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FEATURES AND PATTERNS OF EMPLOYMENT TRANSFORMATION IN RUSSIA AND COUNTRIES WORLDWIDE

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Abstract. The article is devoted to modern trends of employment transformation in Russia and countries around the world. The study is based on domestic and foreign scientific literature, official statistics and sociological surveys. The analysis showed that employment transformation in Russia has both general patterns throughout the world and specific features. The similar trends include intersectoral reallocation of labor force from one industry to another, when more and more people are concentrated in the service sector; declining importance of the trade union movement in the relations between employee and employer, which are becoming less formal; changing requirements for qualitative characteristics of the population, which has an impact on the labor market conditions. On the other hand, social and economic upheavals of the end of the last century in Russia contributed to the development of self-employment and the strengthening of instrumental values in working life. Furthermore, the features of the Russian labor market model impede the effective spread of flexible forms of employment observed in the world's major economies.

Keywords: transformation of employment; labor market; labor relations; precarization; non-standard employment.

JEL codes: J21, J23.

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