PECULIAR PROPERTIES OF THE RUSSIAN LABOUR MARKET

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A B S T R A C T

In the system of economic relations, the labor market occupies an important place. Increasing employment, reducing unemployment and increasing labor productivity is one of the key problems of the transformation of socio-economic relations. In the Russian Federation in 2017 the priority program "Increase of labor productivity and support of employment" was approved, however, in the program, neither regional nor gender features of the Russian labor market are taken into account. Therefore, the study examined gender, regional and professional features of the Russian labor market. The main indicators of the labor market are compared with the labor markets of the leading countries. It is revealed that unemployment rates in Russia are higher and labor productivity is lower than in the leading countries. In recent years, there has been an increase in unemployment among the population having University degrees.

For agricultural worker, there was a slight decrease, and in the post-crisis year, there was a decrease in unemployment (the only category of workers). For the agricultural labor market, a trend was revealed – in crisis periods, when the labor markets of other industries are characterized by a slowdown or decline in the growth rate of labor productivity, the growth rate of labor productivity in the agricultural market shows a positive trend. As for other categories of workers, there was a sharp increase in unemployment.

The regional feature of the Russian labor market is noted. Despite the overall positive trend – the reduction of unemployment – in some regions (the Republic of Ingushetia and the Chechen Republic), the unemployment rate remains 3-5 times higher than the Russian indicator. It is proposed to take into account all the identified trends and problems in the development of national projects and programs.

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1. INTRODUCTION

The state of the labor market is a very relevant topic in our time, as the assessment of employment and unemployment is one of the components of the assessment of socio-economic development of society. Employment is a kind of indicator by which one should

judge the national well-being, the effectiveness of the reforms. The study analyzes the period from 2007 to 2017.

The formation and regulation of the labor market is one of the key problems of the transformation of socio-economic relations. In 2017, the passport of the priority program "Increase of labor productivity and support of employment" was approved, the main goal of which is "to implement regional programs to increase labor productivity and support employment, which will increase labor productivity at participating enterprises by at least 30%" [12].

However, the program does not take into account either regional nor gender features of the Russian labor market. The study of these features will allow developing more effective measures to increase employment and productivity in the Russian regions. It is also necessary to consider foreign labor markets that will allow taking advantage of the positive experience of the leading countries of the world economy and avoiding the problems they face.

The purpose of the study is to analyze the Russian labor market and its main indicators, to identify its features. To achieve this purpose it is necessary to solve the following tasks:

(1) To analyze the indicators and unemployment;
(2) To compare Russian indicators with those of the labor market of developed countries, the leading countries of the world economy;
(3) To identify regional and other features of the Russian labor market;
(4) To analyze labor productivity.

On the basis of the analysis, to propose recommendations aimed at correcting the identified negative trends.

2. MATERIALS AND METHODS

This study collected relevant data of domestic and foreign statistics, publications of experts on the research topic, as well as materials of the Russian government. Using the methods of historical and logical analysis, the features and trends of the Russian labor market and the labor market of the leading countries of the world were studied for comparison.

3. RESULTS AND DISCUSSION

The study of the problems typical of the modern labor market occupies an important place in the works of scientists and economists [1;3;4;7;11;16;17;21;22]. Most of them note "the formation and regulation of the labor market is one of the key problems of the transformation of socio-economic relations" [10]. It is also noted that "the problem of employment, which has a significant impact on the political and socio-economic situation in the country, is becoming an integral part of modern life of Russian citizens" [2].

Smolenskaya [18] notes that "the formation of the labor market in Russia dictates the need to develop an employment policy that takes into account national characteristics, the mentality of the population. This does not exclude the use of certain principles and approaches typical of employment strategies in market economies, which, however, is

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possible only if they are adapted to Russian realities."

The unemployment rate is a long-standing key indicator of the labor market, widely used in the world. The unemployment rate is an important indicator as it reflects the mismatch between the supply and demand of the labor force and reveals the reserves of the unused labor force. The unemployment rate is undoubtedly the most widely used indicator of the labor market, widely used by many labor market participants, including politicians, businessmen, researchers, scientists, students, journalists, etc.

