Labor and employment in the sustainable development of the region

Elena Kolesnik

Abstract. The purpose of the study is to conduct a study of the impact of labor and employment on the sustainable development of the region, allowing them to ensure their economic and social functions. The designated problem was investigated through the use of various methods of scientific analysis, including empirical and theoretical levels, as well as methods of generalization of research results. The result was the formation of an empiricism that allows us to state that the concept of sustainable development is considered as a balance between economic development, social justice and environmental protection. It was highlighted: in sustainable development, the leading place is occupied by labor and employment, which make it possible to ensure their economic and social functions. It is emphasized that the negative dynamics of employment indicators in the Tyumen region has a serious impact on the implementation of sustainable development goals. It is concluded that the key to achieving the Sustainable Development Goals in the region is a balanced approach that will take into account both economic and social aspects of its development.

1 Introduction

Sustainable development is a concept that calls on us to maintain a balance between economic development, social justice and environmental protection. The ultimate goal of which is to ensure well-being for all people of today's generation without harming future generations.

The 1987 report of the World Commission on Environment and Development, known as the Bruntland Report, defines sustainable development as a process of change aimed at ensuring that the needs of the modern generation are met without compromising the ability of future generations to meet their needs [7]. Thus, sustainable development implies a balance between the economic, social and environmental aspects of development, in which resources are used efficiently and preserved for future generations, and the needs of the present are taken into account.

Today, more and more companies are realizing that businesses that successfully integrate the principles of sustainable development into their activities can gain a competitive advantage, increase the reputation and loyalty of customers, as well as reduce the risks of possible environmental and social problems. In addition, "the social..."
2 Literature review

Russian and foreign researchers consider the issues of sustainable development as one of the most important issues of our time. An important part of their research is the search for new approaches to solving the problems of sustainable development, such as the use of renewable energy sources, increasing production efficiency, reducing emissions of pollutants, protecting biodiversity, etc. The scientific community has formed several approaches to understanding sustainable development (Fig. 1).

Fig. 1. Approaches to understanding sustainable development

Thus, the economic approach to sustainable development focuses on economic growth and productivity, which must be sustainable in order to ensure the well-being of today's generation and not harm future generations. One of the main ideas of this approach is that investing in environmental protection and the use of efficient technologies can lead to an improved economy and job creation.

As part of the social approach, it is important to pay attention to social justice and the fight against inequality. The main idea of this approach is that all people should have equal access to resources and opportunities to improve their lives, including access to education, health care and other important services.

The ecological approach is to preserve ecosystems and protect the environment. Within the framework of this approach, it is assumed that economic growth cannot be achieved through the destruction of natural resources, but should be based on their sustainable use. This means that it is necessary to maintain a balance between the need of society for resources and the ability of nature to recover and preserve its biodiversity.

It is worth noting that the integrated approach combines all of the above approaches and calls for taking into account economic, social and environmental aspects together. He assumes that sustainable development can be achieved only through a balanced approach to resource management and economic development.

Summing up the above, we can say that sustainable development is a broad and multidimensional term that includes economic, social and environmental aspects. Each of the approaches to sustainable development has its advantages and disadvantages.
therefore, a comprehensive and integrated approach to solving sustainable development
tests is necessary for success.

The theoretical justification for the sustainable development of the region is found in
the works of Vdovin S.M., Subbotina T.N., Kozhina O.A., Silova E.S., Tretyakova E.A.,
Osipova M.Yu., Alferova T.V., Filippov S.P., Dilman M.D., Ilyushin P.V. and others.

The sustainable development of the region is considered as a complex and
multidimensional process that includes economic, social and environmental aspects and
involves maintaining a balance between the needs of the current generation and the
opportunities of future generations, as well as ensuring the harmonious development of
all spheres of life in the region.

One of the key aspects of the region's sustainable development is economic
sustainability, which is achieved through economic diversification, infrastructure
development and the creation of conditions for attracting investment. An important
element of economic sustainability is also social sustainability, which is ensured by the
creation of equal opportunities for all segments of the population, the development of the
health system, education and culture. Another important aspect of the sustainable
development of the region is environmental sustainability, which is achieved through the
conservation of natural resources, the transition to energy-saving technologies, etc. In
general, the sustainable development of the region is an important task for society, which
requires an integrated approach and cooperation of all stakeholders.

