

YOUTH REPRESENTATION IN REGIONAL PUBLIC AUTHORITIES AS A FACTOR OF SECURE SOCIO-POLITICAL DEVELOPMENT OF A REGION

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In the present article the problem of youth representation in regional public authorities as a factor of secure socio-political development of a region is studied. Socio-political participation and political activity of young people, their willingness to participate in making and implementing governmental decisions, as well as a significant proportion of young staff representation in power structures are a prerequisite for secure socio-political development of a region. Therefore, a need for direct subjective participation of youth in the process of regional management is justified for the purpose of making managerial decisions of strategic importance and for the purpose of providing protection of a personality. The results of the activity of "young politicians" depend on their professional mindsets. The peculiarities of professional mindsets which reflect the competence of young public officials were revealed using the approach based on the various types of competence introduced by McClelland and on the results of our own research conducted among young officials.

Keywords: Young Public Officials, Professional Mindsets, Political Engagement, Public Authorities, Socio-Political Security

INTRODUCTION

In the conditions of worsening and aggravation of the relations on the global stage, the problem of national security is becoming more significant. The challenges and threats the world community, states and their regions are facing for the time being make us have a look at the situation developed in a fresh new way, forcing to find new security models which provide both foreign and domestic policy stability. Therefore, the issues of regional and domestic security are of special importance nowadays. And this issue acquires the greatest importance when it refers to the border regions, which include the Zabaykalsky Krai. The border regions, by virtue of their special geopolitical position, in matters of their operation, always affect the interests of other regions and the region of foreign states. Whereby the issues under consideration become transboundary in nature, which makes them important not only in terms of providing regional security, but also in terms of ensuring the national security of the Russian Federation.

Regional security today implies protection of the social community and citizens by all possible means (political, economic, social, legal, etc.) and mechanisms (strategy for regional social and political security) from the damaging effects or threats coming from internal or external environment. Safe development of the region in the rapidly changing conditions depends on the sustainability and stability

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of the political system, the state of which is affected by a set of interrelated and interdependent factors of the internal and external environment. Resources and regional management process are referred to the dominant factors of the internal environment, as a rule. The external factors include general economic, general political, scientific and technological, natural-environmental and demographic ones, exerting a significant impact on the security of the region, as they are the causal relationships determined by the external impact of the environment on the state of its internal environment.

In the context of building a “new democracy”, accompanied by administrative reform of the 2000s, periods of economic growth and crisis recession, the relations between the federal center and the regions have undergone substantial alterations in the Russian Federation. As a result of the undertaken reforms a model of federal relations has passed a difficult way of formation and development from centralization to decentralization and vice versa. The policy of building relations between the center, regions and periphery conducted in the early 2000s was aimed at strengthening the power vertical. At the same time the regional policy of the federal center was lined up, based on the program- and target-oriented approach, the important principles of which were reduction of institutional barriers and mitigation of spatial social inequality of the regions. Through the implementation of numerous federal and regional programs many problematic issues are solved now, however, a major part of them still remained, which in turn complicates the situation of “difficult” regions of the country.

The ongoing fiscal federalism policy resulted in economic differentiation of the regions and, especially, of the municipalities. Today rural settlements may not exist on the scanty taxes on the available insignificant real estate and undeveloped small business, limited by low demand. In this connection difficult economic and, as a consequence, social and political situation develops in the rural areas, municipalities and most of the regions of the Russian Federation. Thus, a large-scale redistribution in all spheres of life has led to negative consequences, and primarily affected the change in the demographic situation in the less developed regions. Ensuring safe life is a physical need of any person at any stage of social development. Therefore, depopulation, migration from the periphery, mainly of working-age people, and their concentration in major centers became a stable trend in Russia. Thus, a threat of the social community destruction appeared, which in turn does not provide internal political stability, and hence the socio-political security in the region.

In this situation, the main burden of resolving the issues of safety provision for the interests of the individual and social groups at the regional and local level lies with the regional authorities. Since in the conditions of federal relations the management system becomes more flexible, more close to the people, therefore, all decisions should be taken locally with the direct participation of the population.

In light of this, the question of activity and participation of the population, especially of youth in decision-making at the local level is of particular relevance. Because the policy of the regional authorities depends on qualitative characteristics of the elite and the existing type of political regime in the region; this policy is a product of the inherited institutional environment and accumulated human capital. And the young people make a strategic resource for the development of society, the responsibility for the sustainable development of the regions and the state in the future resting with the youth.

