

# ECONOMIC AND LEGAL PROBLEMS OF EMPLOYMENT IN RUSSIA

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## ABSTRACT

This paper introduces an analysis of employment in Russia and its regions. The detailed study of employment experience helps to reveal the main problems of employment in Russia: structural changing, unemployment, commercial secrets, know-how, legal regulation, labour markets, production decline, innovation structures. The paper concludes with some illustrations of the volume of women employment in Perm Region, the structure of unemployment, factors which form the labour market. The authors made complex research of employment dynamics in Perm Region (the period from 1992 up to 2000). They tried to find out the economic and legal reasons of this phenomenon and to explain them.

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## INTRODUCTION

The employment of the population becomes a problem in any state, where the market of labour forces exists and operates, and the attraction to work is implemented on the basis of law of supply and demand and first of all in the states with a market system of managing. In the indicated conditions one can see the situation, when the separate citizens cannot use the potential and capacities to labour and receive fair reward (wage) in order to earn their living. This can be explained by the following: in conditions of the market economy any worker can become an unrequited employee, and in order to make that labour force again the object of a market demand, it is necessary to obtain additional skills, knowledge etc.

Transition of Russia from planned to market economy has given rise to the problems of labour markets and employment. The growth of competition in labour markets led to mass dismissals, including unfair dismissals from which such weakest subjects of labor relations as women, invalids and aged people suffered most of all. These problems are typical not only for all Russian regions but also for many other regions and states.

While making the research analysis of labour markets, employment and its structure in Russia we took into account a lot of foreign research works on the problems of employment and labour markets, etc, concerning the problems of correlation between labour and location industries, firms, etc (Clark G. L., Gertler M. S. and Whiteman J. 1986; Malecki E. J. and Varaiya P. 1986; Morrison P. S. 1990), the problems of the branch plant economy (Massey D. 1995), the questions of the diversity of worker functions and power which results in a mosaic of labour costs, skills and characteristics from which firms (Cooke P. 1983; Peck J. A. 1989; Malmberg B. 1995), the questions about wages which as well as non-wage benefits, are determined largely by the labour market institutions, rules and social 'safety nets', which vary from country to country (Freeman R. B. (ed.) 1994; Massey D. 1995), etc.

In modern Russia, as well as in other countries with market economy the above-stated problem has become very serious. However in Russia it has especial acuteness because it is closely connected with social and educational problems and transient nature of Russian economy on the whole.

In Perm Region the problem of employment is even more actual, than in many other regions of Russia. This can be explained by many factors:

1. In Ural Region the proportion of firms of a military-industrial complex is extremely great. And thousands of high-qualified specialists became unemployed as the result of fulfilling some unreasoned conversion measures.

2. In Perm and its region the university and college education are also oriented towards to Military-Industrial Complex. Annually huge quantities of young specialists leave Universities and try to find a job.

3. Unfortunately, owing to poor ecological, sanitary epidemiological, criminal situation in Perm region, the level of the unemployed, who don't participate in labour activity because of diseases, mutilations etc. is very high.

Perm Region with its developed military economy was referred to as so called "closed regions" and provided the production of practically all types and kinds of arms, ammunition and military equipment. Military orientation of Perm Region economy caused a lot of problems in transition period (a period of "perestroika", started by Gorbachov). However, in ten years Perms Region has achieved good results in conversion.

Military orientation of Perm Region caused the serious problem of conversion. The problem of conversion has given rise to mass dismissal of high qualified and skilled workers. And the problem of employment remains one of the most serious problems in this region.

Perm Region is an industry-developed region with built-in effect of military-industry complex, manufacturing and production region, region with different raw material industries. At the same time Perm Region is a donor-region financing another regions of Russian Federation. As for general social-economic situation, Perm Region's macroeconomic indicators are better than in other regions: Perm Region occupies the 4<sup>th</sup> place among 89 Russian regions in terms of «live» money volume, the 13<sup>th</sup> for the level of average income per capita, the 38<sup>th</sup> for the price of living standard, the 52<sup>nd</sup> for the rate of price's growth (in comparison with January 1993 the prices have increased only 67 times while in other regions 150-250 times). According to official statistics, Perm Region is included in to the group of «rich» territories. Perm Region has highly developed innovative potential.

However it should be acknowledged that the problem of employment as a subject of scientific research is extremely wide. In the present work the authors study the problem of employment of the citizens' separate categories - youth, women, invalids, and also servicemen, dismissed from a military service, and employment of the members of their families.

In the Perm region these categories of the unemployed are the most widespread, and also the least protected.

The main aims of the present research are to describe existing problems for the called categories of the unemployed, analyse the tendencies of problems development, and also to find methods. The authors also will try to analyse methods and main directions of the employment services' activity in the Perm Region.

