



Sustainable Agriculture and Rural Development (SARUD)
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Title: Situation analysis and specification of job requirements

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Summary on the situation analysis and specification of job requirements

In line with the project proposal the main goal of this work package (WP1) was to identify and describe the needs for the knowledge, skills and competencies of the graduates in master degree sustainable rural development programmes in Russian Federation and Kazakhstan (namely in the geographical territories where universities from these two countries involved in the project operate). The WP1 also aimed at documenting the need for the numbers of graduates in rural development as the numbers of the graduates are important for Russian and Kazakh higher educational systems in term of financing the study programmes. The programmes of rural development were therefore foreseen as being constructed against existing situation in the geographical territories where universities supposed to offer such programmes operate. That is why this WP had to be completed before developing other work packages. The situation resulting in the need of programmes of sustainable rural development was generally described in the project proposal but its documentation necessitated profound investigation as it was also mentioned in the evaluation of the project done by EU experts (“although the proposal makes some clear statements about the shortage of adequately professional who would be able to cope with the identified challenges, this general needs analysis is not further supported by relevant statistic illustrating the demand for such professionals”). Therefore involved universities in Russian Federation and Kazakhstan were asked to conduct the investigation in order to provide needed information describing and analysing the situation. The outcomes were used to set up learning objectives and contents of the new educational programme in sustainable rural development.

Steps (milestones) in WP1

- 1) Establishing local working groups at the six higher education institutions in Russia (in Omsk, Michurinsk, Ulan Ude) and in Kazakhstan (in Astana, Kostanay, Kokshetau) that will develop a professional master degree programmes in rural development.
- 2) Developing *Aide memoire* as the guide for the situation analysis. The document was developed by the Czech University of Life Sciences Prague in cooperation with other partners in the project and its aim was to facilitate the collection of necessary information which will be comparable and provide data about the existing situation. Aide memoire is an appendix 1 of this report.
- 3) Completing situation analyses in the respective regions where the universities operate. The scope of the analyses is documented in details in *aide memoire*. Members of local working groups collected information via interviews with important stakeholders (supplemented by the survey among participating universities), documentary study (desktop research) and through experts' evaluations.

The data collected and analysed are reported in the draft documents are in appendix 2 of this report.

- 4) Finalising basic outcomes from the situation analysis. It was done via mutual discussion between WP1 leader (Czech University of Life Sciences Prague), local working groups collecting the information, private and state organizations invited to participate in this project and also the bodies potentially impacted by the programmes in sustainable rural development implemented by Russian and Kazakh universities (local working groups invited other bodies important for the implementation of study programmes in rural development – governmental bodies operating at various levels and private companies as important stakeholders in rural development). The summary of the outcomes from this WP form the nature of this report.

Main outcomes from situation analysis

The most urgent identified problems based on well done socio-demographic and socio-economic (incl. agriculture) description of rural areas in regions concerned (see appendix 2 and appendix 3 to this report):

- rural areas are still important part of the both countries (according to World Bank in Kazakhstan rural population amounts 47%, in Russia it is 26 %)
- population decrease in rural areas (in Kazakhstan between 1960 and 2015 rural population declined from 56% to 47% of the total population, in Russia from 46% to 26%)
- missing young people and migration of young to urban areas
- low attractiveness of the countryside
- low incomes
- poor social infrastructure (incl. dwelling houses)
- inadequate educational structure at some of various levels of government bodies (e.g. within Siberian Federal District only 66% of people working in the various government bodies and levels in this district has tertiary /university/ education)
- agriculture is still highly important for rural areas in Russia and Kazakhstan (e.g. at least 25% of rural inhabitants work in agriculture in Kazakhstan; in some Kazakh regions – like Akmola, agriculture account for 18 % of regional GDP /for the whole country it is about 8%/; in the whole Russia about 10% of labour works in agriculture; in Kazakhstan almost 26%)
- problems with maintaining natural and cultural heritage.

Identified needed issues in Russian rural areas in relation to education (for the background see appendix 3 to this report)

- the graduates should be able to find out main tendencies of sustainable socio-economic development of rural territories during the transition towards market economy;
- the graduates should determine main pathways of sustainable rural territories development resulting in economic growth in agriculture without harming nature;
- the graduates should know how to develop non-agrarian sector in rural settlements.

Identified needed issues in Kazakh rural areas in relation to education (for the background see appendix 2 to this report)

- the graduates should know how to prepare and implement development projects in order to achieve sustainable development;
- the graduates must be skilled in economic issues (e.g. financial management) when dealing with processing of agricultural production and agricultural commodity sale;
- the graduates should be also able to work also in livestock or crop production (the need to have knowledge about this production)

Reflection of urgent rural problems in study programmes of rural development (the problems and needs are mutually connected, therefore some of the courses needed are not repeated several times, although they might fit also under other need or problem to be targeted). This section reflects Appendix 4 of this report.

- The need for technological modernization in agriculture:
 - it will necessitate knowledge and skills how to introduce new technologies without decreasing employment in agriculture (courses in agricultural technologies or courses targeted to innovations);
 - it will necessitate knowledge, skills and capacities in term of agricultural production (courses in various types of sustainable agricultural production linked to environmental protection).
- Lacking qualified experts able to address rural problems in an efficient way:
 - it will necessitate the knowledge, skills and competences in management, in crisis management and management of organization change (courses in management);
- Decrease of rural population (due to mortality and migration) and the need to attract young people to live in the countryside:
 - it will necessitate the skills, knowledge and competencies in working with socio-economic indicators on various levels - from local to regional or national (courses in social sciences research, incl. data processing, analysing and interpreting; courses in increasing attractiveness of rural territories, incl. rural tourism, cultural activities, courses in rural sociology to understand the trends, courses in animating rural life).
- Low wages and high unemployment:
 - it will necessitate skills, knowledge and competencies in developing strategies of economic activities, incl. entrepreneurial activities (courses in business management, business economy, planning, entrepreneurship).
- The need for improving social infrastructure and housing (dwelling):
 - it will necessitate knowledge, skills and competencies in activating rural population to improve their conditions of life (courses in models of rural development, courses in animating rural population, courses in social communication; courses in project management).
- Poor quality of life:

- it will necessitate to increase the knowledge, skills and competencies in addressing all aspects of quality of life: social, economic and environmental - quality of life as reflecting the concept of sustainability (courses in environmental protection and environmental issues; courses in valorisation of rural recourses, incl. marketing; courses in social policy or sociology).
- Lack of information how to proceed under various circumstances:
 - it will necessitate the knowledge, skills and competencies in administration and law, communication and extension which are needed to assist needed development (courses in law; courses in public administration, courses in state/regional/local regulations /institutions/, courses in extension services)
- Lacking environmental awareness (“understanding of environmental issues” be sustainable:
 - it will necessitate the knowledge, skills and competencies in environmental protection (courses addressing environmental issues and natural protection, incl. natural resources management).

Suggestions for the universities

- Market demands identify the need of about 20 students/graduates per one study programme in rural development per one university. It is the number the universities should orient their application procedure towards. It identifies market demand.
- An inventory done through situation analysis in various departments (government bodies on various levels from village to region or national government) dealing with various issues in rural areas indicate that due to age structure of these department new workers will be needed. It justifies these programmes and shows their importance. More need for qualified experts in rural development exists in lower levels of government (e.g. in villages). These arguments should be used to account for the need of the programmes in sustainable rural development.
- The sustainable rural development programmes need to reflect the situation in the territory where the university operates (do not (the situation was described in the reports of local working groups). Therefore the aim should not be “one programme in sustainable rural development fits all” but the programmes in sustainable rural development should take into account regional specificities which are documented in the outcomes of local working groups in the results in investigation based on *Aide memoire*).
- The programmes should be tailored in line with existing rural development programmes in the country/territory/region to reflect the needs of various bodies and actors dealing with rural areas. When developing the programmes have in mind that different bodies and actors are differently engaged in rural areas (e.g. role of non-agricultural SME and large industries).
- Reflecting previous suggestions about the complexity of rural issues (e.g. involvement of various actors and bodies, various problems) a sort of T skills as the learning outcome should be needed (combination of general skills and knowledge combined with specialized /certain field targeted/ competencies, skills and (specializations might depend on regional profiles on problems faced in the regions).

Appendix 1

AIDE MEMOIRE

Situation analysis and specification of job requirements. Description of framework conditions

In order to develop the study programme of high quality in Sustainable Agriculture and Rural Development (SARUD) which (1) will be attractive for the students to apply for, (2) will result in educating the graduates who will find the jobs in the field they were educated for (sustainable agriculture and rural development), (3) which will echo the interest of the federal, state, regional and local governments and (4) will be in line with long-term programmes or the strategies of various levels of government (federal or national, regional or local strategies of rural development), there is a need to conduct the analysis of existing situation and job requirements related to the intersection of rural development and sustainable agriculture. The start of the SARUD project requires in-depth description of the social, economic and political context to produce relevant study programme. To achieve the goals (1-4) we need to begin with the description of the context of the proposed programme. It necessitates answering following questions. To answer the questions, please work in local working groups which should be established according to the project description and read who should answer the questions (either the local working group as a whole /indicated: **GROUP ANSWER**/ or each member of the local working group answers individually reflecting the condition of the region the member operates /indicated: **INDIVIDUAL ANSWER**/). The outcomes of this work will be the identification of the types of potential students (who can be the students in designed programme in Sustainable Agriculture and Rural Development) and what kind of knowledge, skills and competences the graduates should acquire during the studies (the knowledge, skills and competences must reflect the context – i.e. the needs of the rural regions) in order to find the job in rural development. Fill in your answers in this text using some colour characters (e.g. green). If you need any assistance, have any questions, contact Michal Lostak for assistance (lostak@pef.czu.cz).

A) Please describe the system of the government (management: “upravljenie”) related to rural issues (from the top bodies – national /KAZ/ or federal /RF/ through regional, district to municipal bodies). At each level identify what kind of rural and agricultural issues the body (write which body) is dealing with and also describe who governs the issues (e.g. department, unit, ministry). Indicate (approximately) how many people work in such body and what is their main qualification and socio-economic background – who they are in term of social background (age, gender, education, profession, experience):

1. National/federal level (GROUP ANSWER):

- i. what bodies deal with the rural/agricultural/environmental issues – describe all of them:
- ii. what do they address (what is their responsibility):
- iii. how many people work in this body or bodies (approximately):
- iv. what is their qualification in term of education (specialization):
- v. what is their social background (who they are – age, gender, experience):
- vi. what do they address in term of agriculture, environment and rural issues (what is their responsibility in these area, what do they decide in rural, environmental or agricultural issues):

2. Territorial (territorial is a sort of the state, the second body under federal or national, most probably it exists only in RF – “kray”) level (INDIVIDUAL ANSWER REFLECTING THE CONDITIONS OF THE UNIVERSITY):

- i. what bodies deal with the rural/agricultural/environmental issues at territorial level – describe all of them at territorial level:
- ii. what do they address (what is their responsibility):
- iii. how many people work in this body or bodies (approximately):
- iv. what is their qualification in term of education (specialization):
- v. what is their social background (who they are – age, gender, experience):
- vi. what do they address in term of agriculture, environment and rural issues (what is their responsibility in this area, what do they decide in rural, environmental or agricultural issues):

3. Regional level (INDIVIDUAL ANSWER REFLECTING THE CONDITIONS OF THE UNIVERSITY):

- i. what bodies deal with the rural/agricultural/environmental issues at regional level – describe all of them at regional level:
- ii. what do they address:
- iii. how many people work in this body (approximately):
- iv. what is their qualification in term of education (specialization):

- v. what is their social background (who they are – age, gender, experience):
- vi. what do they address in term of agriculture, environmental and rural issues (what is their responsibility in this area, what do they decide in rural or agricultural issues):

4. District level (INDIVIDUAL ANSWER REFLECTING THE CONDITIONS OF THE UNVIERSITY):

- i. what bodies or organizations deal with the rural/agricultural/environmental issues at district level – describe all of them at district level:
- ii. what do they address:
- iii. how many people work in this body (approximately):
- iv. what is their qualification in term of education (specialization):
- v. what is their social background (who they are – age, gender, experience):
- vi. what do they address in term of agriculture, environmental and rural issues (what is their responsibility in this area, what do they decide in rural or agricultural issues):

5. Municipality level (INDIVIDUAL ANSWER REFLECTING THE CONDITIONS OF THE UNVIERSITY):

- i. what bodies or organizations deal with the rural/agricultural/environmental issues at municipality level – describe all of them at municipality level:
- ii. what do they address:
- iii. how many people work in this body (approximately):
- iv. what is their qualification in term of education (specialization):
- v. what is their social background (who they are – age, gender, experience, profession):
- vi. what do they address in term of agriculture, environmental and rural issues (what is their responsibility in this area, what do they decide in rural or agricultural issues):

B) Who does play in your opinion crucial role in addressing rural issues? Identify whose role is the most important and also describe why. The most crucial = 5, the less crucial = 1. Please give the number and explain in a few words your position why you assigned this number (INDIVIDUAL ANSWER):

- 1. National/federal level:
- 2. Territorial level:
- 3. Regional level:
- 4. District level:
- 5. Municipality level:

C) How would you estimate the role of non-agricultural businesses (industrial enterprises, companies) in rural development (INDIVIDUAL ANSWER)

- a) No involvement at all in rural development issues
- b) Only a small involvement in rural development issues
- c) Visible involvement in rural development issues
- d) Very high involvement in rural development issues

D) How would you estimate the role of agro-industrial companies and farms in rural development (INDIVIDUAL ANSWER)

- a) No involvement at all in rural development issues
- b) Only a small involvement in rural development issues
- c) Visible involvement in rural development issues
- d) Very high involvement in rural development issues

E) How would you estimate the role food processing companies in rural development (INDIVIDUAL ANSWER)

- a) No involvement at all in rural development issues
- b) Only a small involvement in rural development issues
- c) Visible involvement in rural development issues
- d) Very high involvement in rural development issues

F) How would you estimate the role of big energy companies (e.g. oil companies, electric energy companies) in rural development (INDIVIDUAL ANSWER)

