



# Unemployment level as a trigger for threats to the national security of countries (On the example of Russia and European countries)

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## Abstract

The phenomenon of unemployment is characteristic of almost all developed countries, and the issues of unemployment regulation remain the most important at the macro and micro levels of public policy. Unemployment is one of the most important indicators of the general state of a country's economy. The authors of the article drew a connection between the unemployment rate in Russia and European countries and the state of economic and national security of the states. Pyramids of the security levels of Russia and the EU countries are proposed. The characteristics of the labour market of the European countries and the Russian Federation are considered with an emphasis on the diversity of the regions. It has been established that the unemployment rate in the developed countries is connected with the processes of globalisation and digitalisation, with the geopolitical situation, and can be an economic trigger that has provoked fundamental changes in the modern labour market, the state of human capital and social tensions in the world countries. A number of universal measures are proposed to strengthen the national and economic security of countries.

**Keywords:** general unemployment rate, economic security, national security, triggers in the economy, unemployment in Russia, unemployment in European countries, measures to prevent unemployment.

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# 失业率是威胁国家安全的导火索 (以俄罗斯和欧洲国家为例)

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## 简介

失业现象是大多数发达国家普遍面临的问题, 对其进行调节仍然是公共政策宏观和微观层面的重点。失业率是衡量任何国家经济总体健康的关键指标之一。本文章作者确定了俄罗斯和欧洲国家的失业率与国家经济和国家安全状况之间的依赖关系。作者提出了俄罗斯和欧盟国家的安全等级金字塔, 考虑了欧洲国家和俄罗斯联邦劳动力市场的特殊性, 重点是地区的多样性。作者确定了, 发达国家的失业率与全球化和数字化进程、地缘政治局势相互关联, 并可能成为引发现代劳动力市场、人力资本状况和世界各国社会紧张局势发生根本性变化的经济导火索。为加强各国的国家安全和经济安全, 作者提出了一系列普遍性措施。

**关键词:** 总体失业率、经济安全、国家安全、经济领域中的导火索、俄罗斯的失业情况、欧洲国家的失业情况、防止失业的措施。

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## Introduction

Today, high unemployment is a problem in the global economy, which leads to the dispersion of labour potential and is one of the economic triggers for the reduction of gross domestic product and the poverty of the population.

In Russian legislation, the definition of national security is presented as ‘a state of protection of the individual, society and the state against internal and external threats, which ensures the implementation of constitutional rights and freedoms of citizens of the Russian Federation, an adequate quality and standard of living, sovereignty, independence, state and territorial integrity, sustainable socio-economic development of the Russian Federation’<sup>1</sup>. The consequences of unemployment are traditionally expressed in a fall in consumer demand, a reduction in household savings, a slowdown in the investment process, a fall in GDP and a fall in the level of national security.

The unemployment rate in Russia over the last thirty years of statistical observation has ranged from 5.2% in 1990 to 5.4% in 2020, with peaks during the economic crises of 1998 and 2008.<sup>2</sup> (Fig. 1). Some Russian researchers believe that unemployment of 4-5% is considered natural for a developed country, and low - at 2-4%<sup>3</sup> and does not affect inflation. According to Rosstat, the unemployment rate in Russia fell to 3.1% in June 2023<sup>4</sup> and created the problem of personnel shortage.

The unemployment situation in the European Union is different. The high unemployment rate in some European countries is explained by many geopolitical factors, as well

as the peculiarities of European labour law, where there are more rules and restrictions that hinder the hiring of employees. The unemployment rate in the European Union in August 2023 was 5.9%, while the youth unemployment rate remained traditionally high at 14%<sup>5</sup>.

It can be said that unemployment is one of the forms of macroeconomic instability and is a social problem.

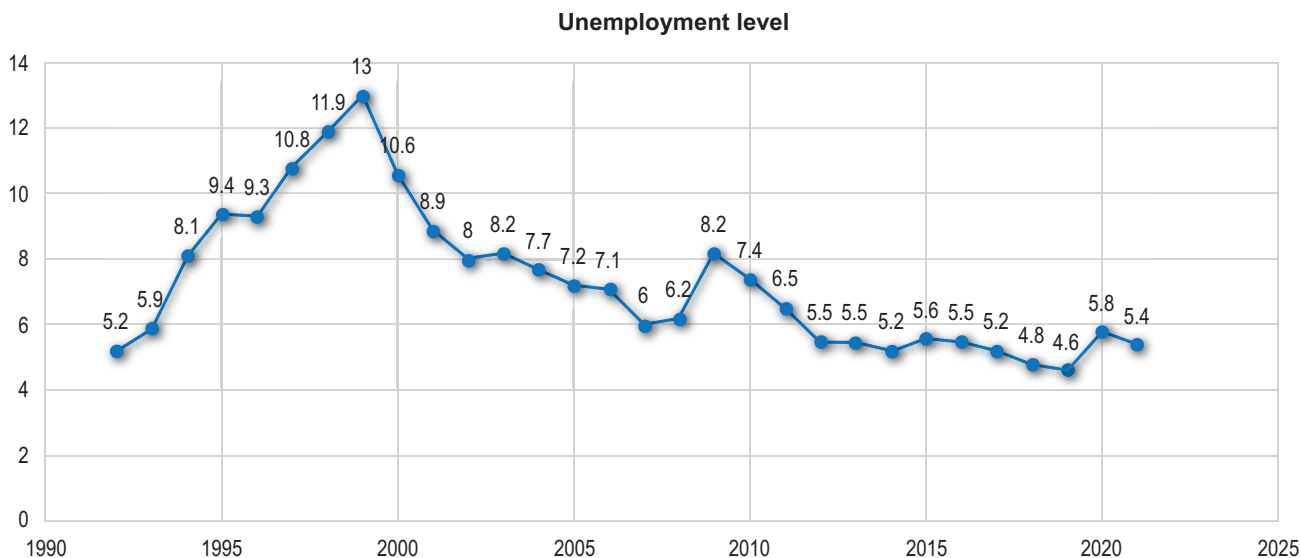
The study was based on methods of integrating theory and practice, factor analysis of statistical data, objective processes and trends in the global labour market. The work used methods for identifying cause-and-effect relationships, expert and predictive assessments.

