Fatas confirmed these conclusions for the EU countries. They reproduced the calculations of Blanchard and Katz and compared 51 regions in 15 countries of the European Union. Their calculations proved that population mobility in Europe is much lower both within countries and between them. Therefore, the EU finds it hard to overcome crises fully and faces long-term negative consequences (DECREASESIN & FATAS, 1995). Later, researchers carried out similar studies for the countries of Eastern Europe with unstable transitional economies (BORNHORST & COMMANDER, 2006).

International Monetary Fund economists G. Kwon and A. Spilmbergo applied the Blanchard and Katz methodology to Russian regions (KWON & SPILMBERGO, 2009). They revealed that unlike other countries, Russia has significant interregional differences regarding the quality of life and the conditions for the reproduction of human resources. The differences among Russian regions in terms of the quality of life and living conditions significantly exceed those in the US and Europe, and this situation is not likely to change in the near future. The economic crisis is serious and labor migration is low. These factors complicate the qualitative distribution of human resources. Wages do not increase, and some people simply leave the group of economically active population. At the same time, the Russian labor market is the least dynamic of all Eastern European markets.

In the United States and Europe, government spending in depressed regions increases during a recession to smooth out the negative effects of the crisis, whereas in Russia, under similar circumstances, regional spending decreases. This brings about a paradoxical situation, which some leading modern economists called “industrial feudalism” (GURIEV, 2021). This concept denotes a situation when workers actually seek to move from regions with high unemployment and low incomes to the places where these problems have been solved. However, they cannot always find resources, especially, money for moving. The underdeveloped housing market and lack of loans make it impossible to move human resources to the places where they would be in biggest demand and effectively used (ANDRIENKO & GURIEV, 2004). In this case, people fall into the so-called “poverty trap,” when the region is in crisis and people want to move to another place for employment, but their wages at the current place of work are so low that it makes moving impossible (GERBER, 2005). This creates the very effect of the “feudal system,” when the worker is tied to the “land,” that is, to a specific region, with low earnings. In such conditions, even demanded and qualified human resources cannot break out of such a trap. Such a paradoxical situation on the Russian labor market is beneficial for local regional enterprises, since they do not need to compete with the employers from more distant and economically promising regions, and, therefore, they can pay low wages (FIDRMUC, 2004).

Therefore, to solve the problem of economic choice and form highly professional human resources, the Russian economy can stick to a wait-and-see policy when inviting young university graduates who are trying to find a job in a particular region. Alternatively, the country can use all forms of material and non-material incentives to attract especially valuable and talented graduates, and possibly workers from other regions through economically sound migration. In the first case, Russian regions do not incur additional costs and continue to reproduce human resources capable of performing basic labor functions, but not motivated and unprepared for innovations. In the second case, in order to retain those most valuable and ready for innovations from among the graduates and currently employed, the officials of the Russian region will have to develop a system of material incentives, which can be considered an investment in innovative human resources that may bring real benefits in the long term.

To develop directions for improving human resources, one should consider the indicators of its formation and use. The formation indicators include those characterizing the demographic situation in the country and the level of education. The indicators of the use of human
resources are the involvement in the labor force, working conditions, wages, and the productivity of social labor.

The size and structure of the country's population play a significant role in the formation of human resources. We analyzed the dynamics of demographic indicators using the data from the Federal State Statistics Service and established that in the period from 2010 to 2020, Russian population increased. At the end of 2020, it amounted to 146.7 million people, of which 75% was the urban population and 25% - the rural (FEDERAL STATE STATISTICS SERVICE, 2020).

Aging is a specific dynamics feature of the Russian population. In 2020, 24.96% of people were over the working age, 18.7% of people - under the working age, and the working age group amounted to 56.34%. The data of the Federal State Statistics Service indicates that over the past decade, Russia experienced a decrease in the birth rate from 12.5 to 9.8 births per thousand people, while the dynamics of the death rate was positive - from 14.2 to 14.6 deaths per thousand people. Due to these factors, the natural decline in the country's population increased from -1.7 to -4.8 people (FEDERAL STATE STATISTICS SERVICE, 2020).

Migration has a significant impact on the dynamics of Russia's population: over the period from to 2010 to 2020, there was a positive migration balance. In 2019, 701,200 officially registered migrants arrived in the Russian Federation, which exceeds the number of those who left the country by 285,100 people.

