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Assessment Problems and Ensuring of Decent Work in the Russian Regions

Marina V. Simonova[a], Larisa V. Sankova[b], Farida I. Mirzabalaeva[c], Dina Ye. Shchipanova[d] and Vladimir E. Dorozhkin[d]

[a]Samara State Economic University, Samara, RUSSIA; [b]Yuri Gagarin State Technical University of Saratov, Saratov, RUSSIA; [c]Plekhanov Russian University of Economics, Moscow, RUSSIA; [d]Russian State Vocational Pedagogical University, Ekaterinburg, RUSSIA

ABSTRACT

The relevance of the research problem is inspired by the need to ensure decent work principles in Russia. The purpose of this article is to develop evaluation methodologies and identify areas to implement key principles of decent work at the regional level in modern Russia. A leading approach to study this problem is the development of a new method of calculating the index characterizing the decent work deficit in the region. Results: the authors have developed a general procedure for overcoming the decent work deficit, given the chosen model of development in the regions, and developed the stages of events. In the study, the authors analyzed the existing approaches to the assessment of decent work, taking into account the updated development trends of the economy, its key parameters. There are presented results of a comparative analysis on decent work deficits at the regional level, identified the problem field of assessment methodology and proposed measures to ensure patterns of decent work with regard to the choice of innovative development in regional economies. The advantage of this model is overcoming the decent work deficit through structural, institutional changes, increasing investment activity. The article may be useful for research organizations and regional administrative structures in the development of medium and long-term programs to increase decent work levels.

KEYWORDS
Decent work, wages, labor productivity, social protection, working conditions

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Introduction

Establishing a context

One of the general reforms lines in the socio-labor sphere at the country level is decent work. The most important feature at the present development stage is the emergence of new priorities, challenges, and designing innovative

CORRESPONDENCE Marina V. Simonova ✉ m.simonova@mail.ru

approaches to solving research problems in the field of decent work. The relevance and timeliness of this issue for the Russian economy confirms a number of arguments: the ongoing theoretical discussion on the composition of the decent work deficit; the shift from measuring achievements in the field of production dynamics on the progress measurement in human development, in which decent work is a key component of progress; development strategy orientation in Russia till 2020 on qualified human capital and new approaches to the areas involved in the process of its use and improvement. Decent work as an integral category includes its most important qualitative characteristic of the work subject in the "man-production" system and in a broader context, reflecting the possibility of human development in general. So, safe working conditions, adequate and decent wages, social worker's protection, lack of discrimination at the workplace, the ability to exercise their labor rights, social dialogue, on the one hand, is a kind of progress marker in socio-labor sphere, on the other hand, reflects the development of human potential at the workplace.

Conceptualization of decent work reflected in the documents of the ILO, adopted interstate agreements to accept the national employment standards, Programmes, policy documents etc. of FITUR. On the international level in the human development Report 2015 (Jahan, 2015) for the first time there were raised the problem of the key role of decent, sustainable work to ensure progress in human development in general. This work is considered in the broader context, rather than paid employment.

Literature Review

The reported problems on employment (unemployment, vulnerable employment, working poor, insufficient coverage of social protection, forced labor, gender discrimination, different access of the world's population to the benefits of globalization and technological revolution, etc.), as well as new global trends in the field of labor and employment (Ryan & Wessel, 2015) pose new challenges to theory and policy in the field of labor and employment. In particular, the growth of flexibility and increase flexible policy in the workplace in addition to the benefits, it rises a number of risks and contradictions (Rubery, Keizer & Grimshaw, 2016; Ashmarina, Zotova & Smolina, 2016), long-term instability, low productivity and wages, a mismatch of the changing employees' needs and abilities. In these circumstances, it is necessary to develop strategies for securing decent work, both in traditional and new fields of activity.

The policy document of the Federation "Decent work – the basis of human well-being and development" underlined the key position of decent work: decent wages, effective employment, balanced labor market; an effective system of social insurance, social protection and social services; social partnership; labor rights and respect the interests of the worker; gender equality; safe working conditions; strong unions.

In the study, mainstreaming the decent work agenda was accordingly formulated a conceptual framework, a methodology that was developed for its indications. Theoretical aspects of decent work are studied both by Russian and foreign specialists. R. Anker et al. (2003) to the criteria of decent work included the probability to find a job, free labor, productivity, equality in access to work, status of work, workplace safety, «labor dignity ".

D. Bescond, A. Châtaignier & F. Mehran (2003) proposed to use a low hourly wages; excessive working hours; the number of children aged 10-14 years who are not receiving education; youth unemployment; difference in the economic activity of men and women; the proportion of people over 65 not receiving pensions; unemployment.

F. Bonnet, J.B. Figueiredo & G. Standing (2003) in the measurement of decent work used security on the labor market; job security; occupational safety; safety in the workplace; guarantee of raising skills; guarantee of income; social dialogue.

ILO (Decent work indicators: concepts and definitions, 2012) measuring decent work focuses on ten key elements that reflect underlying strategic areas of the decent work agenda (full and productive employment, rights in employment, social protection and promoting social dialogue). As these members have employment opportunities; adequate earnings and productive work; decent working time; combining work, family and personal life; the abolition of forced labor; the stability and work security; equality of opportunity and treatment in employment; safe work environment; social security; and social dialogue between employers and workers representation.

Assessing decent work of the Russian specialists there are used a variety of indicators. For example, a set of decent work indicators, united in 5 groups and includes relative and absolute values (Shaimardanov, Polkova & Shahova, 2009): 1) employment and unemployment; 2) salary; 3) qualification and education; 4) safety; 5) macroeconomic indicators (degree of fixed assets depreciation, %; the turnover of small businesses per capita, thousand RUB.). Based on these parameters the authors develop an integral index of decent work (IIDW). In our opinion, this set is not exhaustive (does not include the important indicators group of social dialogue and social protection; and the fifth group of indicators poorly reflect the specifics of the macroeconomic situation in general). The depreciation degree largely determines the security, and as an indicator of small business development it is advisable to take into account the number of people employed in small businesses or their number.

A categorical approach to evaluating the worthiness of the work involves the allocation criteria and elements of the decent work for employees' groups. So, T. Smirnova (2010) offers criteria of decent work for workers of intellectual activity, which are divided into two groups (basic and additional). To the base include employment income (remuneration, insurance and welfare benefits package); work conditions (accidents at work, the conformity of the equipment and working place with modern requirements, conditions and work safety); social security (documentary registration of labor relations with the employer; free employment; free choice in the sphere of activity (work, employment); labor law compliance; employment stability); (training at the expense of the employer, work abroad, career development, self-realization, etc.). Among additional criteria suggested by the balance of work and personal life; the relevance of and respect for labor; collective; corporate spirit of the company; moral satisfaction; no overtime; an evaluation of the results; colleagues behavior of colleagues; positive personal relationships in the team; the company's reputation; mental work; content of work; etc.).