## 1. Generalised portrait of unemployment in the 21st century in Russia and Europe

The need to work is characteristic of modern man. If we refer to the pyramid of needs of the American psychologist A. Maslow (Fig. 2), we can identify several levels of human needs that imply the need for work: security, a place in society, the need for respect and creative fulfilment. As a rule, the ladder from the level of social needs to the upper level of self-realisation and recognition of a person is more closely associated with his or her success in professional activities.

In 2022, the lowest unemployment rate is in the Czech Republic (2.3%) and the highest in Spain (12.9%), followed by Greece and Italy. A long-term gradual downward trend in

Fig. 1. Unemployment dynamics in Russia for 1990–2020 (%)



Source: <https://ratenger.com/economics/bezraboticza-v-rossii/>.

<sup>1</sup> Decree of the President of the Russian Federation dated 11 March 2019 No. 97 ‘On the Fundamentals of the State Policy of the Russian Federation in the Field of Ensuring Chemical and Biological Security for the Period to 2025 and Beyond’ <https://mvd.consultant.ru/documents/1056690>.

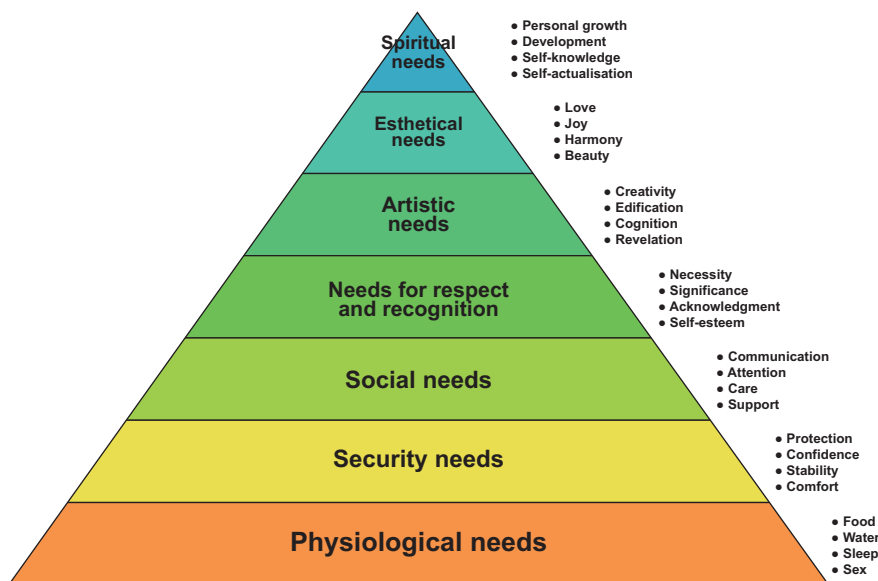
<sup>2</sup> Unemployment in Russia: statistics 2021–2022, causes and forecast. <https://ratenger.com/economics/bezraboticza-v-rossii/>.

<sup>3</sup> The concept of natural unemployment. <https://economy-ru.com/makroekonomika-rf-uchebnik/ponyatie-estestvennoy-bezrabotitsyi.html>.

<sup>4</sup> Unemployment in Russia hit an all-time low of 3.1% in June. <https://www.interfax.ru/russia/914527>.

<sup>5</sup> <https://take-profit.org/statistics/unemployment-rate/european-union/>.

Fig. 2. Maslow's hierarchy of needs



Source: <https://practicum.yandex.ru/blog/motivaciya-personala/>.

unemployment is observed in Germany - from 6.8% in 2012 to 5.7% in 2022<sup>6</sup>. According to Eurostat, the unemployment rate in the EU remained stable at 5.9% in May 2023<sup>7</sup>. This was a record low in EU history (6.1% in 2022).

Russia ranks 10th with an indicator of 3.7%<sup>8</sup>. The stabilisation of unemployment rates in all countries was significantly influenced by the removal of anti-covidation restrictions.

The level of youth unemployment in the European Union is particularly striking. Each country has its own specific causes of unemployment and its consequences. Young professionals with a good education and little experience find it difficult to get a job that meets their needs, and often not in their field. For example, youth unemployment peaked at 30% in Greece and 28.3% in Spain<sup>9</sup>. It is difficult for young people to find a job in Italy, Luxembourg and Cyprus, where they are unsuccessfully looking for any type of work. An increase in the number of unemployed people aged 15-24 is observed in countries with developing economies: Asia, Latin America. Countries with strong economies tend to have low levels of youth unemployment, facilitated by targeted government policies (Fig. 3).

According to some reports, the unemployment rate among Russian citizens aged 15-29 has fallen to 8.5% by 2022, thanks to a long-term government programme to boost youth employment<sup>10</sup>. According to other official sources, by the end of 2022 the youth unemployment rate will be 31.6% for teenagers aged 15-19 and 14.4% for young professionals aged 20-24<sup>11</sup>.