Life expectancy is another important demographic indicator and a key factor in the development of human resources, along with the size and structure of the country's population. The Federal State Statistics Service predicted that in 2021, life expectancy in Russia would be 73 years. However, the Covid-19 pandemic affected this forecast. As a result, the real life expectancy decreased to 71.1 years at the end of 2020. Regarding this indicator, the Russian Federation lags behind many developed countries, for example, in Western Europe the average life expectancy is 82.2 years, and in the USA - 78.7 years.

The fundamental factors in the formation and development of the country's human resources are the standard of living and the dynamics of employment and unemployment. The transition of the Russian economy to market management led to many social and economic problems. As a result, there was a decrease in the standard of living and the efficiency of the labor market, which negatively affected Russia's human resources.

Over the period from 2010 to 2020, cash income per capita increased from 20,952 to 51,352 rubles, or 2.45 times. However, this figure includes inflation, due to which real disposable income per capita increased by 32.9%. The income of Russia's population varies greatly depending on the sector of the economy. In 2020, the highest average monthly wages were registered in the oil and natural gas industry (142,175 rubles), finance and insurance (112,680 rubles), production of tobacco products (112,017 rubles), fishing and fish farming (94,983 rubles), extraction of metal ores (88,154 rubles), the information and communication industry (85,648 rubles), and research and development (84,973 rubles). The wages were lowest in the production of clothing (20,927 rubles), the production of leather and leather goods (26,913 rubles), hotel business, public catering (27,632 rubles), and manufacture of furniture (28,386 rubles) (Federal State Statistics Service, 2021). Thus, in the Russian Federation, average wages may vary 6.8 times by industry.

The subsistence minimum in the Russian Federation in the period from 2010 to 2020 increased from 6,473 to 11,653 rubles, or 1.8 times. In 2020, 20 million people had income below the subsistence minimum, while the share of people with the income below the poverty line was about 13.5% of the country's population. The main reason for this situation is the reduction in the real disposable income of certain groups along with insufficient state support for socially unprotected population. This reduction in the real per capita income of certain groups led to social stratification, which hinders the development and improvement of human resources.

Quantitative indicators of the human resources of the national economy are based on the macroeconomic characteristics of the labor market, with the ratio of employment and
involuntary unemployment being its main problem. Over the period from 2010 to 2020, Russia’s economically active population decreased from 75,478 to 74,922 thousand people, or by 0.74%. At the end of 2020, most employed people lived in cities (77.6%), while the share of the rural population estimated 22.4% in the country’s labor force. From 2010 to 2020, the share of men in the economically active population was slightly higher than the share of women: 51.4% were men and 48.6% were women. Over the same period, the number of the employed increased from 69,934 to 71,933 thousand people. This trend indicates that the economic activity of the country’s population grew, which generally had a positive effect on the development of human resources.

The number and composition of the labor force in the Russian Federation are presented in Table 1.

**Table 1.** The number and composition of the labor force in the Russian Federation over the period from 2010 to 2020.

| Indicators          | Years          | 2010  | 2014  | 2015  | 2016  | 2017  | 2018  | 2019  | 2020  | 2020 to 2010, % |
|---------------------|----------------|-------|-------|-------|-------|-------|-------|-------|-------|-----------------|
| Labor force aged 15-72, total, thousand people |                | 75478 | 75428 | 76588 | 76636 | 76285 | 76190 | 75398 | 74922 | 99.3            |
| Including:         |                |       |       |       |       |       |       |       |       |                 |
| Employed           |                | 69934 | 71539 | 72324 | 72293 | 72316 | 72532 | 71933 | 71933 | 99.3            |
| Unemployed         |                | 5544  | 3889  | 4264  | 4243  | 3969  | 3658  | 3465  | 4433  |                 |
| Labor force participation rate, % |                | 67.7  | 68.9  | 69.1  | 69.5  | 62.8  | 62.8  | 62.3  | 62.2  | 91.9            |
| Employment rate, % |                | 62.7  | 65.3  | 65.3  | 65.7  | 59.5  | 59.8  | 59.4  | 58.6  | 93.5            |
| Unemployment rate, % |                | 7.3   | 5.2   | 5.6   | 5.5   | 5.2   | 4.8   | 4.6   | 5.9   | 80.8            |

Source: Compiled by the authors using the data from sample labor force surveys for the period from 2010 to 2020 (FEDERAL STATE STATISTICS SERVICE, 2021a; FEDERAL STATE STATISTICS SERVICE, 2021b).