Recently, some scholars (Farthing, 2010; Makarova, 2014; Chirikova, 2004) have noted the increasing inclusion of young people in the activities of authorities at various levels. In this regard, a significant number of works are devoted to the study of socio-political activity and forms of political participation of youth (Fisher, 2012; Choi and Ross, 2006; Chirikova, 2004), cooperation between the authorities and young people (Lundahl, 2002; Makarova, 2014), the youth policy (Coles, 2005), the youth parliamentarism, etc. But the issues of youth participation in official decision-making processes at the local, regional and federal levels have not been studied at all. Attempts to analyze the direct participation of young people in decision-making processes are highlighted in a few works of such authors as V.E. Gimpelson (2004), L.S. Pastukhova (2010), and A.E. Chirikova (2004).

Nowadays the problem of the place and the role of youth in the activities of the state bodies, their professional orientations and attitudes, values affecting the professional conduct and self-realization are studied in a very small degree and require more detailed consideration. The subjective role of youth in the development of the region and provision of its socio-political safety is even less studied.

Being a large and ever-changing socio-demographic group, youth occupies an important place in the life of society the main role of which is reproduction of social community and its replenishment, which directly results in alteration of generations. Additionally to the aforementioned, youth solves important managerial tasks to some extent, and solution of these tasks will provide secure regional development. Youth involvement into public management system provides for the introduction into its activity of new trends, ideas, initiatives, efforts and more complete reflection of youth interests which will facilitates de-escalation of social tension. Youth involvement into power structures is very important for gaining by youth the experience in public management. In the near future, all managerial functions will be transferred to today's youth. Therefore, security of a personality, social groups, region and country on the whole will depend on how professionally these functions will be performed.

At the same time as practice shows, youth is represented in public authorities in a very small quantity. Particularly, it is clearly seen with respect to the authorities of legislative branch of government. The mechanism of continuous reproduction of young people involved into public management system has been ruined. The

training system of young personnel for government service is missing. The previous forms of the development of social activities and amateur performances which facilitate acquisition of skills associated with management activity have been forgotten.

In the conditions of rapidly changing society with constant policy and economy updating, a need for the involvement of youth into the activity of public and municipal authorities becomes rather evident. The peculiarities of life strategies of young people in public management imply the definition and acceptance of the most significant goals and priorities associated with implementation of strategic national development programs, which will directly affect security. The vector of public management development and degree of social protection in many ways depend on what motives and priorities determine the world views of youth and what valuables, professional mindsets and aspirations of young people are. The above values, professional mindsets and aspirations will determine whether this management will be directly aimed at social development and socio-political security of a region or whether it will be the management which implies satisfying the own needs and ambitions and solving personal problems. At that, regional management authorities and their representatives directly involved into the process of solving the youth problems, play a key role in involving youth into the life of a region. One of the main tasks imposed on the implemented political practices is creating such conditions under which youth would have an opportunity to develop in an all-round manner through various modes of expression of socio-political activities and forms of socio-political engagement which will also facilitate the formation of a citizenship of youth and ability to defend its point of view.

Due to certain age characteristics and efforts, modern young people are characterized by pluralism but from the other side due to the lack of experience, professionalism and “relevant” connections, they do not always have an opportunity to implement new ideas and projects no matter how democratic and innovative they might be. For this reason, the problem of representation of youth interests by youth itself is necessary in management authorities. In this connection, the topicality of the research is determined not only by the issues of youth involvement in government agencies, in order to attract the “resource” of development and protection of the interests of such socio-demographic groups such as young people, but also by the determination of the maximum permissible proportion of young professionals in the public authorities. An insufficient number of young people in the activities of government agencies and their overabundance may create a real threat to the further development of the region, which cannot be allowed. Since the special geopolitical position of the Zabaykalsky Krai makes it important in terms of ensuring the national security of the Russian Federation, therefore, the main focus, in our opinion, should be given to the social and political security, and

providing comprehensive secure socio-political development of the region in its various aspects, taking into account the internal and external threats of impact.

MATERIALS AND METHODS

The scientific literature on the subject in question was analyzed to identify factors affecting the internal and external environment of the region, and in their list was compiled, as a result. Further, by applying the ranking method based on the specifics of the geopolitical situation of the region and the peculiarities of its formation, the priority social and political factors of the socio-political security were identified.

Safe socio-political development of the region depends on the extent of security of all social groups, so representation of the youth group as a controlling entity in the regional power structures will be a factor, and the political activity of young people, a large proportion of their representatives and their professional mindsets will be necessary prerequisites for ensuring social and political security. Therefore, to determine the number of young people and the proportion of their representation in public authorities, statistics analysis was applied in the work, which enabled to determine the qualitative and quantitative characteristics of their composition, to justify general and specific trends in changing youth representation in government agencies.

