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ФГБОУ ВПО ВГУИТ -? как расшифровывается

THE PROBLEMS OF TRANSFORMATION FORMS AND MOTIVES OF EMPLOYMENT IN THE RUSSIAN FEDERATION

In the article the problem of transformation of forms and motifs of employment in the Russian Federation due to the growth of the shadow economy and the erosion of moral and ethical values. Shows their negative social and economic consequences. The features of the formation of non-standard forms of employment in the advanced countries. To proposals for the transition to civilized relations in the sphere of non-standard employment.

Key words. Employment, forms of employment, precarious employment, employment reasons, transformation.

Introduction. Among Russian new socially-economic realities, appeared as the result of transition to a market economy, one can mark the transformation forms and motives of employment that have acquired the most acute and important nature.

The actuality of studying these processes specified (stipulated) that they are making growing impact on the level and quality populations life, as well as on the economic life of the country. They are becoming a significant factor of repression structural transformations and creation of preconditions for economic growth.

Now the problems of labour market and employment of the population functioning are in the center of attention of foreign and russian researchers. Among these works we should mention works dedicate to analysis stages, trends and characteristics of formation employment market in marker type on the the post-soviet space: R. Emcova, A. Kolota, S.Commandera, F. Korichelli, I. Bushmarina,

A. Verenikina, V. Gimpel'sona, A. Moscovskoj, D. Lippol'da, T. Maleva, R. Cvyleva.

As well as works dedicated to the analysis of informal employment in conditions of the Russian economy in transition, E. Braginoj, B. Kabalinoj, Z. Ryzikovoij, E. Klopova, E. Hibovskoj.

Despite the great interest of researchers to issues of labour market and employment, many fundamental questions are just still marked. In particular, there is no deep system analysis of the transformation forms and motives of employment in the Russian economy.

Statement of the problem. The aim of this article is to identify the problems of the transformation forms and motives employment in the Russian Federation.

Results of the study. In the Russian Federation designated above trends can be assessed as negative, because the transformation employment forms and motives of employment act as a way of adaptation to the adverse and uncertain nature of the external environment.

In the economy of the Russian Federation the development of non-standard forms of employment is linked to the growth of the shadow economy. In the early 90 's, when due to a deep slowing down (recession) and the closure of many manufacturing industries began to decline the demand for labour, also has changed the conditions of employment the population. The massive spontaneous redistribution of workers between enterprises, spheres and sectors of the economy became as a result of of increasing instability in labor relations, the emergence and growth of unemployment, a real threat of losing permanent labour income. For the analyzed period have drastically changed the structure of employment by forms of ownership.

The rapid privatization of property in the first years of reform, rated at the development of entrepreneurship and private initiative, "launched" the transformation of employment forms and motives. At the same time in the society were no the conditions to mitigate the effects of the dramatic layoffs during the recession, the crisis has slowed down the process of bankrupting unprofitable companies, that lead to hidden unemployment, the reduction of working time, waste of lost wages and time-consuming delays its payments. In general, the conditions and possibilities of the labour potential of the economy have become more complicated. The system of values and labor motives changed and collapsed way of life reproducible for the decades.

Transformation period of Russian Federation economy and related processes have contributed to the expansion of the private sector, the enrichment of organizational forms of employment in addition to the traditional system of indefinite hiring. Entrepreneurship has begun to develop in the form of self-employment and the involvement of employees. Informal employment had widespread and its **scale** was constantly increasing. The growth of informal employment was a natural consequence of the delay with the formation of a legal framework for the legalization of small and medium-sized businesses. Red tape and corruption by preparing the necessary documents to obtain official status of entrepreneur brought to "**caring** in the shadow" those who wanting to do small business [5].

As a result, the employment relationship were formed with the clear trend towards increasing informal employment. Its dissemination was contributed by the scarcity of secondary employment opportunities in the formal economy. However, the secondary employment has become an important resource for the adaptation and played the role of a shock absorber of discontent workers due to falling real income runs, spreading the practice of unpaid forced holidays and long delays of wages [5].

In the period of reform marked the trend towards the gradual narrowing scale of regular employment and increasing the share of persons working temporarily. Part-time employment has increased considerably in the network marketing system. The shuttle business had spread, the seasonal work and other non-standard forms of employment.

