

Innovative Factors of the Human Capital Development



Irina Antonova, Olga Evgrafova, Vasily Kuts, Natalia Kartamysheva,
Ekaterina Surkova, Elena Konovalova

Abstract: *Purpose: Analysis and assessment of the quality of life of the urban and rural population in the Siberian Federal District. Design/Methods/Approach: The study uses the methods of analogy and comparison, as well as the monographic and statistical methods. Conclusions. The study clearly indicates a significant stratification in incomes between representatives of urban and rural areas. Practical consequences: The result of this study indicates that agriculture is experiencing serious problems; without taking further measures to improve the quality of life of the population, the industry will remain without professional personnel. Originality/value: The structure of incomes and expenditures of the population is analyzed, the most "favorable" and "unfavorable" regions for living are determined based on average incomes.*

Keywords: *agriculture, human capital, quality of life, wages, human resources, income, expenses.*

I. INTRODUCTION

The reforms carried out in Russia in the late 1990s had an extremely negative impact on the lives of the rural population. The pre-reform period was characterized by a rather high quality of life for the rural population, the presence of social infrastructure, the quality of which was often close to city standards, as well as increased incomes. A long period of reforms increased the difference in incomes in urban and rural areas, which led to the migration outflow of the population to cities, while the rural area always had significant personnel potential. The goal of the current study is to assess the quality of life of the population of the Siberian Federal District as a fundamental factor affecting the reproduction of human capital.

II. LITERATURE REVIEW

The period of transition to new economic relations is associated with a concept of human capital, which is completely new for economic theory. As an economic concept, this concept originated in the middle of the 20th century and has by now gained considerable popularity.

The sources of this concept are works by such scientists as Becker and Schulz.

The interpretation of the concept to this day has not been unambiguously defined; therefore, there is no unambiguous term "human capital" (Kireev et al., 2019; Bozhkova et al., 2019; Zhundibayeva et al., 2013) Approaches to its definition differ depending on what aspects of its formation scientists emphasize in the course of their research.

III. METHODS

The object of the study is the quality of life of the rural population.

The subject of the study is economic factors and relations affecting the re-production of human capital. The information base of the research is constituted by normative legal acts that enshrine the most important principles of regulation and management of the quality of life of the population (Shatunova et al., 2019; Titova et al., 2019; Bahri et al., 2019; Bahzar, 2019; Baidi, 2019; Bentahar and O'Brien, 2019; Dharmawan et al., 2019; Dube, 2019; Goryushkina et al., 2019; Popova et al., 2019; Dautov et al., 2018; Frolova et al., 2019; Voronkova et al., 2019; Olaniyi et al., 2019; Arribas et al., 2019; Bohdaniuk et al., 2019; Kuzmin et al., 2019; Lorincová et al., 2019), statistical materials of the Federal State Statistics Service, as well as materials of international and all-Russian conferences. The study used sociological, monographic, abstract-logical, statistical, comparative, philosophical and other methods of economic research.

IV. RESULTS

The current study proceeds from the assumption that the most important group of factors affecting the reproduction of human capital includes factors that characterize the standard of living. These include:

- the size of the average wage;
- gratuitous transfer payments to the population.

Under the current conditions, the main statistical indicator that characterizes the quality of life of the population is wages. The main factors affecting the migration intentions of the rural population are:

Revised Manuscript Received on November 30, 2019.

* Correspondence Author

Irina Antonova*, Kazan Innovative University Named after V.G. Timiryasov, Kazan, Russian Federation

Olga Evgrafova, Kazan Federal University, Kazan, Russian Federation

Vasily Kuts, Altai state technical university, Barnaul, Russian Federation

Natalia Kartamysheva, Southwest State University, Kursk, Russia

Ekaterina Surkova, Moscow Aviation Institute (National Research University), Institute of Engineering Economics and Humanities, Moscow, Russia

Elena Konovalova, Naberezhnye Chelny State Pedagogical University, Naberezhnye Chelny, Russia

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- dissatisfaction with wages;
- territorial remoteness from the regional center;
- low availability of educational and medical services.

Since the material interest of workers is in the first place when choosing a job place, it is appropriate to begin a review of the socio-economic factors affecting the formation of human capital in the agricultural sector by considering the income of agricultural workers. The main source of income for the vast majority of the population is wages. The study shows that the average wage for all types of economic activity in the Novosibirsk Region is significantly inferior to the same indicator for the Russian Federation as a whole. Table 1 shows a significant differentiation in wages in various sectors of economic activity. The most well-paid activities are financial activity and mining (Vorontkova et al. 2019; Tarman and Kılınc, 2018; Mullins, 2019; Jones, 2019; Meier, 2019; Boutelier, 2019; Johnson and Hinton, 2019; Alogali, 2018; Dagdilelis, 2018; Raba' and Harzallah, 2018; Yehya et al., 2018; Kustati and Al-Azmi, 2018; Akhmetshin et al., 2018; Tarman, 2018; Morales-Ramirez, 2018; Baharuddin and Dalle, 2019).