- a) No involvement at all in rural development issues
- b) Only a small involvement in rural development issues
- c) Visible involvement in rural development issues
- d) Very high involvement in rural development issues

G) How would you estimate the role of forestry and forestry companies in rural development (INDIVIDUAL ANSWER)

- a) No involvement at all in rural development issues
- b) Only a small involvement in rural development issues
- c) Visible involvement in rural development issues
- d) Very high involvement in rural development issues

H) How would you estimate the role of companies dealing with water (water supply, water protection) in rural development (INDIVIDUAL ANSWER):

- a) No involvement at all in rural development issues
- b) Only a small involvement in rural development issues
- c) Visible involvement in rural development issues
- d) Very high involvement in rural development issues

I) How would you estimate the role of tourism and tourism companies (incl. catering – restaurants and accommodation) in rural development (INDIVIDUAL ANSWER)

- a) No involvement at all in rural development issues
- b) Only a small involvement in rural development issues
- c) Visible involvement in rural development issues
- d) Very high involvement in rural development issues

J) How would you estimate the role of nature protection organizations and bodies in rural development (INDIVIDUAL ANSWER)

- a) No involvement at all in rural development issues
- b) Only a small involvement in rural development issues
- c) Visible involvement in rural development issues
- d) Very high involvement in rural development issues

K) How would you estimate the role of people living in rural areas in rural development (INDIVIDUAL ANSWER)

- a) No involvement at all in rural development issues
- b) Only a small involvement in rural development issues
- c) Visible involvement in rural development issues
- d) Very high involvement in rural development issues

L) How would you estimate the role of non-governmental organization, civil society sector in rural development (INDIVIDUAL ANSWER)

- a) No involvement at all in rural development issues
- b) Only a small involvement in rural development issues
- c) Visible involvement in rural development issues
- d) Very high involvement in rural development issues

M) We need to classify the settlements in Russian Federation (RF) and in Kazakhstan (KAZ). Shortly describe the differences (if there are some) and what the identified types mean (incl. the average size of population). Indicate which one/ones are dealing with rural/agricultural issues (GROUP ANSWER**)**

1. Village – selo:
2. Village – derevnya:
3. Village – poselok:
4. Village – stanica:
5. Village – chutor:
6. Village – aul:
7. Any other type of the village (please describe):

N) What kind of political responsibility has the local government (e.g. responsibility in agriculture, health, education, roads, wastes, energy, decisions about constructions and buildings, local development plans/strategies etc. – simply speaking indicate what the government in the various types of villages decides about) (INDIVIDUAL ANSWER REFLECTING THE CONDITIONS OF THE UNVIERSITY):

1. Village – selo:
2. Village – derevnya:
3. Village – poselok:
4. Village – stanica:
5. Village – chutor:
6. Village – aul:
7. Any other type of the village (please describe):

O) Who governs the type of village indicated below – council, mayor – what is their most common social background (what type of professions are they from, what is their level of education); in a case the government is in hands of other body – e.g. other type of the village, please specify in the text. Identify how many people deal with rural issues at local /village/ level and what is their social background (simply speaking who they are: gender, age, education, profession). In a case the answer is the same like in the questions A.5 just write: “the same like A.5” (INDIVIDUAL ANSWER REFLECTING THE CONDITIONS OF THE UNVIERSITY) :

1. Village – selo:
2. Village – derevnya:
3. Village – poselok:
4. Village – stanica:
5. Village – chutor:

6. Village – aul:
7. Any other type of the village:

8. The average population of the type of the village (INDIVIDUAL ANSWER REFLECTING THE CONDITIONS OF THE UNVIERSITY):

1. Village – selo
2. Village – derevnya
3. Village – poselok
4. Village – stanica
5. Village – chutor
6. Village – aul
7. Any other type of the village (please describe):

P) Do urban (city, town) bodies also deal with rural/agricultural issues or with the recreation outside the town (living in dachas for example), rural-urban links (relations between rural and rural such as transport from cities/towns to rural areas, suburbanization, food issues, food quality and food provision in public organizations etc.) or with issues related to the environment which exceeds the limits (border) of the city/town (e.g. water provision, waste management, clean air)? If so, describe how do they deal with, which departments are involved, how many people work in such departments and what is their social background. (INDIVIDUAL ANSWER REFLECTING THE CONDITIONS OF THE UNVIERSITY)

Q) Please provide basic data about the situation of rural areas in general and in rural areas linked to your university

- i. What is the number of rural population in Russia (Russian local working group) and Kazakhstan (Kazakh local working group). Please provide the definition how rural population is calculated; is there any definition of “rurality” in RF and KZ? Provide numbers in last 10 years (**GROUP ANSWER**):
- ii. Is there general depopulation of rural areas or are some rural areas where the number of population increases (which ones are these rural regions with increased population and indicate why) (**GROUP ANSWER**):
- iii. What is the number of rural population in the region your university operates in? Provide data as in the point (i) of this question (the data reflect national level] also for the region/territory your university operates in. What are the reasons of the trends in rural population decrease/increase in the region of the operation of your university? (INDIVIDUAL ANSWER REFLECTING THE CONDITIONS OF THE UNVIERSITY):

- iv. Can you provide data concerning the development of non-farming activities in rural areas of Russia/Kazakhstan (e.g. agri-tourism, food processing on farms, industrial production, types of businesses in rural areas)? **(GROUP ANSWER):**
- v. Can you provide data concerning the development of non-farming activities in rural areas of the territory where your university operates (e.g. agri-tourism, food processing on farms, industrial production, types of businesses in rural areas)?
(INDIVIDUAL ANSWER REFLECTING THE CONDITIONS OF THE UNIVERSITY):

R) Please provide basic data about the situation in agriculture in regions covered by your university (INDIVIDUAL ANSWER REFLECTING THE CONDITIONS OF THE UNIVERSITY)

- i. What is the number of people working in agriculture in regions your university operates in (please provide data for last 10 years):
- ii. What is main type of agricultural production in the region/territory your university operates: provide time data on main crops and livestock produced in Russia/Kazakhstan (what is produced in tons or litters or items per year):
- iii. Do the farms have any influence on other rural issues (environment, social issues; please write why they have or do not have the influence):

S) Using desktop research, please list the most critical issues (the biggest, the most serious and urgent problems) identified in the rural areas and stated in national official documents (e.g. Social development of the village till 2013, for instance in Федеральной целевой программе "Социальное развитие села до 2013 года or in some other national documents which are of more contemporary origin). List all problems identified in the national documents and provide the list of all documents you used for the research (if needed add lines) **(GROUP ANSWER):**

- 1)
- 2)
- 3)

Add lines if needed

Names of the documents analysed:

.....
.....
.....

T) At each of identified problems (numbered 1 to X) indicate how serious the problem is in the region where your university operates (1 = not problem at all, 2 = small problem, 3 = middle problem, 4 = big problem, 5 = very big problem) and write

what kind of skills, knowledge and competences do you think should have the people dealing with (solving) this problem. This questions can be answered only when questions S) is filled in (INDIVIDUAL ANSWER REFLECTING THE CONDITIONS OF THE UNVIERSTY)

- a) Problem 1) in question S): Insert number of its seriousness (see above 1-5; 1 no problem, 5 very big problem): What knowledge, skills and competences are needed to deal with this problem:
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.....
.....
- b) Problem 2) in question S): Insert number of its seriousness (see above 1-5; 1 no problem, 5 very big problem): What knowledge, skills and competences are needed to deal with this problem:
.....
.....
.....
- c) Problem 3) in question S): Insert number of its seriousness (see above 1-5; 1 no problem, 5 very big problem): What knowledge, skills and competences are needed to deal with this problem:
.....
.....
.....
- d) Problem 4) in question S): Insert number of its seriousness (see above 1-5; 1 no problem, 5 very big problem): What knowledge, skills and competences are needed to deal with this problem:
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.....
- e) Problem 5) in question S): Insert number of its seriousness (see above 1-5; 1 no problem, 5 very big problem): What knowledge, skills and competences are needed to deal with this problem:
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.....
- f) Problem 6) in question S): Insert number of its seriousness (see above 1-5; 1 no problem, 5 very big problem): What knowledge, skills and competences are needed to deal with this problem:
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- g) Problem 7) in question S): Insert number of its seriousness (see above 1-5; 1 no problem, 5 very big problem): What knowledge, skills and competences are needed to deal with this problem:

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- h) Problem 8) in question S): Insert number of its seriousness (see above 1-5; 1 no problem, 5 very big problem): What knowledge, skills and competences are needed to deal with this problem:

.....
.....
.....

- i) Add problems identified in documents if needed

- U) Are there some problems specific to the region where your university operates and which are not mentioned in the questions S) a T) above? If so, please write what problems they are and how they are identified (in some research, document?), what is their seriousness (1-5) and what knowledge and competences are needed to deal with them (INDIVIDUAL ANSWER REFLECTING THE CONDITIONS OF THE UNIVERSITY):**

Problem specific to the region of your university not listed above:

.....

Insert number of its seriousness (see above 1-5; 1 no problem, 5 very big problem): What knowledge, skills and competences are needed to deal with this problem:

.....
.....

- V) The State programme for social development of the Russian countryside till 2013 refers to some regions (Belgorod oblast, Mordovia, Tatarstan, Chuvashia, Leningrad region) as positive examples of rural development. Do you have any ideas why are these regions successful and if the success is linked to some skill, knowledge and competences of people involved in this success. If it is linked to skills, knowledge, competences, please write which ones are they. (**GROUP ANSWER**):**

Appendix 2

Situation analysis and specification of job requirements Description of framework conditions for the Republic of Kazakhstan

A1. The Ministry of Agriculture of the Republic of Kazakhstan is a central executive body managing in the field of agro-industrial complex in Kazakhstan.

The structure of the Ministry of Agriculture includes the Department of Food and veterinary safety, the Department of production and processing of livestock products, the Department of production and processing of crop production, the Department of water and biological resources, the Committee of Forestry and Wildlife, Water Resources Committee, the Committee of the state inspection in agribusiness, the Committee of veterinary control and supervision. Each department, on average has from 30 to 40 people. Qualifications: Degree in economics and business, technical sciences, agricultural sciences, law, social sciences.

19 Republican state enterprises, 39 national public institutions, 450 territorial authorities (regional inspectorates) are run by the Ministry of Agriculture of the Republic of Kazakhstan.

The objectives of the Ministry of Agriculture are:

- 1) formation of the state agrarian policy, strategic plans, state and other programs, projects in adjustable spheres;
- 2) formation of creation bases of a commercially viable agricultural commodity production, ensuring food security and mobilization readiness of the Republic of Kazakhstan;
- 3) information and consulting provision of agro-industrial complex;
- 4) implementation of cross-sector coordination and public administration in adjustable spheres;
- 5) implementation of the activity methodical management of other government bodies within the limits of one's competence;
- 6) preservation of biological diversity;
- 7) the management and cross-sector coordination concerning the state policy realization in the sphere of management of water resources, the woods, fauna and

designated area of outstanding natural beauty;

8) legislation improvement in the field of management of water resources, the woods, fauna and designated area of outstanding natural beauty;

9) improvement of public administration system in the field of management of water resources, the woods, fauna and designated area of outstanding natural beauty;

10) international cooperation development in the management of water resources, the woods, fauna and designated area of outstanding natural beauty;

11) ensuring the state control in the field of management of water resources, the woods, fauna and designated area of outstanding natural beauty;

12) implementation of other tasks assigned to the Ministry of Agriculture of the Republic of Kazakhstan within the limits of one's competence.

Ministry of National Economy of the Republic of Kazakhstan is the central executive body responsible for inter-sectoral and inter-regional coordination of the development of the main directions of the state social and economic policy, which mission is to develop a coherent and effective system of state planning aimed at the achievement of strategic objectives and the implementation of the priority tasks of socio-economic development of the country, and the development of trading activities.

Ministry of National Economy is composed of 28 departments and 5 committees:

Committee for Construction, Housing and Communal Services and Land Management

Committee on Statistics

Department of Regional Policy and Development of Local Self-Government

Department of budgetary policy

Department of Strategic Planning and Analysis

Department of Entrepreneurship Development

Each department consists of on average from 30 to 40 people. Qualification requirements: a degree in social sciences, economics and business, and / or right.

A3. Administrative-territorial units have their isolation and are subject to the same laws of Kazakhstan. The next level of government in agriculture and rural areas is the regional level.

Agriculture Department of the Akmola region

1) **agriculture and regulation of the grain market department:** The main objectives and functions of Department are realization of the state policy in branch of plant growing, due to sown areas structure optimization taking into account climatic conditions and market conditions, and also in the plants protection field; quarantine of plants; grain market and seed farming. There work 9 people at the department. Relative age - 35-45 years; male (8 people) / female (1 people); everybody has work experience.

2) **animal husbandry department:** Main objective of department activity is the uniform economic policy implementation in agriculture directed to growth and quality of the made production in animal husbandry. There work 5 people at the department. Relative age - 45-50 years; male (4 people) / female (1 people); everybody has work experience.

3) **marketing and processing of agricultural production department:** objective: carrying out uniform technological policy in agricultural products processing. There work 6 people at the department. Relative age-30-55 years; male (3 people) / female (3 people); everybody has work experience.

4) **the economic analysis and forecasting department:** Main objective of Department activity is development, realization, monitoring and the analysis of the regional programs in the field agro-industrial complex development directed to improvement of life welfare in the village, monitoring additional workplaces creation. There work 3 people at the department. Relative age - 30-45 years; male (1 people) / female (2 people); everybody has work experience.

5) **the state technical inspection and mechanization department:** Objective: control of tractors technical condition and manufacture by their base of the self-propelled chassis and mechanisms and their trailers. There work 3 persons at the department. Relative age - 45-50 years; male (3 people); everybody has work experience.