(Fig. 4). Why were there such large discrepancies? Among the main reasons, in addition to the inaccuracy of statistical observations, one can point to economic migration, conscription and mobilisation, as well as the consequences of the 2019 COVID pandemic. In addition, in Russia the level of youth unemployment (as well as the general level) depends on the specific region.

Geopolitical events have had a direct impact on the state of the labour market: since 2022, Russia has experienced a shortage of personnel not seen since the 1990s (Figure 5). It was partly provoked by human losses during the Cold War and the emigration of in-demand personnel under the conditions of the Northern Military District and sanctions, and was exacerbated by partial mobilisation in the spring of 2022. Thus, at the beginning of the third quarter of 2023, 42% of companies reported a shortage of workers<sup>12</sup>. Sociologists claim that this is the biggest staff shortage in the almost 30-year history of statistical monitoring.

Some EU countries are also facing labour shortages, most acutely in Germany, especially in the automotive sector. The reason for the shortage is geopolitical: artificial restraint in the development of Europe's largest companies and, as a result, inflation, a fall in consumer demand and wage levels.

The development of new technologies and widespread informatisation have significantly changed the labour market around the world [Rimskaya et al., 2021]. Today, the professional potential of a significant part of the population of leading countries remains untapped. Labour migration is

<sup>6</sup> The rise in unemployment in Germany in August was higher than forecast. <https://www.interfax.ru/world/>.

<sup>7</sup> EU unemployment remains at record lows. <https://www.kommersant.ru/doc/6136791>.

<sup>8</sup> The European countries with the highest unemployment rates have been identified. <https://ria.ru/20230220/bezrabotitsa-1853039560.html>.

<sup>9</sup> Youth unemployment - classification of countries. [https://ru.theglobaleconomy.com/rankings/Youth\\_unemployment/Europe/](https://ru.theglobaleconomy.com/rankings/Youth_unemployment/Europe/).

<sup>10</sup> In Russia, the unemployment rate for young people under 29 fell to 7% in the first quarter. <https://www.interfax.ru/russia/914332>.

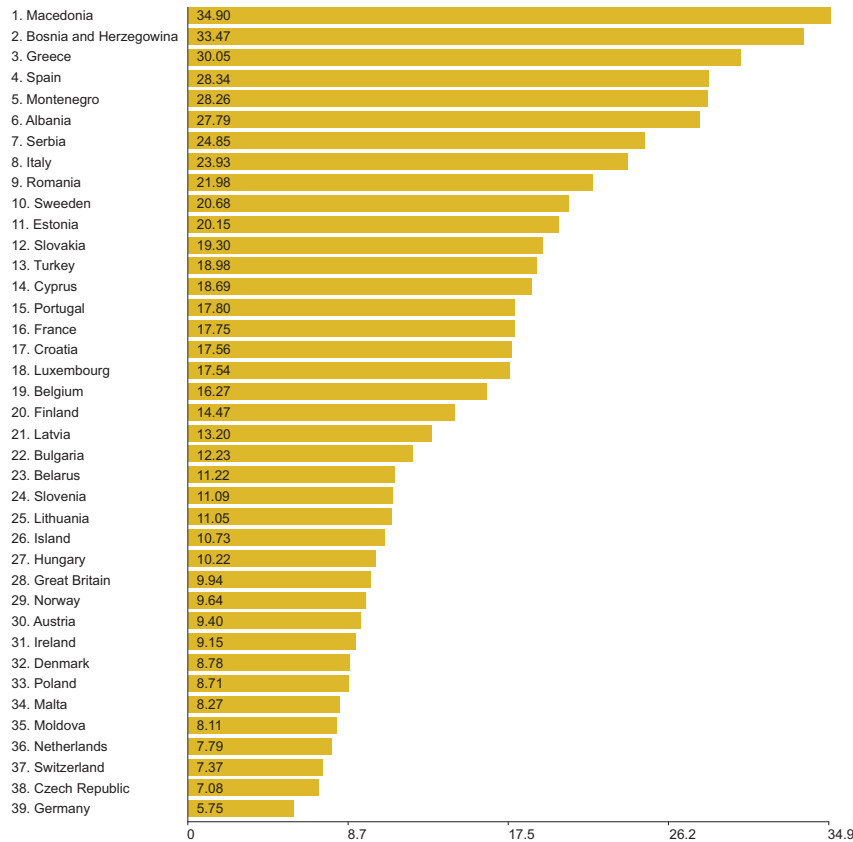
<sup>11</sup> What is currently happening in the youth labour market. <https://hh.ru/article/31218>.

<sup>12</sup> No one to work for, nothing to pay: how the labour market started the process of impoverishment in Russia. <https://newizv.ru/news/2023-08-03/rabotat-nekomu-platit-nechem-kak-rynok-truda-zapustil-protsess-oskudeniya-rossii-415386>.

taking place, which in turn leads to the transformation of the economies of countries and the nature of the understanding of unemployment, which acquires a transnational character, creating social tensions.