G.R. Baimurzina (2010) proposed a system of indicators of assessment of decent work at the regional level, consisting of 10 groups of indicators:

employment opportunities, decent pay, acceptable working hours, the balance of "work-family"; job stability; unacceptable forms of work; fair treatment in work; safe working conditions; social protection; social dialogue; socio-economic context. Within each group there are presented fairly extensive list specifying indicators to identify regional differentiation in the individual blocks of decent work.

One of the factors in the development of decent work in Russia D.N. Karpuhin (2014) considers the new workplaces creation and workplaces modernization.

Index of decent work deficit, developed by D. Bescond, A. Châtaignier & F. Mehran (2003), consists of seven partial indicators (low hourly pay, excessive working hours, unemployment, etc.) and allows you to evaluate the worthiness of the work in rather categorical terms - in terms of ensuring decent work conditions for individual socio-demographic groups of the population.

Establishing a research gap

However, ongoing research confronts scientists a number of issues on conceptual and methodological plans. Most of the assessment work decent work done at the macroeconomic level. The proposed assessment methods are primarily macroeconomic indicators presented in the official statistics. In spite of the advantages of this methodology and the applied theoretical method, we note that the aggregated character of a number of indicators, describing the situation as a whole, do not take into account of regional heterogeneity on labor market development and labor relations, and thereby hinders the development of targeted measures to improve the quality of jobs. Our proposed approach allows us to identify decent work deficits at the regional level. The meso-economical approach assumes the access characteristics of the socio-labor sphere in regions as objects of study monitoring and gives you the opportunity to analyze the implementation peculiarities of the decent work principles taking into account the specifics of the reproductive systems. The advantages of this approach include the potential to obtain a more detailed assessment of the decent work degree and working life quality of the population.

Stating the purpose

The purpose of the study is to develop evaluation methodologies for decent work and identify areas of the implementation of the decent work key principles at the regional level in modern Russia. To achieve this goal it is required to solve the following tasks:

— to analyze existing approaches to the decent work assessment taking into account the updated development economic trends and their key parameters;

— to identify the most significant socio-economic contradictions in the area of decent work;

— to develop a methodology of index calculation characterizing the decent work deficit in the regions;

— to develop a common sequence of actions and measures stages to overcome the decent work deficit, given the chosen model of development in the regions;

— to present the results of comparative analysis of decent work deficits at the regional level;

— to identify the problem field of assessment methodology and to propose measures ensuring decent work patterns with regard to the choice of innovative regional economy development.

Materials and Methods

Research methods

However, used to date a set of indicators, in our opinion, does not allow multi-dimensional concept to explore the issue of decent work. In addition, the lack of some statistical data in the regional context also limits the comparative analysis to promote the principles of decent work at the regional level. It appears that instrumental the decent work deficit in the region can be represented as an index that takes into account the weighted average of the normalized indicators that reflect certain aspects of the decent work deficit. In this regard, we offer to calculate integral index of decent work in the region on the basis presented to the Russian regional statistics, indicators like the unemployment rate, the number of victims in case of accidents on manufacture with disability for one working day or more fatalities per 1000 workers, average monthly wage, and the prevalence of labor protests. The construction of the index as a weighted average value involves the choice of weights (in particular, based on expert surveys). In our case, assume that the parameters are considered with the same weights, components in the amount of one. However, we allow for the possibility of different approaches to determine weights. It is important to note that the rate of labor protests acts of multi component content, reflecting the decent work deficit in several aspects (pay, conditions, and lack of social dialogue and, as a rule, low job security).

Our study is based on the official data of Federal State Statistics Service and data from Social and Labor Rights Center.

The experimental base of the research

Our analysis of decent work indicators in Russia in General allows noting the presence of progressive change through a wide range of indicators over the period 2001-2015 (see Figure 1).