RESULTS

In 2003, with the active support of the federal government the reform of administrative and territorial structure began, being the process of administrative unification of some subjects of the Russian Federation that were bordering with each other and closely interlinked economically. The purpose of this administrative reform was to pull up weaker recipient regions to their donor entities, to smooth out disparities in economic development and reduce fiscal burden for the less developed regions. As a result of the conducted policy, the merger process progressed as follows: in December 2003 there was a referendum on the unification of the Perm Region, and Komi-Permyak Autonomous District; in April 2005 a referendum on the unification of the Krasnoyarsk Territory, the Taimyr (Dolgan-Nenets) and Evenk Autonomous Districts was held; in October 2005 a referendum on the unification of the Kamchatka Region and the Koryak Autonomous District took place; there was a referendum on the unification of the Irkutsk Region and Ust-Orda Buryat Autonomous District in April 2006 and a referendum on the unification of the Chita Region and the Agin-Buryat Autonomous District with creation of the Zabaykalsky Krai (or the Trans-Baikal Territory) in March 2007.

“Prior to the unification the Chita Region and the Agin-Buryat Autonomous District varied considerably in terms of socio-economic development. The Chita Region was subsidized, while the Autonomous Region grew rapidly, and differed in high levels of socio-economic development. An analysis of the factors

contributing to the socio-economic development of the Agin-Buryat Autonomous District in the period of 1997-2004 proves that the main one was undoubtedly the efficient management activities of the political elite in the district that was able to use effectively the additional features and benefits provided by the status of the independent subject of the Russian Federation. Therefore, the accession of the District to the Region and combining the two budgets in one regional budget largely worsened the conditions of the state support and the overall conditions for the implementation of all types of income-generating activities in the District. In this connection, due to the loss of the status of a federal subject the municipalities of the former Agin District today tend to put brakes on the economy and close a large part of social programs, which inevitably leads to a deterioration in the quality of people's life. However, among all who have lost the status of the federal subject of autonomous districts, the Agin-Buryat District, taking into account the experience of other subjects combined, won the following: representatives of the elite legislated registration of a "special status" for the Agin District in order to preserve the culture and identity of the Buryat ethnos; the Assembly of Representatives of the ABD, being an advisory body and defending the interests of the Agin people, was created under the Legislative Assembly of the Zabaykalsky Krai; part of the political elite of the former autonomous district occupied senior positions in the regional executive offices of the government, former boundaries of the municipal districts were retained as part municipalities: Agin, Mogoytuyskiy and Duldurginskiy ones" (Vasileva and Anuchina, 2012).

The need for economic development of federal entities was a key argument in favor of the unification. "At the given moment, with regard to the negative consequences of the financial and economic crisis of 2008-2009, it is difficult to talk about the uniqueness of the unification favor and a significant positive dynamics in the considered cases the entities' merger. Overall, the experience of unification of the RF subjects can be assessed as highly controversial. Despite the apparent ease of implementing the integration processes in all five cases and positive evaluation of the regions' merger results in the mass media, the conducted reforms have shown low interest of the regional population, high relevance of ethnic issues, the lack of fundamental improvement in the economic sphere of the federal subjects after the merger and, as a result, the high level of population migration" (Lebedeva, 2012).

Therefore, the practice of enlarging regions and its consequences determine the relevance of identifying the factors of socio-political development safety in the regions. There is no a single, comprehensive set of factors proposed that influence the stability and security of regional development, and it may not be proposed.

According A.A. Bashkunov, "socio-political security in the region is a state of protection of interests of the individual and the population of the region as a whole in mutually influencing and complementing each other's social and political spheres, as a result of combination of political, legal, economic, socio-cultural nature,

enabling to maintain sustainable and stable development of the region by means of the state and regional policies” (Bashkunov, 2009).

The internal factors of regional security include natural resource, economic, socio-political, organizational and managerial, market and others that can be divided into resource determining the potential of the region, and regulatory ones determining process control mechanism of the regional development. Thus, the socio-political security is a two-sided phenomenon, which implies on the one hand social security, i.e., protection of the regional population, and political security, i.e., protection of all institutions involved in the management and development of the region, as well as maintaining its integrity.