The unemployment rate is an important indicator for the analysis of economic cycles, as unemployment trends are often closely related to economic indicators and their changes.

Table 1, the labor force in the last 10 years in the Russian Federation increased by 820 thousand people or 1.1%; the number of employed increased by 1,372 thousand people or 1.9%; the number of unemployed decreased by 522 thousand rubles or 12.2%.

Table 1. The level of employment and unemployment of the Russian Federation in the gender context, in % [13;14;15;20]

Year	Employment rate, percent			Unemployment rate, percent		
	Total	Men	Women	Total	Men	Women
2007	63.2	67.9	59.1	5.7	6.0	5.3
2009	62.1	66.9	57.8	8.4	9.0	7.8
2010	62.7	67.9	58.0	7.5	8.0	6.9
2013	64.8	70.4	59.8	5.5	5.8	5.2
2014	65.3	71.0	60.3	5.2	5.5	4.8
2015	65.3	71.1	60.1	5.6	5.8	5.3
2016	65.7	71.6	60.4	5.5	5.7	5.3
2017	65.5	71.5	60.1	5.2	5.4	5.1
2017- 2007	2.3	3.6	1	-0.5	-0.6	-0.2

The employment rate increased by 2.4% from 63.2% in 2007 to 65.5% in 2017, the unemployment rate decreased by 0.5% in the same period (Figure 1).

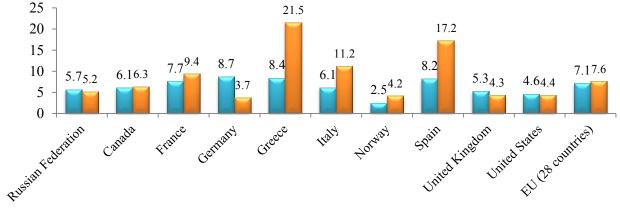**Figure 1.** Assessment of the 2007 and 2017 unemployment rates in percentage, after [19].

In comparison with the leading countries of the world (the USA, Germany), the unemployment rate in Russia is higher: in 2017, unemployment in the US was 4.4% (a decrease of 0.2% in 10 years), and in Germany 3.7% (a decrease of 4.9%). At the same time, unemployment in Russia is lower compared to the EU countries – according to the

data of 28 EU countries, unemployment increased from 7.1% to 7.6% (growth of 0.5%). Compared to a number of European countries, the unemployment rate in Russia is much lower: in Greece, unemployment rose from 8.4% to 21.5 % (an increase of 13.1%).

Attention should be paid to the level of employment and unemployment from a gender perspective. In Kapelyushnikov [5], the Russian labor market model is characterized by stable employment with low wages. That is, there is no direct relationship between the unemployment rate and wages. However, this situation can be viewed differently from a gender perspective. The employer prefers women who are willing to work for lower wages, which explained the lower rate of unemployment among women.

This hypothesis is confirmed by the data of Russian statistics. Throughout the period under review, the unemployment rate of women is lower than that of men. Thus, in 2017, the unemployment rate among women was 5.1%, and among men – 5.4%. It should be noted that the level of female unemployment is lower than the national figure.

Thus, the measures developed by the state to reduce unemployment should be gender-sensitive. The number of employable rural population in contrast to the urban for 10 years, from 2007 to 2017, decreased by 963 thousand people (or 5.6%); the number of employed decreased by 500 thousand people; the number of unemployed decreased by 464 thousand people.

Table 3: The level of employment and unemployment of the Russian Federation, depending on the type of settlement, in percentage [13;14;15;20].

Year	Employment rate, percent			Unemployment rate, percent		
	Total	Urban	Rural	Total	Urban	Rural
2007	63.1	74.7	66.7	6.0	4.8	10.6
2009	62.0	63.5	57.6	8.3	7.4	11.1
2010	62.7	64.4	57.8	7.3	6.3	10.6
2013	64.8	76.6	70.1	5.5	4.7	8.7
2014	65.3	77.7	70.7	5.2	4.5	8.2
2015	65.3	77.5	71.0	5.6	5.0	8.4
2016	65.7	78.3	71.5	5.5	5.0	8.5
2017	65.5	79.4	71.7	5.2	4.5	8.4
2017-2007	2.4	4.7	5	-0.8	-0.3	-2.2

Table 3, it should be noted that despite the fact that unemployment in rural areas is declining at a higher rate than in the city (2.2% reduction in 10 years), the unemployment rate in rural areas is almost twice as high.

