

PROBLEMS OF RESEARCHING POPULATION EMPLOYMENT QUALITY AND ITS INDICATORS

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The article deals with the theoretical problems of researching the population's employment quality and also with the system of indices making it possible to reveal the changes taking place in it during the appointed period of time.

In modern Russia transformations in the socio-labour sphere have caused changes in population employment in whole and in its qualities in particular. Transition to a market paradigm of development has supposed both positive and negative changes in employment relations and in its qualitative characteristics.

It is necessary to accept that during the last years of reforms efforts of the state structures in the employment sphere concentrated basically on employment of the people who have lost work, on maintenance with unemployment benefits or the minimum earnings including temporary jobs. Problems of formation of qualitative characteristics of employment stood aside from active process of scientific investigation in the 90s, though growth of research interest in labour market problems was observed. At the same time, in economy displayed the phenomena of increase in scales of unproductive employment, decrease in professional characteristics of occupied people, low level of salaries the payment, latent unemployment.

The essence of employment relations is developing not only under the influence of the market economy, but also in the process of the formation of a post-industrial society. In this case it is necessary to consider and reveal the change of quality of employment. Research of this problem assumes creation of conceptual approaches to development of the social and economic policy, promoting development of quality of employment, definition of parity laws of quantitative and qualitative characteristics of employment, reasons of potential forms of the state participation in formation of indicators concerning quality of employment.

The concept «quality of employment» is connected with the concept “employment” in the whole and is debatable. The quality of employment is regarded from positions of conditions of employment and development of human potential. The oth-

er group of researchers consider the quality of employment as interconnected with level and quality of a life process, possessing iterative, not a single-event character, mediated by relations of the property and shown either in a standard of life of the individual or social group, and in employment characteristics. Economic literature analyzes both quality of individual employment, as well as quality of employment in society.

For specification of positions in relation to quality of employment it is necessary to emphasize that the concept “quality” is the philosophical category reflecting intrinsic existing definiteness of an object. Quality can be defined as centripetal force, uniting all components of the object and defining the borders of the given object separating it from others. Simultaneously, quality reflects what unites the whole class of homogeneous objects. Quality structures the properties of the object and irrespective of those changes which occur with it, its qualities remain in some range of space and time, i.e. possess a certain stability. In this case, we speak about peculiarities of employment during an industrial epoch, about formation of new lines of employment in a post-industrial society. It is possible to say that “object – employment” is like this only because of qualitative definiteness. So, it is natural that qualities of the object can be changed eventually, ie what we are observing now. It is also possible to speak about known qualities and qualities, hidden from the observer, about primary and secondary qualities. It is necessary to emphasize that this thought, initially belonging to Hegel, has not lost its urgency.

The market model of employment is characterized by a change of subjects, objects, the purposes and problems, and also principles of interaction in relations of employment that find reflection in the quality of employment.

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The economic target of employment is realized through use of all the spectrum of a person's abilities including also formation of a worthy level of material security of the person. The final public purpose of maintenance of employment quality is the development and realization of the person as a social phenomenon that allows us to put forward the thesis about socialization of employment quality. That is the tendency that is inherent in a democratic civil society with its multi-subject system of regulation and management.

The offered system of parameters and transition to new employment quality assumes that for public sphere of employment, the system of indicators should lean against an index of development of human potential according to the level of standards of member countries of EUROPEAN ECONOMIC COMMUNITY (level of social guarantees in employment sphere should not be below level of indicators in these countries). The investment system in human resources should be based on principles when no less than 2/3 makes the public (state) capital and when multichannel investment of primary formation is used.

As a rule, we judge the essence of a subject according to its qualities. It is difficult to present the essence that has not been filled with certain properties, equally there cannot be quality capable of functioning separately from the material embodiment. The quality reflects manifestation of the cognizable properties limited by standards. The reference to the concept "quality standard" always assumes the analysis of object investigations from positions of identity and distinctions that equally can be criteria of quality. Quality definitions in the degree of identity and distinction are radically different from each other, as in the first case necessities themselves form a set of qualities, and in the second case of qualities defining requirements.

Quality of employment is considered as a reproductive, mediating the set of relations concerning public division and cooperation of kinds of human activity, forming level of material security, other preconditions and conditions for realisation of all spectrum of human abilities, possibilities and aspirations of the individual as self-sufficient social phenomenon.

In the economic literature it was repeatedly pointed at a crisis state of employment relations, the changes of its quality connected with reforming of economy.

Peculiar was the fact that the crisis in the employment sphere had less depth than in the economy of our country. There was a deep rupture be-

tween dynamics of manufacture and employment that pointed at extensive reservation of labour forces in economy, and also it was observed, smoothed, but not the radical process of "dumping" the labour force into the labour market. This situation was an attempt by employers to escape from «burden of higher expenses» (expenses on payments of severance pays, expenses on training of newly employed staff, losses from the lowered labour productivity of newly employed personnel, etc.).

Substantial growth of scales of a partial employment in connection with a default of 1998 was also not observed. Deep economic recession should lead to reduction of a labour demand and delay of its turn in a labour market, but in reality there was revival of domestic production because of a casual absence of foreign suppliers in the market of goods.

The present stage of social and economic development of Russia demands development of a new strategy in development of employment quality. It assumes necessity: in realization of monitoring the employment sphere according to the specified system of indicators, this system is different from the existing one in the official statistics so it is absolutely necessary for overweight in a system of accepted decisions in favour of the measures anticipating formation of negative characteristics of employment; timely updating of administrative decisions in this area; the analysis of "threshold" characteristics for transition to a new quality of employment; definition of strategy of assistance to development of employment quality in the conditions of market model of the economy, containing the system of criteria about how to update responsibility of various subjects in the sphere of employment during the course of formation concerning social protection of employment in market economy which would give rather significant reference points for practice; revealing stages of this process and usage of different excellent tools of realization of social policy in the field of employment taking into the account the specificity of object of regulation. As a result, strategy of development of employment quality can be presented as:

- ◆ strategy of responsibility of the state for employment quality;
- ◆ strategy of equal responsibility of the state and the person, (included in the name of trade unions and business);
- ◆ strategy of primary responsibility of the individual and his family for employment quality.

Thus, perfection of employment quality demands further serious theoretical, methodological and practical work of all institutes in modern Russian society.