

Employment in rural areas

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Abstract. Currently, labor relations in modern Russia are regulated on the basis of the Constitution of the Russian Federation (1993), the norms of the Labor Code of the Russian Federation, and other regulatory legal acts adopted at the federal level and in the subjects of the Russian Federation. Legal acts containing employment and labour statutes were also adopted by local self-government bodies until 2006. The rural area is a place of labor and economic activity mainly for residents of rural settlements. The spheres of labor relations are usually agriculture and forestry, and in some regions, subsurface resources management and other types of economic activity. The main legal document regulating the complex of relations, including labor relations, in agriculture is the Federal Law "On the Agriculture Development" and legal acts of agrarian legislation adopted at the level of federal authorities and in the subjects of the Russian Federation. Labor activity in the field of forest management is regulated by the Forest Code of the Russian Federation and regulatory legal acts of forest legislation. Labor relations in other spheres of economic activity in rural areas are regulated by relevant legal acts at the federal level and at the level of the subjects of the Russian Federation. In addition to production organizations in rural areas, there are non-profit entities in which rural residents work. A significant number of the rural population is employed in private subsidiary farmings.

1 Introduction

The topic of this scientific article is relevant, since labor relations in rural areas are currently experiencing instability and require special attention from authorities at all levels. The topic of the organization of labor relations in rural areas of modern Russia is reflected in the scientific works of scientists in the form of monographs, collections of scientific articles, and in individual educational and scientific institutions, in dissertation research.

Nevertheless, time changes the conditions for the development of relations in the field of labor organization, and for this reason there is a need for additional research of problems in the sphere of labor relations in rural areas [1-4].

The scientific novelty of the proposed research lies in the analysis of labor relations in agricultural production organizations of various organizational and legal forms of management, as well as non-profit organizations in rural areas, in particular, agricultural consumer cooperatives.

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The purpose of the study is to assess the state of the organization of agricultural activities based on the main results of the agricultural micro-census of 2021.

The purpose of the study is to identify existing problems in the development of agricultural activities in rural areas at present time.

The theoretical significance of this study is to introduce into the economic and agrarian-legal sciences the teachings on the development of labor relations in rural areas in the conditions of modern transformations in the economy.

2 Materials and methods

The practical significance of the research is due to the possibility of using the material in the educational process when teaching disciplines: agricultural economics, agrarian law, labor law, and others related to the regulation of labor relations in agriculture.

Research methods: analysis; synthesis; comparison; statistical method; economic and legal method.

3 Results

Since time immemorial, the rural area has been a place of population labor activity in agriculture. In the Soviet years, in accordance with the agrarian policy of the state, collective farms, state farms, and other state enterprises operated in Russian agriculture, in which collective farmers and workers in the field of crop production and animal husbandry were employed. Since 1990, under the conditions of agrarian reform, new forms of management have appeared in modern agriculture - peasant (farmer) farms, [7] joint-stock companies and business partnerships, [9] agricultural cooperatives [10], state and municipal unitary enterprises [11]. Agricultural producers have also identified personal subsidiary farmings. All forms of management agricultural personnel of agricultural specialists and workers work who perform their duties in accordance with the norms of the Labor Code of the Russian Federation and the norms of the federal law defining the legal status of the form of management in which they are members of the work collective.

In general, the indicators of agricultural activity in the Russian Federation in recent years indicate a positive development of the agricultural economy, which is reflected in the dynamics of growth in agricultural production. At the same time, there are problems in Russian agriculture that require adequate solutions, as evidenced by the main results of the agricultural micro-census of 2021.

Agricultural micro-census was carried out in accordance with the Decree of the Government of the Russian Federation dated August 29, 2020 No. 1315 "On the organization of agricultural micro-census of 2021". Agricultural micro-census was conducted for the first time throughout the country, covering at least 30% of the total population of census objects.

The results of the 2021 census for a number of key indicators were considered in comparison with the results of the previous census of 2016. From the whole set of indicators of the conducted micro-census, we will consider in more detail the number of organizations engaged in agricultural activities in the first half of the year, in which the rural population is mainly engaged in labor (Table 1).

Table 1. Agricultural organizations.

	Agricultural organizations		Peasant (farmer) farms and individual entrepreneurs		Personal subsidiary and other individual farms of citizens of rural settlements	
	2016	2021	2016	2021	2016	2021
Number of organizations (farms) - total, thousand units	36.0	31.1	174.8	118.3	16589.8	16227.3
of these, who carried out agricultural activities in the first half of the year	27.5	23.2	115.6	96.1	12817.2	11227.2
as a percentage of the total number of the corresponding category of organizations (farms)	76.3	74.6	66.1	81.2	77.3	69.2

According to Rosstat, over the past five years, the number of agricultural organizations has decreased by 14% - from 36 thousand to 31.1 thousand. The number of peasant farms decreased by almost a third: from 174.8 thousand to 118.3 thousand. PSF decreased from 23.5 million to 16.2 million.