## **GENERAL METHODS OF APPROACH TO EMPLOYMENT IN TRANSITION ECONOMY**

The transition from planned to market economy is the process of changing of one economical system by another. In a such transition situation the labour market is reshaped and women appear to be the most vulnerable. Women, especially in the fields of non-material production, become unemployed first of all.

Closing of unprofitable firms, decreasing number of the orders and agreements in research institutes, reduction of the subsidies for budget organizations cause the reduction of workplaces and the growth of number of unemployed.

Rebuilding of economic system on the whole plays a special role in distribution of industry in Russia now. The longtime state stimulating of export sector caused the loss of potential of high-tech industries and dependence of Russian economy on state of world markets of raw-materials.

In Perm Region (like in economy of Russia on the whole) branch structure is closely connected with territorial structure. This can be characterized by the growth of the part of fuel and energy complex in industrial structure. Fuel and energy complex is the basis of not only export potential but also of economic development of the region.

Predominance (prevalence) of raw-materials in export of Perm Region (about 90% of the total volume) causes its strong dependence on unfavorable state of the world market. In 1998 the world prices of such commodities (goods) were 20% lower than in 1997. The exporters of oil and oil products suffered most of all because of 34-36% price-cutting. At the same time the volume of export 12% increased. As a result of fall in prices the export of chemical (14,7%) and petrol-chemical (7,8%) products was cut down as well as the export of mineral fertilizers (3,6) and metals (9,8%).

Applying of different methods, including the method of displacement (progress) components was made for the analysis of structural changers. This method was used to analyze the reasons of changers in the structure of employment in regional economy by apportionment of 3 components:

- national (NS), which reflects the tendencies of development of national economy;
- branch (IM), which reflects the tendencies of development of a separate field of economy;
- regional (LF), which reflects the influence of regional factors.

The applying of the method of displacement (progress) components for analyzing structural changers in Perm Region economy during the period 1992-1998 shower the following (Mingaleva, 1998b, 1998d).

In 1992 524 thousands of people worked in the industrial sphere (Appendix, tables 1-2). In 1998 only 318,6 thousands of people worked there. That is 205,4 thousands of people lower. The reduction of employment in the industry of Perm Region can be stipulated by all the components (factors) mentioned above: national, branch and regional.

During these years the number of employed in Russia reduced by 11,7% on the whole.

If the reduction of a member of employed in the industry of Perm Region was like in national Russian economy, it would be

$$NS = 524 * (-11,7\%) = -61308 \text{ people.}$$

The branch component:

$$IM = 524 * [-33,6\% - (-11,7\%)] = -114756$$

Regional component:

$$LF = 524 * [-39,2\% - (-33,6\%)] = -29344 \text{ people.}$$

The sum of all these components NS, IM, LF shows the volume of general change of a number of employed in the regional economy:

$$(-61308) + (-114756) + (-29344) = -205408 \text{ people.}$$

The complex analysis of the 3 components makes it possible to come to conclusion that branch component (IM) plays the most important role in general change of a number of employed in Perm Region (114756). That's why Perm Region with its military oriented industry during the period of conversion had to bear the burden of branch unemployment. National component (NS) also influences on the number of unemployed (61308). Perm Region as a part of Russia cannot get rid of this component.

Regional component (LF) shows us only 29344 of unemployed. This proves the possibility to solve the problems of unemployment on regional level. This low number of unemployed became the result of the policy of regional government, good work of regional center of employment and successful cooperation with different firms, which offer new additional workplaces.

Skill more often means the behavioural characteristics of labour: such 'qualities as "good company employees", in terms of attendance, flexibility, responsibility, discipline, identification with the company and, crucially, work rate and quality'. The practice of choosing locations and workers on the basis of such behavioral traits is most frequently associated with Japanese firms and transnational firms, for example, IBM. Today the most progressive firms prove to be more concerned with labour quality – defined in terms of adaptability, flexibility, loyalty, motivation and problem-solving capability.

Labour, a fundamental factor of production in economic theory, is much more heterogeneous than conventional economic theory recognizes. Within advanced economies as well as between advanced and less developed societies, distinct (dual or segmented) labour markets are identifiable.

The diversity of worker functions and power results in a mosaic of labour costs, skills and characteristics from which firms can pick and choose those most suited to profitable activities.

The world experience shows, that territorial clusters developed around a particular set of knowledge and skills, or around local customs regarding women's work, attract the portions of an industry suited to those locations.

