**NATIONAL PROGRAM OF IMPROVING LABOR PRODUCTIVITY**

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**Abstract**

The article presents the current measures of the state influence on the dynamics of labor productivity in the Russian Federation. A detailed overview of the measures taken by the Russian Government, relevant ministries and agencies to improve labor productivity in the Russian economy has been provided. The nature of the development of the influence in recent years has been noted. The provisions of the current plan of state measures at the federal and regional levels have been evaluated to ensure the growth of labor productivity at Russian enterprises – the national project and some discussion elements of this action program have been noted.

The article also provides a brief description of some factors and conditions for the dynamics of labor productivity, including in some regions of the country.

**Keywords:** labor productivity, priority program, national project, institutional impact, competence center, program passport, control points, labor productivity indicators.

**NEW NON-STANDARD FORMS OF EMPLOYMENT AND THE WILLINGNESS OF THE WORKING POPULATION OF RUSSIA TO ACTIVE BEHAVIOR IN THE LABOR MARKET**

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**Abstract**

The objective of this article is to determine the nature and characteristics of the development of new non-standard forms of employment in the Russian economy, as well as the willingness of the employed Russian population to active behavior in the labor market, including the change of the form of employment (engaging in new forms of employment).

In the article, the following problems have been solved: domestic and foreign studies have been reviewed in field of informal and non-standard employment; new forms of employment significant for the development of the Russian economy and society have been identified and characterized; based on a sociological survey, social attitudes and dispositions of the Russian population have been analyzed in relation to new forms of employment.

To solve the research problems, the authors have used the methods of content analysis and comparative analysis of regulatory legal acts, methodological and scientific literature, the method of sociological research (all-Russian telephone survey of the population).

The article presents the following results: the views of Russian experts has been systematized on categories “informal employment”, “non-standard employment”, “flexible employment”, “new forms of employment”; the comparative assessment of the classification of forms of employment has been provided as well as the author’s logical scheme for the correlation of informal, non-standard and new forms of employment; new forms of employment significant for the development of the Russian economy and society (self-employment, including freelance; volunteering; distance employment and secondment (agency labor) have been identified and characterized; sufficiently high willingness of a considerable part of the working population has been identified to active behavior in the labor market in the conditions of economy digitalization, including those based on retraining, and transition to new forms of employment (including distance employment and self-employment), as well as field, professional, gender and age aspects of labor attitudes and dispositions of employees.

The results of the research can be used to develop measures to improve the active employment policy in the Russian Federation.

**Keywords**: labor market; new forms of employment; self-employment (freelance); working population; labor activity; social attitudes and dispositions.

**IMPACT ASSESSMENT OF TAX MANEUVER ON REDUCTION OF QUANTITY OF EMPLOYEES IN THE INFORMAL ECONOMY OF RUSSIA**

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**Abstract**

The article analyzes the effectiveness of the “tax maneuver” - reducing the rate of insurance premiums in return for raising the value added tax as one of the proposed measures aimed at reducing the number of employees in the informal economy. A further prospect is envisaged of increasing the tax burden on consumption and labor in terms of the cancellation of preferential rates of value added tax (VAT), as well as the introduction of trade tax and increasing the tax rate on personal income (PIT) in regards to the impact on the informal component in various sectors of the economy. The article stresses the need for the most comprehensive analysis of the development of employment in the informal economy of Russia, since a biased assessment of the situation when making a tax maneuver can lead to a negative socio-economic effect, reducing the economic importance of tax reforms for the state.

**Keywords:** informal employment, employment in the informal economy, tax maneuver, improvement of tax system, the working poor

**ANALYSIS AND ASSESSMENT OF INTERNATIONAL INCENTIVES FOR IMPROVEMENT OF WORKING CONDITIONS BASED ON INSURANCE PRINCIPLES AND
THE PROSPECTS OF THEIR IMPLEMENTATION IN RUSSIA**

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**Abstract**

The article provides a review of indicators used for assessment of impact of labor protection on the economy of organizations, the analysis of various incentive measures and an overview of international incentive mechanisms used by employers to improve working conditions based on insurance mechanisms. To prove the effectiveness of insurance mechanisms as instruments of economic incentives, specific examples of the economic profitability calculations for specific schemes used by European countries in small and medium-sized businesses have been given. According to the results of the analysis of international experience, recommendations have been given on the separation of compulsory social insurance in the Russian Federation for insurance against industrial injuries and occupational diseases.

**Keywords**: economic incentives, insurance principles, occupational injuries insurance, medium and small businesses, economical effectiveness assessment.