A serious reduction in PSF indicates the aging of the village - young people go to study in the cities, but do not come back, and it is increasingly difficult for the elderly to maintain gardens and livestock. The reduction of the subjects of organized agricultural activity directly affects the rural population employment. The intellectualization of agricultural production and the introduction of scientific and technological progress have a significant impact on the number of people employed in agricultural organizations.

Practice shows that without the introduction of the latest equipment and technologies into production, agriculture cannot withstand the market economy pace. Nevertheless, the use of scientific and technological progress achievements in agriculture requires appropriately trained qualified personnel, who, if the situation with human resources training for the agricultural sector does not change, will not be available in the very near future.

There are several reasons for this situation. First, the aging of currently working specialists and personnel of mass professions performing production tasks in the sphere of breeding, animal husbandry, and other areas. Second, there is a demographic problem that affects the birth rate of human capital in rural areas capable of working in agriculture. Third, due to the actual underestimation, and in some places the liquidation of vocational schools, the training system of mass professions is currently broken and experiencing a crisis.

Agriculture is still mostly managed by the former workers, tractor drivers, and other professionals. Under these conditions, it is clear that not every tractor driver can successfully perform production operations on new machinery and equipment with elements of robotics and other intellectual capabilities.

Today, in the context of the application of the latest technologies in labor organization in the field of crop production and animal husbandry, the personnel of mass professions must have new knowledge in these areas of production activity, be trained in methods of handling land and wildlife. All employees of a modern agricultural organization, without exception, need to know and unconditionally comply with environmental requirements related to production and economic activities in agriculture.

To eliminate the problem with the training of mass professions, it is advisable to transfer vocational schools, colleges, and technical secondary schools to the Ministry of Agriculture

of the Russian Federation, and thus, together with higher education institutions, a system of agricultural education will actually be created.

Moreover, in the basic Federal law "On the development of Agriculture" in Article 5 of the State Agrarian Policy there is a mention of improving the system of education, training, and retraining of specialists for agriculture, to which it is possible to add personnel of mass professions.

The problem of training qualified personnel for work in agricultural organizations and other structures of the agro-industrial complex, especially in the production of food products from agricultural raw materials, does not end with the issue of training rural youth for organized agriculture. The issue of training agronomists, veterinarians, machine operators, and other specialists for commercial personal subsidiary farmings and the self-employed appears on the agenda.

In June 2022, a Decree of the President of the Russian Federation was issued equating self-employment with small and medium-sized enterprises, therefore it is possible to increase the scale of self-employed professional activity, with subsequent changes in the form of employment for sole proprietors or SMEs. The decree also establishes the possibility of the self-employed to apply for financial, property, consulting, and other assistance to the relevant authorities.

It should be noted that in June 2022, the State Duma adopted a law securing for the self-employed the possibility of registering a trademark, website, logo, brand, slogan, etc. These innovations allow the self-employed to become more recognizable and create new opportunities for further development of their own business.

The law obliges the regional authorities to support the self-employed, which will contribute to filling the regional market with additional volumes of products that meet domestic demand. The increase in the share of self-employed in Russia has been increasing since the beginning of 2022. According to the Federal Tax Service, 273 thousand of new self-employed people were registered in July 2022.

According to the Federal Tax Service, at the beginning of October 2022, there are 5.5 million self-employed citizens in the Russian Federation. Another reserve for providing agricultural production personnel is currently the development of a network of correctional centers where convicts serve compulsory labor for punishment without imprisonment.

Since 2017, the Federal Penitentiary Service has established 39 correctional centers and 150 precincts functioning as correctional centers for those sentenced to compulsory labor. According to the Ministry of Justice of the Russian Federation, in 2022 it is planned to create at least 400 jobs in correctional centers in each subject of the Russian Federation on the basis of regional property and property of enterprises and religious organizations [12].

4 Conclusion

This scientific article presents information on the state of staffing of agricultural organizations producing agricultural products, raw materials, and food within the framework of various organizational and legal forms of management, as well as non-profit organizations.

The main results of the agricultural micro-census of 2021 were used in the scientific work, in terms of information on the number of agricultural organizations, peasant (farmer) farms, personal subsidiary and other individual farmings of rural community citizens.

The results of micro-census indicate that domestic agriculture tends to decrease certain indicators, and on the other hand, to a noticeable increase in production volumes. In comparison with 2016, there is a decrease in the number of agricultural organizations engaged in agricultural activities, which will affect the number of people engaged in agricultural labor in rural areas. The authorities at all levels are obliged to draw the correct conclusions from the results of the micro-census and plan measures to eliminate the causes

of the situation. Considering the fact that agriculture is becoming more and more technologically advanced, the village desperately needs young qualified personnel. To stop the outflow of the population, we need to focus on improving the quality of life in rural areas, including increasing wages and their incomes, and, most importantly, to solve the issue of social and domestic nature. It is necessary to seriously deal with the full implementation of the Integrated Rural Development Program, which provides for the construction of housing, roads, gasification, and other works.

From 2023, a program will be launched under which private households will be able to receive state support for the cultivation of potatoes and vegetables, to prevent the aggravation of the situation with a decrease in the production of potato and vegetables in PSF. Other measures are also needed to ensure a steady growth in the volume of agricultural products and the retention of personnel in rural areas.

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