The objectives of the Department of Agriculture are:

1) agriculture and regulation of the grain market department:

- structure of grain production optimization taking into account climatic conditions and market conditions, improvement and introduction of new progressive production technologies, storages and realization of grain;
- state policy realization in the field of protection and quarantine of plants, maintenance of a favorable phytosanitary situation;
- state policy realization in the field of the grain market;
- assistance in state programs implementation of supporting producers of agricultural goods due to republican and local budgets;

-state policy realization in the field of seed farming;

2) animal husbandry department:

- development, monitoring of implementation of regional programs in the field of animal husbandry development;
- providing information on a situation and development of agro-industrial complex in authorized bodies concerning agro-industrial complex development;
- assistance in state programs implementation supporting due to republican and local budgets;
- development of regional (regional) programs for preservation and breeding animal husbandry development;
- carrying out certification of subjects in the field of breeding animal husbandry with issue of the certificate;
- maintaining and edition of the state register of breeding animals;
- organization of acquisition, maintenance of high quality breeding animals and cultivation of followers for expanded reproduction;
- actions development for creation of conditions for growth of specialized livestock farms.

3) marketing and processing of agricultural production department;

- complex of the works implementation connected with activity of the enterprises for processing of agricultural products;
- providing with operational information about the course of agro-industrial complex development concerning development of agricultural production processing in areas and other information on questions of management activity;
- actions realization for formation of a food belt around Astana;
- carrying out monitoring and control of the course of investment projects implementation;
- carrying out monitoring of sales markets of agricultural products and development of information and marketing system in agriculture

4) the economic analysis and forecasting department;

- analysis of economic activity of agro-industrial sector;
- development and analysis of financial security of "Program of territories development of the Akmola region for 2010-2015";
- the analysis and annual specification of the Strategic management plan of agriculture for the five-year period;

- the analysis of the created and restored workplaces in the village;
- the analysis of salary debts repayment in agricultural formations of areas;
- assistance in work on crediting and microcredit of subjects of agrarian and industrial complex.

5) the state technical inspection and mechanization department

- carrying out annual state technical inspection of cars;
- assistance to material support of agricultural producers, creation of MTS and service centers.

Kostanay regional territorial inspection of the Ministry of Agriculture of the Republic of Kazakhstan.

This organization includes the following sections:

- 1) Control of the state phytosanitary inspection;
- 2) Management of the state inspection on plant quarantine;
- 3) Management of state grain inspection and inspection of the cotton sector;
- 4) Monitoring and control analysis;
- 5) Management of state breeding inspection;
- 6) Management of legal support and public procurement;
- 7) Management of human resources, organizational support and accounting.

Each department has 2-4 people.

Territorial Inspectorate of the Ministry of Agriculture performs such implementation and control functions such as:

- In the field of livestock breeding: implements the state policy and control in the field of livestock breeding; keeps statistics, the state register of breeding animals, selection achievements,
- In the field of plant quarantine.
- In the field of regulation of the grain market: working with the grain of public resources; monitors the grain market; public policy, coordination and regulation of the activities of its members; work with elevators
- In the field of plant protection.
- In the field of seed production: management of public resources, seeds, seed monitoring resources of the republic; state tests; conducts certification laboratories.
- In the field of compulsory insurance in plant growing.

- In the field of technical regulation: control over the implementation of technical regulations
- In the biofuel production and trafficking: implements the state policy in the field of biofuel production monitoring; control.

The structure of the state institution "Department of Agriculture of Kostanay region" includes:

Department of implementation of government programs and subsidies - 4 people.

Mechanization Division - 4 people.

Department of Economics and analysis of agribusiness development - 5 people.

These departments carry out:

- development of mechanization, exhibitions, seminars.
- fuel supply, fuel subsidies, fertilizer, seed and herbicides
- implementation of programs for the development of agricultural production in Kostanai region.
- monitoring of investment projects.

Department of marketing and processing - 3 people., Department of Livestock - 5 people.

These departments carry out:

- development of animal husbandry and processing, livestock breeding, introduction of quality management,
- coordination of harvesting and primary processing of agricultural products and marketing of the agricultural market.
- development and implementation of regional programs for the development of agro-industrial complex of the region, investment policies, pricing

Department of Agriculture and advanced technologies - 4 people.

State Grain Inspection Division - 12 people.

Department of seed and the State Inspectorate for Seed - 3 people.

These departments carry out:

- implementation of subsidy programs in the field of seed production.
- cooperation with scientific institutions, authorities on the crop.
- certification entities and licensing of seed grain storage, use of pesticides (toxic chemicals).
- grain market issues, state control of safety and quality of grain.

- development of breeding seed production technology and storage, soil fertility, optimization of the structure of grain production

Land Relations Department of Kostanay region

Head of the Department, male, about 55 years old, Deputy Head, male

Department of Examination, planning and land use: the chief - male, 50 years; chief specialists - 2 female

The department of land management, land balance, taking into account land owners and land users: Head, male 55 years, chief specialist female, male

Department of, land acquisition, auctions and competitive sales: Head - male, 50 years old, Chief Specialist - 2 male

Management performs the following functions:

- realization of state policy in the field of regulation of land relations
- the provision of land
- preparation of proposals for the reservation of lands
- approval of cadastral (estimated) cost of specific plots of land sold to private ownership by the state
- organization of land auctions
- conclusion of contracts of sale and lease of land
- compilation of balance of land area
- and other.

The Department of Economics and budget planning of Kostanay region

The head - male, 33 years old; Deputy - male, 45 years old; second deputy - male, 50 years old; third deputy - male 40 years old

A total 18 departments, the approximate age of the personnel

Economic Policy and Planning Division (3 staff positions), Head - male, 40 years old

Investment Policy Department (4 staff positions), head - male, 35-40 years of age.

Regional Development Department (4 staff positions), Head - female, 50 years old

Department of strategic planning and evaluation of the effectiveness of government agencies (2 positions) leader - woman, 45 years old. The department oversees the implementation of the Territorial Development Programme regional offices of Economy and Budget Planning

A total of 18 departments, approximate age

Management Tasks:

- 1) providing an annual real growth of gross regional product;
- 2) the development of the investment activity of the region;
- 3) Ensuring sustainable development of the economy;
- 4) implementation of the state policy in the field of regional development;
- 5) hold the inflation rate;
- 6) the development of foreign trade activities of the region;
- 7) ensuring the phased implementation of a new system of state planning;
- 8) the development of the regional budget draft for submission for approval of the regional maslikhat;

At the regional level, also functioning territorial subdivisions of veterinary control and supervision of the Committee, the territorial divisions of the Committee of Forestry and Wildlife, territorial units for Water Resources Committee.

A4. At the district level, there are regional departments of the higher bodies, 16 regional territorial inspection of the Ministry of Agriculture of the Republic of Kazakhstan, regional departments of agriculture of akimats of regions, regional departments of economy and budget planning of akimats regions, divisions of land relations regions and municipalities, territorial divisions of veterinary control and supervision of the Committee, territorial subdivisions of the Committee of forestry and wildlife, territorial units for water resources Committee.

State institution "Department of Agriculture" of Zerenda area

State institution "Department of Agriculture" of Zerenda District is a government agency of the Republic of Kazakhstan, carrying out management in agriculture in the territory of Zerenda area.

- 1) implementation of the organization of public procurement in the framework of programs in accordance with the law of the Republic of Kazakhstan;
- 2) the development and implementation of the concept of development of the agricultural sector, trend analysis, forecasting and assessment of its prospects for the development of medium-term plans for the production and processing of agricultural products;
- 3) organization of work related to the procurement and food interventions;
- 4) coordination of measures to ensure food security in the region;
- 5) assist in the implementation of programs of state support from the republican and local budgets in matters of fuel and lubricants, seeds, fertilizers, growth technologies in agricultural production and processing of agricultural products;

- 6) carrying out monitoring of the market of agricultural products and by-products, to study the situation on the domestic and international food markets and bringing it to the attention of agricultural producers, assistance in carrying out regional activities, in the form of exhibitions, fairs, competitions, seminars on quality and range of products;
- 7) monitoring of the internal grain market;
- 8) Implementation of the relationship of all parts of seed;
- 9) The implementation of advocacy for the introduction of advanced technologies and best practices in crop production, animal husbandry, agricultural products processing, plant protection and quarantine;
- 10) the development of regional programs for the conservation and development of livestock breeding, improvement of breeding work;
- 11) to assist in the development of proposals to support the sectors of processing of agricultural products, the rules for their implementation;
- 12) dissemination of best practices in the field of processing of agricultural products, the provision of advice in the development of competitive industries, modernization and transition to the international quality management system;
- 13) Providing information assistance in the settlement of the Agricultural Water public policy.

The number of staff is 8 people. 1 head of the department; 5 main experts; 2 specialists on a contractual basis. 6 employees of the Division have Higher Education, 2 have specialized secondary education.

Head - Alen Erkesh Tulegenovich born 7.9.1961 experience of over 20 years.

Chief Specialist - Astafjevs Alexander, born 8.9.1954 More than 20 years of experience

Chief Specialist - Bayserikov Alpysbay Kurmangozhevich born 24.9.1952 More than 20 years of experience

Chief Specialist - Gabdulina Aitbaev Mukyshevna 12.04.1965 born More than 20 years of experience

Under a contract specialist - Zariphanova Asel Bahytovna born 23.2.1989 length of up to 5 years

Chief Specialist - Nurabaev Zhanbolat Kazhmuratovich born 23.4.1962 More than 10 years of experience

Chief Specialist - Oshaganov Koyaydar Doskenovich born 6.7.1954 More than 20 years of experience

Specialists on a contractual basis - Rakysh Camila Meyrambekovna born 24.4.1993 experience up to 3 years

M. According to Article 1 of the Law of the Republic of Kazakhstan "On administrative-territorial system of the Republic of Kazakhstan" in the administrative-territorial structure of the Republic of Kazakhstan consists of administrative units: village, settlement, rural district, district in the city, town, district, province.

Administrative-territorial units of the Republic of Kazakhstan, Akmola and Kostanay regions as of January 1, 2015 Units

	Regions	Cities	Settlements	Villages
the Republic of Kazakhstan	176	87	30	6724
Akmola region	17	8	9	243
Kostanai region	16	5	3	598

Region is a part of the country, including several settlements, formed and managed in the interests of the republic. The regions are the region, district and rural district as the basic units of the national administrative and territorial structure. The villages, which include settlements with industrial enterprises, construction sites, railway stations and other economically important objects with a population of not less than 3 thousand people, of which workers, employees and their family members are not less than two-thirds.

To also equate settlements located in the area, which has medicinal value, with a population of more than 2 thousand people, of which the number of visitors each year for treatment and rest at least half; they also include holiday villages, which are the places of summer rest of the townspeople, in which at least 25 percent of the adult population are constantly engaged in agriculture.

Village is a town with a population of at least 50 people, including workers in the agriculture, forestry and hunting, beekeeping, fisheries and aquaculture, their families and health professionals, social security, education, culture and sport are not less than half of the population.

N. According to the Law of Kazakhstan "On local government and self-government in the Republic of Kazakhstan" settlement, aul (village), aul (rural) district governorates are not formed.

Akimat is a local executive body - a collegial executive body, headed by akim of the region (city of republican significance and the capital), region (city of regional significance), carries within its competence, local state administration and self-government in the territory.

Tasks of local executive bodies of all types which are available in the country settlement:

- Plans development, economic and social programs of territory development, local budget and ensuring their execution;
- Management of municipal property;
- Appointment to the post and heads dismissal of local executive bodies. The solution of other questions connected with the organization of work of local executive bodies;
- Implementation for the benefit of local public administration of other powers assigned to local executive bodies by the legislation.

O. According to Article 35 of the Law of the Republic of Kazakhstan "On local government and self-government in the Republic of Kazakhstan" mayor of the village, the village, rural district in accordance with the legislation of the Republic of Kazakhstan:

- an officer of the respective district (city) akimat on the territory of the respective administrative-territorial unit
- developing budget programs
- regulates land relations
- assisting in the collection of taxes
- keeps the communal housing, and also carries out construction and maintenance of roads in towns, villages, rural districts;
- facilitate the organization of farmers, business development
- deals with issues of social assistance, employment, the work of preschool institutions
- organizes public transport
- promotes the development of local social infrastructure
- organizes the work on the improvement of human settlements

The staff is not more than 20-25 people, age 25 to 60 years, education - pedagogical, economic, and agricultural. Experience in these areas depends on the position. The

higher the position, the more experience in public administration. However, in managing the largest single industry experience have employees.

P. Below is a grouping of rural areas in terms of population according to the last census, the population of Kazakhstan, took place in 2009.

Table - Grouping of localities by population Kostanai region, 2009

Group	Number of settlements with a population	The number of residents in these localities
Up to 50 people	79	1947
From 51 to 100	70	5405
101-150	57	6929
151-200	61	10666
201-500	170	56757
501-1000	128	92162
1001-2000	70	93958
2001-3000	12	28526
3001-5000	5	18436
Above 5000	15	131230
Total	667	446016

In very small villages with a population of between 50 and 500 people live 18% of the rural population in a group of villages from 501 to 2000 people. - 42% of 2000-5000 people. - 11% more than 5000 people. - 29%.

Q. The public institution "Energy division and housing and communal services of the Akmola region" is the government body of the Republic of Kazakhstan performing management in the sphere of power and housing and communal services in the territory of the Akmola region.

Mission of Public institution "Energy division and housing and communal services of the Akmola region" consists in realization of a state policy in the sphere of power, the housing relations and communal services in the territory of the Akmola region

Objectives:

- providing of the state policy in the field of energy saving and increasing of energy efficiency;

- ensuring stable work in the field of rendering utilities (electricity, heating, gas and water supply, wastewater disposal).

