



Employment of young specialists in rural territories

Empleo de jóvenes especialistas en territorios rurales

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Contents

- [1. Introduction](#)
- [2. Methodology](#)
- [3. Results](#)
- [4. Conclusions](#)
- [References](#)

ABSTRACT:

The problems of staffing and retention of young professionals in business entities located in rural areas are considered. The features of the social infrastructure of the village were studied: the provision of housing for specialists, it was revealed that the improvement of the housing stock in rural areas is lower than in urban areas by more than 2.7 times. Particular attention is paid to digital technologies that can contribute to the attractiveness of agricultural labor.

Keywords: Young specialist, rural areas, fixability, skilled personnel

RESUMEN:

Se consideran los problemas de contratación y retención de jóvenes profesionales en entidades comerciales ubicadas en áreas rurales. Se estudiaron las características de la infraestructura social de la aldea: la provisión de viviendas para especialistas, se reveló que la mejora del parque de viviendas en las áreas rurales es más baja que en las áreas urbanas en más de 2.7 veces. Se presta especial atención a las tecnologías digitales que pueden contribuir al atractivo de la mano de obra agrícola.

Palabras clave: Especialista joven, zonas rurales, arreglos, personal cualificado

1. Introduction

In modern conditions of management it is difficult to overestimate the role of qualified personnel, and especially, it concerns the agricultural sector. There is still a lot of manual labor, where you have to work, affecting biological objects (animals and plants), where working time does not coincide with the working period, work where there is great dependence on natural factors, as some experts say – «work in the workshop open air». And if we add to this the «charms» of rural areas, where agricultural organizations are mainly located, then the above factors will add the problems of a low level of social and communal infrastructures. This article sets the goal: to analyze the factors that impede the employment and retention of young professionals in organizations and enterprises of the agro-industrial complex located in rural areas, and develop scientifically-based proposals to increase the fixability of young professionals in agricultural organizations.

2. Methodology

When conducting research related to the staffing of agricultural organizations and the characteristics of employment and retention in them of young professionals, methods of system

3. Results

Despite various types of programs related to the improvement of rural areas and housing construction, rural housing stock still lags far behind the urban one (Table 1).

Table 1
Improvement of housing in rural
and urban areas,% [15]

Year	Total area equipped						
	plumbing	drainage	heating	baths (shower)	gas	hot water supply	all kinds at once
Rural area							
2010	47,6	38,5	60,0	28,7	74,5	25,3	23,9
2011	48,5	39,2	60,8	29,1	74,0	26,2	24,5
2012	49,1	39,9	61,3	29,4	73,8	26,5	24,8
2013	52,0	41,1	63,6	30,7	73,3	27,9	26,0
2015	54,7	43,4	66,3	32,5	74,1	30,2	28,4
Urban area							
2010	89,3	87,3	92,0	81,3	66,9	80,1	77,3
2011	89,5	87,5	92,1	81,5	66,6	80,3	77,5
2012	89,6	87,5	92,2	81,4	66,2	80,4	77,4
2013	89,8	87,6	92,1	81,6	65,4	80,5	77,6
2015	91,0	89,0	92,0	82,0	64,0	81,0	78,0

As we strive to live in rural areas with such public services of rural housing stock, it turns out that in recent years, modern agricultural workforces have left rural settlements, including for this reason, and have enriched the urban environment.

The problem of qualified personnel arises in most subjects of the Russian Federation, and the Sverdlovsk region is no exception.

For example, in twenty-eight municipalities there is a shortage of specialists in the following specialties: veterinarian - 31 vacancies; livestock specialist - 27 vacancies; agronomist - 15 vacancies; tractor driver - 35 vacancies. The average salary, based on the information indicated on the website of the Ministry of Agriculture of the Sverdlovsk Region: veterinary doctor 17.5 thousand rubles; livestock specialist -16.7 thousand rubles; agronomist - 18.0 thousand rubles; tractor driver - 15.08 thousand rubles (table 2).