Table 4. Structure of employed people at the age of 15-72 by age groups [13;14;15;20;21]

Age (years)	2007	2013	2014	2015	2016	2017
15-19	1.8%	0.7%	0.6%	0.6%	0.6%	0.5%
20-24	9.5%	8.5%	7.8%	7.0%	6.4%	5.7%
25-29	13.0%	14.2%	14.5%	14.5%	14.5%	14.4%
30-34	12.6%	13.2%	13.5%	13.9%	14.3%	14.6%
35-39	11.6%	12.7%	12.8%	13.0%	13.2%	13.6%
40-44	12.6%	11.6%	12.0%	12.2%	12.5%	12.7%
45-49	14.7%	12.3%	11.8%	11.4%	11.2%	11.4%
50-54	12.4%	13.3%	13.3%	13.0%	12.7%	12.1%
55-59	7.9%	8.8%	9.0%	9.3%	9.4%	9.6%
60-72	3.8%	4.7%	4.8%	5.1%	5.3%	5.3%
Mean age	39.9	40.3	40.4	40.6	40.7	40.8

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During the period from 2007 to 2017 (Table 4), there were a number of changes in the structure of employees at the age of 15-72. Thus, the employed population at the age of 15-19 decreased by 1.3% from 1.8% to 0.5%. In the age group "55-59" the percentage increased by 1.7%. However, there are those age groups where there have been no significant changes. For example, among the population at the age of 40-44 for 10 years, the percentage increased only by 0.1% from 12.6% to 12.7%.

Thus, it can be concluded that during the analyzed period there was a shift in the structure of employment by age criterion. The number of employees over 40 years old increased, and the employment of the young population under 25 years old decreased. The mean age was 40.8, 0.9 more than in 2007.

According to Table 5, it should be noted that the unemployment rate among the population with University degree increased by 0.5%. The opposite results can be seen among the population with secondary vocational education: the indicator "for the training of middle-level specialists" decreased by 0.1%, and the indicator "for the training of skilled workers, employees" decreased by 0.7%.

Table 5: The unemployment rate of the population at the age of 15-72 classified by education (as a percentage of the labor force of the corresponding gender and level of education), % [13;14;15;20;21]

Year	Total	Education level						
		Higher Edu	Incomplete higher professional	secondary vocational		Secondary general edu.	Basic general edu.	Without basic general edu
				Training program for middle-level specialists	Training program of skilled workers, employees			
2007	6.0	2.7	10.5	4.2	6.1	9.4	12.8	14.0
2008	6.2	2.7	11.9	4.6	6.5	9.6	14.4	16.4
2009	8.3	4.6	-	6.3	8.9	12.5	17.6	21.6
2013	5.5	3.1	-	4.2	5.7	8.7	13.6	17.2
2014	5.2	3.0	-	4.0	5.5	8.2	13.0	17.7
2015	5.6	3.4	-	4.5	5.8	8.6	13.4	21.3
2016	5.5	3.5	-	4.4	5.7	8.8	13.7	17.3
2017	5.2	3.2	-	4.1	5.4	8.4	13.1	21.2

As for secondary general education, there is the same trend as with secondary vocational education. There was a decrease of 1 %. Consequently, there is a tendency to increase unemployment among the population with University degree, and among people with secondary vocational education, on the contrary, this figure has decreased.

The analysis of regional characteristics of the labor market is of particular importance, as the problems of the labor market in the region can become a destructive factor in the development of the region. It should be emphasized that each region, due to its uniqueness (the level of socio-economic, cultural and political development, the mentality of the peoples living in a certain territory, as well as national traditions and customs), has its own regional features of the formation and development of the labor market.

Let us analyze the unemployment rate in the context of federal districts.

Currently, 8 Federal districts were formed on the territory of the Russian Federation.