The difference between the maximum wage (financial activity) and the minimum wage (restaurant hotel business) in 2018 exceeded 4 times. The least paid areas of activity are the restaurant business – 15,793 thousand rubles, and the agricultural sector – 17,000 thousand rubles. In 2018, the lag for this indicator was as follows: financial activity – 21,646 rubles, or 38%; mining operations – 32,122 rubles, or 85%; education – 20,169 rubles, or 8.4%; fishing and fish farming – 35,792 rubles, or 186%; agriculture – 4,754 rubles, or 30% of the average Russian level. It is worth noting that less than 7% of the average number of employees in the region are employed in industries with lower wages. At the same time, more than 30% of the average number of employees are employed in the financial sector, construction, and in organizations engaged in the extraction and processing of minerals (Table 1).

Table 1 – The average wage by type of economic activity, 2018 (rubles)

Indicators	Novosibirsk region	Russian Federation
Agriculture, hunting and forestry	17000	22755
Fishing	19147	54927
Mining	37822	69936
Manufacturing	30877	34592
Electricity production and distribution	32533	39629
Construction	23784	32232
Trade	23758	30300
Hotels and restaurants	15793	22041
Transport and communications	35006	41510
Financial activities	58473	80286
Real estate operations	32217	43737
Public administration	40108	43611
Education	25919	28088
Healthcare	28780	29742
Other services	26466	32192

Despite the fact that the average wage in various regions of the Siberian Federal District shows a positive trend, the lag in incomes is observed in absolutely all regions of the Siberian Federal District. The average wages are the highest in the Krasnoyarsk Territory (40,929), the Tomsk Region (38,388

rubles) is in the second place, the Irkutsk Region (37,587 rubles) – in the third place (Table 2).

Table 2 – The average wage in the Siberian Federal District, rubles

Regions	2012 r.	2018 r.
Altai Republic	18265	25903
The Republic of Buryatia	23101	32088
Tyva Republic	22239	30760
The Republic of Khakassia	23467	34347
Altai region	16010	22732
Transbaikal region	24219	34875
Krasnoyarsk region	28672	40929
Irkutsk region	25881	37587
Kemerovo region	23403	32645
Novosibirsk region	23246	32984
Omsk region	21931	30160
Tomsk region	26725	38388

The main reason for the decline in real income is a decrease in the growth of its nominal level. Over the past three years, the real cash incomes of the population have decreased by more than 10%. This is due to a significant increase in consumer prices.

Table 3 – Nominal and real incomes of the population of the New Siberian region, rubles

Indicators	Years					
	2013	2014	2015	2016	2017	2018
Per capita cash income	20728	22597	23110	24176	25401	25508
Real cash income, % to the previous year	108,9	103,9	96,4	92,2	99,5	97,8
The average monthly nominal accrued wages of employees of organizations	23246	25528	27214	28046	30151	32984
Real accrued wages of employees of organizations, % to the previous year	106,1	104,0	102,0	93,6	100,8	102,9

Depending on the population's income, the poverty coefficient is calculated, which is based on the number of people with cash incomes below the subsistence level (Fedulova et al., 2019; Grakhova et al., 2019; Saenko et al., 2019; Goloshchapova et al., 2018; Prodanova et al., 2017). Thus, the proportion of the poor in rural areas of the Siberian Federal District exceeds the Russian value by 4.5% and makes 45.5% of the total population living in the district. In rural settlements of the Altai Republic, Altai Territory and Trans-Baikal Territory, the poverty level exceeds 50%.

It can be stated that a significant proportion of the able-bodied population is forced to work in the conditions of "labor poverty", and more than 10% of the population receive wages at the minimum wage level. It is worth noting that the remuneration for the labor activity of different professional categories is almost the same. Thus, the remuneration of a driver and a qualified doctor differs by 20%, while in Germany this difference is 175%, in the United States of America – 264%, in Brazil – 170%. Undoubtedly, this fact significantly reduces the motivation of people to choose a more highly-qualified profession.

In the agriculture in the Novosibirsk Region, the poverty level is significant, since it depends not only on the level of production activity of agricultural enterprises, but also on the level of prices for consumer goods and the socio-economic policy of the state in the field of agriculture.