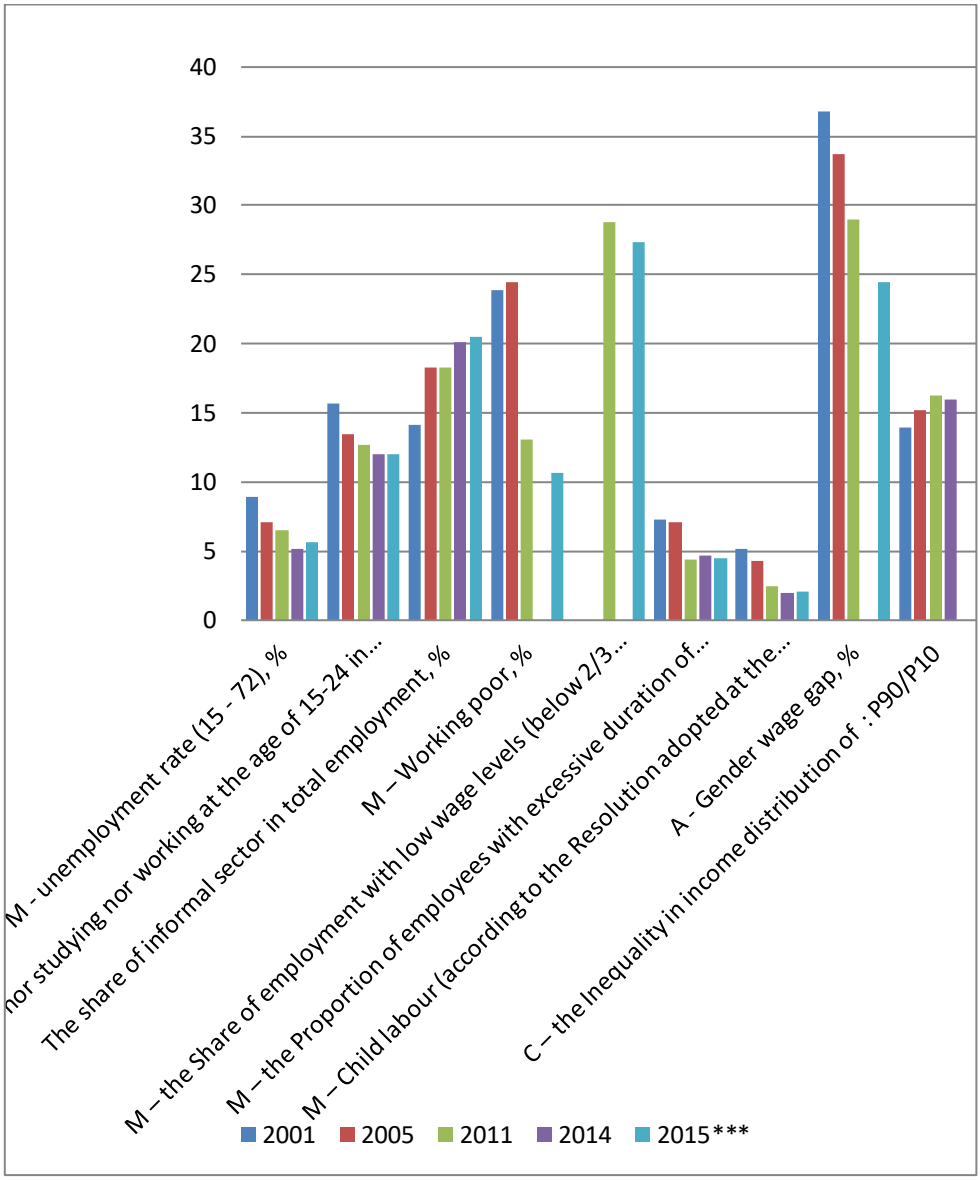

Figure 1. Indicators of decent work in Russia, 2001-2015
Source: based on the data of Federal state statistics service

Comparative analysis of different approaches by domestic and foreign authors defining and indicating decent work and its deficit allow us to conclude the presence of alternative not only in a conceptual way, but also in the choice of criteria and evaluation methods. The decent work deficit acts as a reverse indicator for "decent work" and also can be viewed through the prism of the basic parameters, additional in terms of socio-economic context in general. Component analysis of decent work deficits at the macro-, meso- and micro-levels will enable to identify and specify certain problem areas in the social and labor relations, requiring more in-depth study and measures development.

The difficulty of determining the decent work deficit at the regional level is the presence of complex multilevel, miscellaneous component (both monetary and non-monetary). The decent work deficit as the most important socio-economic phenomenon is relative in the space-time continuum; therefore, the approaches to its measurement can be transformed under the influence of economic and institutional factors. In the study of the mainstreaming of the decent work deficit must be taken into account as the value-and structural-functional and dynamic aspects. However, note that if dynamic and structural-functional aspects can be formalized and calculated, the definition and formalization of the value components of decent work could have several difficulties.

As already noted, it is reasonable to decent work indicators (decent work deficits) at different levels of the economic system. If at the national level, researchers proposed a set of indicators, at the level of industry, region and individual organizations this set can be modified, refined, based on a set of statistical indicators of specifics industry functioning, businesses and region environment.

Calculation of decent work indicators at the industry level will have its own specifics. In particular, a methodological approach to calculate the integral index of decent work in organizations (Pavlova & Sankova, 2012) involves indicators consideration: safety (the percentage of workers employed in working conditions that meet sanitary norms and requirements); “decent” wage (given the high risky and socio-economic importance of organizations functioning in this sector, it is expedient to calculate this index using the share of employees receiving wages above the average wage in the region); social protection of employees (share of employees - the "recipients" of social programs in the organization); indicator of employment (proportion of workers with long-term employment contracts). In addition to these indicators, it is advisable to take into account the overall employees’ satisfaction with their work, as well as the “content” of labor (the share of workers who evaluate their work as meaningful, giving the opportunity to realize their creative and professional potential in the workplace in the organization). The listed indicators set can be expanded and refined. In particular, it is possible to account for the workers share with excessive working hours etc. However, we believe that job quality indicators (security), income (wages) and social protection can have the same weight (maximum); while the weights for other parameters may vary. For example, workers surveys of the studied companies in this industry that the parameters of the work meaningfulness and participation in social programs for workers less important. Building the specified index involves the use of data statements as well as the results of workers and employers surveys. The advantages of this approach include the possibility to calculate the indicator of decent work in organizations and in the whole economic activity for certain workers categories and in dynamics for several years. This in turn allows making a comparative degree analysis of the implemented decent work principles, both for individual organizations (companies) within and between regions, and entire companies in the electric power industry to identify problem areas in the management and fulfillment the concept of decent work. As the modernization and employment restructuring in the framework of the regional reproductive complexes plotting this indicator may be refined in terms of additional indicators, and socio-economic context.

Let us consider the integral index of decent work deficit in the regions in 2015.

We conducted the integral index calculation of decent work deficit in the Federal districts in 2010 and in 2015 (Figure 1) shows that the smallest deficit in 2015 was noted in the Central Federal district (0,35), and the maximum value of the index in the Siberian Federal district (0,77). Districts to the middle zone of the Volga treated (0.54) and Ural (0,39), Far East (0,41) and Crimean (0.39 in) District. It should be noted that in the index dynamics, it is declined in the North-Western, southern, Ural Federal districts. Negative dynamics is observed in the Volga, Siberian and Central districts. To some extent the nature of dynamics can explain the high rates of labor protests in the Central and Siberian Federal districts.

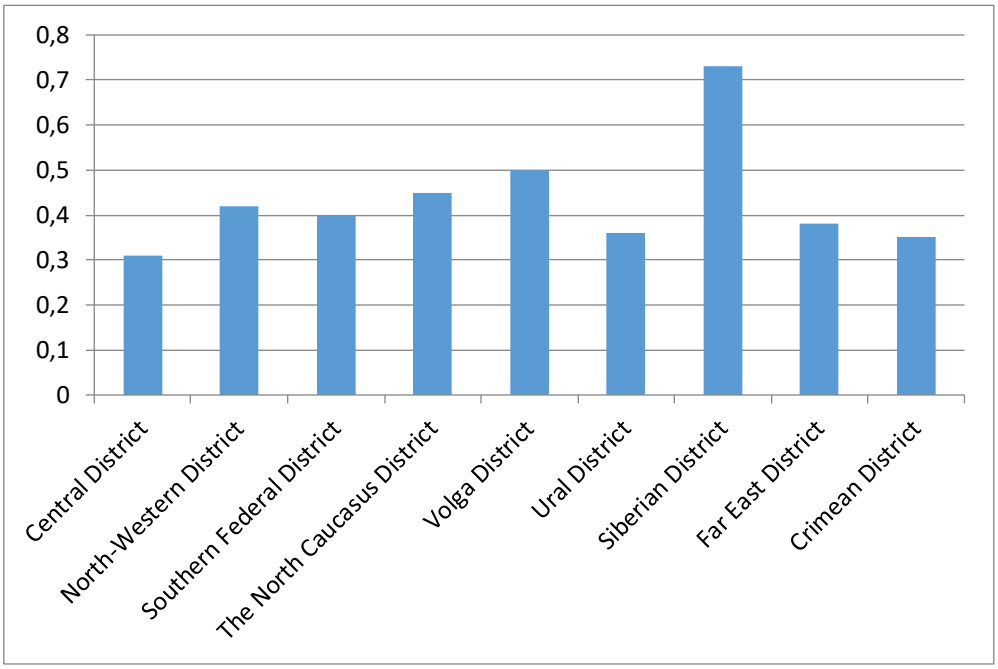

Figure 2. The distribution of Federal districts on the index of decent work deficit, 2015
Source: calculated by the authors

We'll detail the studied processes within the Central and Volga Federal districts (Figure 3 and 4).