According to Table 6, the unemployment rate in all districts decreased mainly in 2017 compared to 2010.   However, it is particularly necessary to note the change in 2010 relative to 2007; so, there was an increase in unemployment in all districts. The largest increase in unemployment was observed in the Eastern Federal district (growth from 3.5% to 8.6%) and the Urals Federal district (from 4.9% to 8%).   It should be noted that the maximum level of unemployment, as in the Russian Federation and separate districts was fixed in 2009. In 2009, the unemployment rate in Russia amounted to 8.4 percent.

This reduction is caused by the consequences of the global financial crisis, which caused a decrease in demand for goods and services, a reduction in production, the dismissal of personnel, and, consequently, an increase in unemployment.

Table 6. Assessment of the unemployment rate in the context of federal districts [13;14;15;20]

Federal District	2007	2010	2013	2014	2015	2016	2017
The Russian Federation	6.1	7.3	5.5	5.2	5.6	5.5	5.2
Central Federal district	3.1	4.6	3.3	3.1	3.5	3.5	3.2
North-Western Federal district	4.2	5.9	4.3	4.1	4.7	4.6	4.2
Southern Federal district	11.7	7.6	6.5	6.2	6.7	6.4	6.0
North Caucasus Federal district		16.5	13.0	11.2	11.1	11.0	11.0
Volga Federal district	6.1	7.6	4.9	4.5	4.8	4.8	4.7
Urals Federal district	4.9	8.0	5.7	5.8	6.2	6.1	5.6
Siberian Federal district	7.9	8.7	7.2	7.0	7.7	8.0	7.3
Eastern Federal district	3.5	8.6	6.5	6.4	6.3	5.8	5.6

The North Caucasus Federal district is of particular interest, which was separated in 2010 from the Southern Federal district. This district has the highest unemployment rate – 11%, which is almost twice higher than the unemployment rate in Russia.

Over the past 5 years, there has been an increase in the level of total unemployment only in the Siberian Federal district, for 2013-2017 it increased by 0.1% from 7.2% to 7.3%. This is due to the transformations carried out during the transition to a market economy. Some negative aspects of this process (liquidation of enterprises, bankruptcy) had an impact on the development of the labor market in the region. The agricultural sector, industry suffered, youth unemployment increased. The urbanization process also has a negative impact on the development of the Siberian Federal district.

The lowest unemployment rate was recorded in the Central Federal district (Table 7).

After analyzing the unemployment rate in the Central Federal district, it is clear that the minimum unemployment in 2017 was in Moscow (1.4%), and the maximum in Yaroslavl region (6.6%). In 2013, the same trend continued: the minimum unemployment rate was in Moscow (1.7), and the maximum - in Yaroslavl region (4.5%).   All regions of the Central Federal district on the level of unemployment can be divided into two groups: 1) regions in which there is a decrease in unemployment; 2) regions in which there is an increase in unemployment.

In general, for the period from 2007 to 2017 in the following regions there was an increase in the unemployment rate: Yaroslavl region (growth of 3.2%), Tula region (growth of 1.3%), and Moscow region (growth of 1.2%).

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In a number of regions, there was a decrease in the unemployment rate – Tambov region (3.6% reduction), Vladimir and Bryansk regions (2.1% reduction).

Table 7. Assessment of the unemployment rate in the regions of the Central Federal district,% [13;14;15;20]

Region	2007	2013	2014	2015	2016	2017	2017–2007
Central Federal district	3.1	3.3	3.1	3.5	3.5	3.2	0.1
Belgorod region	4.2	4.0	4.0	4.1	4.0	3.9	-0.3
Bryansk region	6.5	5.2	5.0	4.6	4.6	4.4	-2.1
Vladimir region	6.9	3.8	4.3	5.6	5.6	4.8	-2.1
Voronezh region	5.2	4.7	4.5	4.5	4.5	4.3	-0.9
Ivanovo region	4.5	5.2	4.3	5.6	5.6	4.7	0.2
Kaluga region	5.0	4.5	4.2	4.3	4.2	4.0	-1
Kostroma region	3.3	4.9	4.3	5.3	5.5	5.3	2
Kursk region	4.9	4.6	3.9	4.2	4.3	4.1	-0.8
Lipetsk region	2.8	3.7	3.7	4.1	4.0	3.9	1.1
Moscow region	2.0	2.8	2.7	3.3	3.3	3.2	1.2
Orel region	5.8	5.8	5.1	6.2	6.4	6.5	0.7
Ryazan region	4.0	4.7	4.4	4.7	4.4	4.1	0.1
Smolensk region	6.5	5.2	5.1	6.2	6.1	5.7	-0.8
Tambov region	8.0	4.6	4.3	4.6	4.5	4.4	-3.6
Tver region	4.2	5.3	5.3	5.6	5.8	4.5	0.3
Tula region	2.6	4.2	4.1	4.1	4.1	3.9	1.3
Yaroslavl region	3.4	4.5	3.8	5.3	6.7	6.6	3.2
Moscow	0.8	1.7	1.5	1.8	1.8	1.4	0.6