TABLE 1: FACTORS OF SECURE SOCIO-POLITICAL DEVELOPMENT OF THE REGION

<i>Social factors</i>	<i>Political factors</i>
demographic situation	effectiveness of the policy conducted by the region’s authorities
population migration	legality and legitimacy of the power
standards of living	the qualitative composition of the regional political elite
social infrastructure development	the degree of public participation in solving regional and local problems (meetings, referendums, citizens’ appeals to the authorities, justice initiative)
health care level	presence of the representatives of political parties, public organizations and associations in the region, their positions
protection of the population’s cultural needs	inherited features of development
social tensions and social disparities	

Social factors have an impact on the forms of employment and income of the population and affect the labor productivity and the possibility of reproducing labor resources. In our opinion, the highest priority indicators that determine the level of social security of the newly formed regions are demographics, population migration, the standard of living of the population, development of social infrastructure, health level, protection of the cultural needs of the population, social tension and social disparities.

Political factors provide the relationship and interaction between the different factors in the region, with a view to carrying out the policy of the region and its sustainable development. These should include: the effectiveness of the policy conducted by authorities of the region; legality and legitimacy of the power; the degree of public participation in solving regional and local problems (through meetings, referendums, citizens’ appeals to the authorities, justice initiative); presence of the representatives of political parties, public organizations and associations in the region, their positions; inherited features of development; the qualitative composition of the regional political elite.

In the regional context, provision of the socio-political security lies, first of all, in maintaining the stability of the region’s political system development, i.e.

the ability of the regional political system to adequately respond to external impacts and incoming requirements, the ability to make effective decisions and implement them. Proceeding from this statement, one can assume that it is possible to talk about two dominant factors capable of ensuring the stability and security of the regional political system:

- cohesion and qualitative state of the political elite;
- the availability of social community and social unity.

Qualitative state of the political elite assumes, primarily, the representation of all social groups (youth, adults, and elderly people) in the authorities' activities in relatively equal proportions. This will ensure social security, through the representation and protection of interests of youth by the young people themselves (as today they are less represented in government structures and need protection in greater extent). In addition, it is the social group, which, entering the legally competent age, feel more strongly the discrepancy between the rules declared in the community and the real possibilities of their implementation. Therefore, it can be stated with confidence that political activity and participation of young people in the functioning of the government bodies, both at the regional and local levels, is an indicator of the formation of its civil and life philosophy.

Defining Qualitative and Quantitative Characteristics of Youth Representation in Public Authorities

Some researchers and experts believe that the changes in personnel policy of public authorities in the latter half of 2000 in Russia positively affected the processes of involvement and consolidation of youth in power structures. In the process of public management reforming, a necessity to improve the efficiency level of authorities first of all on the regional and local management levels became evident. Consequently, pursuing the new regional strategies required enhanced professionalism, competence and responsibility from public authorities. The situation developed predetermined the development of the regions on more qualitative level which corresponded to mindsets of the central government authority. All that was inevitably resulting in the flow of new professional resources attracted not through personal connections and contacts but through professionalism and personnel selection. In its turn, entry of professionals into civil and municipal service was accompanied by personnel renewal which facilitated more active involvement of youth into public authorities as the most intelligent and mobile resource. Interest of youth and government institutions was mutual. "Many researches and experts state that for the time being, the Russian youth demonstrates a heightened interest to politics. The researchers point out that such things as civic duty, awareness and understanding of the fact, that political sphere is directly connected with their personal life acquire a bigger value in the conscious of young activists" (Makarova, 2014).

It should be mentioned, that representation of youth was increasing in public authorities with an increase of interest to these authorities from the side of youth. Thus, according to government statistics data (FSSS, 2015), a number of staff structure of civil service was increasing up to 2009 and made 868,151 people. In ten years, a number of public officials increased by 1.78 times. As a result of the reforms implemented, a decrease of public officials in number was observed in the next years and in 2013 this number made 786,400 people, which is by 10% lower than the same index in 2009. The same trend was observed in case with representatives of public authorities at the age up to 30 years. Thus, as of October 1, 2013 the number of public authorities made 197,531 people. Young staff structure in public authorities according to administrative grade was distributed as follows (in descending order): specialists providing the information, documentation, financial and other support – 44%, assistants (advisers) – 34%, specialists – 27%, managers – 0.5% (see Fig. 1).

However, it should also be mentioned that along with a number of young specialists, the share of young specialists is also increasing with respect to a total number of persons holding the official and civilian positions in public authorities of the Russian Federation. The share of young specialists in public authorities had been increasing since 1999 and in 2007 it reached the highest value – 29.3%. In 2013 the share of young representatives in public authorities decreased and made 25.1% (reduction is 4.2%) of a total number of persons holding the official and civilian positions in public authorities of the Russian Federation. Despite the reduction of the shares of young representatives of public authorities in the last five years, their share is much higher compared to 1999. In this regard one can acknowledge the enlargement of youth group in power structures. The regional public authorities were not an exception, as it is illustrated by Fig. 2.