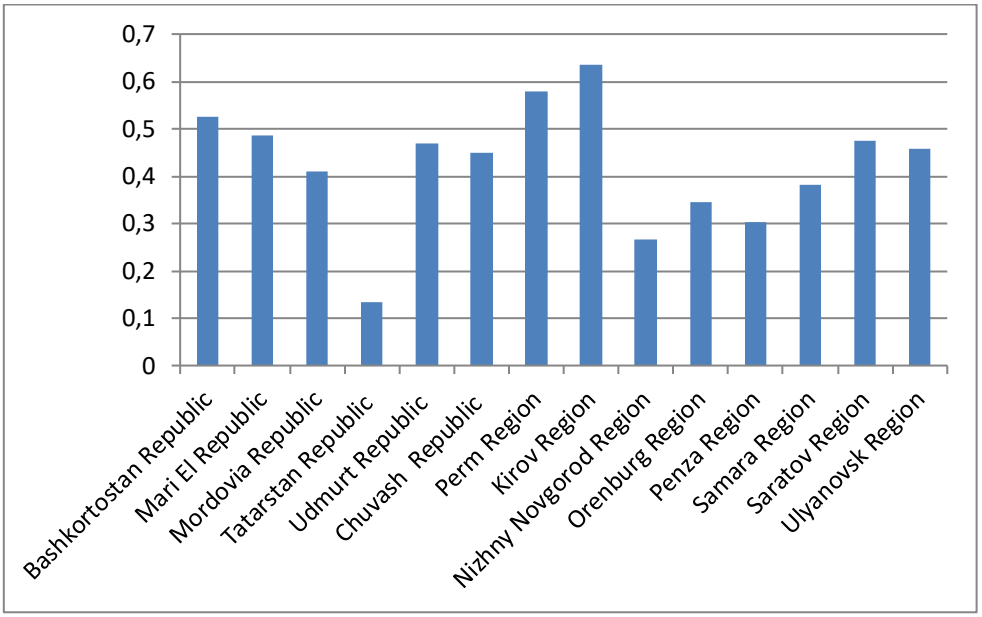

Figure 3. Regions Distribution in the Volga Federal District on the index of decent work deficit, 2015
Source: calculated by the authors

Among the regions in the Volga Federal district, the highest deficit of decent work was noted in the Kirov region (0,63), the minimum value of the index was in the Republic of Tatarstan (0,13) and Nizhny Novgorod region (0,26). For the Republic of Tatarstan is characterized by the highest average wage, the minimum value of the number of injured in case of accidents on manufacture with disability for one working day or more fatalities per 1,000 workers.

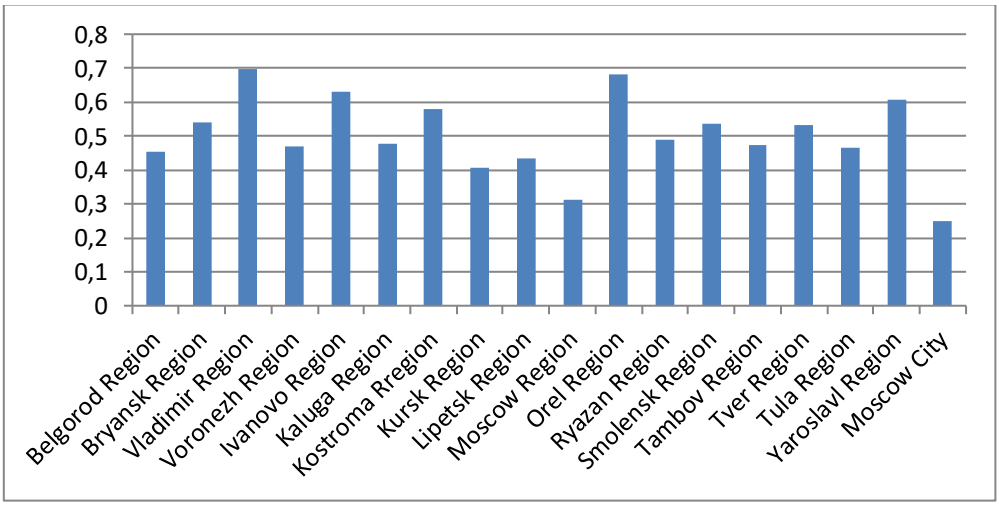

Figure 4. Distribution of the regions of the Central Federal district on the index of decent work deficit, 2015
Source: calculated by the authors

In the Central Federal district the greatest value of the decent work deficit index was marked in Vladimir and Orel regions, the lowest value was in Moscow.

One of the important indicators of the decent work deficit in the real sector is employment in the informal sector of the economy. In a period of instability and turbulence of socio-economic development employment in the informal sector appears as a way of self-employment, which is determined by, in particular, the jobs shortage in the formal sector of economy in regions, performing the damping function of the unemployment social risks. In addition, the informal employment associated with low productivity, low income and other "low-quality" characteristics of jobs. In reality, there is a close connection between the formal and informal sectors, the crisis and the trend towards expansion of the labor market informal part determines the need to ensure social protection and minimum standards, strengthen institutional mechanisms for the employment legalization, the fight against economy criminalization in the regions. In the first quarter of 2016 according to this index the North-Caucasian Federal district was leading (44,7%) , the lowest level of employment in the informal sector was observed in the Central Federal district (12.8 percent), the national average was 20.2 per cent. However, the analysis of this indicator in the regional context – on the subjects of Central and Volga Federal districts allows stating the most difficult situation in the Kostroma region (Central Federal district) and the smallest employment in the informal segment in Moscow and Moscow region. In the regions of the Volga Federal district the situation is more complicated: high level of employment in the informal sector was noted in Penza, Saratov regions and the Chuvash Republic. The least developed employment in the informal sector is in the Samara region. In the first quarter of 2016, we observed a significant decrease of this indicator compared to 2015 in Bashkortostan, Mari El, Mordovia. The Central Federal district had the highest growth of this indicator during the study period in Kostroma and Ryazan regions, and the reduction in the Vladimir, Lipetsk, Voronezh, Tula, Tambov, Ivanovo regions.