Over the period from 2010 to 2020, the unemployment rate in the Russian Federation, calculated as the ratio of the unemployed to economically active population, decreased from 7.3% to 5.9%. However, statistical studies show that the real level of unemployment in the country is significantly higher than the official one estimated by the ILO method. The sample surveys of the population on employment issues indicate that about 70% of the unemployed are looking for a job by themselves. Russian statistics do not consider the hidden unemployment, which emerges when a person is officially employed, but cannot work full-time. However, at present, it is a relevant problem for many companies.

In 2020, the average age of the unemployed in Russia was 36, while the highest unemployment rate was observed among young people aged 20-24 (18% of the total number of the unemployed). This is due to the increasing requirements of employers to job applicants, for instance, work experience, which young university graduates lack. In addition, the Russian Federation has low employment among young people, which is due to their wish to get higher education.

The high unemployment in Russia’s economy is a consequence of the low efficiency of economy sectors and decreasing industrial production. Therefore, state authorities should improve the policy of creating jobs and ensure high employment of the population. At present, this problem does not receive due attention, since official unemployment in the country is quite low and does not reflect the real situation in the labor market, which negatively affects the formation and development of human resources.

The main qualitative indicator of the use of labor potential is the productivity of social labor. Over the period from 2010 to 2020, Russia’s labor productivity grew steadily – approximately 102.5% compared to the previous year. The basic factor determining the low level of this index is insufficient investments in the real sector of the economy, increasing depreciation of fixed capital, as well as the reduction in the number of highly productive jobs.
To ensure stable growth of labor productivity, the Presidium of the Council under the President of the Russian Federation for Strategic Development and National Projects (Minutes of September 24, 2018 No. 12) developed and approved national project “Labor Productivity and Employment Support” in the framework of the implemented Decree of the President of the Russian Federation of May 7, 2018 No. 204 “On national goals and strategic tasks of the development of the Russian Federation for the period up to 2024.”

Implementation of this national project provides for carrying out three federal projects:

1. Comprehensive measures for increasing labor productivity. It aims to stimulate manufacturing enterprises to increase the level of labor productivity through the measures of government support, not only financial, but also by eliminating administrative and regulatory barriers.

2. Targeted support for increasing labor productivity at enterprises. It implies providing qualified expert assistance to eliminate inefficient production stages, training the production staff in innovative methods of increasing labor productivity, as well as conducting special workshops and seminars.

3. Stimulating employment and increasing labor productivity to ensure their growth. This project provides for staff training using the educational programs that meet the needs of potential employers, retraining of employees so that they can do new jobs after quitting obsolete and unproductive ones.

These measures should increase the human resources of the national economy and facilitate its innovative development. Qualifications and education of economically active population are also qualitative indicators of human resources. Over the period from 2010 to 2020, in Russia, the share of the economically active population with higher education increased from 29.1 to 34.5%, while the share of the workforce with secondary vocational, primary vocational education, and secondary general education decreased. As we can see, qualifications of Russia’s economically active population are increasing.

However, currently, the professional qualifications of graduates are not reproduced at the level required for its most effective use. The reason for this situation is “the discrepancy between the specialties graduates obtained and the needs of the modern labor market; because of this, many enterprises do not demand a lot of university graduates of universities, as well as those with secondary vocational education” (TYAGLO & ZMIYAK, 2015, p. 59). To improve the quality of the human resources of the country’s economy, Russia should transform the national system of professional training.

CONCLUSION

We explored the theoretical foundations of the concept “human resources” and considered it as a multilevel, professional and qualification structure. We found out that when assessing it, researchers focus on quantitative criteria. This approach does not fully reveal how effectively Russia uses its human resources. Therefore, it was necessary to establish quality criteria reflecting innovative trends in the development of the Russian economy. For this purpose, we believe it is viable to apply the following criteria to assess the quality of human resources: the level of professional competence, innovative entrepreneurial activity, secondary employment, and occupational and qualification mobility. These criteria are the most accurate, since they consider not only personal qualities, but also modern professional requirements.