Structure of SI "Energy Division and Housing and Communal Services of the Akmola Region":

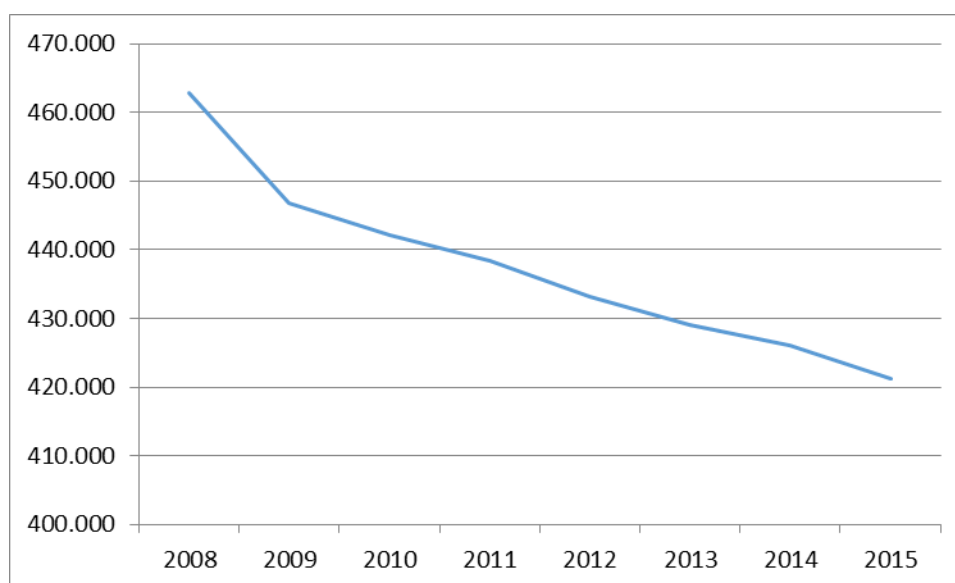
- Department of power (4 people);
- Department of housing and communal services (3 people);
- Department of economy and accounting (4 people);
- Administrative department (3 people).

R. Near Kokshetau country people in number of 53 501 lives in the immediate environment, generally they are concentrated in Zerenda district. About half a million country people live in the Akmola region. Number change tendencies of country people are connected with decrease of number – owing to migration. If the migratory balance with the CIS countries at the moment seeks for stabilization (to zero), then interregional balance, still, negative that is connected with Astana close arrangement. Owing to Astana growth of country people happens only in the Tselinograd, Shortandinsky districts.

Rural population is people living in rural areas. Places are not classified as urban are considered rural.

Rural population Kostanai region at the beginning of the year, people

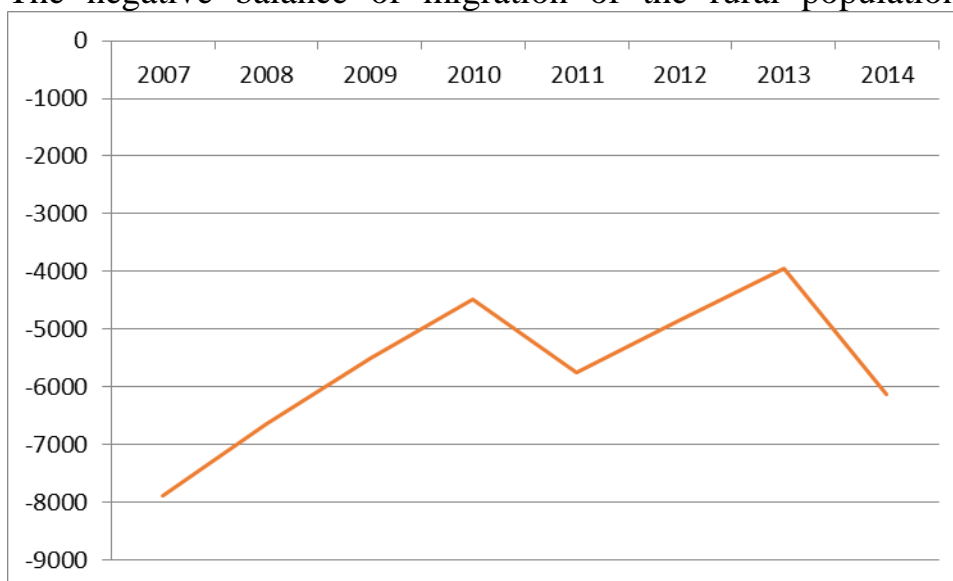
2008	2009	2010	2011	2012	2013	2014	2015
462 786	446 771	442 096	438 321	433 091	429 051	426 142	421 217



Overall rate of reproduction of the rural population of Kostanay region, people.

	born	dead	natural increase
2007	5 783	5 666	117
2008	6 120	5 472	648
2009	6 164	4 886	1 278
2010	6 252	4 982	1 270
2011	6 040	5 081	959
2012	5 893	4 672	1 221
2013	5 762	4 469	1 293
2014	5 694	4 331	1 363

The negative balance of migration of the rural population in Kostanay region



The number of people working in agriculture in the Kostanai region, thousand people.

2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
232,7	242,4	279,5	276,4	272,7	272,1	270,9	266,2	260,4	240,8

Gross harvest of individual crops, thousand tons in Kostanai region

Year	Grains and legumes (in weight after revised)	oilseeds	Sunflower	Potatoes	Vegetables	Gourds
2005	3 537,2	4,6	4,1	146,4	50,5	2,3
2006	4 733,0	13,9	1,8	162,3	49,8	2,3
2007	5 899,3	32,7	2,5	167,1	50,3	2,3
2008	4 790,2	27,3	2,5	140,3	48,7	3,0
2009	4 913,0	25,3	4,3	155,0	59,9	3,8
2010	3039,9	46,5	10,6	151,1	59,4	3,2
2011	7900,0	125,5	31,0	191,2	68,8	3,9
2012	2449,5	38,8	14,4	186,9	60,8	3,3
2013	4267,4	139,0	65,6	205,6	73,6	4,5
2014	3987,5	229,9	91,4	188,1	71,1	5,1

Production of main plant products in Kostanai region

	2010	2011	2012	2013	2014
Wheat	28 589,2	73 412,8	22 461,3	38 448,8	36 166,7
Barley	1 223,6	3 865,8	1 394,3	3 068,2	2 828,0
Oats	336,3	848,5	276,6	678,3	524,1
Millet	67,3	218,2	51,1	100,3	47,1
Buckwheat	8,7	44,4	32,7	108,7	60,2
Legumes	119,6	427,1	239,3	188,6	141,2
Sunflower	105,6	309,9	143,5	656,3	913,9
Potatoes	1 511,1	1 912,4	1 868,9	2 055,5	1 881,2
Vegetables	594,2	688,3	607,8	736,0	711,4
Gourds	31,9	38,6	33,4	44,6	51,0

The number of livestock and poultry at the end of the year, thousand heads

Year	Cattle	Sheep and goats	Pigs	Horses	Bird
2005	501,9	271,2	249,7	68,6	3521,0
2006	516,6	291,2	272,9	71,9	3667,8
2007	537,0	307,8	288,3	75,5	3949,3
2008	556,8	324,7	301,9	79,7	4131,1
2009	563,2	333,8	307,5	82,3	4 263,7
2010	570,7	349,9	310,3	86,5	4909,0
2011	376,4	360,2	254,8	85,0	4934,0
2012	394,4	357,5	181,2	84,8	4633,0
2013	402,5	374,6	157,2	87,5	4269,0
2014	415,5	401,0	160,7	93,8	4463,5

Production of selected livestock products in Kostanay region

Year	Meat (slaughter weight), thousand tons	Milk, thousand tons	Eggs, mln. pieces	Wool, tons
2005	81,2	567,9	341,7	460
2006	83,0	588,6	356,1	462
2007	85,3	609,6	383,2	485
2008	81,1	627,6	409,2	494
2009	78,8	636,3	441,8	501
2010	78,9	641,8	491,8	505
2011	80,7	580,6	553,2	510
2012	57,9	332,3	527,2	499
2013	56,4	341,1	457,2	520
2014	54,7	359,6	522,4	518

S. 158,3 thousand people or 38,3% (Akmola region). The agriculture share in structure of a gross regional product has made 18, 1%. The Akmola region is one of large grain sowing regions and now and in prospect is one of the main exporters of grain, including wheat of strong and firm grades in the country. Gross collecting grain in average annual calculation makes about 4 million tons, including an export potential, up to 1,5 million tons of high-quality grain.

Farmers give money to renovate kindergartens, cultural centers; provide services to the population (sold feed grain, hay and straw, coal, wood), clean the road. Support low-income families.

Having studied republican programs of development of agriculture and rural territories (The program for development of agro-industrial complex in the Republic of Kazakhstan for 2010-2014, the Program for development of agro-industrial complex in the Republic of Kazakhstan for 2013 - 2020 "Agrobusiness – 2020") we have allocated the most actual problems in rural territories:

1. Compensation cost of production of priority crops, as well as fertilizers, plant protection products, high-quality seeds.
2. Support the development of seed production of oilseeds, vegetables and grapes.
3. Allocation of funds for leasing program.

4. Subsidising transport costs for the carriage of grain and its products in their exports.
5. Increasing the volume of livestock production planned by breeding and import of pedigree cattle, improvement of forage production.
6. The development of commercial fishing.
7. The development of processing of agricultural raw materials: technical modernization, application of international standards, subsidies for production costs and bank interest, cooperative production and processing of agricultural products.
8. Energy efficiency in agriculture.
9. The program is designed 8 plans for production and processing in the following priority areas: grains, oilseeds, fruits and vegetables, sugar beets, meat, wool, milk, and poultry.
10. Science, information and personnel support agricultural industries.
11. Improved market situation monitoring system in the agricultural sector, the creation of the forecasting system
12. The development of the financial infrastructure, leasing and lending to agriculture, micro-credit programs in rural areas.
13. Implementation of the plan of financial improvement of agricultural commodity producers
14. Development of precision farming.
15. Elevators and transshipment construction and modernization.
16. Financing of commercial banks by the government for the subsequent financing of agribusiness for long periods, insurance and loan guarantees.
17. The opening of the FAO office in Kazakhstan

The name of the analyzed documents: the development of agro-industrial complex in the Republic of Kazakhstan Program for 2010-2014

The program for the development of agro-industrial complex in the Republic of Kazakhstan for 2013 - 2020 years "Agribusiness - 2020"

- a) Compensation cost ... - 4 points. Agrochemicals, costing
- b) Support for seed ... - 4 points. Technologies of cultivation, land use, the economy of the enterprise, selection
- c) Subsidizing transportation costs for export ... 5 points. Incoterms, international trade, railway, elevator economy, costing
- d) Increasing the volume of livestock products ... 5 points. Selection in animal husbandry, production and storage of forage, diet optimization.

- e) The development of processing of agricultural raw materials ... - 5 points. Engineering, the international quality management standards, costing, bank interest, questions of cooperation.
- f) The development of the financial ... - 5 points. Banking
- g) Construction elevators ... - 5 points. Economics of construction, engineering, elevator economy, transportation of bulk cargo train / railway
- h) The Programme developed 8 plans ... - 5 points. Economics and management of agriculture; technology of cultivation, processing
- i) The development of precision farming ... - 5 points. Navigation, agricultural chemistry, physics, sensors, mapping, computer applications to work with the cards
- j) Implementation of the plan of financial improvement of agricultural commodity producers ... 4 points. The financial statements, bankruptcy forecasting, cash flow
- k) Development of commercial fish farming - 5 points. Knowledge of management of fisheries

V. Problems that are specific to your region and not mentioned above:

- 1. Ageing of farmers - 4 points. Knowing the experience of other countries
- 2. Sales of agricultural products - 5 points. Management in Agriculture

W. In Kostanay region the most famous farms are LLP Sheminovka, LLP named after Karl Marx, Sadchikovka, Zarechnoye, LLP "Altynsarino", LLP "Korken"
The successes are achieved through the knowledge and experience of farm managers, mid-level professionals.

Boris Knyazev is head of LLP "Altynsarino" (120 hectares) persuaded land owners to combine units, has established long-term contracts for the sale, applies advanced agro-technology, material stimulates employees, provides social assistance, guided by the principle of efficiency in all aspects - from the purchase of harvesters to shops heating. He has higher economic education.

Appendix 3

Situation analysis and specification of job requirements Description of framework conditions for the Russian Federation

A. Management of rural territories development in Russian Federation

At the Federal level, issues of rural development fall under the competence of the Ministry of Agriculture of the Russian Federation. One of its structural subdivisions is the Department of rural development and welfare, which comprise the following divisions:

- small businesses development;
- labor market monitoring;
- program development of rural infrastructure;
- housing programs and pilot settlements;

The department is responsible for the development of:

- Federal laws drafts, acts of the President of the Russian Federation, decrees and orders of the Government of the Russian Federation and other laws and regulations within the competence of the Department which relates to:
 - rural development;
 - increasing of the level of the development of social infrastructure and engineering arrangement of rural areas;
 - availability of the living conditions improvement of the rural population, including young families and specialists;
 - comprehensive compact housing development of rural settlements;
 - small businesses development in agriculture, farm households, personal subsidiary plots, including support for startups farmers and family cattle-breeding farms development;
- proposals for the allocation of Federal budget funds stipulated by the Federal law on the Federal budget for the relevant year, under the subjects of the Russian Federation on the implementation of the State program of agriculture development and regulation of agricultural products markets, raw materials and food for 2013-2020 in the established fields of activity; on improving the laws regulating mechanisms of state support in the sphere of creating conducive environment of standards of living, with due account for the interests of the rural population;
- Supportive measures for small businesses, farm households, personal subsidiary plots aimed at on its development, including the elaboration and commitment of relevant special-purpose programs in the established fields of activity;

- Long- and short-term indexes of socio-economic development of agro industrial complex.

Approximate personnel number: 136 (Chief and lead specialists aged from 25 to 68, men – 62%, women – 38%, working experience from 6 to 45 years).

At the regional level issues mentioned above falls into the competence of Ministries. (The Ministry of Agriculture and Food of the Buryat Republic, the Ministry of Natural Resources of the Buryat Republic, the Ministry of Agriculture and Food of the Omsk region) and Departments (Department of agriculture of the Tambov region).