Silovoy E.S. identified a number of elements of regional development that ensure not
only stability, but also the validity and accuracy of regional state policy (Fig.2).

Fig. 2. Elements of sustainable development of the region, highlighted by E.S. Silova [2, p.11]

Alferova T.V. it is noted that the sustainable development of the region should be
based on the target level, i.e. be focused on the "main goal of progress" [8, p.505], have a
vector level providing for both coverage of economic, social and environmental spheres
of development, and reflecting the dynamics of development. This approach to the
sustainable development of the region allows us to ensure a balance between socio-
economic needs and environmental protection, which is an important condition for
ensuring the sustainable development of the region in the long term.

1. Environmental safety and environmental protection, resource conservation.
2. Food security.
3. Economic sustainability of organizations and enterprises in the
region.
4. High level and quality of life of the population, the level of health
and life expectancy.
5. Sustainability of demographic processes in the region.
6. Sustainability of social infrastructure.
Without going into a more detailed analysis of publications, we note that the sustainable development of the region can be ensured by achieving a balance between economic growth, social progress and environmental protection. This requires the creation of favorable conditions for business and investment, infrastructure development, support for scientific and technological progress, ensuring the availability of health services, education, culture, as well as the conservation of natural resources and biodiversity.

3 Results and discussion

In addition to the importance and significance of the above factors, labor and employment occupy a very important place in the sustainable development of the region. After all, it is people who create the wealth of the region, its economic base. Without work and income, residents will not be able to provide for themselves and their families, which means they will not be able to purchase goods and services, will not pay taxes and invest money in the economy of the region. Therefore, one of the main objectives of sustainable development is to create jobs and support entrepreneurship. In general, labor and employment are key factors for the sustainable development of the region, as they ensure economic stability, the well-being of the population and social stability in general.

Employment in sustainable development “performs economic and social functions”, noted Berkovich M.I., Leontieva L.I. and Fetisova N.E. [5, p.12]. Employment provides employees with economically viable jobs, which allows them to earn income and improve their standard of living. Employment also contributes to the development of production and economic growth.

At the same time, it is worth noting that it is necessary to ensure not only the number of jobs, but also their quality. This means that jobs should be economically feasible, that is, bring sufficient income for the employer so that he can maintain and develop the business, as well as provide social guarantees for employees. It is also important to take into account that employment should be stable and predictable, which will create conditions for stability both in the labor market and in the economy as a whole. To do this, it is necessary to develop strategies to create new jobs, support small and medium-sized businesses, develop infrastructure and other measures that will contribute to the sustainable development of the economy and employment.

The goals and the basis for achieving sustainable development are decent work and employment. Decent work provides access to productive work that provides fair remuneration and ensures safe and healthy working conditions.

<table>
<thead>
<tr>
<th>Decent work according to Sustainable Development Goal 8:</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Promoting sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.</td>
</tr>
<tr>
<td>• Improving the quality of work and labor productivity, improving working conditions and providing women and men with equal access to employment.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Decent work according to the ILO definition of 1999:</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Decent work is free, fairly paid, safe, socially protected, does not belittle human dignity, opens equal starting opportunities for everyone, guarantees participation in managerial decision-making and self-development of the individual.</td>
</tr>
</tbody>
</table>
Fig. 3. The concept of “decent work” according to SDG No. 8 and ILO definitions

Thus, achieving decent work and employment is essential for sustainable development, as it helps to reduce poverty, inequality and social exclusion. It also promotes economic growth, social cohesion and environmental sustainability.

In achieving the Sustainable Development Goals, using the example of a specific region of the Russian Federation – the Tyumen Region – one can observe a number of trends presented in Figure 4.

Fig. 4. Indicators of the level of socio-economic development of the Tyumen region

In the Tyumen Region, the implementation of the concept of sustainable development is an important priority of state policy; numerous measures are being taken in the region to achieve this goal. At the same time, despite fairly high steadily growing economic indicators, the labor market of the Tyumen region is characterized as labor-deficient.