Table 4 – Per capita income of the population of the Novosibirsk Region, rubles

Indicators	Years					
	2013	2014	2015	2016	2017	2018
Cost of living	6989	7764	8945	10117	10583	11159
- able-bodied population	7565	8274	9530	10759	11233	11854
- seniors	5489	6270	7206	8153	8503	8950
- children	7858	9086	10363	9030	10965	11545
Minimum wage	4611	5205	5554	5965	7500	7800
Pension	8998	9838	10677	11859	17199	13086
The proportion of the population with incomes below the minimum living RF,%	10	10,8	11,2	13,3	13,3	13,6
The proportion of the population with incomes below the subsistence level,%	14,1	14,4	15,2	18,3	17,0	17,2
The average salary in the Russian Federation	26909	29940	32495	34030	36706	39085
Average salary in agriculture of the Russian Federation	14698	15368	17724	19721	21755	22189
The average wage in the economy	23245	25527	27231	27327	27513	32839
Average salary in agriculture	11475	12892	14129	15724	17001	17187

Since 2015, there has been a noticeable increase in the number of people with incomes below the subsistence level. The size of the average wage in the agricultural sector is half that of the economy average (Korableva et al., 2019; Sycheva et al., 2019). It must be borne in mind that the real wages of agricultural workers are lagging behind, and in fact, do not exceed the cost of living in the region. The above allows concluding that this amount of money is not enough for the full-fledged life of workers and members of their families.

Table 5 – The structure of the subsistence minimum for socio-demographic groups, %

Category	Average per capita	Able-bodied population	Senior citizens	Children
Food	42,1	40,4	45,4	45,4
Non-grocery goods	25,3	24,3	27,3	27,3
Services	25,3	24,3	27,3	27,3
Taxes and Payments	7,3	11,0	-	-
Total expenses	100	100	100	100

Almost one in five people living in rural areas are below the poverty line, with 53% being people of working age. The proportion of children is 48%, pensioners – 3%. Today, agriculture is the lowest-paid industry. Despite the fact that in the last few years, there has been a decrease in this backlog, nevertheless, the wages of agricultural workers are much lower than in other sectors of the economy. According to the annual accounting report of the organizations of the agricultural sector of the Novosibirsk Region in the context of various agricultural professions, the categories of cattle care operators (11,674 rubles), horse-breeding workers (11,065) and machine milking operators (12,565 rubles) are characterized by the lowest income.

Table 6 – Salary of permanent agricultural workers in the context of production categories, rubles

Category	Years					
	2012	2013	2014	2015	2016	2017
Permanent	8988	9911	11336	12325	14571	17960
tractor drivers	9811	10413	12196	14391	15686	17193
milking machine operators	7986	8623	9358	9851	10126	12565
операторы по уходу за скотом	7200	7979	8762	9120	9990	11674
pig workers	8208	15766	21364	21560	22636	23766
sheep workers	6313	17154	9130	10225	10885	12433
работники птицеводства	15425	15949	17412	18371	19890	21811
horse workers	5940	6715	7341	8156	9050	11065
Seasonal and temporary workers	6933	7915	7314	9116	11513	13557
Employees, including executives	13916	14139	17234	20586	22593	23960
specialists	11779	13087	14964	16893	18210	18660
Workers in other industries	12534	13653	14464	15686	17695	18365

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An analysis of the vocational qualification structure of those employed in agriculture shows that the lowest wages are for unskilled workers who carry out professional activities in the face of fierce competition from foreign migrants from Central Asia. A review of the wages of agricultural workers in the context of municipal districts of the Novosibirsk Region shows that in more remote areas the wages of workers are significantly lower than in areas located near the regional center. So, the most "successful" areas are the Novosibirsky (30,669 rubles), Maslyaninsky (23,486 rubles) and Ordynsky Districts (25,576 rubles). The lag between other areas in wages is up to 2 times. The lowest salary is in the Kyshtovsky District (6,602 rubles), Bolotninsky District (7,939 rubles) and Ubinsky District (6,915 rubles). Currently, there is a significant differentiation of the rural population in terms of income, quality of social services and quality of life, due to the difference in the production activities of municipalities. In 2018, in the Vengerovsky, Chistoozerny Districts and the city of Novosibirsk, the growth rate of wages corresponded to the average growth in the region – 104.2%.

In other municipalities of the Novosibirsk Region, wage growth does not reach the regional average. The lowest rates of wage growth were observed in the Novosibirsky (100.6%), Ubinsky (100.9%), Bolotninsky (101.0%), Cherepanovsky (101.6%), and Kyshtovsky (101.7%) Districts.

Against the background of a slowdown in wage growth and an increase (1.4 times) in the growth rate of the living wage of the able-bodied population, the purchasing power of wages declined in all municipal regions and urban districts of the Novosibirsk Region without exception.