Therefore, the development of human resources requires a set of economic, administrative, and social measures. Considering modern global and domestic trends, developing an improvement mechanism is the key objective for Russia in the field of human resources management. We believe that a crucial activity in this mechanism should be designing a system of joint programs of vocational education organizations and industrial partners in Russian regions. These courses should develop competencies required for future employment. Such cooperation between education and business will ensure an influx of qualified and motivated personnel to Russian enterprises, will increase the quality of human resources, and will generally improve the situation on the Russian labor market.
Obviously, in order to improve the country's human resources, the system of the Russian education should solve the following important tasks:

- To train qualified specialists for the real sector of the economy ready for lifelong learning;
- To train modern managers motivated for efficient and productive work, ready to think outside the box and find optimal solutions, taking into account the factors of uncertainty and risk.

The solution of these tasks in vocational education should be based on the following measures:

- Ensuring maximum integration of companies’ representatives into education;
- Adjusting educational programs in line with the priorities of the social and economic development of a particular Russian region;
- Providing lifelong training with professional continuing programs and advanced training courses that reflect the needs of modern employers;
- Developing modern forms of education, such as online learning, blended learning so that one can study a number of courses remotely, saving time and resources of both universities and students;
- Applying latest approaches and methods of training management staff with a focus on innovation and creativity;
- Transforming the very paradigm of the perception of managerial work from the limited idea that a manager is primarily a boss responsible for planning, organizing, monitoring, and motivating staff to understanding that a modern leader is often a psychologist, teacher, educator, mentor, a person who is creative and capable of taking non-standard solutions, aware of their role in the system of management, and who is ready to take responsibility for the decisions made.

Having conducted the research, we established that the mechanism for improving human resources should include a set of measures aimed at solving the problems associated with wages and increasing its impact on the economic development of the Russian Federation. We demonstrated that to improve the structure and quality of human resources, the government should apply a systematic approach to human resources management, including the replication of effective management practices used globally.

This will increase the investment attractiveness of the Russian Federation by transforming the vocational education system so that it meets the needs of the real sector of the economy and provides the industry with a new generation of highly qualified young professionals. Therefore, the approach considered in the study, which aims to improve human resources in Russia, will gradually solve existing problems and ensure the growth of key social and economic indicators through innovation.

REFERENCES
AGARZAEVA, G.S. & RABTSEVICH, A.A. The system of human resources development in Japanese companies. Young Scientist, 2015, 5(85), 227-229. Available at: https://moluch.ru/archive/85/15932/ Access: August 25, 2021.

ALHARTHY A.A.H. & BIN MARNI, N. Training Impact on the Human Resources Performance. Journal of Southwest Jiaotong University, 2020, 55(3). Available at: https://doi.org/10.35741/issn.0258-2724.55.3.12 Access: August 24, 2021.

ANDRIENKO, Y. & GURIEV, S. Determinants of interregional mobility in Russia: Evidence from panel data. Economics of Transition, 2004, 12(1), 1-27. Available at: https://onlinelibrary.wiley.com/doi/10.1111/j.0967-0750.2004.00170.x Access: August 24, 2021.

AVETISYAN, P. S. & GEVORKYAN, N.M. Free educational environment as the basis of human capital and the connections of the main social spheres. Economy of the Region, 2020, 16(2),
494-506. Available at: https://cyberleninka.ru/article/n/svobodnaya-obrazovatelnaya-sreda-osnova-chelovecheskogo-kapitala-i-vzaimosvyazi-osnovnyh-sotsialnyh-sfer Access: August 25, 2021.

BLANCHARD, O. & KATZ, L. Regional Evolutions. Brookings Papers on Economic Activity, 1992, 23(1), 1-76. Available at: https://ideas.repec.org/a/bin/bpeajo/v23y1992i1992-1p1-76.html Access: August 24, 2021.

BORNHORST, F. & COMMANDER, S. Regional unemployment and its persistence in transition countries. Economics of Transition, 2006, 14(2), 269-288. Available at: https://onlinelibrary.wiley.com/doi/10.1111/j.1468-0351.2006.00254.x Access: August 24, 2021.

DANDYKINA, E.M. (2014). Formation of human resources in innovative companies. In Youth and Science: Collection of articles of the Seventh All-Russian Scientific and Technical Conference of Students, Postgraduates, and Young Scientists dedicated to the 50th Anniversary of the First Manned Flight into Space. Krasnoyarsk: Siberian Federal University. Available at: https://core.ac.uk/download/pdf/38636597.pdf Access: August 25, 2021.

DECRESSIN, J. & FATÁS, A. Regional labor market dynamics in Europe. European Economic Review, 1995, 38, 1627-1655. Available at: https://www.sciencedirect.com/science/article/abs/pii/0014292194001022?via%3Dihub Access: August 23, 2021.