Following institutions are responsible for rural areas and agriculture development issues (The Buryat republic and Omsk region):

- Department for economics, financing, accounting and taxation;
- Department for cattle-breeding, small businesses, processing and goods market development;
- Department for legal work, personnel administration and management;
- Department for crop production and mechanization;
- Rural areas social development and major construction office;

Under the preview of those Ministries are the following directions:

- 1) Budgeting process, approval and execution of settlement's budget and follow-up monitoring of the budget execution;
- 2) Local tax assessment and adjustment;
- 3) Possession, use and administration of settlement's property under municipal ownership;
- 4) Implementation of fire safety measures and precautions within the perimeter of a settlement;
- 5) Facilitation of rural population with the following modern amenities: communication services, public catering, trade and consumer services;
- 6) Facilitations of rural population with leisure time management and services of cultural institutions;
- 7) Fostering the development of physical education, school and mass sports of settlements, physical training arrangements;
- 8) Creation of settlement archives;
- 9) Approval of modern amenities provision rules, which also regulate real estate and land parcel maintenance requirements, scheduling of relative activities and frequency of its execution; establishing procedures of building owners participation in improvement of adjacent territories; organization of settlements territories improvement (including street lightning, landscaping, signposts installation with streets names and building numbers, maintenance of small architectural forms);

- 10) Address assignment and address adjustment, naming of the road network elements within the settlement territory;
- 11) Assistance in development of agricultural production, creation of conditions for small and medium businesses development;
- 12) Organization and execution of activities related to work with children and youth of a settlement;
- 13) Providing support for citizens and civic unions participating in public order enforcement, creation of conditions for vigilant groups activities;
- 14) Workroom provision for a district police commissioner at the served administrative area.

In the Administration of agriculture of the Tambov region, issues outlined above are in the competence of the Department of sustainable development of rural areas (total number of employees – 52). The Department is responsible for:

- Creation of comfortable life conditions in rural areas;
- Stimulation of investment activities in agro-industrial complex by creation of a favorable infrastructure conditions in rural areas;
- Promotion of high-tech work places creation in rural areas;
- To give encouragement to rural population to participate in socially significant projects;
- Promotion of positive attitude to rural areas and rural life style;
- Response to the needs of the rural population in better housing conditions (including young families and young specialists);
- Improving the complex outfitting of rural settlements with social and engineering infrastructure facilities, solid surface public roadways from public roadways network to closest socially significant settlements, and units of agricultural production and processing;
- Concentration of resources, allocated for complex outfitting of rural settlements with social and engineering infrastructure facilities, where AIC projects are being executed, under solid surface public roadways from public roadways network to closest socially significant settlements, and units of agricultural production and processing;
- Grant support of rural population endeavors;
- Encouragement and promotion of rural development achievements

The vast majority of Administrations and Ministries employees has basic education in the field of agriculture: crop husbandry, animal husbandry, AIC economics, mechanization, ecology, biology, forestry and hunting specialists.

Average employees age of studied regions – 40 years old. Personnel number – 45-55. In the Omsk region: 40 % women, 60% men. In the Republic of Buryatia: 60 % women, 40 % men (Ministry of agriculture and food), 62 % female, 38 % male (Ministry of natural resources). In the Tambov region: males 77%, females - 23%. Working experience – 18-48 years.

At the local level rural development, agricultural and ecological issues fall under the competence of:

1. The Department of agriculture and food of Michurinsk region;
2. The administration of municipalities (Republic of Buryatia). Each municipality has a Department or division of agriculture and a specialist on ecology and environmental protection;
3. The Department of agriculture and food of municipalities administrations (Omsk region).

Activities of these divisions are the same in all regions: management of regional socio-economic development processes; living standards increase through the achievement of social indicators and standards; control over implementation of adopted programmes and plans under delegated powers; elaboration of regional programmes and regional economic growth forecast; socio-economic development monitoring of a region; investment, innovation and credit and monetary policy; regulation of the activities of the Fund for small business support small business development; organization of trade in the settlement; the development of agro-industrial complex and agriculture; use of natural resources; marketing; tourism development; environmental issues and environmental protection; organization and implementation of ecological control of objects of production and social appointment to territories of municipal area, except for object where ecological control is held by the Federal bodies of state authority; the preparation of municipal statistics; organization of inter-district, interregional and foreign economic relations; formation and analysis of budget revenues; social and labour issues.

Personnel number ranges from 7 to 33. Qualification by level of education is identical across all regions. An obligatory requirement when applying for a job is the higher professional education, the experience of municipal service (public service) not less than three years or work experience in the specialty not less than four years. Age of employees by regions - from 28 to 65 years, the number of women exceeds the number of men.

At the municipal powers of rural development issues delegated to administrations of rural settlements (Buryat Republic, Omsk region) and rural councils (Tambov region). Under the competence of these bodies are the following directions:

1. Approval of plans and programs of socio-economic development of the catchment areas, budget, performance reports;
2. Non-budgetary funds formation, definition of its status and purpose; establishment of funds for crediting of target programs and activities for the territorial problems resolutions, including social security funds and endowment funds; approval of reports on their use;
3. Determination of the purchase conditions, creation and conversion of municipal property in accordance with legal framework; approval of municipal property lists of objects, purchase, development and transformation which requires consent of the Council;

4. Determination of privileges and conditions, in accordance with legal framework (including the field taxation), with the purpose of entrepreneurship stimulation;

5. Establishing the rules, in accordance with legal framework, for the enterprises deployment on catchment areas;

6. Establishing the rules, in accordance with legal framework, of environmental recourses use, the decision making to suspend the construction and operation of facilities in the event of violations of environmental, sanitation, building regulations in their area;

7. Making representations on establishing and changing the boundaries of the village, the village Council, settlements renaming;

8. The establishment, in accordance with the legislation of the order of transfer and sale of property in the ownership of citizens and organizations, rental housing, etc.;

9. Organization within the boundaries of the settlement of electricity, heat, gas and water supply, sanitation, fuel supply of the population;

10. Road activities regarding local motorways within the boundaries of settlements and other powers in the field of roads and the implementation of road activities in accordance with the federal legislation;

11. The provision of low-income people living in the settlement and in need of better housing conditions, residential premises in accordance with housing legislation, organization of construction and maintenance of the municipal housing stock, creating the conditions for housing construction;

12. The creation of conditions for the provision of transport services to the population and the organization of transport services within the boundaries of the settlement;

13. Participation in the prevention and elimination of consequences of emergency situations within the boundaries of the settlement;

14. The provision of primary fire safety measures within the boundaries of settlements;

15. The creation of conditions for residents of the settlement with communication services, public catering, trade and consumer services;

16. The creation of conditions for recreation and provide residents of the settlement services of cultural organizations;

17. conservation, use and promotion of cultural heritage (monuments of history and culture), located in the settlement of property, protection of cultural heritage (monuments of history and culture) of local (municipal) values located on the territory of the settlement;

18. The creation of conditions for the development of local traditional folk art, participate in the preservation, revival and development of folk art in the settlement;

19. Provide conditions for the development of settlements in the territory of physical culture and sports, organization of official sports and recreational and sports activities of the settlement;

20. The creation of conditions for mass recreation of the inhabitants of the settlement arrangement and organization of places of mass recreation of the population;

21. The formation of archival settlement funds;

22. The organization of the collection and removal of domestic waste and trash;

23. Organization and landscaping the territory of settlements, use, protection and reproduction of urban forests, forests of protected areas located within the boundaries of settlements;

24. The approval of the general plan of settlement, land use and development, the statement prepared on the basis of general plans of settlements of land planning documentation, issuance of building permits, permits for commissioning of facilities in the implementation of the construction, reconstruction, repair of capital construction projects located on the territory settlement, approval of local standards of urban planning of settlements, land reservation and withdrawal, including by redemption of land plots within the boundaries of the settlement for municipal needs, the implementation of land control over the use of settlement lands;

25. The organization and implementation of civil defense, protection of the population and territory of the settlement of emergency situations of natural and technogenic character;

26. The implementation of measures to ensure the safety of people on water bodies, protection of life and health;

27. The creation, development, and ensuring the safety of therapeutic areas and resorts of local importance in the territory of the settlement;

28. promote the development of agricultural production, creation of conditions for development of small and medium-sized enterprises;

29. The implementation of the municipal forest inspection and oversight.

Also, rural settlements and councils are responsible for education, culture and medicine in their territories. In particular, they control medical assistant points at which villagers receive first aid and rural schools. Villages and councils to monitor the use of agricultural land for its intended purpose.

Total number of employees by regions - from 4 to 11 people, education - higher or special secondary (not necessary education in the field of municipal management). Age from 42 to 63 years, the number of women dominates.

B-L Solutions to the problems of rural development:

1. National/federal level: 3.

The solutions to the problems of rural development in the Russian Federation are controlled by the government, which puts forward the program documents, which guide rural development.

2. Territorial level: excluded

3. Regional: 4

Ministries and sub-federal unites' authorities (administration) accept and carry out federal documents of federal ministries and authorities (administration).

4. District: 5

District administrations accept and carry out decisions and instructions of ministries and sub-federal unites' authorities concerned with the problems of rural development. They are also eligible to make autonomous decisions on their development.

5. Municipal

Rural settlements are direct participants of the rural development programs. Rural non-farm firms, agro industrial companies, farming enterprises, processing companies, power companies, forest management and forest products companies; water supply companies, water conservation companies, travel agencies, environmental authorities and organizations, population contribute to rural development.

M-P. Types of rural settlements by regions

1. Village – selo. Average Population: 1000-2000 people. One of the types of rural areas in Russia and Kazakhstan among which also classified such settlements as derevnya, poselok, stanica, chutor, aul, cordon, railways station, railways halt, passing-track, etc. Selo, compared to derevnya, has a similar remoteness from a city/town. Before the Russian Revolution of 1917 there was a clear difference between selo and derevnya – a church. Therefore, having a church, a selo was a center of orthodox congregation for the neighboring settlements in its' immediate surroundings. A selo has often played the role of central homestead for soviet collective farming unions (for Kolkhozy). The vast majority of industrial enterprises of that time such as mills, saw-mills, hulling mills, lime pits, etc. were situated precisely in selo type of settlements.

2. Village – derevnya (likely to be originated from the Russian word “drat”, (deru-verb)” (possible eng. equivalent – to tear) — to remove forests, to plow virgin soils) — a settlement with about dozens or hundreds of private buildings. However, the agriculture is the prevalent type of activities among locals. Derevnya with 30 yards or more is reckoned large. According to canonical toponymy, the main difference between selo and derevnya is the presence of a church or a homestead in selo, nevertheless it is no longer necessary to consider it as an important factor when distinguish those settlements.

3. Village – poselok. One of the types of settlements in Belarus Russia and Kazakhstan. Unlike other settlements, there are two types of poselok – rural-type and urban-type. Therefore, the statistics of rural-type settlements population is

included in rural population rates and the statistics of urban-type settlements population included in urban population figures.

4. Village – stanica. Cossack administrative rural unit, usually comprise one or few Cossack settlements (chutor, poselok). The region of every stanica in Russian Empire was a part of its' Cossack yurt. The military caste living in yurts – Cossack society.
4. Village – chutor. A settlement of an extremely small size, a separate peasant homestead with a separate household. Typically, there are no more than a few tens of private buildings. Mostly is a family settlement. In some particular cases the name "chutor" can be applied to a group of residential buildings which is administratively falls into a larger type of settlement. As the scale of chutor goes up, it turns into a derevnya, selo and so forth, but the name of a settlement may still include the word "chutor".
5. Stanichny poselok – an analog of chutor in Eastern Cossack troops.
6. Village - aul. Nomadic or settled group of different types of residential buildings, huts, wattle and daub huts, dugouts, hovels, tents, booths, yurts, nomadic tents of all Asian nations (Bashkir, Tatars, Kirgiz, Kalmyk, Khoton and many Caucasians)
7. Village - Aal - settlement, derevnya.
8. County (volost') - in some regions of Russia - rural administrative-territorial unit, part of a region. At present, in particular regions of Russia (e.g. Pskov region) we still can encounter a rural area called "county (volost')".
9. Village - Vyselok. A settlement in Russia, all dwellers of which has moved from other settlements. The title of such residential area typically consists of the name of a current place of living with prefix "vyselok".
10. Village - Mestechko. Small poselok.
11. Village - Rural-type poselok. Initially, small settlement situated near to a city/town, mainly arisen by separation from the main settlement.
12. Village - pochinok. Newly established rural settlement in Russia (until XX century). When the number of yards in pochinok is growing, it automatically falls into derevnya type of villages. Pochinok-type of settlement still exists in some regions of Russia.
13. Village - Sloboda. A Type of settlement or a region of a city or a town. For the moment of establishment all residents were free from the national service payments.
14. Village-Ulus. Settlements of Buryatia region with dominance of indigenous people of a selo or a derevnya, and also agricultural regions of Buryatia

The names of municipal representational bodies, heads of the municipalities and executive-administrative bodies are established due to the historical or other local traditions.

Local government bodies can be lodged with the specific state powers by regional laws. Financial support for the specific state powers transferred to local governments is carried out just with subventions from the regional budgets.

The issues of local significance incidental to urban/ rural settlements, the municipal area, and the city shall be established by federal law on general principles for organizing local government in the Russian Federation.

Addressing the issues of local significance local government bodies possess powers following the specified Federal law and the charters of municipal entities.

The legal power of the village council administration (in the villages, towns) enable it:

- To adopt the village council charter,
- To change the village council charter,
- To approve local budget and its performance report,
- To stipulate, change and cancel local taxes in accordance with Russian Federation taxes legislation,
- To establish the structure of local administration on the proposal of the village council head,
- To adopt the plans and programmes of the village council development and to approve reports on their performance,
- To establish the order of making decisions on creating of the property management authority,
- To establish the order of the municipal property disposal and management,
- To establish the order of making decisions on creating, reorganization and liquidation of municipal companies and institutions,
- To establish the tariffs for providing the municipal companies and institutions with services needed,
- To establish the order of the village council input into the intermunicipal cooperation organizations,
- To control how local government bodies and officials deal with issues of local significance,
- To submit the decision of the village council on its transformation and reorganization in government authorities.

Stanitsa (Cossack village), khutor (kind of farm), aul do not exist in Buryatia and the Tambov region. There is another type of settlements like ulus in the Buryat Republic as well.

The head of the administration and of the village council of the rural settlement is appointed on a contractual basis. The contract shall be made by the results of the competition for a vacant administrative government position for the period of five years. The requirements for the candidate are the higher education and the leadership experience.

The quantity of the municipal servants is influenced by the population's level of the village. For example, for the population of 2000-2500 people there are 5 municipal servants in the state apparatus.

The population of the Tambov region according to the Rosstat's data is 1 050 410 people (2016), including rural population (40%).

The average number of the citizens of the one settlement in Buryatia is 1502, without Ulan-Ude population – 950.