It follows that the gap in the population's income observed in the region complicates the socio-demographic situation in the development of the region, which in turn strengthens the depopulation in rural areas (Dmitrieva et al., 2017; Pavlyshyn et al., 2019; Dunets et al., 2019; Trofimova et al., 2019).

In 2018, an increase in the share of the able-bodied population with average per capita income below the subsistence minimum occurred in more than 70% of the region's territories: 22 municipal districts and 3 urban districts of the region. The analysis of statistical indicators shows that the cash income of the rural population is significantly inferior to the income of the urban population. During the period under review, there is a stabilization of the cash incomes of the rural population. In 2018, the excess of urban incomes over the income of the rural population was 13%. The low level of socio-economic development and the lack of a developed social infrastructure limit the population's ability to receive alternative types of income. However, it is worth paying attention that the expenditures of rural residents are 1.5 times lower than urban ones. Over the past few years, in rural areas there has been a positive trend of cost reduction of 17%. The reduction in cash costs is primarily due to cost-cutting and saving.

Table 7 – Cash income and expenses of households, thousand rubles

Indicators	Years				
	2014	2015	2016	2017	2018
Urban area					
Cash income	567,	585,	541,	569,	545,

	2	7	2	1	7
Cash expenses	532, 5	612, 3	536, 2	739, 1	529, 1
Countryside					
Cash income	360, 3	400	454, 1	457, 8	483, 1
Cash expenses	377, 3	366, 3	447, 8	396, 2	369, 7

The expenditures of the population of the Novosibirsk Region in rural and urban areas have a different structure. The experience of foreign countries shows that in more developed countries, the share of expenditures on food products is less than 20% of all expenditures of the population. The greater the welfare of the state's population, the greater the proportion of non-food items. So, in the urban area of the Novosibirsk Region, about 40% of the household income is spent on food, which is 8% less than in rural areas. Among non-food products, housing and utilities and transport expenses account for the largest share. The main expense item for the population is the purchase of food products (30.1%). The main factor shaping the migration behavior of rural residents of the Novosibirsk Region is the low purchasing power of their incomes.

Table 8 – The structure of expenditures of the population of the Novosibirsk Region, rubles

Indicators	Years				
	2014	2015	2016	2017	2018
Urban area					
Cash costs, rubles, including in%	1719 9	1977 9	1718 6	2524 3	1801 9
consumer spending, of which:	78,6	70,6	76,1	58,1	83,3
food	27	21	26,8	18,8	31,5
non-grocery goods	29,5	32,5	28,5	24,2	34,7
alcoholic drinks	2	1,8	2,1	1,4	1,7
payment for services	20,1	15,3	18,7	13,7	15,4
intermediate consumption and gross capital expenditures	10,1	16	10,8	33,1	4,4
taxes, fees and charges	7,6	6,9	8,1	5,6	7,8
other expenses	3,7	6,5	5	3,2	4,5
Countryside					
Cash expenses, rubles	1155 9	1113 9	1501 5	1265 0	1176 0
including percentage:					
consumer spending, of which:	71	76,7	57	77	78
food	22,7	26,9	20,5	28	30,1
non-grocery goods	34,7	32,9	23,4	33,1	29,1
alcoholic drinks	1,4	2	1,3	1,5	1,2

payment for services	12,2	14,9	11,8	14,4	17,6
intermediate consumption and gross capital expenditures	16,9	10,4	33,7	11,3	8,7
taxes, fees and charges	6,1	7,3	5,3	7	7,3
other expenses	6	5,6	4	4,7	6

The main direction of improving the quality of life of the population in rural areas is to increase the incomes of the rural population, which is a powerful incentive to increase the production of consumer goods and there-by affects the growth of the gross domestic product. As the well-being of the population increases, the tendency to meet new needs grows, which contributes to economic growth, an increase in the efficiency of production activities of agricultural organizations, the development of rural territories and human capital. Thus, it can be summarized that social stratification continues to in-crease both within the country and between countries (Mullakhmetov et al., 2018; Prodanova et al., 2019a,b). Today, 1% of the richest people control 50% of world welfare, against 40% in 2010. It is worth noting that the real incomes of the population have not grown since 2014.

V. CONCLUSION

The contradiction between the material interest of agricultural workers and the real income generates in promising young people such qualities as the lack of initiative, inertia and unwillingness to work in their chosen profession. In addition to this, most young people are faced with a lack of recognition of agricultural labor among young people. In other words, this type of labor is not popular with them. Thus, it can be concluded that the absence of measures aimed at developing human capital in the rural areas of the region threatens the achievement of the goals and objectives of the socio-economic development of the Novosibirsk Region for the next several decades. The main task is to achieve the parameters of providing human potential in rural areas.

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