**THEORETICAL AND MANAGEMENT JUSTIFICATION OF THE EMPLOYER AND THE WORKER JOINT ACTIVITY ON THE BASIS OF THE SUPPLEMENTARY AGREEMENT TO THE EMPLOYMENT CONTRACT ON HEALTH PROTECTION
OF THE WORKER**

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**Abstract**

The historical background has been given of including the section “Fundamental and applied aspects of health study, measurement and control” into the main theme “Incomplete Data Control” by V.A. Trapeznikov Institute of Control Sciences of Russian Academy of Science where the theoretical and management analysis has been made of the state activities on public health protection in the Russian Federation. The problem of health care has been presented not in a medical way, but rather institutional and legal, i.e. the problem of health management. The need to expand this activity through joint management of health directly in the “State-citizen” system has been justified. Here, it is possible to achieve the highest possible level of personal health, longevity, and citizens’ responsibility for the result. The organizational and legal technology of public health management has been suggested as well as possible mechanisms of its implementation in the Russian Federation by creating a new area of relations between the citizen and the State based on the joint health management, on the example of the supplementary agreement to the employment contract between the worker and the employer. As a result of the proposed actions, a synergetic effect has been predicted which, on the one hand, will allow to change fundamentally the nature of the health care activities and will lead to the reduction in social tension and in mutual claims in the healthcare structure. On the other hand, the joint health management in a citizen-State system harmonizes the public relations in general and will increase the general level of satisfaction of citizens with the public healthcare services, provided by the local authorities. The relevance of the proposed decisions has been justified, including by Decree of the President of the Russian Federation of 07 May 2018 “On the national goals and strategic objectives of the development of the Russian Federation for the period up to 2024”.

**Keywords:** management theory, health phenomenon, longevity and quality of life, joint health management.

**THE INFLUENCE OF THE NEW TECHNOLOGICAL REVOLUTION ON LABOUR PROTECTION**

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**Abstract**

Modern technological transformations make significant changes into the nature and content of work, change the world of professions, and require adequate adjustment of professional and qualification characteristics and competencies of employees. The objective of the article is to analyze labor protection processes and existing forecasts, to identify factors that contribute to and impede balanced economic development and effective employment of the population. The study of foreign and domestic scientists and specialists’ works has shown what effect the technological revolution has had on employment and labor relations in various industries and types of employment, what consequences it can have for different groups of the population. The author’s research reveals the importance of modern further professional education for employee competencies required in the labor market, which is especially important for middle-aged and older people with the increase in the length of working life. The recommendations developed by the author are aimed at adjusting modern socio-economic policies, including empowering citizens, regardless of age, with knowledge that ensures digital literacy, as well as monitoring the implementation of government programs for the development of the digital economy.

**Keywords**: technological revolution, labor market, socio-labor relations, flexible employment, precarization, digital competencies, further professional education.

**CONTRACTED REPRODUCTION OF THE POPULATION
IN RUSSIA AS A BARRIER TO THE ECONOMIC GROWTH AND STABILITY OF THE PENSION SYSTEM**

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**Abstract**

Dramatic changes in the recent economic history of Russia (economic growth slowdown in 1980s, economical upturn in 2000-2010s and another economic growth slowdown after 2010) are usually associated with the oil price’s conjuncture. However, the demographic processes determining the number of able-bodied population have no less impact on the growth of Russian GDP. The article points out how demographic waves, setting the specificity of the age structure of the population of Russia, affect the dynamics of domestic GDP.

The stability of the pension system also depends on the age structure. Ageing of the population leads to a critical reduction of support for senior citizens. Increasing the retirement age is considered to be the most effective tool for restoring balance. The author has modeled a change in the age distribution of the Russian population until 2040 using two scenarios: pessimistic (life expectancy does not change) and optimistic (life expectancy increases to 80 years). The change has been analyzed in the support for senior citizens in case of a planned retirement age increase as well as in case of keeping to the same retirement age. The effect of increased life expectancy and contracted reproduction of the population on an increase in the pension load have been compared.

The conclusion has been made about the predominant significance of contracted reproduction in the growing imbalance of the pension system in Russia. It has been proposed to consider parental work (the number of children raised) as a mandatory criterion when calculating pensions.

**Keywords:** retirement age, demographic load, age dependency ratio, pension load ratio, support ratio, pension system, labor resources, population reproduction, economic growth, age structure.

**STATISTICS OF SOCIAL EXCLUSION IN THE RUSSIAN FEDERATION**

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**Abstract**

The problem of social exclusion presented in the article is of certain interest for the majority of states, and Russia is not an exception. Reduction of its level as well as of the proportion of citizens who are at risk of social exclusion, is one of the important problems of the state social policy. The latter should be based on accurate estimates of number of such citizens. The estimates can be done on the basis of the data of the Comprehensive Survey of Living Conditions of the Population (CEMP) conducted by the Federal Service of State Statistics. The estimates have also been done by the authors of the article in terms of the “Development of algorithms for calculating indices of multidimensional poverty, material deprivation and social exclusion based on the indicators obtained from sample observations on socio-demographic problems (including testing)” project. The project was implemented in 2017 by the Institute for Social Policy National Research University "Higher School of Economics" under the agreement with the Federal State Statistics Service (Rosstat), (L.N. Ovcharov, Doctor of Economics, is the project supervisor). These calculations have resulted in the estimates of the risk index of social exclusion, as well as the proportion of people under the risk in various socio-demographic sections. The results are suitable for international and inter-regional comparisons. The prospects for research in this subject area are related to the annual monitoring of the indicators developed and described in the article.

