

Problems of labor market of modern Russia in conditions of stable economic growth

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Abstract. The article comprises a set of theoretical and methodological statements about the development of modern labor market. The author analyzes potential of socio-economic relations in Russia, reveals its weaknesses. Russian labor market is largely hinders its development due to a mismatch of the most important elements - the price of labor, consumer-level of population with the cost of labor.

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Introduction

The modern labor market represents a set of equal socio-economic relations and links protected by law, that exist between private and public employers on the one hand and the able-bodied population on the other, and effectively ensuring satisfaction of the vital interests of both parties in the process of reproduction and development of the national economy [1].

It is necessary to note a few fundamental provisions in the labor market functioning:

1. The labor market is a set of economic relations between the demand and supply of labor power.

2. The labor market is a place of intersection of various economic and social interests and functions [2].

Theory

Russian labor market is largely hinders its development due to a mismatch of the most important elements - the price of labor, consumer-level of population with the cost of labor, which in turn leads to significant deformation of the most important components of this sector - supply and demand [3].

Demand reflects a capacity of a labor market and it becomes obvious that volatility of the state, that took place twenty-thirty years ago gradually turns into certainty.

In other words, the demand for labor is increasing. It can be concluded on the basis of data on the number of available vacancies for the first half of 2013 (Fig.1).



Fig. 1. Dynamics of the number of vacancies and resume

A considerable share of vacancies today, is somehow related to physical labor. At the same time, a new market developing structures provoke an increase in demand for workplaces in the spheres of activity not involving with physical labor - insurance agents, sales representatives, marketing specialists, lawyers and notaries, bankers (Fig.2).

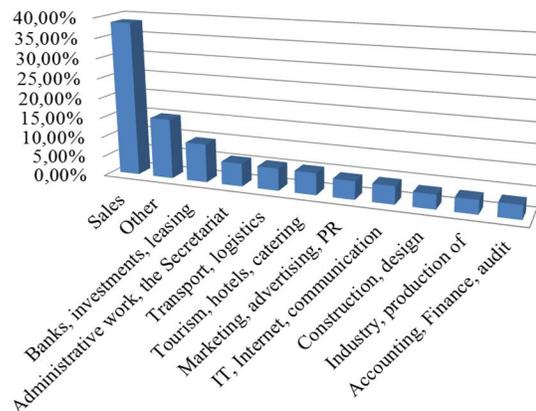


Fig. 2. Distribution of vacancies for young professionals by market segments

It is difficult to tell the exact number of vacancies in this area, because the employment is not always performed through the Federal employment service [4]. Beyond that, demand for scientific workers is decreasing.

Also, according to investigation results, male-workers demanded much more than women (table 1).

Table 1. Characteristics of an applicant of Russia labor market

Characteristics of an applicant	Employed person, %	Unemployed person, %
Gender		
Male	51,8	48,7
Female	48,2	51,3
Age		
less than 19 years old	1,1	8,9
20-24 years old	16,5	29,8
25-29 years old	26,6	20,6
30-34 years old	18,8	12,8
35-39 years old	13,7	9,3
40-44 years old	9,7	7,2
45-49 years old	6,8	5,3
50-54 years old	4,6	3,9
over 55 years old	2,2	2,2
Education		
High education	73,9	53,1
undergraduate education	9,1	15
post-secondary education	13,9	23,3
secondary education	3,1	8,6

Results

Structural changes in the economy, a significant acceleration of labor productivity growth and creation of new workplaces and their upgrade against the backdrop of demographic restrictions and Russia's WTO accession require more well-thought-out state policy aimed at improving quality and efficiency of labor resources [5].

It has been argued that that the transition to innovative economy is the path of intensive development, which requires change of the existing employment structure, the redistribution of workforce through sectors of economic activity, the expansion of service sector, development of innovative activities and the emergence of new fields of employment [6].

Conclusions

The process of the labor market formation is an important problem of transforming the economic system [7, 8]. Undergoing the most profound changes during the transformation of a centrally planned economy into a socially oriented market economy, and it affects the interests of all subjects of these

relations. Therefore, as we can observe, these changes are painful [9, 10].

It is obvious that one of the main priorities of development of the socio-economic sphere of the country is the disclosure of the modern concept of "labor" and "labor force" notions [11, 12]. However, over development of society these units undergo quantitative and qualitative changes. Accumulating, they lead to deeper transformations, give birth to new types of social and labor relations, thus, providing an opportunity to further consideration of this issue [13]. The transformation of the socio-labor relations ongoing in Russia, should lead to the establishment of a new system of these relations, where commodity exchange of abilities to work on the basis of social partnership should become one of its main dominants [14, 15].

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