The shortage of labor resources is observed in most of the economic activities significant for the region, which, according to the forecast of the Department of Labor and Employment of the Population, will worsen in the coming years.

The analysis of some indicators indicates the deterioration of the situation in the labor market of the region. Thus, the employment rate of the population of the Tyumen region in 2021 was 57.3% (in the Russian Federation – 59.4%); in the first quarter – 57.1% (in the Russian Federation – 59.5%); in the second quarter of 2022 – 57.2% (in the Russian Federation – 59.8%). It should be noted that there is no positive dynamics in 2021; on the Tyumen region today:

In 2020, the volume of GRP in the region amounted to 1,166.2 billion rubles (94.2% by 2019 in comparable prices). The share of industry in GRP is 33.0%. The index of industrial production in 2021 amounted to 104.4% compared to the level of 2020.

The oil and gas cluster is the driver of the development of the region’s industry. It includes 115 enterprises from 20 regions of Russia. The Tyumen Region is one of the regions with the highest investment activity, which is a determining factor in the sustainable development of the region.

The volume of investments in fixed assets in 2021, according to updated data, amounted to 235.6 billion rubles (75.0% by 2020 in comparable prices). In terms of investments per capita, the region is 4.5% lower than the average Russian indicator (152.2 thousand rubles and 159.3 thousand rubles, respectively).

The monetary income of the population per inhabitant in 2021 amounted to 34.0 thousand rubles (106.7% compared to 2020).

The population of the region as of January 1, 2022 amounted to 1,552.2 thousand people, having increased by 8.8 thousand people in 2021.
Contrary, there is a rapid decrease in this indicator (by 0.5%). For the period from 2018 to 2021, the reduction was 1.5%.

The general unemployment rate for July-September 2022 was 4.1% (4.2% for the first quarter of this year). The registered unemployment rate as of October 1, 2022 is 0.5% (as of April 01, 2022 0.59%). As of October 1, 2022, the coefficient of tension in the labor market was 0.27 people per 1 vacancy. The employment rate for the first 9 months of 2022 is 69.4%, compared to 60.8% for the same period in 2021.

As of October 1, 2022, the Tyumen Region had the largest number of vacancies in the field of construction, public administration and social security, trade and repair of motor vehicles and motorcycles, manufacturing and education. The TOP 5 main industries in need of workers remained the same as in a similar period in 2021. It should be noted that by October 2022, the number of vacant jobs in public administration had significantly decreased (to 8.9% from 13.9% in 2021). On the contrary, the demand for most other types of economic activity has increased, but only slightly.

It is worth noting the following: there is a prolonged migration outflow of people of working age. Thus, the growth of the share of the employed population traveling outside the region is recorded starting from 2020. In 2020, this indicator was 4.3% against 3.9% in the Russian Federation; in 2021 – 4.0%, as in Russia as a whole; on average for 6 years, it was 3.6% in the region against 4.0% in the Russian Federation.

4 Conclusions

In conclusion, it should be emphasized that in order to achieve the Sustainable Development Goals, it is important to have a strong and growing economy that includes a healthy labor market. If the employment indicators in the Tyumen region are negative, it means that there are fewer employment opportunities for residents of the region. This can have a number of negative consequences, such as a higher level of poverty, reduced economic growth and increased social inequality. In addition, negative employment indicators can make it difficult to achieve specific sustainable development Goals, such as Goal 1 (poverty eradication), Goal 8 (decent work and economic growth) and Goal 10 (reducing inequality).

Thus, the negative dynamics of employment indicators can have a serious impact on the implementation of the sustainable development Goals of the Tyumen region. It is important to note that in order to achieve the Sustainable Development Goals, it is necessary to take comprehensive measures aimed at strengthening the economy, creating new jobs, supporting entrepreneurship and developing infrastructure. It is also necessary to ensure the availability of education and professional development of employees, which contributes to their competitiveness in the labor market.

References

1. Decent work is the basis of human well-being and development of the country. www.hse.ru/data/2014/06/18/1310050218/20140617-Sokolov.pdf (last accessed 13.07.2023)

2. E. S. Silova, On the problem of sustainable development of the region, 5(401), 7-14 (2017)


6. M.N. Guseva, Indicators and factors of sustainable development of the region, 82-94 (2018)