Table 8. Assessment of the unemployment rate in the North Caucasus Federal district,% [13;14;15;20]

District	2010	2013	2014	2015	2016	2017	2017 –2010
North Caucasus Federal district	16.9	13.0	11.2	11.1	11.0	11.0	-5.9
Republic of Dagestan	14.8	11.6	10.2	10.8	10.9	12.0	-2.8
Republic of Ingushetia	49.7	43.7	29.8	30.5	30.2	27.0	-22.7
Kabardino- Balkar Republic	12.7	10.5	9.5	10.1	10.3	10.5	-2.2
Karachay-Cherkess Republic	10.3	9.8	13.0	15.1	14.4	13.5	3.2
Republic of North Ossetia – Alania	9.8	8.1	8.6	9.3	9.9	11.8	2
Chechen republic	43.1	26.9	21.5	17.1	15.8	14.0	-29.1
Stavropol territory	6.9	5.6	5.3	5.6	5.7	5.2	-1.7

Despite the fact that in contrast to the regions of the Central Federal district, almost all regions of the North Caucasus Federal district showed a decrease in unemployment, however, compared with the Central Federal district, unemployment in this region is much higher.

According to the data presented in the table, there are two regions with very high unemployment – the Republic of Ingushetia and the Chechen Republic. Despite a significant reduction in the unemployment rate in these regions, it is significantly higher than the same figure in Russia.

During the analyzed period, unemployment in the Republic of Ingushetia decreased from 49.7% in 2010 to 27% in 2017 (22.7% reduction). In the Chechen Republic, the decline is even more significant – 29.1% (from 43.1% in 2010 to 14.0% in 2017).

Thus, in the development of activities and programs, it is necessary to take into account

regional peculiarities, the implementation of the same program in different regions may have different effects. It is also necessary to take into account different initial data, and take this into account in the implementation of various programs, for some districts, a minimum reduction in unemployment or maintaining it at a stable level can also be regarded as a positive trend.

After analyzing the dynamics of the unemployment rate for groups of employees in the last job place in the period from 2007 to 2017 Table 9, it was found that almost by the majority of groups of employees, the unemployment rate increased.

Table 9. The dynamics of the unemployment rate by employment groups in the last job place [21]

Employment groups	2007	2008	2009	2014	2015	2016	2017	2017 -2007
TOTAL	5.7	7.0	8.2	5.2	5.6	5.5	5.2	-0.5
Managers	1.4	2.5	3	2.1	2.4	2.2	2	0.6
Specialists of the highest level of qualification	1.7	2.2	3.1	1.7	1.9	2.1	1.8	0.1
Mid-level specialists	3	3.8	4.6	2.6	3.1	2.9	2.7	-0.3
Specialists involved in the preparation and execution of documentation, accounting and maintenance	3.8	4.4	7.2	3.9	5	4.8	4.3	0.5
Employees of service and trade, protection of citizens and property	4.9	6.1	8.1	4.8	5.5	5.6	5.2	0.3
Skilled workers in agriculture, forestry, fish farming and fisheries	5.1	5.4	5.3	3.3	3	2.9	4.4	-0.7
Skilled workers of industry, construction, transport and related occupations	5	6.7	8.5	4.9	5.3	5.4	4.8	-0.2
Plant and machine operators, collectors and drivers	4.3	5.5	7.3	4.3	4.5	4.5	4.3	0
Unskilled workers	8.1	10.1	10.7	7.9	8.4	8.3	8.4	0.3

The highest unemployment rate is typical for unskilled workers: in 2007 – 8.1%, and in 2017 – 8.4%. The lowest unemployment rate in 2017 was for managers and specialists of the highest level of qualification – 2% and 1.8%, respectively.

