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## **DETERMINANTS OF THE RUSSIAN LABOR MARKET MODEL**

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### **Abstract**

The article is devoted to the determinants of the Russian labor market model. In general, analyzing the Russian labor market model, one can note the flexibility of its structure, as well as the dynamism of its development and formation. Distinctive features of the Russian labor market are described in comparison with the most popular models: American, Japanese, and Swedish. It is proved that the Russian model has features of all analyzed models. Like the American model, it is characterized by high territorial mobility and a fairly high unemployment rate.

### **Keywords**

Labor market – Model – Employment – Unemployment – Wages – Market conditions

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## Introduction

The labor market is a specific mechanism for coordinating the interests of employers and employees, which functions to ensure the normal reproduction of the labor force and the effective use of the labor of a country's employed population. However, although at the present stage of the development of the Russian Federation the labor market tends to improve, it still experiences several difficulties related to population employment, low wages, high level of unemployment, aging workforce, and uneven distribution of labor force in the regions.

This market serves as one of the criteria, the state of which allows assessing the national well-being, stability, and effectiveness of the socio-economic development of the state. At the same time, the state of the modern labor market in the Russian Federation has been affected by recent political events and economic phenomena. Events that take place both inside and outside the country are important. These events include an increase in the number of those employed unofficially, as well as the growth of shadow employment, which does not allow one to see and analyze the full picture of employment in the country and reduces the amount of taxes that go into the budget. The study of issues related to the development of the labor market was reflected in the works of A.N. Kara<sup>1</sup>, N.E. Petrovskaya<sup>2</sup>, Yu.M. Polyakova<sup>3</sup>, A.V. Popov<sup>4</sup>, V.Kh. Tiratsuyan<sup>5</sup>, Yu.P. Kharskaya<sup>6</sup> and others. At the same time, there are currently no clear determinants of the Russian labor market model, the definition of which would allow determining the prospects for the development of the labor market for a long period.

## Methods

The theoretical and methodological basis of the research included the abstract logical method, methods of induction, deduction, analysis, synthesis, and systematization – to justify approaches to modeling the development of the labor market, as well as statistical, economic, and graphical methods – to study the level and trends of changes in the development parameters of the labor market at the present stage.

The information base of the research comprised statistical data of state bodies, legislative and regulatory documents determining the economic and legal aspects of labor

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<sup>1</sup> A. N. Kara, "Osnovnye podkhody k issledovaniyu territorialnogo rynka truda. Vestnik Povolzhskogo gosudarstvennogo universiteta servisa", Seriya: Ekonomika num 4 Vol: 54 (2019): 17-23.

<sup>2</sup> N. E. Petrovskaya, "Vozrastnaya struktura zanyatosti naseleniya v Rossii v usloviyakh povysheniya pensionnogo vozrasta", Ekonomicheskii analiz: teoriya i praktika Vol: 18 num 1 (2019): 54-63.

<sup>3</sup> Yu. M. Polyakova, "Perspektivy razvitiya gigonomiki v usloviyakh globalnoi tsifrovizatsii na rossiiskom rynke truda", Vestnik Rossiiskogo ekonomicheskogo universiteta imeni G. V. Plekhanova num 1 Vol: 103 (2019): 113-119.

<sup>4</sup> A. V. Popov, "Ispolzovanie vozmozhnostei soyuznogo gosudarstva dlya razvitiya trudovogo potentsiala Rossiiskoi Federatsii i Respubliki Belarus", Natsionalnye interesy: priority i bezopasnos Vol: 15 num 1 (2019): 140-152.

<sup>5</sup> V. Kh. Tiratsuyan; L. A. Trofimova & E. A. Li, "Rossiiskii ryok truda: tendentsii razvitiya, sistemy motivatsii, upravleniya podborom personala", Humanitarian and Socio-Economic Sciences Journal num 1 Vol: 12 (2019): 46-49.

<sup>6</sup> Yu. P. Kharskaya, "Sostoyanie rynka truda v Rossiiskoi Federatsii", Politika, ekonomika i innovatsii num 1 Vol: 24 (2019).

market regulation, assessment of the effectiveness of the labor market in crisis conditions, and results of scientific research<sup>7</sup>.

In the course of the study, it is planned to systematize the economic aspects of the functioning of the labor market, develop measures to coordinate activities between the main participants in the labor market, compare the Russian model of the labor market with the most popular world models, and determine its characteristics in modern conditions.

**Results**

The practice has shown that the labor market as a complex socio-economic phenomenon is in constant development, inextricably linked with the historical formation of market relations. It is a different combination of market mechanisms that have led to the emergence of different labor market models. The American, Japanese, and Swedish models of labor markets, which are fundamentally different from each other, can be distinguished among the most well-known models (Table 1).