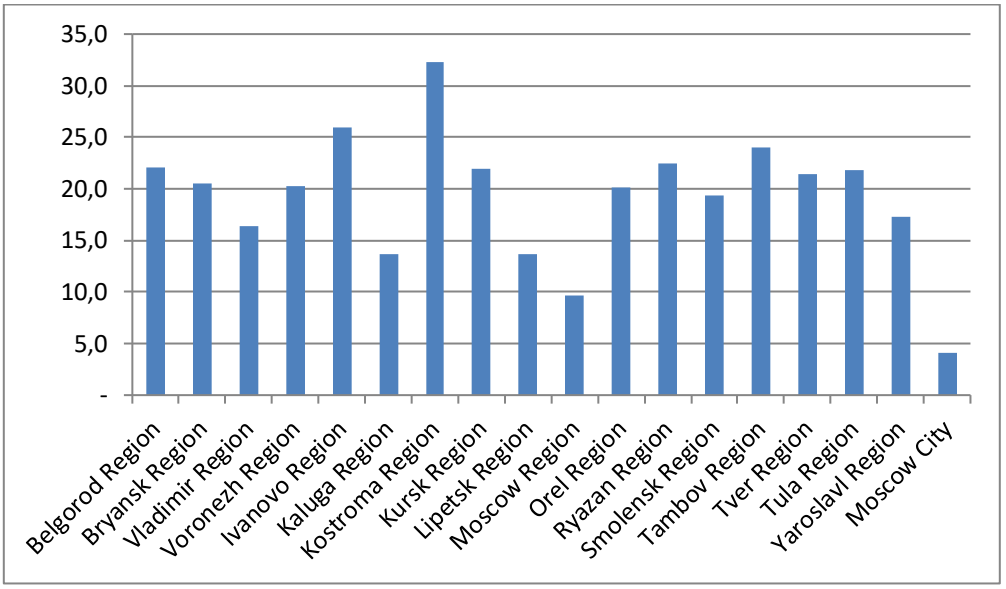

Figure 5. Employed in the informal sector in % of the total number of employed population in the Central Federal district (2016, the 1st quarter)
Source: constructed from data (Federal state statistics service)

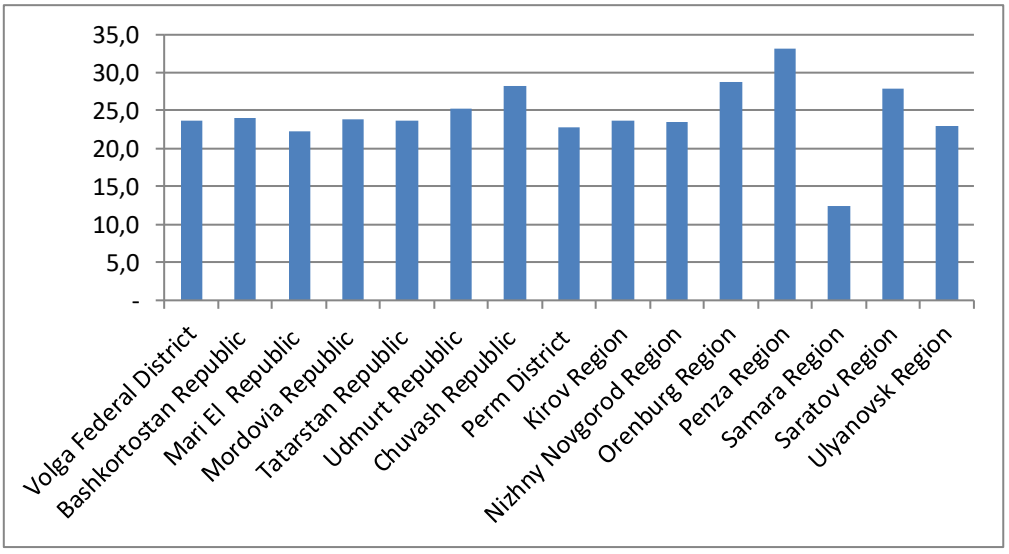

Figure 6. Employed people in the informal sector in % of the total number of employed population in the Volga Federal district (2016, 1st quarter)
Source: based on the data of Federal state statistics service

Real average monthly accrued wages of employees on subjects in the Russian Federation in 2015 compared to 2014 has decreased in almost all regions. The figure was in the Central Federal district - 90.3%, in the Volga – 91%. Within these districts the most difficult situation in the Ivanovo region (87.9%) and the smallest decrease occurred in the Belgorod region (93.2%); in the Volga Federal district variation was almost similar (smallest decrease was

observed in the Republic of Mordovia, 94.8 per cent, and the greatest reduction occurred in the Saratov region (89,4%), Chuvash Republic (89,6%).

The stages of the research

The studies were conducted in the 2015-2016 academic year in three stages. The first stage (2015) – propaedeutic: we studied information about the deficits of decent work and statistical data for the period 2001-2016, overview of existing techniques for decent work evaluation, influencing factors on working conditions, analysis of the current situation, determined the possibility of further development. The second phase (2015-2016) is a prognostic, developed the scientific apparatus of research, and defines its object, subject, goals, and objectives. We studied the conditions for Russian companies, it was analyzed the influence of the control system at the regional level on working conditions, periodicals, accumulated and tested the necessary economic tools. The third stage (2016) – processing: we developed a methodological framework for the assessment of decent work, designed the concept and model structure the methodology for the evaluation and it was conducted systematization of the results and generalization of conclusions that was proposed in implementation of the changes.

Discussions

Unfortunately, in Russia, the statistics for all the parameters of the decent work deficit in the regional context, is not represented (in particular, the share of employment with excessive working hours, the proportion of working the poor, inequality in income distribution, etc.). For a variety of issues of analytical, forecasting, monitoring and management plans there can be used a variety of indicators of decent work deficit (both individual and aggregated). It seems productive an approach based on the identification the range of «hardships «in the socio-labor sphere in regions. Combining various approaches to define decent work deficit "lines" in the regions that could solve the following tasks: 1) determine the extent of decent work deficit in the single-line deficit of decent work (e.g., unemployment, average monthly wage, the proportion of employed in conditions that do not meet the regulatory requirements, etc.); 2) create the maximum possible extent of decent work deficit by consolidating zones, highlighted by one of the criteria; 3)mark the stable space of the decent work deficit created by the degree intersection of decent work deficits identified through the application in different theoretical and methodological approaches to its indication.

Today, the regions are separate entities of innovative processes in the economy; they involve the drivers to develop a new model of economic growth. The ability of the regions to the creation and introduction of innovations is estimated with the set of indicators, which recently debated and updated. In particular, it is possible to note such indicators as number of staff engaged in research and development; the share of production of high-tech and knowledge-intensive industries in GRP (%); innovation activity; the number of students (10 thousand people. population); the number of registered patents (per 1,000 employed in the economy); expenditure on technological innovation (RUB.), etc. consider the relationship of decent work with innovative vectors of development at the regional level that involves the expansion of the indicators considered in the context of socio-economic conditions in the system of decent work indicators.