At the same time, the diversity forms of employment in Russia, on the one hand increases the flexibility of the labour market and on the other leads to a gradual erosion of moral and ethical values and motives. So, development of non-standard forms of employment, not only enhances the experience of citizens in the field of labour relations and makes their economic behaviour more variant, but directs employees to additional bedding, that linked with long-term physical and mental overload, as well as the risk of impairment of the qualifying capacity where additional work does not correspond to the major field of study or well below its level of qualifications [5].

A massive expansion of the informal sector threatens the quality of human capital. Disregard for the legal registration of labour relations gives employers the opportunity to ignore the legislation and often leads to depriving workers of their rights and their protection. As a result, the conditions are created to reduce the price of labour, a violation of labor requirements, its use with intensity and

inadequate established standards working hours, no days off, paid leave and so on. This leads to a deterioration of workers health, a violation the regime of work and leisure, a professional degradation, a reduce of work quality and its results.

A person "loses rest" due to deformation of the core fundamentals of personality formed before social order. Appears a feeling of being drained and dissatisfaction with life. Danger lurks in the education and quality of life of future generations, the development of creative part of Russian human potential[5].

However, it is noteworthy that in economically developed countries spread of non-standard employment is due to the transition to a post-industrial economy, where the value of new knowledge and information is increasing. The development of electronics and information technologies have radically changed the content of labour in a number of productions, turning it into a creative and informative. In some areas of production occurred transition from a labour, **directional** to the object, to a work, **directional** on the system and includes a substantial economic and management component. Automation and robotics in the system of flexible innovative production led to the transformation of jobs, a changing the composition of occupations, a job matching and employment, the appearance of a work in non-standard conditions.

The transition to irregular forms of employment has been accompanied by the improvement **in the quality of life** and working conditions, resulting by a scientific-technological and social progress. The basic values are the time and knowledge, leading to increase a demand for higher education and the need to constantly development in labor activity, expanding and enriching your knowledge. Human attitude towards work has changed. Now labour is a means of self-expression and self-assertion, a personal experience, the intellectual and creative potential, a moral dignity.

Thus, the Russian reality arises a logical question of the need to combat the non-standard employment by prohibitions or restrictions. After all, such jobs are mostly representatives of vulnerable groups. In our view, prohibitions and restrictions are ineffective. Such jobs in the Russian economy are emerging and "multiply", despite its restrictions and even outright bans. It is clear that diversification will continue to grow, the Russian economy has already become the integral part of the world and hide from these generic developments still fail. And the sooner that is understood politicians is the better [1, p. 34-38]. In today's globalized world economic space formation of non-standard forms of employment is an important competitive advantage. From this process largely depends on the ability of the labour market successfully adapt to continuous changes in the

economic, social and institutional environments. But the formation of non-standard forms of employment, as we tried to show a negative due to the rigidity of the labour legislation. And the more insistent trying the state to force the labour relations in the framework of employment, the lower the competitiveness of the labour force by other equal conditions.

In the Russian economy diversified forms of employment remains far insufficient. For its development the institutional environment itself must become more "friendly" towards innovative types of employment contracts. The diversity is a source of strength and condition of the market economy, it also applies to employment relationships, emerging in the labour market.

Conclusions. The transition of the Russian Federation to the civilized relations in the sphere of non-standard employment, we believe, will contribute to the following measures.

First, there must be a legal framework for the regulation of non-standard forms of employment. This would entail making corresponding amendments in the Constitution, the Civil, Labour, Tax, Criminal Codes, as well as in a huge number of other regulations. The improvement of the legislation must be coupled with a support of scientific researches as effective practices and perspectives, problems associated with new employment characteristics. The support of Internet forums and publications is necessary.

Secondly, as the result of legislative transformation, the changes in the institutional environment.

Thirdly, the implementation of a set of measures aimed at the transformation of employment towards raising the profile of moral and ethical values. Namely:

- a popularization of moral-ethical foundations of employment through the implementation of relevant projects in the media and the Internet;
- a reduction of bureaucratic barriers in the workplace;
- a development of career-oriented work among youth.

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