For the post-crisis year (2009), an interesting trend was noted, in particular, for all employee groups, there was a significant increase compared to 2008. In particular, the increase in unemployment among skilled workers in industry, construction, transport, and related occupations, as well as operators of production plants and machines, collectors and drivers amounted to 1.8%.

The only employment group in which, despite the crisis, there was a decrease in unemployment – skilled workers in agriculture and forestry, fish farming and fisheries.

Comparing the size of the annual GDP of the country with the time spent by the population of different countries on production for the year, it can be noted that in 2017, one hour in Russia produces a product for $ 26.5 (in current prices). This level of the studied indicator corresponds to the level of South Africa ($24.5), Mexico ($21.6), Chile ($27.6).

In all the leading countries of the world, this figure is much higher, in particular, the US – $ 72.0, Germany – $ 72.2, France – 69.4%.

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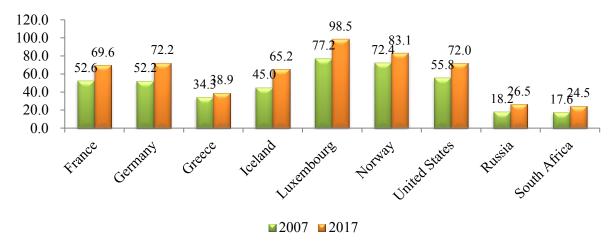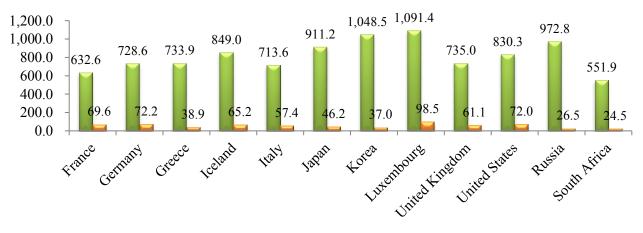
Figure 2: Comparison of the size of the country's annual GDP with the time spent by the population of different countries on production for the year, in US dollars [9]

The problem of low labor productivity is aggravated by the fact that the rate of involvement of labor resources in the economy is decreasing. Increasing labor productivity and energy efficiency should become the engine of further growth of the Russian economy.

Comparing the country's GDP with the time spent by the population of different countries on production for the year and hours worked per capita, it was concluded that not always a large number of hours worked, causes greater productivity. Thus, in Korea in 2017, 1 048.5 hours were worked per capita, and the size of the annual GDP of the country with the time spent by the population of the country on production for the year was at the level of countries with less time.

Figure 3. Comparison of different countries GDP (US$) with the time spent by the population on production for 2017 and hours worked per capita (hours) [9].

After analyzing the growth rate (decline in labor productivity in Russia), there was a slowdown in the growth rate of labor productivity. Thus, at the beginning of the study period, the growth rate was 107.5%, and at the end – 101.5% (Figure 4).
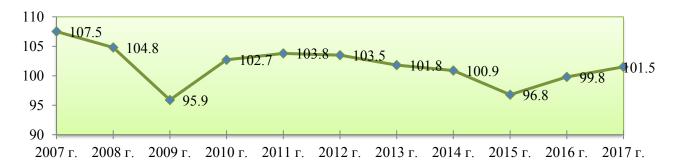
Figure 4: Growth rates (decrease) of labor productivity in Russia, % [13;14;15;20]

In 2009 and 2015 there was a decrease in labor productivity – 95.9% and 96.8%, respectively. The decline in 2009 was determined by the global financial crisis, and in 2015 – by the introduction of anti-Russian sanctions.

During the sanctions period, the growth rate of productivity in agriculture, hunting and forestry showed a positive trend – 105% compared to the previous period. In the same period, in all other sectors, there was a negative dynamics of labor productivity (manufacturing 96.5%, wholesale 90.3%). A similar trend was observed in 2009. Thus, the sensitivity of labor productivity to the crisis phenomena is multidirectional in different industries: in most industries, in times of crisis, the rate of productivity growth decreases and only for agriculture there is an increase in the rate of labor productivity growth.