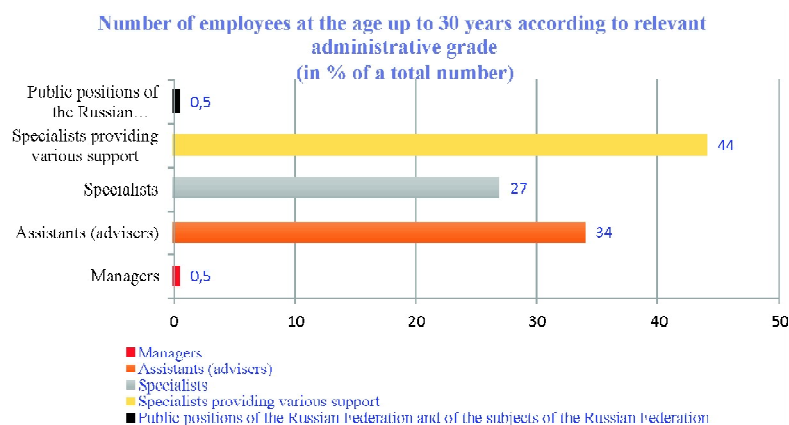


Figure 1: Structure of civil service employees at the age up to 30 years according to administration grade

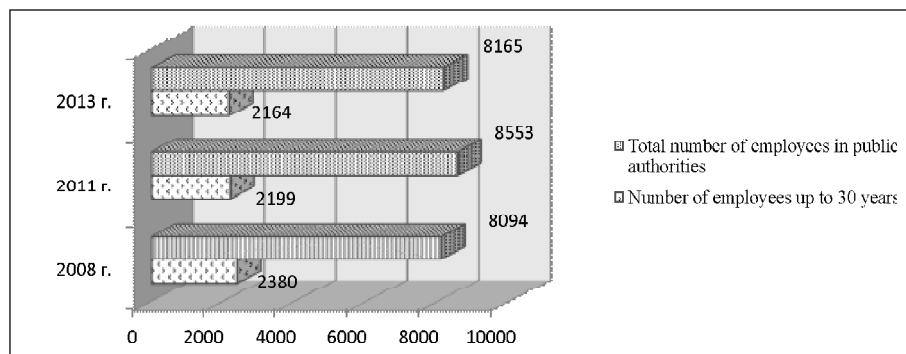


Figure 2: Number of specialists carrying out their activity in public authorities of Zabaikalsky Krai

As of October 1, 2013 a total number of public officials in all public authorities of Zabaikalsky Krai made 8,165 people. The total number of public officials decreased by 4.5% (by 388 people) compared to data as of October 1, 2011. Average age of public officials made 38 years.

The number of the employees in public authorities at the age up to 30 years in 2013 was 2164 people. The share of young employees decreased by 1.6 percentage points and made 24.1% compared to data as of October 1, 2011.

In the positions of administrative grade “managers”, the share of public officials up to 30 years was 6.9%, of administrative grade “assistants (advisers)” – 25.8%, of administrative grade “specialists” – 25.7% and of administrative grade “support specialists” – 39.7%.

On the whole, the characteristics of the change in number of public authorities of Zabaikalsky Krai could be a reflection of the all-Russian tendency. But in public authorities of the Russian Federation the number began to decrease in 2009 and in a region this tendency has become evident since 2011 in connection with adoption of the Edict of the President of the Russian Federation “On Optimization of a Number of the Federal Civil Servants and Employees of the Federal Public Authorities” despite the fact that this Regulatory Legal Act was related only to the federal public authorities.

Based on the results of the analysis of statistical data despite the “undulating changes” of a number of the employees, one can distinguish the following positive trends with respect to young public officials:

- Staff structure of regional public authorities is being renewed (but slowly) with young personnel; compared to the 90ies of the 20th century the share of such personnel has increased, though in a minor way (enlargement made 3% on average);
- The major share of young employees is concentrated in the lower qualification positions (assistants, specialists and supporting specialists), the positions of top managers are held only by 6.9%;

- Average age of public officials is 38-39 years.

Such activity of youth in 2007-2008 evidences of the changes of youth attitude to government institutions which was caused by economic recession and other objective factors (changes in personnel policy of a state, increase of the demands on the efficiency of public authorities from the side of the central government authority and establishment of 20% quota, etc.). All these circumstances in the Russian practice of public management positively affected the process of youth entry into power structures but at the same time, Chirikova (2004) stated that "...despite the changing face of public authorities, many rules of the interior life of public authorities have remained under the influence of the old Soviet models and new figures of public authorities have failed to break these practices developed. It stands for no reason, that the culture of informal practices of public authorities functioning so persistently implanted by the communists still remains effective" (Chirikova, 2004). In the frame of this culture, the young politicians have to implement their professional mindsets which in major cases do not correspond to their personal views and beliefs.