Refer to analyzing some of them. Table 1 presents data on the growth rate of labor productivity (as an indicator of socio-economic context for decent work) in the Russian Federation, the studied Central and Volga Federal districts in 2008-2014.

Table 1. The growth rate of labor productivity

	2008	2009	2010	2011	2012	2013	2014
The Russian Federation	104,8	95,9	103,2	103,8	103,2	101,8	100,9
The Central Federal District							
Belgorod Region	111,3	102,1	110,0	110,4	105,4	102,9	102,8
Bryansk Region	105,9	95,3	105,3	110,3	109,1	103,0	106,4
VladimirRegion	101,0	95,6	106,4	102,8	102,6	101,7	101,3
Voronezh Region	107,6	98,2	101,7	111,4	109,1	102,4	106,3
Ivanovo Region	99,7	97,7	100,6	98,5	94,4	106,5	91,8
Kaluga Region	116,7	95,2	111,4	113,1	109,8	98,1	105,1
Kostroma Region	104,0	94,3	105,0	104,9	105,6	104,0	102,5
Kursk Region	103,0	98,5	102,0	107,6	104,4	106,0	105,0
Lipetsk Region	103,1	95,0	104,0	103,8	100,6	103,6	105,4
MoscowRegion	106,0	96,7	107,2	107,0	105,1	101,9	99,5
Oryol Region	106,1	90,8	104,9	112,3	103,8	102,0	102,1
Ryazan Region	104,0	97,1	103,9	108,3	104,9	102,6	100,3
Smolensk Region	107,8	96,5	106,3	104,7	104,5	105,0	102,0
Tambov Region	105,5	101,0	96,7	111,9	108,6	110,3	106,9
Tver Region	107,4	93,3	104,7	105,9	101,1	101,5	99,0
Tula Region	106,5	97,4	100,0	105,2	102,9	105,4	107,5
Yaroslavl Region	101,2	94,0	104,5	107,8	104,7	103,8	102,8
Moscow City	105,3	93,2	101,2	101,7	101,7	100,3	99,6
Volga Federal District							
Bashkortostan Republic	108,3	102,0	104,7	107,9	102,5	104,5	103,4
Mari El Republic	105,7	103,0	106,7	106,3	110,0	104,1	107,9
Mordovia Republic	104,5	94,2	105,0	110,1	102,9	103,6	108,3
Tatarstan Republic	107,9	98,3	103,9	105,4	105,9	103,1	102,8
Udmurtia	103,3	97,4	104,5	104,5	102,5	102,2	103,4
Chuvash Republic	104,6	84,7	103,7	107,2	107,2	99,0	101,6
Perm District	105,2	93,7	108,0	105,9	101,4	101,5	104,0
KirovRegion	103,9	94,4	106,5	106,5	103,9	102,2	102,5
Nizhny Novgorod Region	101,4	90,8	107,8	107,2	104,1	103,8	103,7
OrenburgRegion	102,8	97,2	104,3	105,3	102,3	102,3	100,4
Penza Region	106,8	100,2	102,1	105,3	106,5	104,2	104,0
Samara Region	104,1	88,9	105,8	105,8	105,1	105,4	102,5
Saratov Region	108,2	97,2	101,4	108,4	106,3	106,1	102,2
Ulyanovsk Region	101,7	97,3	102,6	106,3	102,0	102,7	101,6

Source: Federal state statistics service

The rate analysis of labor productivity growth in Russia and the studied subjects of Central and Volga Federal districts show high differentiation of the regions according to this indicator, with multidirectional dynamics in the period 2008-2014. In 2014, the average rate of labor productivity growth in the Volga and Central Federal districts exceeded the national average and amounted

respectively to 103.5 per cent and 102.6 per cent respectively. The maximum value in 2014 in the Volga Federal district was reached in the Republic of Mordovia, in Central – in the Tula region; the minimum performance characteristic was to Ivanovo (CFD) and Orenburg (Volga Federal district) regions. The relationship of wage growth and productivity in the regions (Simonova, Bazhutkina & Berdnikov, 2015), identifying factors and trends of this process in light of the above, is the most important task. Minimum wage, unemployment insurance and legislation on the employment protection (Holmlund, 2014) influence patterns of individual behavior in the labor market and employment patterns; restrictive legislation on employment protection reduces labor turnover and jobs, but has a significant positive effect from the standpoint of decent work in employment and productivity. Additionally, the minimum fixed wage and collective negotiations have an impact on income distribution and inequality. However, at the regional level it is necessary to implement measures to ensure key provisions of decent work.

An important indicator on innovative development in regions, influencing the jobs quality is the high-tech production share and knowledge-intensive industries in GRP in%.

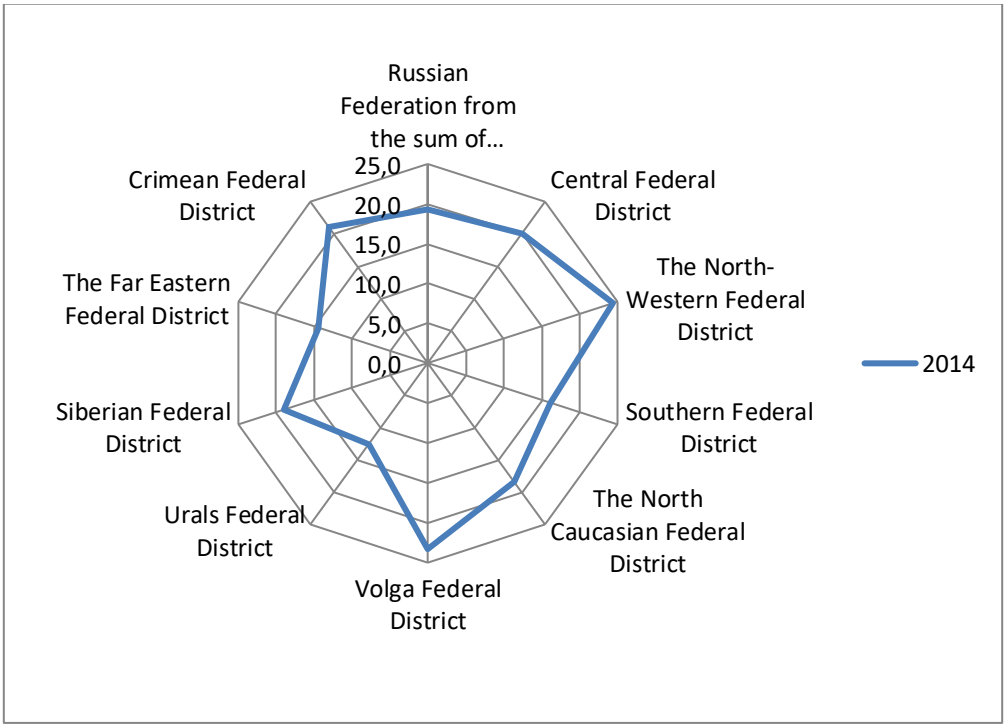

Figure 7. The high-tech products share and knowledge-intensive industries in GRP (%) by Federal districts of the Russian Federation, 2014
Source: constructed from data (Federal state statistics service)

In terms high-technology share and high-tech industries in 2014 leaders were the North-Western and Volga Federal districts, which were determined by sectorial specialization of the economies in district subjects. The North-West

district figure has increased compared to 2008, while in the Volga remained at the same level.