The main objective of all national programs is to create a highly developed labor market. A highly developed labor market is not only a market in which enough jobs are created for all those who are interested in employment but also one that ensures the quality of jobs [22-25].

A highly developed market should promote decent work by offering jobs with satisfactory working conditions, including adequate earnings and working hours, safety and health at work, and access to social protection.

4. CONCLUSION

The labor market is one of the criteria by which it is possible to assess the national welfare, stability, efficiency of socio-economic development of the state. This study analyzed the Russian labor market taking into account regional, professional, gender and territorial peculiarities for the period from 2007 to 2017. The data of Russian and world statistics became the information base of the research.

Despite the general positive trend that is typical of the modern labor market in Russia (during the analyzed period, unemployment decreased, employment increased), there are problems that need to be solved to ensure sustainable socio-economic development of the country.

According to the results of the study, the following conclusions are made:
1) The labor market and the unemployment rate cannot be considered without taking into account gender, age, territorial and other characteristics that need to be taken into account

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in the design and implementation of national projects.

2) Despite the fact that the unemployment rate in Russia decreased, however, compared with the leading countries of the world (the USA, Germany), the unemployment rate in Russia is higher (in 2017, unemployment in the US was 4.4%, and in Germany 3.7%).

3) The unemployment rate of women is lower than that of men during the period under review. In 2017, the unemployment rate for women was 5.1%, and for men – 5.4%. The same trend continued throughout the study period, leading to the conclusion that the employer prefers women who are willing to work for lower wages.

4) Throughout the analyzed period, the unemployment of the rural population significantly exceeds the unemployment of the urban population. From 2007 to 2017, unemployment in rural areas is declining at a higher rate than in the city (2.2% reduction for 10 years). The high unemployment rate of the rural population can be caused by the low level of socio-economic development, bankruptcy, and closure of agricultural enterprises.

5) For the period from 2007 to 2017, there was a shift in the structure of employment by age criterion. The number of employed persons at the age of over 40 increased and the employment of young people at the age of less than 25 decreased. The mean age was 40.8, 0.9 more than in 2007.

6) There is a tendency of increasing unemployment among the population with University degree (growth of 0.5 %.), when among people with secondary education, on the contrary, this figure decreased. This is due to the fact that people with University degree are less willing to work in low-skilled and low-status positions.

7) Analysis of unemployment in the context of federal districts made it possible to highlight the North Caucasus Federal district, the unemployment rate in which is 2 times higher than the unemployment rate in Russia –11%. Within the framework of the North Caucasus Federal district, two regions are worth being highlighted – the Republic of Ingushetia and the Chechen Republic. At the beginning of the study period, the unemployment rate in these regions was more than 40%, and at the end of the period, despite the positive dynamics, remains 3-5 times higher than the Russian indicator.

8) After analyzing the dynamics of the unemployment rate by employment groups in the last job place in the period from 2007 to 2017, it was found that by almost the majority of employment groups the unemployment rate increased. The post-crisis year (2009) was especially marked, despite the negative trends in the Russian economy, the reduction of employment and the increase in unemployment, the only employment group in which the reduction of unemployment was marked –skilled workers in agriculture and forestry, fish farming and fishing. It can be assumed that some groups of works are less sensitive to crisis phenomena.

9) Comparing the size of the country's annual GDP with the time spent by the population of different countries on production for the year, it was noted that in one hour Russia produces much less product than in the leading countries of the world (the USA – 72.0$, Germany – 72.2$, France – 69.4%, Russia – 26.5$).

10) There was a slowdown in productivity growth. Thus, at the beginning of the study period, the growth rate was 107.5%, and at the end – 101.5%. In the post-crisis year and during the period of anti-Russian sanctions, there is a decrease in the growth rate of labor productivity.

11) The agricultural labor market has its own characteristics. During the crisis period, when all other labor markets show negative trends, the agricultural labor market shows positive dynamics. In particular, it is one of the few markets that shows positive labor productivity trends.

All these features and identified problems should be reflected in the programs developed by the state.

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