Professional mindsets and system of values of young public officials

"Transition to market economy ruined the old system of motivation and the new system of the work orientations is at the stage of formation. All this resulted in the change of value priorities in the world of work and professional mindsets. The change of society system of values affected young generation in a greater degree than the other strata of society because of a particular susceptibility and social mobility of young generation" (Korzh, 2011.).

In the process of adaptation to professional activity, "young managers" get the idea of the peculiarities of state and municipal service career, of the goals of this service and ways of achievement of these goals which naturally cannot fail to predetermine the motives of the activities and mindsets of young managers. Consequently, the study of professional mindsets of youth in public authorities is evident since decision making from the point of view of an individual understanding of a problematic situation or standard approach as well as the further behavior of young employees will mainly depend on that desired result which is a base of professional activity of a specialist. In general, Eremina (2008) stated that "...professional mindset is a split-level and motivational-semantic formation which appears to be a willingness of a personality to perceive the conditions of the activity in a certain manner and act in these conditions appropriately. This formation permeates all the aspects of professional activity from the professional consciousness to action or behavior" (Eremina, 2008).

"Professional mindsets express a personal activity of a subject and are related to semantic mindsets which appear in the process of the overall and career development. In terms of their psychological mechanisms, professional mindsets

work based on the achievement motivation and hierarchically are characterized by a higher level compared to professional intentions and decisions. Forecasting a professional development by a subject of successfulness (or non-successfulness) of his attempts aimed at professional integration with social media from the one side and estimation by a subject of his values from the other side play an important role at implementation of mindsets in professional behavior” (Kondakov, 2000).

Thus, proceeding from the aforementioned standpoints, a motive appears to be a base of professional mindsets – that state for the sake of which a person carries out his professional activity. The motives predetermine the orientation of professional activity in the conditions developed. For this reason, professional behavior of a specialist which is based on career expectations and system of values will depend on the fact what needs and values dominate in motivational sphere.

Based on the peculiarities of the present research, by professional mindsets we will mean a combination of various types of the formed competence of a specialist in the sphere of public management which reflect the level of specialist competence and predetermine a willingness of a public official to do certain actions (inactions) in a specific managerial situation based on the system of values developed.

According to the model “20 faces” suggested and developed by McClelland (1973), competence of public officials is divided into 5 groups: managerial skills, motivation, decision making skills, personality traits and interpersonal skills. It goes without saying that such groups as managerial skills and decision making skills are basic ones and determine a successfulness of professional activity. But since we have determined before that the main component and the base of professional mindsets are a motive, so preceding from the specificity of our research it appears that the most required analysis is the analysis of the group “motivation”. Vasil’eva stated that “...conative component includes motives, goals, system of values and stimulates creativity of a personality in professional activity. Conative component implies the availability of an interest in professional activity” (Vasil’eva and Zerchaninova, 2012).

The results of the author’s research “Youth in the System of Regional Public Management System” conducted among young officials of public authorities of the Zabaikalye showed that the main motive driving young people to make choice in favor of civil service is career expectations (this option was marked by 26.2% of the respondents).

332 respondents took part in the research of which 60.5% were women and 39.5% were men. The research was selective, such criteria as gender, age and current job title were taken into consideration. Staff structure of young public officials with respect to age groups was distributed as follows: 28-30 years – 33.1%; 24-27 years – 29.6%; at the age up to 24 years – 37.4%. Young representatives of public authorities mainly live in marriage with or without children (42.5%), 9.3%

live in common-law marriage, 39.2% have never been married, 1.2% of young employees are divorced and 7.2% – are widowers or widows (this fact again confirms a high death-rate among young people). As for social background, more than half of the respondents come from cities, 32.2% come from small towns and 13.6% come from villages. The third part of the public officials are from working-class families, 28.3% are from the families of public authorities, 16.6% are from the families occupied in the intellectual sphere and 10.8% are from the families of military men.