Table 2
Vacancies at enterprises of the Sverdlovsk region agro-industrial
complex (according to the ministry as of 01.10. 2018), fragment

Vacancy	Name of the municipal district	Wages, thousand rubles / month

			Availability of housing
Veterinarian	Alapaevsky	13,0	+
	Nizhneserginsky	According to the results of the interview	+
	Artyomovsky	13,0	+
	Artinsky	10,9	-
	Beloyarsky	14,0	+
	Sukholozhsky	17,0	-
	Verkhoturyskye	16,0	+
	Serovskiy	26,0	-
	Irbitsky	15,0	+
	Kamensky	18,0	+
	Krasnoufimsky	20	+
	Kamyshlovsky	25,0	+
	Talitsky	15,0	+
	Turinskiy	20,0	+
	Tavdinsky	14,0	+
	Rezhevskoy	15,0	+
Shalinsky	27,0	+	
Chief livestock specialist animal technician	Baikalovsky	13,0	-
	Verkhoturysky	14,25	+
	Irbitsky	15,0	+
	Kamensky	18,0	50% compensation
	Kamyshlovsky	21,66	+
	Krasnoufimsky	15,0	-
	Achitsky	18,5	+
	Talitsky	25,0	+
	Turinskiy	12,0	-

	Rezhevskoy	15,0	+
Agronomist	Verkhoturksky	20,0	+
	Rezhevskoy	15,0	+
Tractor driver	Kamensky	20,0	-
	Krasnoufimsky	20,0	-
	Achitsky	18,5	+
	Turinskiy	15,0	+
	Shalinsky	17,5	-
	Nizhneserginsky	14,0	-
	Bogdanovicheskiy	20,0	-
	Baikalovsky	13,0	-
	Slobodo-Turinskiy	15,0	+
	Beloyarsky	19,0	-
	Irbitskiy	15,0	+
	Kamensky	16,0	+
	Sysertsky	11,5	-
	Kamyshlovsky	17,65	+
	Pyshminsky	16,0	+
	Sukholozhsky	15,0	-
	Krasnoufimsky	15,0	+
Turinskiy	12,0	-	
Prigorodnyy	12,0	-	

This situation is due to two main reasons - the lack of housing and low wages. Average wages in agricultural organizations remain low compared with industry. Thus, the remuneration of labor of veterinary doctors is only from 10.9 thousand rubles to 20 thousand rubles. And only in the Sysertsky district, it is 26.0 thousand rubles; agronomists - from 15 to 20 thousand rubles; for tractor drivers (tractor drivers) - from 12 to 20 thousand rubles. Accommodation provides only a little more than 60% of employers.

Table 3
Vacancies at enterprises of the Sverdlovsk Oblast AIC
(according to the Ministry for 2017), fragment

Vacancy	Name of the municipal district	Wages, thousand rubles / month	Availability of housing
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Veterinarian	Alapaevsky	25,0	+
	Beloyarsky	13,0	-
	Verkhotursky	15,0	-
	Serovskiy	27,0	-
	Irbitsky	15,0	-
	Kamensky	18,0	-
	Kamyshlovsky	20,0	+
	Krasnoufimsky	25,0	+
	Rezhevskoy	15,0	+
	Artyomovsky	13,0	+
	Talitsky	25,0	+
	Turinskiy	16,0	+
	Tavdinsky	15,0	+
Chief livestock specialist animal technician	Alapaevsky	25,0	+
	Verkhotursky	15,0	-
	Kamyshlovsky	25,0	-
	Krasnoufimsky	15,0	-
	Achitsky	18,0	+
	Prigorodnyy	21,0	-
	Rezhevskoy	15,0	+
	Talitsky	20,0	+
	Turinskiy	15,0	+
Tavdinsky	15,0	+	
Chief agronomist agronomist	Alapaevsky	25,0	+
	Baikalovsky	14,0	-
	Verkhotursky	15,0	-
	Rezhevskoy	15,0	+
Tractor Driver	Talitsky	22,5	+

Turinskiy	12,0	+
Baikalovsky	10,5	-
Irbitskiy	17,5	-
Kamensky	17,0	-
Kamyshlovsky	15,0	-
Pyshminsky	16,0	+
Krasnoufimsky	18,0	-
Sysertsky	20,0	+
Talitsky	15,0	+
Turinskiy	10,0	+

How to be under these conditions, young professionals? Today, the wording «The Young Specialist» is missing in the labor code, however, this interpretation is found in other regulatory acts that regulate labor relations with young personnel. Thus, Article 70 of the Labor Code of the Russian Federation prescribes that young specialists should be individuals who have completed training in organizations with state accreditation and have been employed in the specialty (direction) during the first year after receiving the diploma of education.