**Keywords:** social exclusion (exclusion), risk of social exclusion, socio-demographic groups of population, comprehensive survey of living conditions of the population (CEMP), indicators of social exclusion, exclusion from the economic field, exclusion from social services, exclusion from public life and social networks, calculation algorithms.

**ORGANIZATIONAL AND PROCEDURAL ASPECTS
OF PERSONNEL ASSESSMENT AND DEVELOPMENTt**

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**Abstract**

The author provides a detailed description of the unified methodology for personnel assessment and development, used for all categories of workers, the algorithm and the sequence of current methods, and individual and general reports.

Significant investment in personnel development makes it especially important to ensure best return on the investment. The necessary requirement and the only guarantee for promotion of an employee is high professionalism, stability in achieving high results and commitment to the company values.

The most important task of the personnel policy implementation is to create a personnel management system that will make the company the “preferred employer” for employees who can benefit it at most. The return on investment in human capital is possible if to create and effectively implement a corporate system of personnel assessment and development. The system should include assessment and self-assessment of the personal and professional qualities of employees, and the results of their activities. The organizational and procedural aspects of personnel assessment and development presented by the author have been developed and implemented by their participation in the largest Russian company and have been successfully used at present.

**Keywords:** personnel policy, personnel assessment, personnel development.

**HUMAN RESOURCES AND INNOVATION MANAGEMENT IN UZBEKISTAN: PROBLEMS
OF TECHNOLOGY TRANSFER**

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**Abstract**

The article presents the study of technology transfer problems in human recourses and innovation management in Uzbekistan. It considers the impact of knowledge and skills of labor resource innovation in technology management.

The objective of the article is to identify existing problems in technology transfer and to evaluate the results of human recourses and innovation management process in the country.

The ways to improve the efficiency of innovation, research and development in industrial enterprises have been studied. For this, the authors have given some recommendations on innovation management.

There have been revealed a number of unsolved problems, such as inability of business entities to quickly master new technologies, processes and products, i.e. low level of innovation management, poor combination of knowledge of some managers, both in technological and managerial aspects, ineffective internal relations and quality system, standard implementation and process monitoring between labor resources.

The recommendations have been given how to develop the existing knowledge and skills of the labor resources innovation activity and to train specialists for technology management. The recommendations will cover all areas of the national economy, education and production management.

**Keywords**: human recourses management, innovation, technology transfer, enterprise, production, investment, human capital, management process.

**PENSION REFORMS IN THE CIS COUNTRIES: RESULTS OF TRANSFORMATIONS,
KEY PROBLEMS AND THE SOLUTION**

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**Abstract**

Pension reforms in the CIS countries have been implemented since 1991. The transition of the former USSR countries to market economy and the social system change triggered radical transformation of all basic institutes and mechanisms of the state social security system for senior citizens. Significant financial resources were required, which in the Soviet period were provided by the state at the expense of revenues from public property. Over the 27-year post-Soviet period, mechanisms of earning money by the population and products distribution changed significantly: the proportion of hired labor decreased, the wage differentiation multiply increased, and the tax and fiscal possibilities of the state decreased. These changes demanded qualitative changes in the pension system as well as required forming of institutions of compulsory (social), voluntary (mainly corporate) and personal pension insurance.

This resulted in the formation of social and corporate insurance mechanisms; the legislative implementation of insurance payments of employers and employees who raised the balance of the budgets of pension funds, the formation of information systems to account for insurance rights and facilitate the procedure for granting pensions. In many Commonwealth countries, the retirement age was raised, the institute of funded pensions was introduced, and non-state pension insurance funds were established.

However, the formation of effective pension insurance institutions, national pension insurance systems, and state social security has not yet been completed. This refers to the insufficient pension insurance coverage of the self-employed population and the population employed in the informal sector. As a result, at the end of 2017, pension insurance in the Commonwealth countries has covered no more than 55–60% of the total economically active population that indicates the crisis consequences in pension provision system. This will have to be compensated by an increase in federal spending to finance social pensions, various kinds of need-based allowances.

The issues of increasing pensions and ensuring financial stability of pension systems have not been resolved yet. In this regard, many Commonwealth countries have been developing concepts, programs for shaping mechanisms to provide social benefits to pensioner at basic social income level. In the article, the issues of pension insurance system transformations have been studied. Also, the attempt has been made to identify typical problems and to suggest measures to solve them.

**Keywords:** pension system, pension insurance institutions, CIS countries, pension insurance, state social security, pension reforms, retirement age.