The transition to the market has formed new parameters of a labour demand; it requires new high-qualified specialists. It makes the potential workers be permanently ready to raise the level of their skills, change of a kind of activity. And it also puts the worker in the conditions, when the outcome of an activity and reward for a work depends not only on quantity of work and spent efforts, but also on the capacity to fast orientation and adaptation to the new conditions of market economy and the possibility to apply efforts in a correctly selected direction. This essentially differs from the conditions of the planned economy, when employment was guaranteed to everyone, and people felt confidence and firmness in their social status and living standards.

## **THE PROBLEMS OF WOMEN EMPLOYMENT IN PERM REGION (RUSSIA)**

Women form the largest social group of the population in Russia.

The reduction of workers in the public sector is marked by dissatisfied demand of services in such branches as education and public health services, service and trade which were traditionally known as "female". At the same time alternative spheres are developing in these branches. In 1998 the departments of political economy and sociology of the Perm State University have done the sociological research (table 3).

**Table 3.**

### **The feeling of confidence in the future of women working in different branches, spheres of a national economy in Perm and Perm Region (in % from those who answered in a group)**

The branch, Sphere of employment	Feel confidence in the future		
	Yes	No	Difficult to answer
Commercial	56	24	20
Transport	28,3	56,5	15,2
Public health services	19,6	67,4	13
Education	18	58	24
Trade	20	60	20
Administrative services	11,5	53,8	34,6
Building	4,1	75,5	20,4

This sociological research shows, that more than 21,5 % of the questioned women of different employment spheres in Perm and Perm Region feel confidence in the future. As the table demonstrates, the level of uncertainty is higher among the women who work in a public health services and building. Workers of commercial structures, transport agencies are more optimistic in evaluation of their future situation. (Employment of the population in the Perm Region 1998).

Also, one more interesting research was done in the Perm State University by the employees of lab of sociology in 1992-98 (Mingaleva 1994, Employment of the population in the Perm Region 1998), which had the following purpose: to compare social parameters of attitude to unemployment among women and men (the questioning was taken place in Perm, Berezniki, Solikamsk, Aleksandrovsk, Siva: 627 persons in the total, including 385 women) (table 4).

**Table 4.**

**Comparison of some social parameters  
of attitude of women and men to unemployment (%)**

<b>Social parameters (indexes)</b>	<b>Women</b>	<b>Men</b>
Attitude to unemployment:		
Positive	6,2	15,0
Negative	34,0	27,8
Realistic	58,7	57,3
Reality of threat of unemployment:		
Is quite real	63,9	47,9
Is real in a far outlook	12,7	16,7
The unemployment will not touch the worker	21,0	44,6
Consider, that the women with minor children will be dismissed from activity first	38,4	18,8
In case of unemployment:		
There will be nothing to live on	42,1	27,8
Will find activity or will have some sort of business	15,6	35,5
Ready to do any public works	20,3	35,0
Have a heightened and high standard of life	19,0	24,8
The social state of health has worsened for the last year	55,3	48,3

The aim of this research is to determine a public opinion of unemployment. The attitude to unemployment in many respects is determined by behaviour of the people, the potential unemployed, in particular. Here it should be mentioned that 38,4% of the questioned women think that they will be dismissed from activity first of all because of reduction, conversion, bankruptcy, mass dismissals etc.

Analysing the attitude of women to problems of employment and unemployment it is possible to make some conclusions:

1. The degree of adaptation of women to unemployment is much lower. Their attitude to unemployment is more negative: the number of the women who don't accept unemployment is much higher, than of the men. First of all, it is connected with the fact, that women become unemployed first: among the inspected unemployed of Perm Region (interrogated 485 persons) almost 80 % are women.

2. Women belong to the number of the most vulnerable groups of the population: the majority of them (64% against 48% of the men) feel personal threat of unemployment at the moment and not in a far perspective.

3. The situation of loss activity among women in case of unemployment is possible to describe as acute and tragical: a) for 42% of women (28% of men) there will be simply nothing to live on; b) the majority of women (and essentially smaller part of men) are not sure, that in conditions of unemployment they will be able to find any activity or get own business; c) women (as against men) in overwhelming majority disagree to do social work. Hopelessness of the situation has had such an effect that two thirds of the questioned women in case of unemployment agree to do any temporary (while there is no constant) or to receive any permanent job, including, irrelevant to an educational level, level of proficiency, underpaid work.

4. Again, psychological tension, stress in a situation of being nearly-unemployed, lower (in contrast with the men) standard of living have stipulated (along with other common for all social groups causes) lower social state of health among women: for the past year it has worsened for more than a half (55% against 46% for men) women.

These two researches were not non-reasonable. You see, the modern economical situation demonstrates, that women are dismissed from a manufacturing sphere first and become non-competitive in modern market conditions. Women make overwhelming majority among the socially unprotected groups of the population.