The third part of young public officials (29.8%) mentioned the difficulties associated with entry into civil service. 35.2% of the young people showed a neutral attitude to the difficulties associated with obtaining employment in the field of public management and 34.9% responded that they see no difficulties in finding a job in the field of public management. Correspondence of the abilities to the demands (17.2%), high public significance of the activity (15.4%) and good salaries (13%) were mentioned among the other reasons why young people chose a profession in the field of public management additionally to the above mentioned opportunity of career growth. Less than 10% of the respondents mentioned such motives as an opportunity to improve a cultural level and develop creativity, opportunity to implement their power of authority and an opportunity to find a job at least somewhere (7.8%, what makes wonder). The applicants found a job on their own and on a competitive basis and 45.7% of the respondents choose this answer of the other possible. Some respondents found a job with a help of their friends or relatives (19% and 14.2% , respectively), with a help of colleagues and a manager from the previous place of employment (4.8% , respectively). Consequently, one can make a conclusion that despite the increased demands associated with entry into civil service and with civil service career, the role of the representatives of reference groups in the process of finding employment is still significant.

At the beginning of their career, young specialists came across the psychological problems (27.7% of a number of the respondents), lack of required knowledge and insignificant education level at job fulfillment (26.8%). On the whole, the relations of young officials with colleagues could be characterized as good ones. Thus, only 4.5% of the respondents mentioned embittered relations in labor collective. More than half of young specialists consider the relations with their colleagues as friendly ones (62.3%), 16.6% consider the relations as trust-based ones and 7.5% of colleagues show indifference. In this regard it should be mentioned that 7.8% of the respondents cannot characterize the relations developed and 5.4% point at strain in the relations. The character of the relations with line manager is more complicated. 20.8% of the respondents pointed at the difficulties in relations, 7.3% and 0.6% of the respondents mentioned embittered and even hostile relations, respectively. If take into consideration that percentage of negative relations is low, one can make

a conclusion that the attitude of young specialists to their line managers is biased due to exactingness, job title and age characteristics of line managers. 38% of young specialists speak about friendly relations with their managers and 23.5% of young specialists speak about friendly relations. 11.1% of young public officials mentioned the pressure from the side of the older colleagues, 33.1% (answer choice is “sometimes”) of young public officials pointed at the temporary nature of this phenomenon. Despite the current difficulties in relations, the majority of young public officials like their job: 63.9% of the respondents pointed at this answer choice. 28.3% of the respondents ticked the answer choice “yes and no”. In this regard 46.1% of the young specialists speak about their unwillingness to change job. 33.7% of the young specialists would change job under certain conditions and the main motive for this is low salary level. Only 1.2% of the respondents do not like their job in civil service sector and 9.6% of the respondents would like to change job. As one can see from the results of the research, a stable and definite attitude to civil service has not formed yet in the consciousness of young people and because of this, unstable behavior patterns appear in their behavior.

The main factor affecting professional mindsets is the analysis of the efforts made by young public officials in their professional activity and career. When starting a career, young people mainly deal with documents (33.4%); providing advisory services and solving managerial issues are at the second place (10.8% and 10.5%, respectively); reception of citizens takes the third place – (9.6% of a total number the respondents). Further on in the decreasing order the following activities are stated: work with office machines and equipment (8.7%), telephone conversation (6.9%), work with line manager and colleagues (6.6% and 5.7%, respectively), attending meetings and making business trips (3.3%, respectively), see Fig. 3.

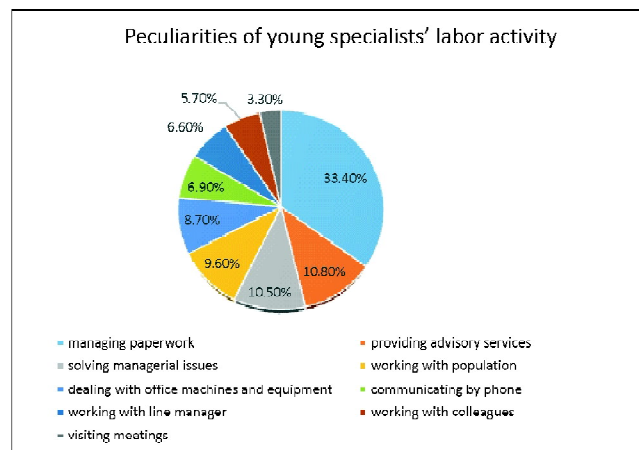


Figure 3: Functions performed by young specialists

While fulfilling the professional duties, young people have much autonomy in the workplace (60.8%), but sometimes young public officials are not charged with fulfillment of work which implies a bigger responsibility: the third part of the respondents mentioned this fact. Only 6% of young officials do not fulfill their work on their own. Probably due to the age peculiarities, the indices are a little bit overestimated since 62.1% of the respondents positively answered the question whether the older colleagues assist them in doing their job. Thus, the situation when work is fulfilled “by young public officials on their own but with efforts of the other people” is developed. This situation could be explained by lack of experience, insufficient education level and lack of knowledge in a relevant sphere since labor activity for 51.8% of the young specialists just begins. When it comes to making managerial decisions every second young public official makes such decisions on his/her own; sometimes 45.2% of the respondents have an opportunity of making managerial decisions on their own.