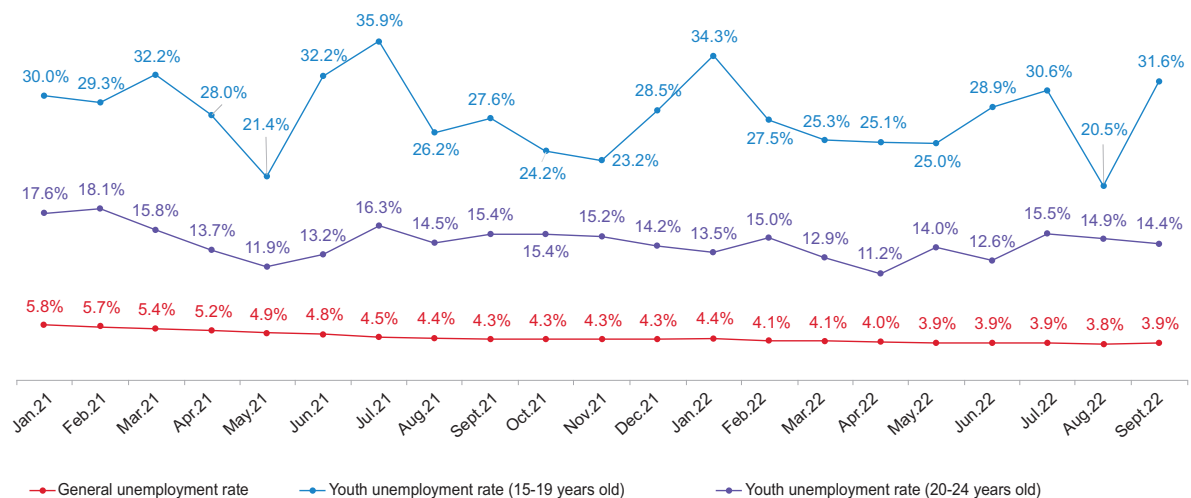
The relevance of the research topic is due to the current state of unemployment as one of the factors influencing the economic and national security of countries.

Fig. 3. Youth unemployment by country worldwide, 1991–2022 (%)



Source: [https://ru.theglobaleconomy.com/rankings/Youth\\_unemployment/Europe/](https://ru.theglobaleconomy.com/rankings/Youth_unemployment/Europe/).

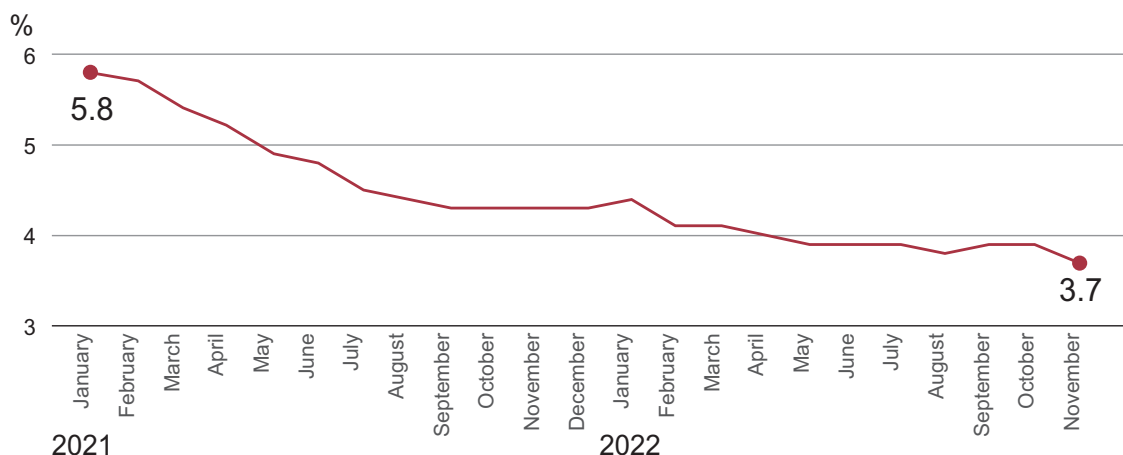
Fig. 4. Unemployment rates for young people and teenagers in September 2022 (%)



Source: Ministry of Economic Development, Rosstat. <https://hh.ru/article/31218>.

<sup>13</sup> Ratio of labour force to population. World Data Atlas. <https://ru.knoema.com/atlas>.

Fig. 5. Unemployment rate decline in Russia in the post-Covid period 2021–2022 (%)



Source: Pochrat. <https://www.vedomosti.ru/economics/articles/2023/01/18/959434-kadrovii-golod-i-lokalnaya-bezrabotitsa>.

The basis of national security stability is economic security, which affects the political, military, technological, information, social and environmental systems. Therefore, it is important for any state to solve the problem of ensuring stability, first of all, its economic security, the ability of the country's economy to meet the needs of society with the prospect of developing productive forces at the national and international level.

The elements of international economic security include: ensuring the sovereignty of states over their natural resources, production and economic potential; the absence of exclusive priority in the economic development of individual countries or a group of states; the responsibility of states to the world community for the consequences of their economic policies; focusing on solving global problems of humanity; free choice and implementation of a strategy of social and economic development by each state; mutually beneficial cooperation of all countries of the world community; peaceful settlement of economic problems [Kovalev, 2020]. It is obvious that the acceleration of globalisation processes has significantly undermined the world economic order.