It is possible to mark out a lot both objective and subjective causes influencing this tendency.

By virtue of these and other causes the women remain unemployed more often. The consequences of that are obvious: the psychology of the women suffers affliction, the budget of a family decreases. Without having money for using a number of expensive services, the woman try to use her free time for doing all the household work herself. The shortage of time has a negative effect on brining children up.

Taking into account the fact of increasing unemployment among women, scientists offer different "recipes" of its softening: from the advice to return a woman home, up to the proposal to free a woman from the household work completely, to give an opportunity to realize themselves in production. It is difficult to agree with such extreme views. It is not about keeping a woman from one of the functions (or to return her into the bosom of the family, socializing a household work, or

to give her a professional work only), the point is that the majority of women wishes to combine both functions - maternal and manufacturing. However it does not mean, that the woman cannot freely make her own choice. She should decide by herself, where it is more expedient to apply the forces and in what volume. But to realize it is necessary to this build the conforming conditions. It is important to foresee these processes, in order to provide the social warranties for the optimal solution of the most acute problems of female employment in the society on the whole, at a regional level, and also within the framework of a concrete firm.

In Russia one can see the two main feachers of women labour:

1. Economic crisis has ruined the system of kindergartens in Russia. That is why the majority of children spends their time at home. Living standards are very low in Russia now. Families cannot allow themselves call for personal services, such as childcare, etc. So women with underaged children prefer to stay at home, especially when their children don't feel well. During this time they don't go to work, that doesn't satisfy the interests of employer. That is why women with under-aged children become unemployed first.
2. The general educational level of women is higher, than of men, and it is also very important. There are 61% of women among the specialists with the higher and vocational education. The percentage of women among the engineers is 60%, and among the research officers (scientists) - 40%. In general women are more high - qualified specialists than men. Women have two main advantages: a) they receive better education; b) they show good flexibility.

In some situations women are more responsible (it is typical for Russia).

That is why it is possible to come to conclusion that in contemporary conditions of transition Russian economy and taking into account the world tendencies of employment it is better to create for woman such conditions, when she can work staying at home or by using flexible schedule of work.

It is possible, because woman can work at home with a computer.

This type of organizing of working time has several visible advantages:

1. trade-unions are not engaged in such relations
2. women can spend more time with their children

At the same time this gives rise to the problems of protecting commercial secrets (know-how, trade secrets, etc). It is important to create sufficient forms of information defense.

The labour contract with such categories of women can include special terms devoted to the obligation of confidence. Employee must keep the information confidential otherwise she will be responsible for the breach of confidence and will have to recover the losses and pay the damages.

The employer also has several obligations. He must create for the employee such working conditions that will be sufficient for keeping information confidential. He also must have a special

list with categories of commercial information which belong to confidential (know-how, trade secrets, etc.). Employer must warn the employee about the necessity to keep the information confidential.

In 1994 new Civil Code of Russian Federation defined what a commercial secret is. Information can be defined as a commercial (trade) secret if it satisfy the following requirements: 1) it has real or potential commercial value, 2) it is unknown to the other persons, 3) there is no free legal access to the information, 4) the owner of the information does something to protect the information. People who received the commercial secret by using unlegal means must recover the losses and pay the damages.

The problem of women employment assistance is important for all the subjects of the society, because the staff reproduction, its qualification characteristics, are indispensable for the society and in many respects depends on a position of the woman and family principals.

The main reason is that the considerable proportion of the population is not ready to an active social and economic life in new conditions.

Conversion of military enterprises causes such serious problem as unemployment.

One can regard conversion as a combination of three elements:

1. Conversion of specialists. Conversion of specialists during a time of economic and social crisis contribute to the development of unemployment and the growth of criminality. A lot of high qualified specialists join criminal groups in order to earn some money.
2. Conversion of knowledge (research and engineer works). Another serious problem is a conversion of knowledge. Such conversion is made by applying new scientific and technical achievements to the different fields of economy. But all these scientific, engineer and research achievements must be adapted to the needs of each field. In order to choose a proper correlation of civil and military production it is necessary to take into account all the particular features of the enterprise and the market.
3. Conversion of production capacity and production lines.

Conversion of military enterprises causes the necessity of legal protection of skilled workers and high-qualified specialists. Mass dismissals can disorganize labour market not only in one region, but in the whole country.

As a rule young women (about thirty years) and women who have small children become unemployed first. Professional potential of that category of workers is practically not discovered. The second category of unemployed consists of the women of pension and near-pension age, whose labour potential is already depleted. During the period of transition to a market system of managing these two categories take completely different labour-market positions and, therefore, their system of the social protection should be different.

