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INSTITUTIONAL BARRIERS TO THE HUMAN CAPITAL REPRODUCTION

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Abstract. The article develops an institutional approach to the study of human capital reproduction and realization. The relevance of the topic is proved by the fact that it is the institutional structure state within which the human capital reproduction is carried out that determines its qualitative characteristics. It is shown that the institutional barriers essence is the presence of ineffective norms that have a stable, self-replicating character. The typology of institutional barriers depending on different features is given. Using the data of the labor potential quality monitoring, conducted by the Vologda Scientific Center of the Russian Academy of Sciences, institutional barriers that have a negative impact on the reproduction of the population qualitative characteristics are established. It is shown that the potential reproduction barriers are connected with the following circumstances: the use of informal channels of employment; employment without a contract at the employer or employee' will; the precarious enterprise economic situation or the deterioration prediction of the enterprise economic condition where members of the family are working; disagreements between the educational system and the labor market that manifest themselves in employment in another profession, the disparity between the workers' skills and jobs requirements. At the same time, circumstances were identified that positively influence the human potential reproduction.

Keywords: institutional barrier; human capital; human capital reproduction; labor productivity; wages.

JEL codes: J41, J30.

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