Q. Concerning the development of the recreation centers outside the city it must be said that there are many dacha communities, camping houses and recreation camps in the Muchurinsk region. They are organized by big companies and the national education administration of Michurinsk and they work for decades.

There is a developed transport network between the city and the suburbs and villages. As a part of suburbs developing, the institutions and companies of Michurinsk provide employment to the population of the surrounding villages: Zavoronezhskoe, Staevo, Khmelevoe, Ustie, Borshchevoe etc.

The development of the recreation centers is under control of Directorate for the Sport and Culture Development (11 staff members).

The issues of local significance in the borders of urban districts “Ulan-Ude”, “Severobaikalsk”, “Babushkin”, “Gusinoozerks”, “Zakamensk” are under the jurisdiction of Buryat local government. The trade division of the Committee for industry, consumer market and tourism of Ulan-Ude administration (7 municipal servants) organizes exhibitions and fairs for agricultural producers of the Buryat Republic. Moreover, it provides them with the specialized retail space.

The planning department of the economic development committee of Ulan-Ude administration makes agreement on economic and cultural cooperation with the rural districts of the Buryat Republic and undertake joint activities aimed at rural development (3 municipal servants).

The department of beautification of the urban economy committee (4 municipal servants) makes the land-lease agreements on using rural suburban for garbage landfills. The department of sale and rent of land plot of the committee for Land Use Planning & Asset Management (4 municipal servants) makes the land-lease agreements on using rural suburban for gardeners (datcha) non-commercial partnership building (4 municipal servants).

There are 133 state-protected properties (32 preserves, 13 botanic gardens, 99 nature monuments; 1700 historical, cultural and archaeological monuments) in the Omsk Region. Nowadays the Omsk region has a significant potential for touristic infrastructure development that ensures the activation of domestic and inbound tourism flows. It fosters the development of regional economic sectors: agriculture, oil and gas industries, mechanical engineering, military-industrial complex.

R-S. The population of the Russian Federation

Year	The entire population (million of people)	The rural population (million of people)
2006	143,2	38,4
2007	142,8	38,1
2008	142,8	37,9
2009	142,7	37,8
2010	142,8	37,8
2011	142,9	37,5
2012	143,0	37,3
2013	143,3	37,2
2014	143,7	37,1
2015	146,3	38,0

Obtaining the information of the total rural population can be possible as a result of the All-Russia population census. Article 3 of the Law of the Russian Federation «About the All-Russia population census» determines that census must be conducted not less than once in 10 years. According to the All-Russia population census 2010, 38,7 million of people that is about 27% of population of Russian live in the rural settlements.

The rural settlements of the Russian Federation

Groups of the rural settlements	Number of the rural settlements (thousand)	Number of the population (thousand)	Number of the population (in percentage terms)
Number of the rural settlements including:	133,7	37 543	100,0
The settlements with the population around 10 thousand and less	36,2	167	0,4
11-50	32,7	818	2,2
51-100	13,8	1 006	2,7
101-500	33,6	8 187	21,8
501-1 000	9,7	6 779	18,1
1001-3 000	6,0	9 439	25,1
More than 3 000	1,7	11 147	29,7

The Tambov region has the highest proportion of rural population among other regions of the Central Federal District of Russia.

There are several branches of the rural nonfarm activities (similar for the Buryat Republic, the Omsk region and the Tambov region). It is agricultural product storage, processing and marketing, agrotourism, traditional arts and crafts, recreational and cultural services, collection and processing of wild fruits, berries, medicinal plants and other non-wood raw materials. State support and federal target program “Sustainable development of rural areas of the Russian Federation for 2014-2017 and for the period up to 2020” has given the impulse for the development of the village economy connected with the implementation of the investment projects in the established enterprises of food and beverage industry.

The big manufacturing companies in the Buryat Republic are:

1. Pulp and paper production - «Selenginskiy mill»;
2. LLC «Timluiskiy cement mill»;
3. Meat processing - agricultural holding «Nikolayevskiy»;
4. Wood processing plants and factories – «Baikalskaya forest company» Ltd.;
5. Industry of aquatic biological resources in Kabanskiy, Barguzinskiy, Severobaikalskiy, Pribaikalskiy regions;

In agrotourism:

1. LLC «Semeiskie v Buryatii»;
2. Ethnocomplex «A steppe nomad».

Furthermore, the Buryat Republic has successfully won the competition and become one of the 25 actors of the Russian Federation which received a grant for the development of rural nonfarm activities in 2016. The grant was sponsored by the Ministry of agriculture of the Russian Federation.

The agriculture of the Tambov Region specializes in grain crops, sugar beets, sunflowers, feed crops, potatoes, vegetables. Cattle breeding in the region focuses on beef and dairy livestock, swine-breeding, poultry farming and sheep husbandry.

Gross output of the key agricultural products of the Tambov Region, (in farms of all categories, thousand of tonnes)

Products	Years						
	2000	2005	2010	2011	2012	2013	2014
Grain	1024,3	1576,6	925,6	1919,8	1866,0	2993,4	3120,2
Sugar beets	784,3	1629,8	1905,9	5093,5	4304,4	4382,6	3122,9
Sunflowers	137,1	245,7	299,5	638,5	548,4	723,8	624,7
Potatoes	458,0	528,5	221,5	527,2	572,6	652,0	522,3
Vegetables	155,9	154,2	130,9	149,0	145,4	140,2	121,1

Meat (all kinds)	96,4	85,8	100,4	107,7	204,4	263,5	341,6
Milk	313,7	280,9	232,9	221,0	221,1	221,6	222,2
Eggs, million pcs	319,1	336,3	223,7	221,4	227,9	187,6	170,7

The agriculture is the most important sphere of the Buryat Republic economy. It is developing even in food insecure areas.

The structure of the key agricultural products (the Buryat Republic)

	<i>All types of farm</i>		
	<i>2012 г.</i>	<i>2013 г.</i>	<i>2014 г.</i>
The quantity of the livestock and poultry produced (live weight) - tonnes	3202	6194	19042
including:			
Cattle	1376	1197	1739
Swines	1332	4431	17231
Sheep and goats	203	274	607
Poultry	190	200	192
Other types of livestock	101	94	88
Main dairy herd, tonnes	6318	5512	5416
Numbers of eggs, thousands of pcs	44587	46400	48523
Wool production, tonnes	32	61	31
Honey, tonnes	12	10	1,4

Nowadays the agriculture has become a key factor of the impacts on the environment in addition to the industry.

T-W. At the moment we can observe the increasing of environmental issues in agriculture and natural resources management. For example: soil erosion and exhaustion, environmental pollution, the expansion of waste disposal sites, biodiversity decreasing, deforestation, drying of small rivers and water springs.

The problems of rural areas:

1) The population's decrease due to the migration and depopulation, high unemployment rate (The seriousness of a problem – 5. The necessary measure to resolve the problem is to research the demographic situation and rural employment in municipalities and the regions of Russia;

2) Low incomes, brain drain (The seriousness of a problem – 5. The necessary measure to resolve the problem is to research job market and the level of employment of the rural population of the region and rural municipalities;

3) Poor technical condition of the social and engineering infrastructure, high level of the housing facilities deterioration (Seriousness of a problem – 5. The necessary measure to resolve the problem is to organize a cooperation of rural municipalities, business and public representatives for preparation of the municipal orders, proposal to the programs for socio-economic development, projects for including them into the actual programs for sustainable rural development of the region. The professional competences the representatives must have are connected with the establishment of the programs and projects of social and engineering infrastructure of the rural areas, with the organization of the work of the local government bodies on tackling(resolving) these problems;

4) Essential needs in comfortable housing conditions for young families, young professionals; the lack of complex housing and public development of the territory (The seriousness of a problem – 5. The necessary measure to resolve the problem is to research the area of housing, building plans and upgrading of rural housing facilities. The professional competences the specialists must have are connected with the organization of the work of local government bodies on building plans and upgrading of rural housing facilities, creating of the state rural youth support and the regionally incentive systems);

5) Poor quality and prestige of the rural livelihoods (of living in the countryside/village) (The seriousness of a problem – 5. The necessary measure to resolve the problem is to research the quality and problems of life in the rural areas of the region. The professional competences the specialists must have are connected with the ability to develop complex programs of socio-economic rural development, to realize the programme activities supporting improvement of the quality of life and prestige of the rural areas);

Federal target programs, which have been analyzed:

- State program of agricultural development and regulation of agricultural products, raw materials and foodstuff for 2013-2020;
- Federal target program “Social development of the village (rural areas) until 2013”;
- Federal target program **“Sustainable development of rural areas of the Russian Federation for 2014-2017 and for the period up to 2020”**
- Federal target program “Development of agricultural lands melioration in the Russian Federation for 2014-2020”;
- Sub-program «State support to small-scale entities»;
- Sub-program “Development of whole-sale and distribution center and social nutrition infrastructure”;
- The Order of the Ministry of Agriculture of the Russian Federation on 11 February 2015 N 48 « About the statement of a state program of the Russian

Federation (sub-programs of the state programs of the Russian Federation) aimed at sustainable rural development».

The problems of the particular regions:

1. The Buryat Republic – all above mentioned.
2. The Omsk region - low level of adequate clean drinking water provision (59,6 % in 2013).
3. The Tambov region - low income from economic activities in rural areas, a problem of preservation of natural and historical and cultural heritage.

The sustainable rural development system in the regions should aim:

- identification of trends of the sustainable socio-economic development of the Russian villages in the period of market reform and significant factors for its creation,
- Rationale of the priority directions of the sustainable rural development leading to boost economic growth in agriculture (improvement of the agricultural structure, land relations, restructuring and diversification of agricultural enterprises, cooperation and integration development of agro-industrial production);
- development of rural nonfarm sector in rural areas.

These regions have a very high level of agriculture and A.I.C. (agro-industrial complex) development as well as fair weather conditions and advantageous geographical location. In our opinion, the successful rural development in these regions is determined by the modernization of the A.I.C. (agro-industrial complex) branches engineering capability, the availability of highly qualified staff to manage the rural development, the comparatively high level of social and engineering infrastructure development.

Appendix 4

Reflection of urgent rural problems in study programmes of rural development

The Republic of Kazakhstan

There is the 2-tier system (a unitary state) in Kazakhstan. Administrative-territorial units have no its apartness and obey the same laws of Kazakhstan. Next, after the republican, the regional level is the level of government in agriculture and rural areas.

Administrative-territorial units of the Republic of Kazakhstan

The system of administrative and territorial structure of the Republic of Kazakhstan consists of the following administrative and territorial units:

Aul (village), settlement, aul (rural) okrug (district), district in city, city, district, region (article 1 Law of the Republic of Kazakhstan " About the administrative-territorial structure of the Republic of Kazakhstan")

Regions and settlements

The territory of the Republic of Kazakhstan is divided into two main categories for the implementation of the public administration on the basis of an optimum combination of national and local interests:

Region

Region - is part of the country, including several settlements, formed and managed in the interests of the Republic. Regions are:

- area;
- district;
- aul (rural) district.

Locality

Locality - it's a part of compactly populated territory of the Republic, established as a result of economic and other social activities of citizens, with no fewer than 50 people, recorded and registered in accordance with the law and managed by local representative and executive bodies. Localities are divided into:

- urban settlements;
- cities of national significance, which can be attributed settlements of special national significance or have a population, as a rule, more than one million people;
- cities of regional significance, which can be attributed settlements, which are major economic and cultural centers with developed industrial and social infrastructure and the number of more than 50 thousand people;

- towns of the district values, which can be attributed settlements on the territory of which there are industrial enterprises, utilities, public housing, developed network of educational, cultural, educational, medical and shopping facilities, with a population of not less than 10 thousand people, where workers, employees and their families account for over two-thirds of the total population;
- villages on the territory of the administrative subordination of the cities, which can be attributed settlements with industrial enterprises, construction sites, railway stations and other economically important objects with a population of not less than 3 thousand people, of which workers, employees and their family members are not less than two-thirds;
- to the villages are equal settlements located in areas having medicinal value, with a population of more than 2 thousand people, of which the number of visitors each year for treatment and rest at least half; housing estates can be classified as settlements which are the places of summer rest of the townspeople, in which at least 25 percent of the adult population are constantly engaged in agriculture.
- rural areas:
- aul (village) – locality with a population of at least 50 people, including workers in the agriculture, forestry and hunting, beekeeping, fisheries and aquaculture, their families and health professionals, social security, education, culture and sports up at least half of the population;
- farms and other settlements with a population of less than 50 persons are included in the nearest town.
- (Article 2 and 3 of the Law "About administrative-territorial system of the Republic of Kazakhstan")

In Kazakhstan and considered regions:

	Districts	Cities	Settlements	Villages
Republic of Kazakhstan	176	87	30	6724
Akmola region	17	8	9	243
Kostanay region	16	5	3	598

National level (Kazakhstan)

The Ministry of Agriculture (MA) of the Republic of Kazakhstan - a central executive body managing in the field of agro-industrial complex in Kazakhstan.

One of the most important tasks of the Ministry of Agriculture is forming of agrarian policy, strategic plans, state and other programs and projects in a controlled manner spheres. Thus, the role of the Ministry of Agriculture in rural development is crucial.

1. The structure of the Ministry of Agriculture:

- Department – 13;
- Independent managements - 2;
- Committees - 2;
- Regional territorial inspections - 32;
- The area of the territorial inspections - 396.

The staf of the Ministry of Agriculture - 4139 people, including:

- Central Office - 231;
- State inspection Committee in AIC (Agro Industrial Complex) - 1472;
- Veterinary Control and Supervision Committee- 2436.

2. Number of vacancies:

on 01.06.2014 – 305 units (7,4%), including 54 units temporarily vacant among them:

- on veterinary – 136 (44,6%);
- on agronomy – 84 (27,5%);
- on zooengineering – 19 (6,2%);
- remaining 21,7% by other specialties.

3. The national structure of employees:

- Kazakh – 3 656 or 94%;
- Russian – 178;
- Ukrainian – 24;
- Tatar – 22;
- Byelorussian – 5;
- Tajik, Azerbaijan, Armenians – by 1.