It would be completely incorrect to assert that the state does not show any concern to problems of the indicated categories of the citizens. Vice-versa, there is a definite state policy to stimulate employment and protection of rights and interests of the population. On the legal level this policy is carried out by the corresponding law-creation. First of all the following law should be mentioned: “On employment of the population of Russian Federation” (Federal Act № 36, 20.04.96).

The indicated law determines legal, economical and organizational fundamentals of the state assistance to population employment, including state warranties for realization of citizens’ constitutional rights of labour and social protection from unemployment in Russian Federation.

The employment is an activity of citizens, bound with satisfaction of personal and public needs, which do not break (violate) the laws of Russian Federations and, as a rule, give them earnings, earned income.

The unemployed are the able-bodied citizens, who have no job and earnings, and who are registered in the employment services in order to find an appropriate job. At the same time, payments of a severance pay and saved average earnings are not considered as earnings if they belong to the citizens, dismissed from the organizations in connection with liquidation, reduction of a number or staff, etc.

One can notice the growth of number of the citizens applying for a job to employment services (76 thousand of people seaching for job that is 23% more, than in 1999). The number of the unemployed on January 1, 2001 was 14,7 thousand people that is 1,2 thousand lower in comparison with the previous period. The level of unemployment for January, 1, 2001 has reached 1 %, which is several times lower than the average rate of unemployment in the Russian Federation on the whole (1,4%) and in the Ural region in particular (2,7%). The average duration of the unemployment period has also decreased and made 6,2 months against 8,1 months in 1999. (The report on a status of social-labour sphere and standard of living of the Perm region population in 2000).

Thus, some stabilization of processes in the labour market was reached in 2000. The achievement of positive parameters was promoted by the activity in carrying out a purpose-oriented program of assistance to the employment of a population in the Perm Region in 1999-2001.

This programme is an excellent example of cooperation between regional government and institutions of local afforities together with the department of employment in carrying out a policy of employment. The main aims of the programme are:

1. to restrain a mass unemployment,
2. to form of a progressive employment structure.

The new version of a Complex program of creation and preservation of work places in the Perm Region for the next 5 years (2000-2005) had been elaborated. The region Legislative

Assembly took into account all the remarks and proposals made for the previous program to create this Complex program.

The knowledge and comprehension of concrete problems connected with the employment of separate categories of citizens must be the basis of any state policy, both on a federal and local levels. It is impossible to react in a proper way to the problems of women, youth, disabled people and servicemen without a complex monitoring of a situation and without studying the main tendencies and regularities of the problems. It is necessary to understand, that the features of a social and economic situation of these citizens are in continuous changing. The legislative and law-applying activity cannot be fulfilled in the indicated area disregarding these changes.

A firm can do a lot to raise the level of women's skill. It appears, that training and retraining of female staff in a firm should be differentiated. It is important to take into account the presence of children and, may be, use part of a woman holidays for looking after the child for retraining.

Now firms begin to apply various contemporary forms and methods of public supporting women. More often firms include "factory tools" or services to satisfy the needs of the workers. The drugstores, studios of consumer and health services constructed within a company not only improve life conditions, but also create new workplaces for the freed workers of the given firm and help to keep the best female staff.

Scientific and technical progress (STP) provides large employment assistance for women. The basic directions of its development include new kinds of energy, electronic discoveries, chemistry, and biology. They enlarge possibilities of applying a female labour. There are professions of the mechanised and automated work accessible for women. STP allows the working women to be engaged in a substantial activity, to regulate and to control production. However, it is necessary to provide measures of liquidation of labour monotony, which reduce its attractiveness.

The increasing of the effectiveness of women employment can be carried out by different ways:

1. By firms - to improve the organizational forms of raising the skill and retraining level of the working women with allowance of their labour activity discontinuities conditioned by birth and bringing up children; to create groups of professional staff retraining; to transfer working women to more "mild" activities during pregnancy; to organize work on a professional rehabilitation of the working women returning from maternity holidays. During the development of new programs on professional girl training, it is necessary to decrease a number of professions of manual skills and simultaneously to expand a list of professions of a highly qualified labour responding the women manpower specificity. It is important to let the women - chiefs of all ranks, in the most acute time of motherhood, work under the flexible schedule, using personal computers to maintain a constant link with the firm. To take into account time of work with computers, as they also influence health.