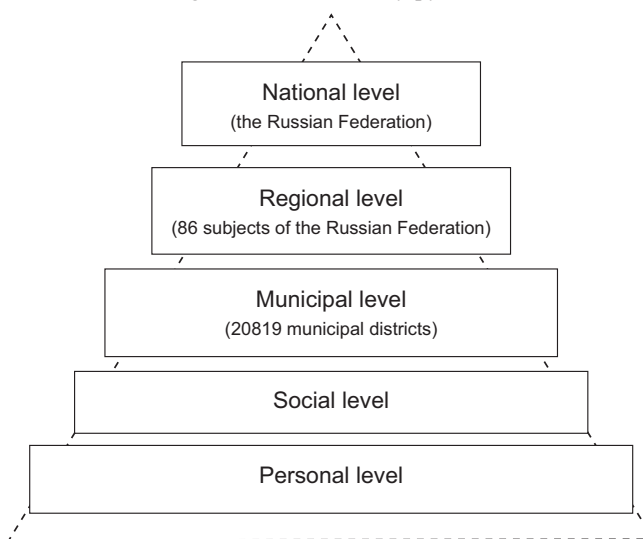
In the 1960s, the American economist A. Okun concluded that an increase in the unemployment rate increases the gap between potential and real GDP, which is expressed in Okun's law: if the actual unemployment rate is 1% higher than the natural unemployment rate, the gap between actual and potential GDP is 2.5% (Okun's coefficient)<sup>14</sup>. The value of the Okun's coefficient in most developed countries of the world varies between 2 and 3, and its specific value depends on the importance of the labour factor in the production of the product.

In terms of GDP, Russia will be among the top five developed economies in the world by April 2023<sup>15</sup>, ahead of Germany, France, Italy, Canada and the UK. Economists

predict that China, the United States and India will maintain their leading positions until the end of 2030.

Thus, economic security is becoming a priority direction of government policy for most developed countries, including Russia. 'Economic security is understood as the state of protection of the national economy from external and internal threats, which ensures the sovereignty of the country, the unity of its economic space and the conditions for the implementation of the strategic priorities of the Russian Federation' [German, Bobrovskaya, 2019]. The peculiarity of Russia is that its national economic security consists of the economic security of the regions. The pyramid of security levels in Russia is shown in Fig. 6, and the security levels of the countries of the European Union are shown in Fig. 7.

Fig. 6. Russian security pyramid



Source: составлено авторами.

<sup>14</sup> Okun's Law - formula and content. <https://nauka.club/ekonomika/zakon-okuna.html>.

<sup>15</sup> Russia has entered the top five largest economies in the world, ahead of European countries. <https://rg.ru/2023/08/04/rossiia-stala-piatoj-ekonomikoj-mira-po-paritetu-pokupatelskoj-sposobnosti.html>.

At the present stage of development of the world economy, taking into account globalisation and the continuous growth of the technological process, a new approach to economic security as a criterion for the long-term national security of each state is needed.

The general level of unemployment, which is one of the indicators for assessing economic and national security, has a direct impact on the standard of living of the population, the state of mental health, the crime situation in society, the number of skilled workers, the quality of life of the population, as well as on the widespread modern phenomenon known as ‘brain drain’. The policy of reducing unemployment is an integral part of the state policy in the field of ensuring economic security. It is primarily aimed at solving significant socio-economic problems.

The level of economic security is monitored using certain threshold indicators. Among the threshold values of economic security indicators proposed by the Institute of Economics of the Russian Academy of Sciences, the indicator ‘Unemployment rate according to ILO methodology’ was highlighted, the average value of which was determined at the level of 4%<sup>16</sup>. Unemployment is a negative phenomenon accompanying the market economy, the level of which cannot be reduced to zero.

### 3. Trends in changes in the structure of unemployment associated with global labour market changes

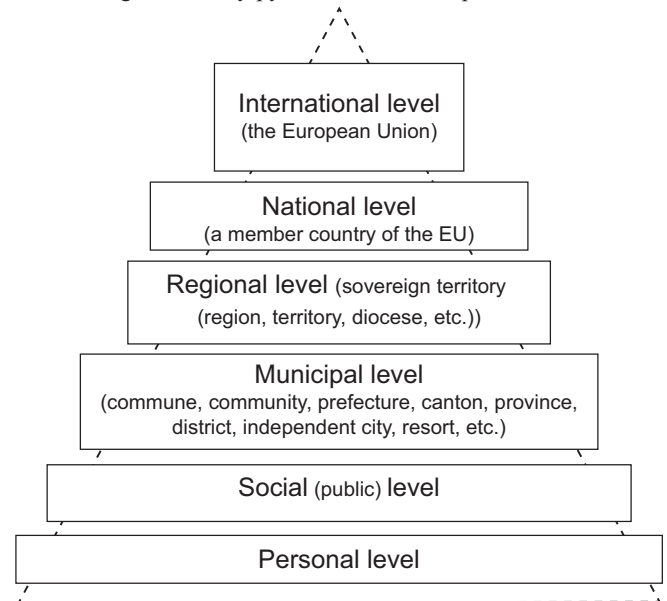
Globalisation processes contribute to the emergence of various crises at international, national and regional levels. The further development of integration processes leads to a convergence of national economic security with international economic security.

In the world view, the global risks to humanity are shown in Fig. 8. Among the types of economic crises (marked in blue), the largest share falls on the risk of rising unemployment, which in turn gives rise to social risks (marked in red): social instability and involuntary migration of population.

The sustainability of a country’s economic security is influenced by the quality and development of its human capital. Human capital, as a stock of knowledge, skills, abilities and experience, can not only accumulate in the process of investing in its development, but also wear out physically and morally. This problem has now become global, as it is common to all developed countries of the world.

Unemployment thus affects the economic and, consequently, national security of the country as a whole, exacerbates negative social processes and increases the level of tension and anxiety among people. An unemployed person is deprived of the opportunity to use his knowledge, skills and experience, to receive income from their use in the

Fig.7. Security pyramid of the European Union



Source: составлено авторами.

labour process, and loses his personal status in the family and society.