American model	Japanese model	Swedish model	Russian model
Labor market orientation			
External	Internal	External	Mixed
Territorial mobility			
High	Low	Low	High
Pay policy			
Primarily, contract form	Seniority system	Determined by the state	Minimum wage codified by law
Professional selection of personnel			
Thorough, multi-level	Thorough, using test assignments	Performed by a representative of state employment agencies	No clear model for selecting candidates for a vacancy
Professional training of employees			
Minimization of expenses for professional training	Maximization of expenses for professional training	Carried out mainly at the expense of the state	At the development stage
Unemployment			
High level in comparison	Low level in comparison	Low level in comparison	High level in comparison

Table 1  
Distinctive features of the Russian labor market model

Studies show that, unlike the American, Japanese, and Swedish labor market models, the Russian model is still being formed, is flexible, and combines features of all models. Like the American model, it is characterized by high territorial mobility, mainly

<sup>7</sup> V. B. Frolova; G. M. Avramenko; S. A. Beskorovainaya; A. V. Shelygov & O. E. Matyunina, “Digital economy in the management system of tourism enterprises”, Journal of Environmental Management and Tourism Vol: 10 num 6 (2019): 1345-1350; K. A. Lebedev; O. S. Reznikova; S. D. Dimitrieva & E. I. Ametova, “Methodological approaches to assessing the efficiency of personnel management in companies”, Journal of Advanced Research in Law and Economics Vol: 9 num 4 (2018): 1331-1336 y L. K. Shaimardanova; T. A. Saadulaeva; L. V. Gorshkova; G. V. Pinkovskaya & O. Ye. Lebedeva, “Improvement of the approaches to quality evaluation of transaction cost management”, International Journal of Recent Technology and Engineering Vol: 8 num 1 (2019): 129-132.

associated with interregional labor migration: about 6 million people a year, of which 3-3.5 million – long-term migration (for a period of more than nine months) and 2-2.5 million – temporary migration. Like the US, Russia has a fairly high unemployment rate in comparison with Japan and Sweden, which, however, tends to decrease.

The Russian model of the labor market is also characterized by the active participation of the state in the establishment and regulation of labor relations. Thus, the state sets the minimum wage, organizes and directs the unemployed for vocational training, retraining, and professional development, as well as provides assistance to the unemployed and promotes their employment. It should be noted that the Russian labor market model is very different from the Japanese model, which is the world's leading system for developing human resources.

In addition to common features, the Russian labor market model also has distinctive individual features, including:

- the ability of the labor market to adapt to fluctuations in economic conditions due to changes in the cost of labor, which allows for minimal changes in the level of employment of the population;

- the existence of wage inequality since a significant part of the country's population receives wages below the subsistence minimum.

- active aging of the workforce, which consists in the increase of the population older than working age and reduction of the working-age population.

According to the data in Table 2, the population of working age decreased by 2.29% during the period under review, while the population older than working-age increased by 1.94%. The forecast values for population changes by age categories are also unfavorable, which confirms the aging of the labor force in the dynamics.

Population, million people	2017	2018	2019	Projected value 2030	Growth rate 2019/2017	Growth rate 2030/2019
Younger than working age	26,360	26,895	27,254	20,319	+3.39%	-25.44%
Working-age	84,199	83,224	82,264	75,045	-2.29%	-8.77%
Older than working age	35,986	36,685	37,362	41,364	+1.94%	+10.71%

Table 2  
Distribution of the population by age in the Russian Federation

The practice has shown that the leading role in improving the situation in the labor market belongs to the state since it can regulate employment throughout the country using various measures. Solutions can include: increasing the number of jobs by opening new businesses and supporting old ones; improving legislation on the regulation of the labor market; increasing the amount of unemployment benefits; ensuring professional and territorial mobility of labor market participants; improving the quality of professional education, providing opportunities for retraining specialists, and conducting professional

courses for citizens registered in employment centers; creating an effective system of young professionals employment.

For the Russian labor market, we propose the following: conducting a special course of youth employment policy aimed at overcoming the situation of deferred demand for young professionals in the market; creating conditions for integration into the labor market, considering long-term needs for foreign labor resources but based on the principle of priority use of local labor potential; developing the infrastructure of rural areas, farming; updating the industrial base and equipment of enterprises; increasing wages following the growth of labor productivity.

The sphere of labor is an important and multifaceted area of the economic and social life of society. It covers both the labor market and its direct use in social production. The labor market evaluates the cost of labor and determines the conditions of its employment, including the number of wages, working conditions, possibility of education, professional growth, and job security.

However, the Russian economy is in a difficult situation, which is reflected in the weakening rouble, the growth of prices for goods and services, and the reduction in real wages. Increased differentiation of the population, significant increase in unemployment, worsening socio-psychological climate in society, and increased tension are observed precisely during periods of economic crisis. The labor market is one of the economic areas where many positive external effects are manifested due to the implementation of one of the main functions of education – providing the national economy with workers. Thus, education is the basis for ensuring competitiveness and functioning of the labor market.