DOLGUSHIN, N.K. Formation of Human Resources in an Education System (Theory and Practice). 2nd ed. Moscow: FGNU "Rosinformagrotech", 2004.

FEDERAL STATE STATISTICS SERVICE. Findings of a Sample Survey of the Labor Force. Rosstat, 2021a. Available at: https://www.gks.ru/compendium/document/13265 Access: August 20, 2021.

FEDERAL STATE STATISTICS SERVICE. Russian Statistical Yearbook 2020. Moscow: Rosstat, 2020. Available at: https://rosstat.gov.ru/storage/mediabank/KrPEshqr/year_2020.pdf Access: August 25, 2021.

GERBER, T.P. Individual and Contextual Determinants of Internal Migration in Russia: 1985–2001. Madison: University of Wisconsin, 2005.

GRISENIKH, A.A.; KOLESOV, V.I. & SEDLETSKAYA, T.V. Development of human resources in the region and the system of professional education in modern Russia. Scientific and Analytical Bulletin of the St. Petersburg University of the State Fire Service of the Emercom of Russia, 2012, 4, 117-122. Available at: https://vestnik.igps.ru/wp-content/uploads/V44/21.pdf Access: August 25, 2021.

GURIEV, S. Economic Myths. Misconceptions and Stereotypes Spread by the Media and Politicians. 8th ed. Moscow: Mann, Ivanov and Ferber, 2021.

HIRSHLEIFER, J. Economic Behavior in Adversity. Chicago: University of Chicago Press, 1988.

KONOPLEVA, G.I. & BORSCHCHENKO, A.S. The concept of human resources and the strategy of its development. Almanac of Modern Science and Education, 2014, 2, 86-88. Available at: https://www.gramota.net/materials/1/2014/2/22.html Access: August 25, 2021.

KWON, G. & SPILIMBERGO, A. Regional volatility in emerging countries – The case of Russia. Economics of Transition, 2009, 17(1), 97-119. Available at: https://onlinelibrary.wiley.com/doi/full/10.1111/j.1468-0351.2009.00342.x Access: August 23, 2021.
On the improvement of human resources in Russia

Sobre la mejora de los recursos humanos en Rusia

Resumen
El artículo examina los aspectos teóricos del concepto “recursos humanos” y su relación con el modelo de crecimiento económico. Los autores esbozaron los factores que influyeron en la formación y la calidad de los recursos humanos en Rusia y corroboraron la dependencia directa de los recursos humanos totales del país en el volumen de los recursos humanos de las regiones de Rusia. El artículo examina cómo la educación y los salarios afectan el movimiento de graduados, vistos como una parte promisora de los recursos humanos del país, en el mercado laboral. Los autores analizaron los indicadores de formación y utilización de recursos humanos en Rusia para el período de 2010 a 2020. A pesquisa confirmou a importância do projeto nacional implementado que visa aumentar a produtividade do trabalho e apoiar o emprego na Rússia, pois é crucial para o aumento dos recursos humanos. Os autores propuseram medidas destinadas a melhorar a qualidade dos recursos humanos na Rússia e, consequentemente, aumentar a qualidade de vida.

Keywords: Human resources. Labor supply. Economic growth. Labor force. Household income.

Palavras-chave: Recursos humanos. Fornecimento de mão-de-obra. Crescimento econômico. Força de trabalho. Renda familiar.

Abstract
The article examines the theoretical aspects of the concept “human resources” and its relationship with the model of economic growth. The authors outlined the factors influencing the formation and quality of human resources in Russia and substantiated the direct dependence of the total human resources of the country on the volume of the human resources of Russia’s regions. The article examines how education and wages affect the movement of graduates, seen as a promising part of the country’s human resources, in the labor market. The authors analyzed the indicators of the formation and use of human resources in Russia for the period from 2010 to 2020. The research confirmed the significance of the implemented national project aimed at increasing labor productivity and supporting the employment in Russia, as it is crucial for increasing human resources. The authors proposed measures aimed at improving the quality of human resources in Russia and, as a result, increasing quality of life.

Keywords: Human resources. Labor supply. Economic growth. Labor force. Household income.

Palabras-clave: Recursos humanos. Oferta de mano de obra. Crecimiento económico. Fuerza laboral. Ingresos del hogar.