Table 2 presents data describing the parameters of innovative activity.

Table 2. The share of products of high-tech and knowledge-intensive industries in GRP (%) and coefficient of inventive activity (the Federal state statistics service).

The regions of the Russian Federation	The Share of high-technology and knowledge-intensive industries in GRP (%)					Coefficient of inventive activity (number of domestic patent applications for inventions submitted in Russia per 10 thousand persons of population)					
	2010	2011	2012	2013	2014	2010	2011	2012	2013	2014	2015
The Russian Federation	19,7	19,1	19,4	19,4	19,3	2,01	1,85	2,00	2,00	1,65	2,00
Central Federal District	21,8	20,8	21,2	20,5	20,2	3,80	3,27	3,71	3,77	3,00	4,32
Belgorod Region	10,4	9,2	9,5	10,2	10,4	0,76	0,89	0,76	0,98	1,29	0,96
Bryansk Region	19,6	21,5	22,3	21,8	20,3	0,41	0,50	0,49	0,43	0,51	0,45
VladimirRegion	28,4	29,9	29,0	27,1	27,2	1,32	1,17	1,60	1,46	1,96	1,86
VoronezhRegion	22,6	20,8	19,3	18,6	18,3	2,36	3,17	2,72	2,44	2,68	2,88
IvanovoRegion	17,5	18,4	21,6	19,7	22,1	6,21	6,85	7,26	4,54	2,78	3,01
KalugaRegion	33,1	37,9	41,0	36,6	35,8	1,17	1,23	1,19	1,21	0,77	1,04
KostromaRegion	16,0	17,0	16,3	16,7	17,1	0,62	0,51	0,74	0,44	0,60	0,63
KurskRegion	17,4	17,4	19,1	19,1	18,3	1,92	1,88	1,80	2,36	2,18	2,08
LipetskRegion	11,3	11,6	12,6	13,7	11,6	0,69	0,71	0,65	0,72	0,86	0,75
MoscowRegion	24,0	24,9	21,8	23,8	23,7	1,87	1,90	3,45	2,76	2,18	2,05
Oryol Region	19,7	19,1	19,8	20,2	18,8	2,04	2,05	1,30	1,68	1,15	0,66
RyazanRegion	22,1	24,0	22,1	22,7	22,1	1,32	1,11	0,86	1,15	1,08	1,19
SmolenskRegion	19,3	19,6	19,9	20,0	21,5	0,83	0,68	0,70	0,60	0,61	0,61
TambovRegion	17,3	17,6	17,2	17,5	15,9	0,77	0,91	1,02	0,97	0,88	0,70
TverRegion	20,9	21,2	23,0	22,2	21,0	0,72	0,63	0,85	1,04	1,06	1,21
TulaRegion	34,3	36,9	33,8	32,8	36,7	1,12	1,32	0,89	1,42	1,11	1,23
YaroslavlRegion	23,6	24,8	25,9	24,7	24,3	1,32	1,60	1,62	1,68	1,31	1,08
MoscowRegion	21,7	19,6	20,9	19,5	19,2	8,97	6,89	7,38	8,02	6,02	10,28
Volga Federal District	**23,3**	**22,8**	**23,2**	**23,2**	**23,3**	**1,38**	**1,50**	**1,55**	**1,49**	**1,36**	**1,33**
BashkortostanRepublic	20,5	19,0	17,8	19,9	20,4	1,46	1,49	1,44	1,64	1,76	1,63
Mari ElRepublic	22,9	21,4	22,9	22,8	24,2	1,39	2,15	1,77	2,24	1,70	0,95
MordoviaRepublic	21,1	21,1	21,0	22,2	21,1	0,46	0,51	0,59	0,70	0,78	0,52
TatarstanRepublic	21,5	18,4	19,9	20,6	19,2	2,21	2,08	2,51	2,06	2,24	2,09
Udmurtia	22,4	21,9	21,8	22,4	23,8	0,75	0,92	0,80	0,86	0,80	0,74
Chuvash Republic	27,0	28,4	28,3	29,2	28,3	1,06	1,43	1,21	1,23	1,03	1,27
Perm District	27,9	29,7	29,1	27,6	29,1	1,70	1,72	1,49	1,52	1,46	1,37
Kirov Region	25,6	29,0	28,9	28,0	28,4	0,59	0,86	0,84	0,69	0,83	0,77
Nizhny NovgorodRegion	27,9	27,6	29,8	30,1	29,3	1,05	1,21	1,67	1,28	1,20	1,13
OrenburgRegion	11,8	11,6	11,5	11,3	11,8	0,62	0,58	1,13	1,77	0,53	0,47
PenzaRegion	24,4	23,7	23,5	24,2	23,0	1,30	1,55	1,31	1,45	1,23	1,08

SamaraRegion	26,2	27,1	27,4	26,0	26,2	1,54	1,87	1,93	1,64	1,44	1,72
SaratovRegion	23,1	21,8	24,3	23,2	23,0	1,23	1,34	0,97	0,92	0,86	0,92
UlyanovskRegion	28,8	27,5	28,3	28,1	30,0	2,63	2,48	2,36	2,00	1,54	2,00

Source: calculated by the authors

Indicated in the table 2 the minimum value parameters in the share of technology-intensive sectors output in the GRP were observed in the Belgorod region (Central Federal district) and the Orenburg regions, and maximum performance within these Federal districts was noted in the Tula and Ulyanovsk regions. Thus the gap between maximum and minimum values was about 3 times. Regarding the ratio of inventive activity, the gap between more successful and less successful regions in this case was amounted, according to tables 4.5 times in the Volga Federal district and 22 times in the Central Federal district. The minimum value of the indicator is characteristic in these districts for the Bryansk region (Central Federal district) and Orenburg (Volga Federal district), regions - leaders in inventive activity in the Central Federal district in Moscow and Tatarstan (Volga Federal district). We can discuss about the factors of such distribution in results. Previously, we carried out the calculation of the decent work deficitindex showed that in Tatarstan fewest decent work deficit, and Orenburg region enters the region of the middle zone. In the framework of the Central Federal district, the smallest deficit of decent work was marked in Moscow, in the Tula region; it exceeded the average value for the district. In turn, the impact of technical changes on the results of work involves a deeper analysis in the models of interaction between technology, skills and tasks (Acemoglu & Autor, 2011). However, solving these problems is impossible without reducing the decent work deficit at the level of regions and organizations.