As a rule, the higher the education level of the population, the higher its employment and income. The study found the highest level of education in the following sectors of the economy: finance and credit, management, arts and culture, science, education and, to a lesser extent, industry. At the same time, if wages exceed the average for the economy by almost a factor of 3 in finance and credit and by a factor of 1.2 – in science and scientific services, such areas as culture, arts, and education do not belong at all to highly paid – the average salary here does not exceed two-thirds of the average Russian salary.

On the contrary, such industries as construction, transport, and communications, where earnings are approximately 20% higher than the average for the economy, are not characterized by a high proportion of employees with higher education. This suggests that the relationship between the education level of employees and their income level is mediated by the industry, to which their workplace belongs. The largest share of employees in the Russian Federation has secondary vocational education (51.3%), followed by the share of employees with higher education (30.6%). The lowest share of employees are people who do not have basic general education (0.1%).

Studies have shown that unofficial employment, i.e. unregistered activities that are not taxed, continues to be a negative trend in employment. Those engaged in unofficial activities are virtually deprived of social and legal protection and regulation. Measures of direct and indirect influence of the state on solving the problem of employment are distinguished depending on the area of impact.

Measures of direct influence are carried out through the implementation of state programs aimed at specific points of the labor market, i.e. they have a selective focus and affect mainly the labor supply. Indirect influence measures are aimed at maintaining or changing economic conditions and involve the use of macroeconomic levers of influence on the population, that is, they usually affect the conditions for regulating the demand for labor.

The state policy in this area serves to ensure the employment of the population and overcome the negative consequences of cyclical unemployment. The main directions of this policy are: providing equal opportunities for all citizens to exercise the right to work and free choice of employment; social protection in the field of employment; combining the independence of local authorities with coordination of actions in conducting centralized measures to solve employment problems; coordinating employment activities with other areas of economic and social policy; encouraging employers to create new jobs; international cooperation in solving the problem of employment.

The relational system in the labor market consists of three components: relations between employees and employers; relations between labor market entities and representatives (trade unions, employers' associations, employment services); relations between labor market entities and the state. The state is an employer and acts as an investor in state enterprises. It finances both major projects and development programs. The main function of the state, in this case, is the regulation and interaction of forces in the labor market, as well as the development and adoption of rules, regulations, and laws.

## Discussion

The reliability of the presented approaches is confirmed by the fact that the category of full employment is unacceptable for a market economy for the following reasons. First, a significant number of employees change their place of work voluntarily for various reasons during their working life. Moreover, a certain period of time may pass upon their admission to another place of work, during which these persons are classified as unemployed. Second, scientific and technological progress constantly rebuilds the structure of production and, in this regard, there is a problem of non-compliance of the qualification structure of the labor force with production needs.

As a result, there may be only a few vacancies in new industries for every person who is not employed due to the closure of old industries. This is structural or technological unemployment. The state and private firms need to create centers for the retraining of personnel to overcome it. In addition, the cyclical development of the market economy leads to a reduction in demand for labor during depression and crisis. Cyclical unemployment occurs. It is impossible to eliminate this type of unemployment since it is impossible to cancel the cyclical nature of economic growth in the Russian labor market.

State policy on the labor market should be aimed at ensuring equal opportunities for all citizens to exercise the right to work and free choice of employment forms, supporting labor and entrepreneurial initiatives of citizens, promoting the development of their abilities to work productively by coordinating employment activities with other areas of the economy and social policy, and observing the principle of voluntary labor<sup>8</sup>.

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<sup>8</sup> N. I. Demkina; P. A. Kostikov & K. A. Lebedev, "Formation of professional competence of future specialists in the field of information environment", *Espacios* Vol: 40 num 23 (2019); N. Ya. DR. OLGA SERGEEVNA REZNIKOVA / PH. D. (C) ALBINA KAZIMOVNA GANIEVA / PH. D. (C) VERONICA VALERYEVNA VERNA PH. D. (C) JULIA NIKOLAEVNA KOROLENKO / PH. D. (C) ALEKSANDR VLADIMIROVICH SHEL'YGOV

## Conclusions

In general, analyzing the Russian labor market model, one can note the flexibility of its structure and the dynamism of its development and formation. Distinctive features of the Russian labor market are defined in comparison with the most popular models: American, Japanese, and Swedish. At the same time, the Russian model has features of all analyzed models. Like the American model, it is characterized by high territorial mobility and a fairly high unemployment rate. Like in the Swedish model, the state is actively involved in establishing and regulating labor relations in the Russian Federation, determining acceptable wage limits and providing employment protection.

In addition to common features, distinctive individual features of the Russian labor market model are established, such as the ability to adapt to fluctuations in the economic environment due to changes in the cost of labor, wage inequality, and active aging of the labor force. At the same time, the flexible model of the Russian labor market allows it to respond to changes in the external environment promptly. The determination of distinctive features of this model is the basis for developing measures aimed at improving the system of labor relations and developing human resources.

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