2. By centres of employment - to provide assistance to development of business, especially in small enterprises, where the female labour is applied. To grant definite privileges and advantages to those firms and institutions, which create for the women the non-standard working conditions, flexible schedules; in that way they leave the old labour relations and go on a path of an individualization of labour. To contact with firms, which use the data of sociological questionnaires for a creation of new workplaces for the women. To reallocate freed female staff into branches of a non-productive sphere, and also into consumer services - trade, public catering, communication, information technologies and other.
3. By institutions of local governing - to organize training of female staff, taking into account needs of a city and a region in particular, - bank workers, workers of customer services and information science, lawyers etc., using the data of employment service. Firms interested in obtaining of the working women of new and popular specialties can bear all the training costs. Within the framework of each city or region it is also possible to organize a shop of handmade goods and works of art.

But these proposals solve only a part of problems concerning the facilitation of women's life and improvement of their employment. The main problem for Russia in general and the Perm region in particular lies in changing "price" of a maternal labour, having equated it to all other types of socially useful works with all after-effects.

Let's take a situation with employment of women in Perm Region.

The female unemployment was and remains the main difficulty of the employment service. According to the details concerning the still fulfilment of the principal program (dealing with the employment assistance to the citizens requiring social protection) in Perm Region in 1999, namely the parts applied to women, definite changes have taken place in general structure of female unemployment in 2000 in comparison with similar period of 1999. So, the number of women applying for a job, in 2000 has decreased by 12798 people.

For the January, 1, 2000 the part of unemployed women on the whole in the region makes 64,0 % and on the first of January 1999 - 61,0 %, so one can see the tendency to its growth.

The number of working by profession women has decreased by 9885 people within the year 2000 in comparison with similar period of the year 1999 and has made 17215 of people and proportion of women among the working by profession remained on the previous level – 44,7%. At the same time the level of unemployment among the women employees is rather high. From a total number of people applying for a job (as employee) in 1999 - 14029 there were 10035 women, which makes 71,5 %.

According to the results of a statistical analysis the number of the unemployed women registered as jobless, in 2000 in contrast with a similar period of year 1999, has decreased from

38693 people to 20028 people, and the part of women among all the registered has decreased from 53,0% up to 51,7%.

Within the year 2000 14785 women have found job that is 6830 people less, than in the similar period of 1999. However the percentage of women among all the unemployed provided a job in 2000 has increased and made 56,4 %.

Quantity of the territories with female unemployment has also been reduced. At the same time some terrains continue to stand out: Solikamsk (80 %), Dobrjanka (73,8 %), Perm city (69,2 %), Kishert (86,9 %), Orda (82,9 %), Gornozavodsk (82,6 %), Siva (81,3 %), Iliinsk (77,3 %), Barda (68,9 %), Octjabrsk (67,0%), Nytva (66,7%), Perms district (73,5 %).

Along with the territories, characterized by "female" unemployment, there are still terrains, where the unemployed men predominate steadily. These are Chastie (57,0 %) and Osa (56,0 %) areas.

The part of women among the unemployed without any profession is 62,9 with a long work-break - 65,9%, and there is 72,6% of women who didn't begin working until the applying for a job to an employment service.

In 2000 there were 72,3% of women bringing up under aged children and disabled children (in the similar period of 1999 - 73,8%).

In comparison with 1999 the quantity of women among the people of near-pension age has decreased from 1876 people up to 1117 people, and the percentage of women among all the people of near-pension age has increased from 49,3% up to 65,5%. During the period of production decline and labour redundancy the problem of this category of citizens has got special sharpness. The citizens of near-pension age became one of least protected categories of the population.

The educational level of the unemployed women is higher, than of the unemployed men. In 2000 there were 61,4% of women among the unemployed with higher education; 76,6% - with a vocational education, that is more than in 1999 (75,3%); with school education 62,1% - also more than in 1999 (60,3%). The part of women with incompleting secondary education among the unemployed makes 50,9%, and remains at a former level.

The number of the unemployed women, dismissed from companies, has decreased from 8874 persons in 1999 to 6074 persons in 2000. The number of women among the unemployed invalids has decreased from 435 persons in 1999 up to 298 persons in 2000.

In 2000 51,6% of women took part in social works, that is by 1,6% more, than in 1999. The social works are type of temporary works, where the participants receive an additional payment besides a wage and that attracts this category of the citizens.

The main parameters dealing with assistance of the women employment are the following (table 5).

**Table 5.****Indexes of assistance of the women employment in 1999-2000 in Perm Region**

№	Parameters	For 1999	For 2000
1	Has applied for a job, <i>% to a total number of the addressed</i>	52447 51,4	39649 52,2
2	The women considered unemployed, <i>% to a total number of the unemployed</i>	38693 53,0	20028 56,0
3	The women provided a job during some period of time, <i>% of a total number provided a job</i>	28161 50,0	25150 53,2
4	Including the unemployed women provided a job, <i>% of a total number of the unemployed</i>	21615 51,7	14785 56,4
5	The number of women directed to a vocational training, <i>% of a total number of directed to a professional training</i>	2034 57,9	3782 61,9
6	The number of women which took part in social works, <i>% to a total number of participants</i>	1114 50,4	1971 50,6

The quantity of women directed to professional education has increased from 2043 people in 1999 to 3782 people in 2000, because they agree more willingly to retrain.