At the beginning of the 21st century, negative phenomena can be observed all over the world: local and international military conflicts, increased social inequality, low economic growth rates, imbalances in the labour market. Fig. 8 shows that the consequences of unemployment are associated with economic and social risks.

Economic losses due to unemployment are determined by the cost of goods, services and labour that are not produced or provided, as well as by a reduction in tax revenues, an increase in the cost of unemployment benefits and an increase in crime. Social losses are determined by the devaluation of scientific and cultural potential, a reduction in educational potential and a deterioration in the well-being of the population. The share of the economically active population decreases due to the negative dynamics of fertility, mortality and increased life expectancy and quality of life against this background.

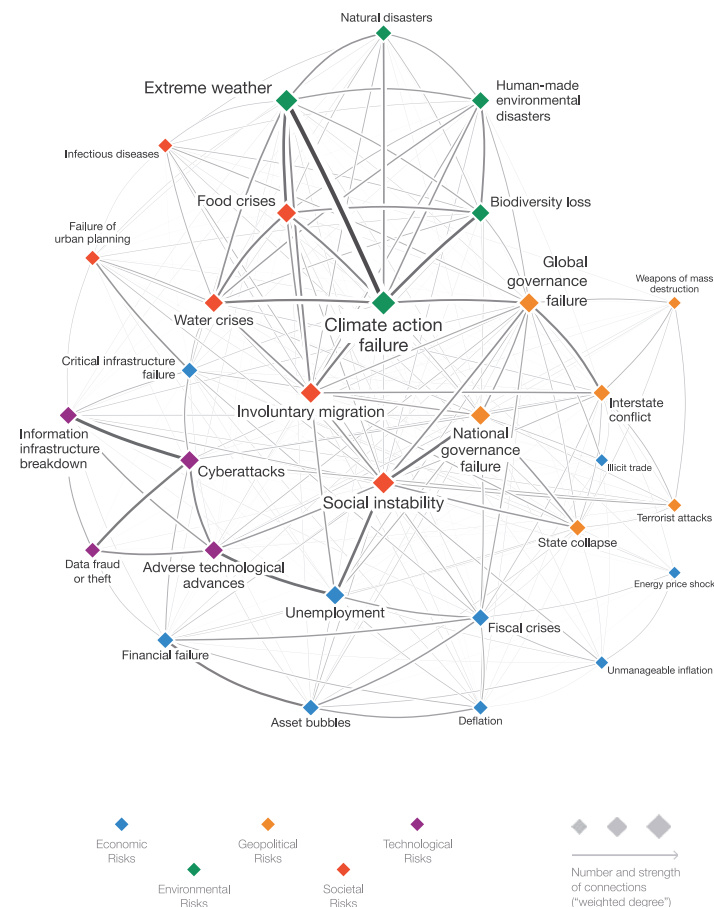
Demographic change is also causing employers to rethink who they should be hiring. In many developed countries, the birth rate is below replacement level. In Greece, annual population growth in 2022 will be negative -0.4%, with a natural increase of 16,272 people and a migration increase of 25,496 people<sup>17</sup>. According to estimates by the French National Institute for Statistics and Economic Research, the country has experienced a stable average annual increase of 0.4-0.5% of the population from 2007 to the present. Population growth in France has been one of the fastest in Europe in recent decades and continued until 2022, with annual population growth of 0.45%<sup>18</sup>. France’s fertility rate is 1.96 children per woman, a direct result of the influx of migrants: the vast majority of children are born into Muslim families,

<sup>16</sup> Unemployment rate (according to ILO methodology). Single interdepartmental information and statistics system. State statistics. <https://www.fedstat.ru/indicator/43062>.

<sup>17</sup> [https://countrymeters.info/ru/Greece#population\\_2022](https://countrymeters.info/ru/Greece#population_2022).

<sup>18</sup> [https://countrymeters.info/ru/France#population\\_2022](https://countrymeters.info/ru/France#population_2022).

Fig. 8. Map of global risk relationships, March 2020



clear definition of the civil position ‘friend or foe’ both in relation to the employer’s policy and in relation to the citizenship and norms of the country of residence, the level of social tolerance, etc. It is obvious that the processes of professional adaptation for migrants and foreign workers are much more complicated. It is obvious that for migrants and foreign workers the processes of professional adaptation are much more complicated. This is a new factor that increases unemployment among intolerant workers.

The general social consequences of unemployment for most euro area countries are increased social tensions and stratification of society, a decline in labour activity due to a lack of motivation to work, and the emigration of skilled workers to more economically developed countries.

The delayed economic consequences of unemployment in European countries have also been predicted: a reduction in tax revenues, a decline in GDP, a fall in citizens’ living standards, loss of skills among the long-term unemployed, reluctance to undertake training and retraining.

Unemployment undoubtedly has a positive impact on the labour market: it contributes to the creation of a labour reserve for structural restructuring of the labour market and to increased competition between workers. However, the negative consequences of unemployment far outweigh the positive ones and pose a threat to the country’s national security and economic development.

#### 4. Global reasons for changes in the structure of unemployment in Russia

Source: The global risks interconnections map 2020. <https://www.improntaetica.org/wp-content/uploads/2020/01/Global-Risk-Report-2020.pdf>

where women traditionally do not work. Germany reached a record population of 83.8 million in 2022, with population growth driven entirely by migration<sup>19</sup>. Half of female migrants are unlikely to ever enter the labour market, given Muslim traditions. Italy will experience a similar situation in 2022, with the number of migrants twice the natural population growth: 64,227 locals versus 107,247 arrivals<sup>20</sup>.