4. Gender composition:

- men – 2758 (70,9%);
- women – 1130 (29,1%).

5. Central apparatus of the Ministry and Committees:

- men – 122 (43,9%);
 - women – 156 (56,1%);
 - leadership positions in the central apparatus – 74;
- among them women – 32 (43,2%).

6. The age structure:

- till 30 years – 87 employees or 31,3 %;

- from 30 till 40 – 108 employees or 38,8%;
- from 40 till 50 – 35 employees or 12,6%;
- more than 50 – 48 employees or 17,3%.

That is, the largest share of workers is under the age of 40 years.

Ministry of National Economy of the Republic of Kazakhstan, the central executive body is responsible for inter-sectoral and inter-regional coordination of the development of the main directions of the state social and economic policy. The mission of which is to develop a coherent and effective system of state planning aimed at the achievement of strategic objectives and the implementation of the priority tasks of socio-economic development of the country, and the development of trading activities. The Ministry of National Economy consists of 28 departments and 5 committees. The following structures are involved in considering issues of rural territories in one way or another and have quite a significant influence on their development:

- Committee for Construction, Housing and Communal Services and Land Management;
- Committee on Statistics;
- Department of Economic Analysis and Forecasting;
- Department of budgetary policy;
- Department of branches housekeeper;
- Department of strategic planning and analysis;
- Department of Regional Policy and Development of Local Self-Government;
- Department of the Development of Infrastructure Economy;
- Department of interregional cooperation; analysis and evaluation regions.

Approximately 30-40 people work at the department. Qualification requirements: higher education with degree in social sciences, economics and business, and/or law. The average age is 43 years, a high proportion of the workers are between 30 and 40 years.

Astana

SI "Department of agriculture of Astana city" (at the Akimat of Astana)

The main objective of the activity: the Office of Agriculture of the city of Astana is the implementation of state functions in the sphere of agriculture and food security of the capital, promotion of a food belt around Astana.

Composition:

Head Office (no basic agricultural education).

Two deputy heads of the Department of Agriculture.

The Department of financial support and public procurement - 2 people

The Legal Department and the Service personnel and records management - 4 people

The Department of Food Safety - 6 people

The Department of Veterinary and Plant Protection - 13 people

The Department of State technical inspection - 2 people

TOTAL - 30 people

The mean age - 35 years, workers till 30 years - 50%

Basic agricultural education has 42% of the total number of management employees.

Agricultural management at Astana akimat has an indirect effect for the development of rural areas.

Programs:

1. State program for the development of rural areas of the Republic of Kazakhstan for 2004-2010. Approved by Decree of the President of the Republic of Kazakhstan dated by July 10, 2003 № 1149.

The goal of the program: creation of normal conditions of life support for aul (village) based on the optimization of rural settlement.

The main priorities: state support measures are directed to the development of life-support infrastructure especially in the SNP with a high potential for social and economic development, providing the required level of income of rural residents.

2. Regional Development Program until 2020. Approved by Decree of the Government of the Republic of Kazakhstan of June 28, 2014 № 728.

The purpose of the Program: creation of conditions for the development of socio-economic potential of the region through the formation of a rational territorial organization of the country, encouraging the concentration of population and capital in the centers of economic growth.

Main priorities: The program is aimed at improving the quality of life (development of vital infrastructure - power and heat sources, systems, gas, heat, electricity, water and sanitation), development of the economic potential of the regions, as well as on the development of the regions in accordance with their functional typology and economic potential, defines the measures of administrative, legal and economic nature, facilitate their transition to the internal consolidation, self-organization and self-development on market principles. The program areas are directly connected with the main sectoral priorities outlined in the adopted state and sectoral programs, particularly in such as "Water Resources Management", "Business Road Map", "Agribusiness 2020".

3. Law of the Republic of Kazakhstan "About state regulation of the development of agriculture and rural areas (amended on 29/10/2015). "

This Law determines the legal, organizational, economic and social foundations of the state regulation of development of agriculture and rural areas in the Republic of Kazakhstan.

4. On the 29th of October 2015, the President of Kazakhstan signed the Law of the Republic of Kazakhstan "About agricultural cooperatives," which comes into force from January 1, 2016. This law was passed to eliminate barriers to economic integration in the cooperation of various small-scale farmers. The Ministry of Agriculture in conjunction with the National Chamber of Entrepreneurs "Atameken" is actively working to explain the benefits to farmers' cooperatives. In addition, the Ministry of Agriculture and the NGCE (Non-Governmental Chamber of Entrepreneurs) "Atameken" on the 2nd of December signed a memorandum on further development of agricultural cooperatives, in which during 2016 it will be organized four pilot cooperatives. So in Almaty region it will be organized fruit and vegetable cooperative, in Zhambylregion - dairy cooperative, in Aktobe - meat and oilseeds cooperative in the North-Kazakhstan region.

On November 28, 2015 in the framework of the WTO accession by Kazakhstan it was adopted a law "About production of organic products", which will create conditions for development of organic production. It should be noted that organic farming is a priority in the development of Kazakhstan, as well as a part of development initiatives "green economy". Particular importance it paid to the effective use of water and land resources, as well as the maintenance of biological diversity.

Amendments were made in the field of seed production, livestock breeding and state regulation of agro-industrial complex. This amendment would provide agricultural producers the right to use advanced breeding achievements, except the period of time required for testing the variety and reduce administrative barriers and ensure equal access for individuals and legal entities to the market breeding production (material), as well as the transfer to self-breeding and breeding work.

The Law "About amendments and additions to some legislative acts of Kazakhstan on the issues of public procurement" was adopted in 2015. Within the framework of this law it is provided the abolition of the state reserves of grain.

Ministry of Agriculture in accordance with the program "Agribusiness 2020" developed a scheme of regional specialization on the optimal use of farmland for the production of specific agricultural products (hereinafter - Scheme). The need for personnel, their training and professional development will also come from specialization schemes. In addition, it is proposed to form a package of changes to migration and social policy in the regions.

Problems of development of rural areas:

Difficult climatic conditions of Northern Kazakhstan.

Small-scale agricultural production.

Irrational use of land.

Lower, in comparison with other countries, measures of state support of agriculture

The low competitiveness of domestic agricultural products due to non-compliance with technical regulations.

The pronounced seasonal nature of agricultural production.

Underemployment of agricultural workers throughout the year, especially due to the fact that many farms there is no combination of crop and livestock sectors, with a significant predominance of the first branch.

Livestock is contained mainly in personal farmsteads of the rural population, where there is no proper veterinary (animal) and health (for production) control.

Poor replication of positive experience of domestic advanced agricultural enterprises.

Low labor productivity.

Brokers and dealers increase the price of agricultural products, while only 60% falls on the share of its direct producers.

Rise in price of products at cost due to the high importing (eg, packaging in the dairy business).

Low incomes of the rural population.

Environmental problems (water and wind erosion, declining soil fertility).

Problems in the supply of water to rural residents.

The low level of participation of rural people in the development of local self-government.

The competence requirements of the labor market:

1. Normative legal acts of the Republic of Kazakhstan.
2. Normative legal acts on the issues within the competence of each individual post.
3. Agriculture technologies, including innovative.
4. Land Law and land relations.
5. Skills conservation of rural areas.
6. Ability to organize continuous and selective statistical observations, statistical data to process and interpret the results of the study.

Kostanay region

SCES (State Compulsory Educational Standard) competencies

- Requirements to key competencies of alumni of scientific and pedagogical master programmes:

They must:

1) have a notion about:

- the role of science and education in social life;
- modern tendencies in development of scientific cognition;
- actual methodological and philosophical problems of natural and economical sciences;
- professional integrity of a high school teacher;
- contradictions and socio-economic consequences of globalization process;

2) know:

- about methodology of scientific cognition;
- principles and structure of organizing scientific activities;
- psychology of cognition activities of students within the process of study;
- psychological methods and means of increasing the efficiency and quality of education;

3) know how to:

- use the knowledge acquired for the original development and application of the ideas in the context of scientific and research activities;
- analyze existing concepts, theories and approaches to the analysis of processes and phenomena in a critical manner;
- integrate knowledge, acquired within different disciplines to solve research problems under new unfamiliar circumstances;
- make decisions based on incomplete or partial information with the help of knowledge integration;
- apply knowledge of pedagogy and psychology of high school in one's pedagogical activity;
- apply interactive educational methods;
- conduct information and analytical; information and bibliographical work using contemporary information technologies;
- think creatively and have an artistic approach to solving new problems and situations;
- master foreign language on professional level, allowing to conduct scientific research and teach special disciplines in HEIs;
- generalize the results of scientific, research and analytical work in forms of theses, scientific articles, reports, analytical notes, etc.;

4) have the skills of:

- scientific and research activities, solving standard scientific problems;
- conducting educational and pedagogical activities based on credit technology;
- methodology of teaching professional disciplines;
- using contemporary information technologies in educational process;
- professional and intercultural communication;
- elocution, correct and logical expression of one's thoughts in oral and written form;
- deepening and widening knowledge, necessary for daily professional activities and continuation of education at doctoral level.

5) be competent in:

- field of methodology of scientific research;
- field of scientific and pedagogical activities in HEIs;
- matters of contemporary educational technologies;
- implementation of scientific projects and researches in professional fields;
- ways of providing sustainable knowledge update, widening of professional skills and know-hows.

Regional competencies, defined by means of questionnaire surveys of employers, teachers and alumni

To have a notion about:

- tendencies of development of agricultural industry in the world and the Republic of Kazakhstan;
- terminology of “Sustainable agricultural development”;
- potential of rural territories of Northern Kazakhstan;
- ecological problems of the Republic of Kazakhstan;

To know:

- legislative and normative documents of the Republic of Kazakhstan in field of Agro-Industrial Complex, Land Relations, Sustainable Agricultural and Rural Development, Environmental Protection.
- basics of traditional and biological technologies of agricultural industry in fields of plant and cattle breeding;
- economics of agricultural industry, budget structure, accounting computer programmes, sources of financing and investments in Agro-Industrial Complex;
- influence of agricultural industry on environment, methods of monitoring and evaluation of the level of this influence;
- cultural aspects of working in rural area, psychology of communication, methods of personnel management, methods of solving conflict situations, basics of management psychology;
- methods of quality management and measures of decreasing risks;
- modern social problems of rural areas;
- local brands of national and traditional food products. Basics of traditional crafts;
- potential of the region and the Republic of Kazakhstan in development of ecological and agricultural tourism;

To know how to:

- work with databases, statistic indexes, to conduct their analysis and interpret obtained results, conduct regressive and correlational analyses;
- conduct prognosis of economical indexes, elaborate investment project, business plan, budget programme (according to the budget codex), use accounting reports;
- work in geographical information system, use soil and ecological maps;

To have skills of:

- project management, business plan elaboration;
- communication, elocution;
- perceiving and analyzing new information, develop new ideas, realize the mechanisms of sustainable development of rural areas;
- professional work-planning in environmental protection.

Be competent in:

financial reports, imitational modeling, expenses and income calculation, project management, personnel management, ecological matters, sustainable agriculture, work with documentation of different complexity, methods of implementing innovations.

Akmola region

According to the regional department of statistics recruitment needs in "Economics" in the Kokshetau region (districts of the Akmola and North Kazakhstan regions) for 2015-2018 is 25 people.

In order to identify key competencies of future professionals in the field of sustainable agriculture and of rural development there were carried out interviewing and questionnaires with stakeholders.

TARGET GROUPS:

1. Employers – 15 people
2. Teachers – 15 people
3. Graduates – 20 people

Table 1 - The results of the survey conducted to determine the competence, required for future graduates of the specialty "Economics" (Trajectory "Sustainable agriculture and rural development")

№	Content of the question	Stakeholders		
		Employers	Teachers	Graduates
1	What difficulties / challenges do you encounter in your workplace	1. The lack of practical experience 2. Other options	1. Lack of access to information on the activities of economic entities, which does not allow graduates to carry out full and comprehensive analysis of the situation in agriculture	1. Difference between theory and practice 2. The absence of well-functioning system of adaptation in the working team of young professionals, continuity of generations of employees 3. Other options

			2. Other options	
2	What are weaknesses in the competence of young graduates	1. The lack of practical experience 2. Lack of skills in problem solving or analysis 3. Other options	1. Lack of ability to use theoretical knowledge in process of training 2. Lack of teamwork skills	1. The lack of practical experience 2. The low level of awareness in the field of knowledge of normative and legislative acts 3. Other options
3	Indicate which of the following competences, in your opinion, will have the greatest impact on the effectiveness of the training of masters on specialty "Sustainable agriculture and rural development"	1. The level of basic knowledge and skills for organizing the functioning of various Rural Development Models 2. The ability to perceive and analyze new information and develop new ideas to implement real mechanisms for sustainable development of rural areas. 3. Other options	1. The high level of learning whereas it is necessary to be aware in the latest changes in legislation and regulations. 2. Ability to analyze problems constraining the sustainable agriculture and development of rural areas.	1. Willingness to learn throughout life 2. Possession of modern methods of Rural Development

Based on the results of the survey, the following requirements for the professional competence of graduates were formulated of specialty "Economics".

So, under the conditions of cyclical development of the economics, changes in market conditions, as well as taking into account sectoral and regional specificities of the labor market from the experts of this profile it is necessary of competence in the area:

- knowledge of sustainable agriculture and rural development;
- be able to apply modern methods of evaluation of agro-ecosystems (socio-economic and environmental parameters) for the effective management of natural resources and land;
- be able to adapt the theoretical concept of sustainable agriculture and rural development under the specific local conditions and socio-economic and environmental structures;
- understand the need to address environmental issues in the conditions of modern agriculture;
- territorial distribution of enterprises in terms of diversification and clustering of the national economy;
- knowledge of the regional markets of the functioning of enterprises of various branches of industrial sphere;
- use of foreign experience of economic activities of firms;
- adaptation of international experience in organizing production for domestic enterprises
- be aware of the environmental problems in rural areas and how to improve the ecological environment for sustainable development of rural areas;
- know the basics of the concept of sustainable development of rural areas;
- be aware of the environmental problems associated with the intensification of agriculture, and on how to address these problems;
- have knowledge in the field of environmental management and improvement of the legislative base in rural areas (international law, national legislation, agricultural. legislation in the field of natural resource management);
- know the principles and problems of nature conservation in agrosystems, environmental planning;
- possess knowledge in the field of sustainable agriculture and rural development;
- know the basic concepts and principles of sustainable development;
- know the principles of agrarian economy;
- be able to apply modern methods of evaluation of agro-ecosystems (socio-economic and environmental parameters) for the effective management of natural resources and land;
- be able to adapt the theoretical concept of sustainable agriculture and rural development under the specific local conditions and socio-economic and environmental structures;
- know the factors of use of agricultural land, including economic development and strengthening the resource base;
- possess knowledge in the analysis and evaluation of natural resources, which is an important component of sustainable agriculture management;
- be able to carry out the micro and macroeconomic analysis;



- know the principles of management of innovative projects, including projects on rural development;
- have knowledge in the field of agriculture, including of crop and livestock production technologies;
- know the principles of nature, the principles of valuation and the value of individual natural resources;
- have knowledge in the field of agribusiness and entrepreneurship.