The training was conducted on 48 professions. In conditions of absence of vacancies in a number of regions the aim of women training was to develop the perspective of self-employment in such trades, as entrepreneur, seamstress, operator of a computer, fashion designer - cutter, manager, lawyer, secretary - reviewer, accountant.

In the Solikamsk centre of employment within 2000, 2 large conferences and 30 mini-fairs were conducted, and “the Day of a trade (profession)” was organized. The given direction promoted a job placement for the distributors in commercial companies.

In order to solve the problems of women employment the Krasnokamsk centre of employment cooperates with the heads of companies and organizations of all the forms of ownership, the city administration, the committee of people’s social protection, the women’s council and with other public organizations. The data bank “specialist” was created in this centre.

Temporary employment and social works were proposed to unemployed women in Perm, Lysva, Aleksandrovsk and Gubaha, Nytva, Chajkovsk, Berezovka, Uinsk, Vereschagino, Osa, Karagai area.

Orientation to self-employment predominate in Krasnokamsk, Ohansk, Nytva, Siva, B - Sosnova, Karagai areas.

Organizing of vacancy fairs take place in Solikamsk, Tchusovoy, Gornozavodsk, Barda areas.

Also the retraining of unemployed women is offered practically in all centres, the search of vacancies for each citizen is done personally especially for those who have many children and are lone parents. On the whole during the year 2000 quotas of workplaces for parents with many children were established on 725 workplaces (in most cases for women), and 103 people were provided a job on quota workplaces (women). (*Details of the principal programme fulfilment, Perm region in 2000*)

In the aggregate number of women 53% of the russian population (over 78 million of people). Women make more than a half (52%) of average annual labour work force, including 2/3 in the field of goods production, that is why women are included in almost all professional groups. Woman are employed in such industries, as light, instrument making, radio, clock, engineering (up to 75%). There are a number of branches of a country's national economy, where only women work. For example, the greatest percentage of women in a total number of the employed was in crediting and insurance - 87%, trade and public catering – 82% public health services, physical culture and social security - 81%, in information and computing service - 81%, national education - 75%, culture - 72%.

## CONCLUSIONS

Making conclusions, it is necessary to mark, that women form the largest social group in the population of Russia.

The main causes that bring women to a labour market are their dismissal during reduction of production and dismissal at their own will. First of all it happens under the following circumstances:

- Necessity of privileging, granting the women with children, occupational diseases etc;
- The overtime works are prohibited or limited for women;
- The additional costs for protecting a female labour are demanded;
- Large discontinuity in activity of the women which is connected with a birth of a child and further looking after him (childcare);
- Toughening of the employers' requirements in the conditions of a competition on a labour market;

- Cutting down the production in branches, where mainly the women are employed: food industry and light industry, Service of a household activities, trade;
- Low territorial mobility of women in comparison with the men, who can work in a shift team;
- Professions and specialities received by women in educational institutions don't satisfy the true needs of a region;
- A circle of the proposals on retraining becomes more narrow.

The causes, conditioned by an economical situation and legal regulation of employment in Russia, were mentioned above. They can be added by other causes, conditioned only by female psychology and features of attitude to production:

- Prejudice concerning new organizational patterns of ownership and realization of the place in market frames;
- Fear of changing the profile of a trade;
- Priority of family values and also psychological stereotype of man's earnings in a family;
- Tendency of a partial employment in manufacturing.

Conversion of military enterprises causes such serious problems as unemployment and the necessity of legal protection of skilled workers and high-qualified specialists. Mass dismissals can disorganize labour market not only in one region, but in the whole country.

As any act, the Law "On employment of the population in Russian Federation" sometimes is not able to solve all employment problems at a local level. The adequate policy of government institutions of Perm Region and the local authorities should compensate that lack. It is important to notice that the position in the labour market and in the field of employment of the area is characterized by the following processes:

1. continuing reduction of a population;
2. decrease of officially registered unemployed;
3. stabilization in distribution of territories according to the rate of unemployment;
4. return to the forms of active employment policy;
5. increase of activity of the population on a labour market.

For a solution of the employment problem (of the freed women) it is necessary to develop a variety of home jobs with short and flexible schedule, to enlarge the family and cooperative forms of labour activities, and, in a number of cases, to provide preferential terms for an early retirement. However, the preferential terms of labour are applied extremely seldom in Russia. These terms require large organisational rearrangements, change in labour settings, the improvement in the registering the spent time and control of work quality.