The situation where the number of deaths exceeds the birth rate, and the ratio of these terms determines the natural increase, is observed both in Russia and in European countries.

The economic benefits of increasing human life expectancy through health science are questionable and premature if the economy and society are not ready to decide what kind of work, career or role workers should perform in a long life. Against this background, an ageing crisis has emerged, with an exponentially increasing burden on the pension systems and budgets of the countries of the European Union.

All these phenomena lead employers to create so-called social enterprises, which require the employee to have a

The transformation of the economy inevitably raises concerns about employment and the state of the labour market. The situation on the labour market in the Russian Federation varies by region. The preconditions for unemployment in Russia differ significantly from those in Western countries. The Russian scientist R.I. Kapelyushnikov proposed a model for the labour market, which highlights the interdependence of negative economic shocks not only with an increase in unemployment, but also with a reduction in working hours and a decrease in labour prices [Kapelyushnikov, 2023]. In recent decades, Russian enterprises have found a way to avoid mass layoffs by reducing labour time and pay. In developed countries, it is not possible to optimise the number of employees during a crisis.

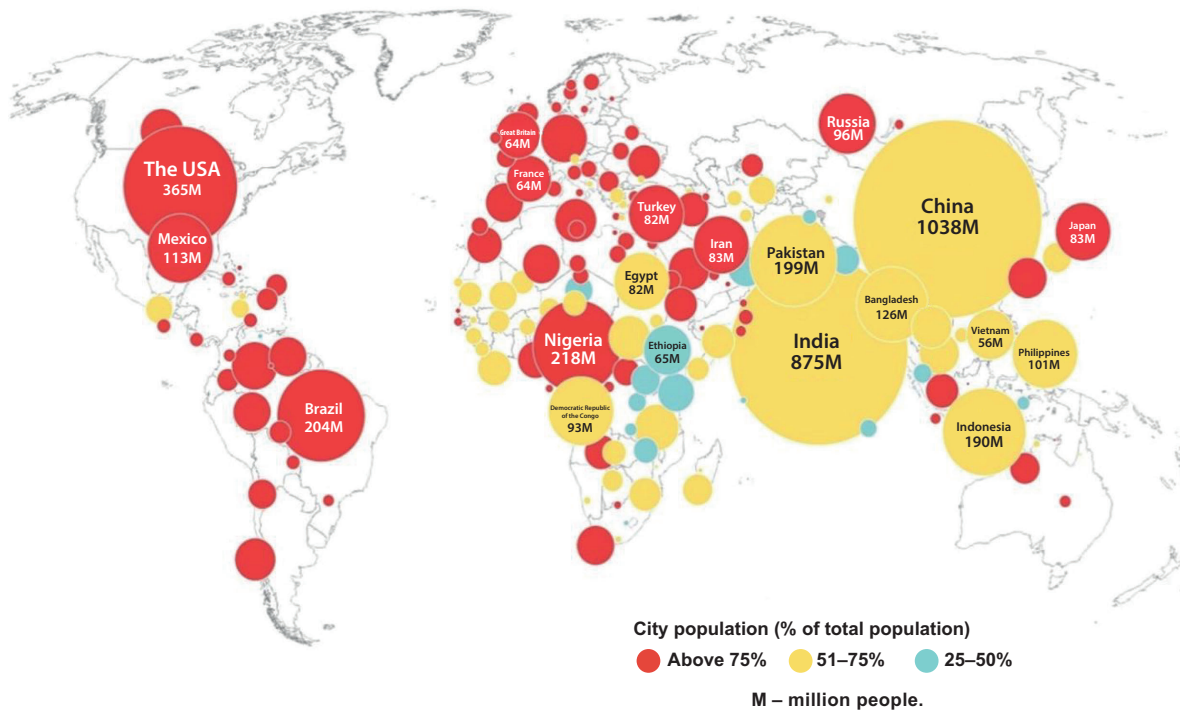
Unemployment in Russia is a significant threat to both the state and public well-being. It leads to increased tension in the labour market and the development of forced part-time and informal employment, as well as illegal labour migration. These consequences have a negative impact on the economy and society as a whole.

In Russia, there is a significant issue with the decreasing share of wages in GDP and the resulting impoverishment of the population. This trend has been observed since 2016

<sup>19</sup> [https://countrymeters.info/ru/Germany#population\\_2022](https://countrymeters.info/ru/Germany#population_2022).

<sup>20</sup> [https://countrymeters.info/ru/Italy#population\\_2022](https://countrymeters.info/ru/Italy#population_2022).

Fig. 9. Population forecast and urban population share, 2050



*Note.* The figure highlights countries and regions where the urban population will exceed 100,000 by 2050. The size of the circles is proportional to the share of urban population.

*Source:* UNICEF – An urban world. <https://www.unicef.org/sowc2012/urbanmap>.

and is also present in some developed countries. To combat the effects of inflation, wages are gradually increasing in accordance with Art. 134, 421 of the Labor Code of the Russian Federation<sup>21</sup>. However, Russians are aware that an increase in wages often leads to a corresponding rise in prices, which can sometimes outpace the wage increase. Informal employment is also a significant issue in Russia, where work is not formalised by an employment contract, resulting in no payment of taxes or social contributions, and no accumulation of work experience.

In order to stabilise and regulate the relationship between income and prices, Russia needs to implement structural reforms to increase GDP per capita by 1.5 times<sup>22</sup>. Low wages lead to unemployment when workers spend long periods looking for a suitable job with a decent salary, and at the same time increase social tensions in society.