The Russian Federation

The results of the situation analysis have shown the scope of problems characteristic for the rural territories of the regions under discussion (The Buryat Republic, Omsk and Tambov Regions). The regions under discussion can be characterized by the high level of agrarian sector development, have favourable natural-climatic conditions and geographical position. To a great extent successful development of rural territories is predetermined by technological modernization of the agro-industrial complex, highly qualified employees, ready to solve the managerial problems of rural territories efficiently, by relatively high level of social and engineering infrastructure development. Taking into account the above mentioned factors the following list of the competences of the master course graduates has been suggested to solve the exact problems in particular situations at the regional and local levels.

The main “problem-competence” dominants for the regions under study:

- 1) Natural decrease and migration of rural population, high level of unemployment. (The problem has been estimated with 5. To solve the problem it is necessary to know the demographic and employment situation in the rural territories of the RF regions and municipal settlements). **Suggested competence of the master course graduate** – ability to foresight the main social-economic indicators of the activities of particular enterprises or industrial branches at the regional and state levels;
- 2) Low income, decrease in young rural population and qualified staff in the rural settlements (The problem has been estimated with 5. To solve the problem it is necessary to know the labour and employment situation in the rural territories of the RF regions and municipal settlements). **Suggested competence of a master course graduate** – ability to develop the strategies of economic activities of enterprises at different levels.
- 3) Underdevelopment and unsatisfactory conditions of the social and engineering infrastructure, high ratio of slum and poor condition dwellings in rural territories. (The problem has been estimated with 5. To solve the problem it is necessary to be able to organize communication between the representatives of the rural municipal administrations, business enterprises and community to work out the municipal orders and proposals to the programmes of the social and economic development and regional rural development projects). **Suggested competence of the master course graduate** – ability to prepare project orders and suggest project decisions taking into account the uncertainty factor, to work out adequate regulations so that to meet the project requirements, to develop proposals and suggest activities in order to put into practice the developed programmes and projects;

- 4) The demand for comfortable living conditions for young families, young experts, lack of modern living complexes (The problem has been estimated with 5. To solve the problem it is necessary to possess the knowledge of house construction planning and improvement of rural housing fund living conditions. **Suggested competence of the master course graduate** – ability to develop proper administrative decisions and to justify them on the basis of the social-economic efficiency criteria;
- 5) Low quality and lack of rural life attractiveness (The problem has been estimated with 5. To solve the problem it is necessary to know the state of affairs concerning life quality of rural population in the region. The expert competence implies the ability to develop complex programmes of social-economic development in rural territories, to work out and put into practice programme activities aimed to improve life quality and attractiveness of rural territories). **Suggested competence of the master course graduate** – ability to estimate the efficiency of the projects taking into account the uncertainty factor.

Tambov region dominants in the “problem-competence” aspect

1. Low income received from the economic activities in rural territories. (**Suggested competence of a master course graduate** – ability to determine the tendencies of sustainable social-economic functioning in rural territories under the conditions of market formation, including the ability to find out particular factors of market formation and development).
2. The problem of cultural and natural heritage preservation (**Suggested competence of a master course graduate** – ability to develop approaches, technologies, ways and methods to preserve natural, cultural and historic heritage, to form practical skills in order to provide natural and cultural heritage preservation).

To sum it up, in order to form the system of sustainable rural development in the regions it is necessary to meet the following challenges:

- to find out the main tendencies of sustainable social-economic functioning in rural territories during the period of market formation, including the factors influencing its formation and development;
- to determine the main directions of sustainable rural territories development, which will lead to the economic growth in agriculture (improvement of agrarian structure, land regulations, restructuring and diversification of agricultural enterprise activities, cooperation and integration development in agricultural production);
- to develop non-agrarian sector in rural settlements.

Omsk region

Graduates' professional competences of SARUD masters program:

1. Acquisition of underlying basic concepts and foundations of sustainable agriculture and rural development and readiness to apply acquired knowledge to ensure sustainable development on different territorial levels;
2. Ability to put into practice methodologies of sustainable agriculture and rural development for the wide range of practical applications (problems of rural areas).

Omsk Region rural challenges:

Challenge		competence required
1	Natural decline and migration of rural population, high level of unemployment	A need for knowledge (awareness) of regional demographic and employment situation of rural population
2	Low income rates, rural youth and high-qualified personnel outflow	A need for knowledge (awareness) of regional labor market and population employment and rural municipalities
3	Obsolete, outdated and unsatisfactory technical conditions of social and engineering infrastructure, a high percentage of old and dilapidated housing stock in rural areas	<p>A need for expertise dealing with issues (problems) of rural municipalities', business and community representatives as well as knowledge and skills of their interaction organisation in order to prepare municipal contracts (orders), proposals for complex socio-economic programmes, projects to include in ongoing programmes on sustainable development.</p> <p>Professional competences comes down to:</p> <ul style="list-style-type: none"> - elaboration of programmes and projects of social and engineering infrastructure development in rural areas; - organisation of local governments to implement the planned actions to address these problems.
4	Unsatisfied demand for comfortable living conditions of young families and young professionals, absence of	<p>A need for knowledge in the field of housing construction and rural housing stock construction planning.</p> <p>Professional competences comes down to</p>

	modern complex compact construction	<p>organisation of local governments to implement the actions planned for:</p> <ul style="list-style-type: none"> - construction and landscaping of rural housing stock; - establishment of regional stimulation system and governmental support of rural youth and young professionals;
5	Low quality and prestige of rural living	<p>A need for knowledge of problems of rural living quality in a region. Following skills required: information analysis and systematization; analytical data procession; weak points identification.</p> <p>Professional competences comes down to:</p> <ul style="list-style-type: none"> - capability to elaborate complex socio-economic programmes of rural areas development; - elaboration and implementation of rural areas programmes activities aimed at living quality and prestige improvement.
6	Low water supply level (59,6 % in 2013)	<p>A need for knowledge and capability to use modern equipment and technical facilities performing real assignments. To know and apply modern management techniques in the field of environmental use, biological recourses rehabilitation and conservation.</p>

Republic of Buryatia

Dominants on Buryatia in the concept of "problem-competence":

Problem 1. Assessment of the seriousness of the problem - 5. In order to solve this problem requires knowledge of the demographics and employment of the rural population in the regions and municipalities. Necessary skills in analytical and statistical research, the systematization of information, the choice of methods and means to achieve the objectives. Professional competence of the Master consists in the ability to synthesize and critically evaluate analyzes and statistical data, to identify the causes of negative processes, to develop a program of activities to address them.

Problem 2. Assessment of the seriousness of the problem - 5. Solving the problem requires knowledge of the labor market and employment in the region and the population of rural municipalities. Required skills analysis and systematization of information, study of analytical data to identify "bottlenecks", foresight studies. Competencies consist of specialists in the ability of the organization planning and forecasting system of personnel potential of rural areas, the development of the program of activities to promote youth and skills development of rural cadres and others.

Problem 3. Assessment of the seriousness of the problem - 5. Solving the problem requires knowledge and skills issues, and study of interaction of representatives of rural municipalities, businesses and the public to prepare for municipal orders, offers comprehensive SR program, projects for inclusion in the program implemented by the sustainable development of rural areas of the region . Professional competence of the Masters is to develop programs and projects of social and engineering infrastructure of rural areas in the organization of local governments to implement the planned measures to address these problems.

Problem 4. Assessment of the seriousness of the problem - 5. Solving the problem requires knowledge in the field of housing, building plans and improvement of rural housing. For specialists required skills and competencies in the organization of local governments to implement the planned measures construction and improvement of rural housing, the creation of a regional system of stimulation and state support of rural youth and young professionals.

Problem 5. Assessment of the seriousness of the problem of -5. Solving the problem requires knowledge of the status and problems of the quality of life of the rural population of the region. Required skills analysis and systematization of information, study of analytical data to identify "bottlenecks". Competencies of specialists consist in the ability to develop a comprehensive program of socio-economic development of rural areas, the development and implementation of program activities of the rural areas, aimed at improving the quality of life and prestige.

Novosibirsk region

Municipalities. There are 4191 municipalities in the Siberian Federal District. The average number of municipalities in Novosibirsk region (Oblast) is 262. There are 11 rural settlements per 1 district. The number of citizens per 1 municipality is 4 720 people.

Federal District	Number of municipalities	The average number of municipalities in Novosibirsk region	Rural settlements in 1 district	Population per 1 municipality, thous. of people
Sibir Federal district	4191	262	11,03	4,72

Municipal service in the Siberian Federal District. The number of civil servants in the Siberian Federal District is 54 170 people. Only 66 % of them have higher education and 32 % had further training.

	Siberian Federal District
The number of civil servants, people	54170
People, who have higher education, %	65,8
People, who have vocational education %	26,5
People, who have secondary education %	7,7
Probation period (5 years and more) in the sphere of public administration %	56,1
Civil servants per 1 municipality	12,93
Civil servants, who passed further training, people / %	17204
	31,8

The problems of sustainable rural development in Novosibirsk region (Oblast).

- Insufficient and low diversification of rural economy. Different rates of salaries, work placement and character of work of the people who live in the rural areas of Novosibirsk region. The industrial potential, infrastructure and city population is being concentrated in Novosibirsk and Novosibirsk agglomeration whereas there is a weak economic growth in rural areas.

- Insufficient resources for development caused by low investment potential of rural areas and especially remote areas. Insufficient application of resource and natural potential of rural areas in order to provide economic growth, comfortable living conditions, recreation capacities and health care;
- The lack of highly qualified professionals able to work in industrial sphere and sphere of administration in agribusiness and other sectors of economy.
- Lack of integration in management of rural areas. Agricultural approach to the economic development of rural areas. Insufficient information and analytical support in making managerial decisions in regional spatial development.

Analysis of regional labour market and the needs in personnel qualified in the area of sustainable agriculture and rural development. The high-qualified specialists in the area of Sustainable agriculture and rural development are in great demand on the labour market of Siberian Federal District.

The forecasted demand in specialists in the field of agriculture and forestry in Novosibirsk region is 18.5 thous. In 2016-2022;

The matter of training analytics and managers affiliated with rural municipalities and agribusiness enterprises is very urgent and important today.

The analysis carried out has shown that major “Sustainable agriculture and rural development” would be one of the most popular majors at the educational market of Novosibirsk region.

Target group. The programme is aimed at:

- Civil servants, chiefs, representatives of public organizations, top-managers, managers who can solve the tasks of spatial development that require strategic thinking;
- Businesspersons who are in urgent need of practical skills for successful career in management.

The aim of the programme is to train the specialists of new type and new generation who are able to develop agricultural business, manage sustainable rural development, make ideas and goals and to solve the tasks in an extraordinary way by means of applying the socio-cultural technologies and instruments of state and private partnership.

The programme is based on the real cases of rural development. Master-students develop and defend the conception of rural development or business project taking into consideration social, ecological, economic factors of sustainability and modern approaches to the management and strategic development of rural areas.

The requirements to specialists’ training

The aim of the Master-programme is methodic support of Federal State Educational Standard of Higher Education (3+) on this major, the development personal qualities of students and building general and professional competencies in accordance with the requirements of FSES (FGOS).

The professional areas include:

- State regulation, local and public administration;

- Management in state and local organizations;
- Management in social sphere and public organizations;
- Management in other organizations on the positions dealing with relations with state bodies and society;
- Investigation and analysis of the markets of agricultural production and evaluation of efficiency of state regulation of agricultural production markets, raw materials and food provision;
- The development of managerial models, investment and marketing strategies of agricultural organizations;
- Agricultural consulting, land assessment and agribusiness esteem;
- Making forecasts, programmes and strategic plans of sustainable rural development and rural areas;
- Didactic and methodic support and teaching Economic subjects in agricultural higher institutions.

The objects of professional Masters' activity:

- Industrial, economic, managerial, financial and informational systems and processes in agriculture; mechanisms of agricultural market operation, development of rural areas and regulation of land relations.
- Federal state authorities;
- Regional state authorities;
- Local authorities;
- Public and state-funded organizations;
- Institutes of civil society; public organizations and NGO's;
- International organizations and international authorities; other organizations and departments on relations with authorities and citizens.

Types and tasks of Masters' professional activity. The curriculum of Master-programme is aimed at practical and applied professional activities.

Project activity:

- Estimation of the efficiency of measures used in the state regulation of agricultural market;
- Making forecasts, programmes and strategic plans of agricultural development and sustainable rural development;
- Marketing research at the agricultural markets;
- The development of managerial models, investment and marketing strategies for agricultural organizations;
- Evaluation of the projects' efficiency.

The competencies of the students trained on the major:

1. Sustainable development of rural areas: approaches to the development of regional and local programmes;



2. Ecolabelling and marketing of environmental and regional products from rural areas;
3. Eco-tourism and tourism in rural areas;
4. Conversion of conventional farming into organic farming;
5. Environmental regulations and laws in rural areas;
6. Ecological related problems of intensive agriculture;
7. Participatory approach in rural development;
8. Reducing of pollution caused by agricultural, industrial and municipal solid waste;
9. Sustainable use of water resources in rural areas;
10. Food safety and product quality control;
11. Management of biological resources in rural areas.