Career development in the current practice of labor activity is a normal and natural phenomenon but the same cannot be said for the attitude to this process in domestic theory and practice. Back then, career was considered as something reprehensible and definitely was not characterized positively. Career is a movement upwards in the hierarchy of the positions which implies increasing a resource base. In general, community commitment and personal self-fulfillment always underlie a career.

As it has been mentioned before, an opportunity of career growth was the main reason why the young people chose civil service as their profession. Actually, career growth prospect in the current position is evident for 58.1% of the young people, 25% of the young people have thought this question and 16.9% of the respondents mention the lack of such prospect. The majority of the young public officials do not know whether their manager is planning their career growth. Only 22% of the respondents are sure of their career growth being planned and 19.3% of the respondents mention that such growth is being not planned. Young public officials consider the skills and features which reveal their competence to be the most significant skills and features which facilitate their movement upwards in the hierarchy of the positions. Such features as ability to work hard (28.6%), deep professional knowledge (27.7%), and ability to relate well with managers (14.5%) are dominant. Intelligence, self-education and skills upgrading are the last items in the list.

The most important things in the life of young public officials are work with high salary level, good health, reliable friends and communication with them, respect of surroundings and family. Unfortunately, such answer choice as importance of their work for society was mentioned as the last one. Though the calling of public officials is to serve people but this calling seems to be in the past. The most important values of young specialists are good health, word commitment, honesty and

erudition which are totally in conflict with above results.

Thus, in the professional mindsets of young people working in the regional authorities the following can be identified:

1. The core values for young employees are health, fidelity to one's word, respect, honesty, education.
2. Young specialists are employed in the public service basically on their own, but the role of reference groups is not reduced, as well.
3. The main motive that prompted to choose tis profession is the opportunity for professional growth and career.
4. Young specialists are independent in making managerial decisions and execution of their duties, which indicates the absolute involvement in the management process.
5. They focus on career growth and every second knows about the possibility of career advancement and its planning on the part of the chief.

Despite the firmly established opinion that government agencies are not interested in attracting young people to the authorities, they still access to civil service, perhaps even against the wishes of the political elite. As a rule, some heads of state structures are not supporters of rapid, radical changes in the management bodies, so the process of changing the regional elite is proceeding slowly and has a natural character. At the federal level, this process is more intense. And this is natural, as the innovative modernization of the regions is a priority line for the new stage of socio-political and economic changes. To achieve this goal an important role should be played by regional authorities, and therefore the priorities in their activities need also change. If until recently, the development of small and medium-sized businesses has been the priority development of regional policy, today these should be the problems of targeting at the creation of conditions for sustainable socio-political development of the region, which cannot be achieved without the youth resource.

DISCUSSION

The representation of youth as a subject of public administration in government agencies is one of the factors of safe socio-political development of the region. This is achieved, on the one hand, as the participation of young cadres in political activities, through direct participation of young people in the process of making and implementing strategic decisions, which will contribute to the representation of youth's interests and will set a new pace in development. On the other hand, it is provided as the availability of professional mindsets which create an axiological foundation for their professional activity and predetermine the quality of decisions taken, which will directly affect the degree of protection of the regional interests, social groups and individuals, including young people.

Ranking of internal security factors has allowed determining that the inner aspect of the socio-political security is characterized by stability and efficiency of government institutions, the ability of government agencies to control the political processes, to seek the support of the majority of citizens, by the existence of a well-functioning civil society, which provide the political stability of the state.

Also, internal political stability as a condition for regional socio-political security can be achieved by maintaining a balance between different social groups, especially the youth, because the youth and their interests are less represented in the authorities and they are prone to conflict behavior to a greater extent. Therefore, social and political participation and political activity of the young people, formation of their civil and life stance, and participation in making and implementing state decisions make the key to social and political stability of the region.

CONCLUSION

Thus, one of the factors of secure socio-political development of a region is youth representation as a subject of public management in public authorities. From the one side, it is provided through participation of young personnel in political activity particularly, through direct participation of youth in decision making and implementation of the decisions of crucial importance which will not only facilitate the representation of youth interests but also will set a new development standard. From the other side, it is provided through professional mindsets which determine core values of professional activity and predetermine the quality of the decisions made which will directly affect a degree of security of a region, social groups and personality including youth.

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