The analysis of the consequences of unemployment, taking into account the peculiarities of the development of the Russian labour market, is projected to 2050, when the global trends associated with the consequences of the demographic transition and the increase in healthy life expectancy in the leading countries, the acceleration of urbanisation processes and the move towards a smart city model, and the growth of international migration will become apparent. This will be accompanied by global trends related to the consequences of

the demographic transition and the increase in healthy life expectancy in leading countries, the growth of urbanisation processes and the move towards a smart city model, the increase in international migration as well as social inequality and the emergence of new social classes, changes in public and individual values and lifestyles, the spread of social innovation and the digitalisation of society, and the transformation of the education system.

The growth of the world's population and the increase in the proportion of people living in cities, which is currently characteristic of the world as a whole, will lead to an overburdening of the environment and urban infrastructure, which can be alleviated by the introduction of smart technologies in cities (Fig. 9). In turn, the abundance of labour in megacities will create new forms of competition and unemployment.

The 21st century will see an increase in life expectancy and a decline in fertility rates, leading to an ageing world population that will reach 9.7 billion by 2050.<sup>23</sup> The world's population is growing, ageing and moving to cities - a trend that also characterises the Russian Federation with its vast territory.

Threats to Russia are determined by the projected decline in the country's working age population, migration from Asian countries, the increase in infectious diseases

<sup>21</sup> Labour Code of the Russian Federation dated 30 December 2001 No. 197-FZ (as amended on 16 December 2019). [https://www.consultant.ru/document/cons\\_doc\\_LAW\\_34683/](https://www.consultant.ru/document/cons_doc_LAW_34683/).

<sup>22</sup> How to achieve accelerated economic growth in Russia. [https://finance.rambler.ru/economics/39399457/?utm\\_content=finance\\_media&utm\\_medium=read\\_more&utm\\_source=copylinkhttps://biznes-kanal.ru/idei-biznesa/nizkie-zarplaty-v-rossii-pochemu.html](https://finance.rambler.ru/economics/39399457/?utm_content=finance_media&utm_medium=read_more&utm_source=copylinkhttps://biznes-kanal.ru/idei-biznesa/nizkie-zarplaty-v-rossii-pochemu.html).

<sup>23</sup> UN: Rising life expectancy and falling birth rates are leading to an ageing global population. <https://news.un.org/ru/story/2019/06/1357551>.

(coronavirus, HIV, tuberculosis, AIDS, etc.) and the increase in crime in society.

Factors hampering socio-economic development include unequal access of regions and social groups to advanced technologies, including high-tech medical care, and low levels of citizen participation in lifelong learning.

Other ways for Russia to overcome the unemployment crisis include: realising the reserves of inclusive development by involving the elderly population and people with disabilities in labour activity; increasing the accessibility and quality of medical services for all population groups; developing remote regions through the digitalisation of the economy and education; improving migration policy in the direction of balancing the number and socio-cultural integration of migrant workers.

## Conclusion

Theoretical approaches and the experience of effective public administration can develop principles for reducing unemployment. The diversity of unemployment makes this task extremely difficult. Since there is no single way to combat unemployment, each country has to combine various methods to solve this problem, especially in modern realities.

The economic consequences of unemployment, in particular the failure to reach the potential level of GDP, entail the problem of maintaining and strengthening national security at an appropriate level. The issue of employment regulation consists of measures to maintain the relationship between the demand for and supply of labour: a reasonable relationship should satisfy the economy's need for skilled labour and should not lead to an unreasonable increase in wages and a sharp decline in employment. Accordingly, employment regulation policies should aim at maintaining the natural level of unemployment.

To summarise the above, we can list a number of universal measures designed to strengthen the national and economic security of countries:

- creating favourable conditions for the development of small and medium-sized enterprises, thereby increasing the number of jobs and the number of self-employed;
- a tough fight against corruption at all levels and exemplary punishment of corrupt officials;
- investment in the uniform development of the country's regions (this measure is particularly relevant for countries with a large territory, such as Russia);
- government funding for continuing education and retraining programmes;
- rational and controlled labour migration;
- favourable foreign policy environment: the activities of foreign industrial companies, the presence of the defence industry and the absence of sanctions;
- identifying and tackling hidden unemployment, where employers do not dismiss workers but regularly underpay them and cut back on benefits;
- a sufficient level of unemployment benefit to meet basic human needs (in some EU countries, such as Germany and Switzerland, unemployment benefit<sup>24</sup> allows people to live safely on the edge of the lower classes, and for migrants this is simply a welcome gift. In Russia, you can barely survive on the maximum monthly unemployment benefit<sup>25</sup> for just two weeks);
- programmes to control the duration of unemployment (not limited to the end of the benefit period), after which the unemployed person has to take any job, even if it is not suitable for him/her in terms of his/her level of education, desired level of remuneration and existing skills.

The regulatory function of the state is to maximise the balance between the demand for hired labour (by employers) and the supply of the labour force at both micro and macro levels. The key point of the government's employment strategy should be the principle of preventing unemployment rather than fighting it.

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<sup>24</sup> Unemployment benefits in different countries in 2023. <https://visasam.ru/emigration/vybor/posobie-po-bezraboyice-v-mire.html>.

<sup>25</sup> Decision of the Government of the Russian Federation dated 14 November 2022 N 2046 'On the Levels of Minimum and Maximum Amounts of Unemployment Benefits for 2023'. <http://publication.pravo.gov.ru/Document/View/0001202211150044>.

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