As the data in Tables 1 and 2 show, housing supply is quite low (with a large proportion of graduates of higher and secondary educational institutions indicating this criterion as a priority). Under current legislation, the provision of housing for young professionals is in the introduction of the subject of the Russian Federation. Today, in rural areas there is a state target program «Young Specialist in the Village», which is intended to attract qualified personnel to perform the labor function in the village. The basis of this program is the Federal Program «Social Development of the Village».

And from here, in different regions of the country and different business entities, they interpret this concept in completely different ways, and most importantly, they refer to graduates of agricultural educational institutions in different ways. In some cases, young professionals consider graduates of universities and colleges under the age of 35 years old, graduated from an educational institution and employed in the first three months after graduation, in others - within a year. There are cases when it is necessary to get settled within one month after graduation, otherwise in a number of organizations the provision of a collective agreement on a young specialist will no longer apply to such a specialist. In most organizations, this rule is absent altogether.

Without pretending to the most effective and comprehensive mechanism for attracting young specialists to the village, we consider it necessary to adopt a federal-level document (decree, law, decree) determining the status of a young specialist traveling to a non-urban (rural) territory.

The solution to attracting qualified and young personnel to the rural areas of the country should be measures related to increasing the profitability of the industry, reducing the labor intensity of all types of agricultural work. The growth of the content and attractiveness of labor through the introduction of new technologies, including digital technologies and robotics.

Even today, robotics gives its tangible results. Surveys conducted in a number of business entities using robotics in the agricultural sector of the Sverdlovsk region showed that her choice was more associated with social factors (causes).

Among such reasons, respondents indicated the possibility of reducing the organization's dependence on personnel risks and the state of the agricultural labor market. They also pointed out the possibility of releasing time for changing employment, ensuring flexibility of work, reducing injuries and occupational diseases. Of the total list of questionnaires, more than 53% of

the total number of respondents indicated the social reasons for the introduction of robotics, associated with the risks of not going to work (truancy) and a shortage of qualified personnel, low labor and technological discipline (Table 4).

Table 4
Identified reasons for the use of robotics in the farms
of the Sverdlovsk region,% of respondents [14]

Social reasons for the use of robotics	Response distribution,%
Risks of absenteeism (absenteeism), low labor discipline at work	30,0
The need to improve the quality of labor and technological operations	29,1
Lack of qualified personnel, low fixability of professional staff	23,6
Ability to free up time for other types of employment	9,1
The possibility of increasing labor flexibility, introducing more flexible working hours	4,5
Conditions for reducing injuries and occupational diseases	3,7

Analyzing the above table (Table 2), it should be noted that managers of economic entities are still concerned about the problems of labor and technological discipline, which again is due to the low skills of workers in many agricultural organizations.

Sociological studies conducted in June 2017 in the climatic zones of the Sverdlovsk region (forest-steppe and forest-meadow) that are most favorable for the development of agriculture showed that the majority of respondents, young professionals, did not have a clear idea of their future work. So answered almost 52% of the number of surveyed young professionals aged 23-25 years. 42% of the respondents considered themselves prepared for work in agricultural organizations. Among the reasons that did not allow to adequately prepare for work in rural areas, most consider practical training in agro-educational institutions insufficient.

That is why many specialists consider it necessary to develop a dual educational system, in which there is an interpenetration and a systemic integration of theoretical and practical professional training. In this regard, the experience of the Republic of Kazakhstan may be interesting, where the implementation of such a system has demonstrated high performance, and, in the first place, in most cases has allowed to eliminate the discrepancy between the agricultural university theory and agricultural practice.

4. Conclusions

The problem of retaining young specialists in rural areas remains relevant, which is primarily due to the low attractiveness of the industry, the low level of social infrastructure, and the insufficient level of wages. It requires a systematic approach. To date, a holistic and effective organizational and economic mechanism for increasing the fixability of young specialists in rural areas has not been established. It is about creating a mechanism that includes a system of interaction of educational institutions with employers, associations and unions; creating conditions for successful adaptation of young specialists to working conditions in rural areas; motivation and career growth.

But this mechanism will not be able to function without legal support. In this case, it is worth reviewing the status of the program related to the sustainable development of rural areas, providing it with federal status with an appropriate level of funding for program activities. To determine the status of a young specialist traveling to rural areas, defining rights and obligations, as well as preferences related to the provision of adequate housing and wages.

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[\[Index\]](#)

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