For the women of near-pension age it is necessary to create good conditions to let them work till the time they retire, and for the young women who were brought out of work, it is necessary to create the whole system of sufficient use of their labour potential and professional skills.

The solution methods of the women employment problems should be found in creation of a new market mechanism, economic management, with the “female unit” in it. Such submechanism is to be founded on material resources and aimed to solve of concrete social problems. That is why it could guarantee an effective protection of women interests in all spheres of life at a state, regional and local levels.

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**Table 1: The number of employees in different fields of economy in 1992 and 1998**

branch of economy	Russia on the whole				Perm Region				NS	IM	LF	Sum
	1992	1998	increase/decrease	% employ- ment	1992	1998	increase/decrease	% employ- ment				
Total	72071	63642	-11,7	100,0	1510,1	1056	-30,1	100				
Industry	21324	14150	-33,6	22,2	524	318,6	-39,2	30,2	-61,308	-114,756	-29,344	-205,408
Agriculture	10336	8282	-19,9	13	146,9	91,1	-38	8,6	-17,1873	-12,0458	-26,5889	-55,822
Building	7887	5410	-31,4	8,5	163,2	66,6	-59,2	6,3	-19,0944	-32,1504	-45,3696	-96,6144
Transport	5632	5043	-10,5	7,9	121,3	86,2	-28,9	8,2	-14,1921	1,4556	-22,3192	-35,0557
Trade	5679	8900	56,7	14	111,1	82,3	-25,9	7,8	-12,9987	75,9924	-91,7686	-28,7749
Housing and communal services	2988	3691	23,5	5,8	64,2	63,9	-0,5	6,1	-7,5114	22,5984	-15,408	-0,321
Health services	4227	4500	6,5	7,1	95,3	92,4	-3	8,8	-11,1501	17,3446	-9,0535	-2,859
Culture and education	7521	7200	-4,3	11,3	171,1	154,1	-9,9	14,5	-20,0187	12,6614	-9,5816	-16,9389
Science	2307	1370	-40,6	2,2	25,1	16,8	-33,1	1,6	-2,9367	-7,2539	1,8825	-8,3081
Finance	494	760	53,8	1,2	9,5	12	26,3	1,1	-1,1115	6,2225	-2,6125	2,4985
Managment	1362	2570	88,7	4	24	48,8	103,3	4,6	-2,808	24,096	3,504	24,792
Other fields	2314	1766	-23,7	2,8	54,4	23,2	-57,4	2,2	-6,3648	-6,528	-18,3328	-31,2256

\* The table is based on the date of State Statistics Committee of Russia and Statistics Committee of Perm Region

**Table 2 : The number of employees in different fields of industry in 1992 and 1998**

branch of industry	Russia on the whole				Perm Region				NS	IM	LF	Sum
	1992	1998	increase/decrease	% employ-ment	1992	1998	increase/decrease	% employ-ment				
Industry, total	21324	14150	-33,6	100	524	318,6	-39,2	99,9				
Power engineering	626	830	32,6	5,9	13	27,4	110,8	8,6	-1,521	5,759	10,166	14,404
Fuel industry	870	767	-11,8	5,4	31	21	-32,3	6,6	-3,627	-0,031	-6,355	-10,013
Ferrous metallurgy	795	670	-15,7	4,7	27	16,3	-39,6	5,1	-3,159	-1,08	-6,453	-10,692
Non-ferrous metallurgy	532	480	-9,8	3,4	10	12,5	25	3,9	-1,17	0,19	3,48	2,5
Chemistry and petrochemistry	1143	860	-24,8	6,1	63	61,8	-1,9	19,4	-7,371	-8,253	14,427	-1,197
Mecanical engineering	7153	3770	-47,3	26,6	243	112,9	-53,5	35,4	-28,431	-86,508	-15,066	-130,005
Wood working industry	1813	1060	-41,5	7,5	68	39,1	-42,5	12,3	-7,956	-20,264	-0,68	-28,9
Building materials	1136	740	-34,9	5,2	19	10	-47,4	3,1	-2,223	-4,408	-2,375	-9,006
Light industry	1845	910	-50,7	6,4	29	11,8	-59,3	3,7	-3,393	-11,31	-2,494	-17,197
Food industry	1554	1420	-8,6	10,1	21	1,6	-92,4	0,5	-2,457	0,651	-17,598	-19,404
Other fields	3857	2643	-31,5	18,7	46	4,2	-90,9	1,3	-5,382	-9,108	-27,324	-41,814

\* The table is based on the date of State Statistics Committee of Russia and Statistics Committee of Perm Region