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SOCIAL AND LABOR CONFLICTS SPECIFICITY DURING THE COVID-19 PANDEMIC

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Abstract. The article examines the social and labor conflicts specifics, the main reasons for them under the COVID-19 pandemic peculiarities influence. Based on the statistics analysis, it was revealed that the socio-economic changes caused by the COVID-19 pandemic increased the number of conflicts in organizations. The reasons for the social and labor conflicts exacerbation are: violations of the wages, staff dismissal, violation of working conditions and regime. The factors that determine the instability of the social and labor situation and relations, which, together with the changing epidemiological situation, have a negative impact on the country's economy and the social order as a whole, are considered. The territorial differences of social and labor conflicts are determined; the subjects of the Russian Federation and federal districts are identified, in which the number of social and labor conflicts is higher, as well as sectoral features of the number of conflicts; The analysis showed that much more labor conflicts are observed in public sector organizations. Based on the analysis of the conflicts results, it was revealed that a third of conflicts end in a refusal to meet the workers' requirements, which allows us to conclude that a high potential for conflict in Russian organizations remains.

Keywords: social conflicts; labor conflicts; conflict potential; COVID-19 pandemic; social and economic changes.

JEL codes: J50; J53.

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