Research Of Mechanism For Resolution Of Social And Labor Contradictions

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ABSTRACT

In the article there is the necessity in research of mechanisms for resolution of contradictions of the regional market in the context of their influence at harmonization of social and labor relations of the regions of Russia substantiated. It is proved that availability of contradictions of the labor market of the regions is reasoned by the permanent imbalance of the demand for labor and its offers, and the effective system of employment of labor resources depends on their free moving.

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INTRODUCTION

Modernization of Russian economics is impossible without stable competitive ability of the human resources growth. Problems of reformation of the national market state the necessity of practical actions in the context of resolving contradictions of the social and labor sphere. Transformation of the system of management of labor and transfer to its new type, based on flexible use of both – traditional and innovation tools, prevent and resolves the contradictions at the labor market. Orientation of social and labor of the space of Russia and its regions in the post-crisis coordination and its elements is the necessary condition for balancing the demand and the offers of labor resources. The result of process of development of the labor market is integration of segments of the market space which is the key approach for resolving the contradictions in social and labor sphere.

Methodology:

Describing the state of regional labor market in the modern post-crisis conditions, necessary for the specifics of forming the demand and the offers for labor force in the region, we propose to use the following methods, which allow analyzing the demand for the labor force in the modern Russian regional labor market, differentiated at the following parameters:
- professional and qualification requirements to employees;
- age and status;
- salary of employees;
- labor conditions;
- guarantees of employment;
- regularity of salary payment.

Influence of economic factors of formation of demand for labor force at the regional level the great role is played by the intermediary nature of a certain territorial unit in the industrial structure, including complex at the level of economic development of production and nonproduction spheres with programs of modernization and technical re-equipment of the economics (Asaliyev, A.M., 2012). There is a number of peculiar features, reasoned by the development of centralized policy of the regions. Taking into account the peculiar features of every region it is the complex approach to analysis of regional factors used, determining the perspective demand for labor force, which shows which dynamics it has at the present moment. The consequence of transformations of the regional demand for labor force is creation of modernized sectors and professional structures, adequate to modernized anti-crisis program (Berlin, L.V., 2012). The more influence on formation of offers on availability and structure of labor force may be provided by professional and territorial employment center. Offers on labor force, quantitative evaluation, the number of economically active population is provided namely by the
employment center. The paramount meaning for the growth of labor activity of the population belongs to the modern level of quality of the life of population, as well as cultural and religious traditions (Bogoviz, A.V., 2011).

Main part:

Formation of offers on labor force in the region has a number of peculiar features and shall be determined by the reproduction of the population, interregional migration models of education and professional training. The system analysis of the state of the modern labor market of Russian Federation allows stating that non-correspondence of the demand for labor force and their offers for different regions of Russia has its scale of relations and their professional level. The main approach of transformation of the demand on the labor in the Russia Federation if the professional qualification polarity (Kalashnikova, L.M., 2005). At the national labor market to form the relatively stable demand it is necessary to represent at least two polar groups. One of them is represented by highly mobile in production and social relations of employees, the other – employees with low ability to adaptation of organizational and technological innovations. At the national labor market there is not essential reduction of demand for employees of the first and the second groups. The reason of such approach is that in the modern Russian economy there remains the dominating state of simple machine and conveying production, oriented at the small and semiskilled labor (Bocharov, S.N. 2005).

Constructive type:

At the background of the growing demand for labor force and the number of persons, searching for the job and unemployed citizens almost does not reduce. The reason for the failure employment is waiting by potential employees and employers for more professional staff. Also the other reason is disproportion in the demand for labor force, which arises unemployment and deficiency in staff. The situation at the regional labor market is reasoned by the above-mentioned reasons and the demographic situation. Reproduction of personnel of the necessary profile and qualification is complicated due to non-correspondence of preferences of employment of schoolchildren, students and young specialists with the realities of the labor market. Such task may not be effectively resolved without creating the single information space, which gives the system integral view of the problems and the tendencies of social and labor nature (Zakharova, L.N., 2012).

Results:

At our opinion, contradictions at the labor market of the regions is in the fact that the demand of offers for labor force is constantly imbalanced. In the programs of social and economic development of regions of Russia there are basic approaches which influence realization of all events of the employment center defined.

Conclusions:

Factors, which form the demand for labor force in the regions, include the following:
- downtime of workplaces on professional groups, various types of economic activity;
- duration of existence of vacancies, reasons for existing of the vacancies, reasons for not filling the vacancies;
- creation of new workplaces, including within the framework of realization of federal, industrial, regional and local programs;
- presentation of new workplaces (number of liquidated workplaces);
- modernization of workplaces – plans of economic activity entities on reorganization of companies and establishments (modernization of equipment, technological optimization of system of process management), which influence the demand for labor force at certain specialization, qualification.

Factors, which form the offer at the labor market of the region include:
- persons, not employed and searching for job, intending to change the workplace at their own wish, who are forced to change the workplace taking into account the fact that there is possibility to work more during the time free from the main job;
- a number of universities, colleges, establishments on preparation and advance training of specialists;
- a number of enterprises and organizations, employment centers, staff and recruitment agencies;
- existence of barriers at the labor market of the region, which prevent from increase of the unemployed at the labor market (absence or availability of insufficient knowledge and skills, necessary for realization of labor activity; bad health condition, which allows performing a special labor function, in order to occupy the definite position; low salary, which evaluates the work and the labor conditions not in full extent).

In order to satisfy the employers in their need for those staff, which is recommended by the employment center, it is necessary to take into account all factors, which form the demand for labor force.

REFERENCE


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