As example, the priorities of the decent work agenda China (ILO Decent Work Country Programme.., 2013) 2013-2015:

1) the goal of full employment; 2) strengthening of social dialogue, legal and regulatory framework and enforcement of labor legislation; 3) strengthen social protection by improving the social security system and promotion of safe work.

Note, however, that innovation may be accompanied by increased inequality in earnings (Breau, Kogler & Bolton, 2014), and further polarization of employment (Goos, Manning & Salomons, 2009; Florida et al., 2012) creates new problems in the field of decent work. In modern conditions (Zubarevich, 2015) output growth in industrial sector continued in the regions specializing in sectors of the military-industrial complex (Bryansk, Tula regions, the Mari El Republic, Yaroslavl, Penza, Kirov regions); new regions of oil and gas (Sakhalin oblast, Irkutsk oblast, Nenets AO, Yakutia, etc.) and developed regions agricultural South (the black earth area, SFD) with a developed food industry. Create opportunities for decent work in these sectors and regions.

To assess the relationship between decent work deficits and opportunities of innovative development in the regions it is advisable to use a number of indicators. However, the estimated relationship in the regions is hampered due to the following reasons: lack of single direct indicators, the lack of statistical base on the studied indicators in the regional context. Of great importance to understand the link between overcoming the decent work deficit and opportunities of innovative development in regions is played by the phenomenon

of status rents. In this case, the region having a certain status is able to act as a kind of "innovative attractor, attracting the talent, innovation-oriented personnel, investments, implementing innovative labor practices and thus "creates" the conditions for overcoming the decent work deficit in its space. The processes can be seen in the large cities. However, as practice shows, they can be observed higher income inequality of the population.

Conclusion

Implementation of innovative development models in the regions with the deficit of decent work leads to the necessity of solving contradictions as almost fundamental. Among the most significant ones are the following contradictions: between the social and economic effectiveness of new social protection systems; between different innovation capacity of labor market segments (equally important from the standpoint of regional development); between flexibility and security of employment. It should be noted that in recent years the process of deindustrialization agglomerations has ambiguous effects on the decent work deficit and makes it more difficult for the region to choose a particular model of innovative development. The lack of effective jobs in the regions also has a negative impact on the prospects of innovative development. Resource-constrained and underdeveloped city, characterized by high deficiency of worthy work, become a brake on the diffusion of innovation.

Search models of innovation development in the regions involves the identification of opportunities corridor and constraints of this development, based on existing innovative potential in the region, environmental factors and management. Undoubtedly, of great importance is the development of the system "production-man ", in particular, modernization of technical base of production in the regions.

An important factor in ensuring decent work in the regions is the creation of highly productive jobs. Depending on the specialization and selected development strategies we can distinguish several groups of regions in which these jobs are being formed (high performance workplaces in the regions, 2013). The first group consists of cities with the capital "rent" (the cities of Moscow and St. Petersburg), which occurs as the concentration of financial flows and headquarters of major corporations. In this case, a generator of new jobs supports the service sector. The second group of regions, as a rule, the centers of industrial agglomeration (for example, Sverdlovsk and Nizhny Novgorod regions), in which regions are created in the industrial sector. The third group of regions - resource regions - high-performance workplaces depends on a conjuncture of the world prices for oil and gas. The fourth group of regions in which high performance workplaces are generated in the most technologically advanced sectors of the economy (in particular, this group of regions include the Republic of Tatarstan).

It appears that possible a certain models range for regions innovative development, similar with creating conditions for achieving standards of decent work in them. In particular, one group of models is characterized by active investment in the generation and promotion of innovations, formation of strategies and relevant institutions for innovative development at the regional level. In this model, as a rule, the problem of overcoming the decent work deficit is solved more successfully. In turn, the development strategies of regional socio-

economic systems will define the demand for professions, types and forms of employment, structural unemployment, but they are determined by accumulated human capital, willingness of the population to the innovation, structure and regional economy specialization. In addition to this model, we can distinguish the model of "fragmented" innovation development in the region, where innovations are highly localized in nature (covering a limited number of organizations). In such models, typically the decent work deficit is higher. Therefore, in this model, overcoming the decent work deficit primarily involves structural, institutional changes, the investment activity increase. One of the solutions to the problems of decent work deficit in the regions could be an effective use of Federal and regional development tools. In this case, the parallel would be to create "demand" for decent work.

The problem of ensuring decent work in the Russian regions involves strategic and tactical measures to involve the institutional and the organizational-economic mechanism at national and regional levels. In particular, it becomes actual the task to improve the effectiveness of labor market institutions on the macro level.

In our view, the general sequence of actions for overcoming the decent work deficit, according to the chosen model of development in the regions includes the following steps:

1) to analyze socio-economic conditions for the implementation of decent work elements in the region and to identify blocks of the decent work deficit;

2) to define priority areas requiring the utmost achievement of decent work criteria;

3) to analyze possible consequences and risks for the social and labor sphere of the region development scenarios;

4) to implement and develop management measures and to monitor the results.

However, we agree with the authors A. Tatarkin, E. Vasilyeva & V. Chichkanov (2015) on the feasibility of a broader approach to assessing the management effectiveness - not through the prism of budget management, but focused on managing for results. Choosing management mechanism of life quality we must take into account the characteristics of the subjects groups in the Russian Federation.

In conclusion, we note that the parameters of decent work should be an essential element of socio-economic development monitoring in Russian regions and enter into an assessment of regional management effectiveness and, studied in conjunction with the vectors of regions innovative development.

Disclosure statement

No potential conflict of interest was reported by the authors.

Notes on contributors

Marina V. Simonova is PhD, Associate Proffesor, Head of the Department of Labor Economics and production complexes of Samara State University of Economics, Samara, Russia.

Larisa V. Sankova is Dr. of Economics, Proffesor, Head of Labor Economics and Economics of production complexes Department, Yuri Gagarin State Technical University of Saratov, Saratov, Russia.

Farida I. Mirzabalaeva is PhD., Associate Professor, The Department of human resource management, Plekhanov Russian University of Economics, Moscow, Russia.

Dina Ye.Shchipanova is Candidate of Pedagogical Sciencesof Russian State Vocational Pedagogical University, Ekaterinburg, Russia.

Vladimir E Dorozhkin is postgraduate of Pedagogical Sciencesof Russian State Vocational Pedagogical University, Ekaterinburg, Russia.

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