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## State Policy in the Field of Employment: Regional Aspect

Ekaterina A. Maslyukova  , Margarita V. Alexandrova ,  
Olga V. Yutkina 

Russian State University of Justice,  
69, Novocheremushkinskaya st., Moscow, Russian Federation, 117418

 [katrinamas@mail.ru](mailto:katrinamas@mail.ru)

**Abstract.** The study presents the results of a study of the regional peculiarities of the state policy in the field of employment. The monitoring of the main indicators of the Moscow labor market, the structure of the unemployed by age groups and the structure of the employed by the level of education in Moscow was carried out. It is concluded that there is a major problem in the labor market in the city of Moscow, manifested in a high level of unemployment among young people aged 20 to 39 years with higher and secondary specialized education. In order to increase employment among young people, it is proposed to organize joint events by the management of secondary schools and regional employment services to address issues of vocational guidance of schoolchildren, increase awareness of university students about the availability of specialized vacancies, train graduates in self-presentation skills that promote employment and strengthen employers' awareness of the possibility of obtaining benefits when graduates are employed.

**Keywords:** public policy, employment, labor market, youth unemployment, structure of the unemployed

**Conflicts of interest:** The authors declare no conflicts of interest.

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## **Introduction**

In modern conditions, the effective development of the regional economy largely depends on the functioning of the labor market, the specifics of its regulation, the level of employment of various categories of the population, the quality and level of qualification of labor resources.

The main priorities in the management of human resources should be:

- formation of active and dedicated employees, including young people interested in its prosperity, through their participation in management or ownership, business career planning, the realization of their abilities in the labor process;
- coordination of staff motivation criteria with the goals of the enterprise;
- creating conditions for a freelance career of employees who want to prove themselves in temporary projects for a corresponding increase in the level of wages [1].

The aim of the research is to monitor the main indicators of the Moscow labor market and identify areas for improving employment policy.

Research methods include general scientific methods and approaches, first of all, system, legal, comparative, as well as situational and statistical analysis, information-analytical and graphical methods.

## **Results**

The current state of the labor market situation in Russia is characterized by a reduction in the number of workers in the country, the lack of a systematic relationship between the professional and qualification structure of personnel training with the needs of the labor market, a low level of mobility of the national labor force, a shortage of labor in certain types and spheres of activity, which requires state participation in solving employment problems [2].

The state policy in the field of employment is being implemented to increase the level of security and expand employment opportunities for unemployed Russian citizens. At the same time, there are features in each region that need to be considered when developing regional programs, which will increase the effectiveness of state employment policy instruments.

For example, the subprogram “Development of the labor market and promotion of employment of the population” has been developed to ensure the development of the labor market and promote employment of the population of Moscow. The main objectives of the subprogram are: maintaining a low level of the indicator “the level of registered unemployment”; increasing the number of citizens who applied to the employment service as the largest operator for job search; increasing the level of employment of citizens who applied to the employment service of Moscow; increasing competitiveness in the labor market of citizens with difficulties in finding work; poverty reduction through the technology of social contract and employment with income that allows you to get out of poverty; development of the employment service network of the city of Moscow.

The study of the labor market indicators of Moscow in 2020–2022 indicates an annual increase in the population in the city. So, in 2020, this figure was 12,678 thousand people, in 2021–12,655 thousand people, and in 2022 the population was 13,015 thousand people. There were 28.1 thousand unemployed people in 2022, while in 2021 their number was 37.2 thousand people (75.5 %). The established average monthly salary increased and in 2022 amounted to 111,900 rubles, which is 8.5 % higher than in 2021.

The analysis of the indicators given in Table 1 shows that the population in Moscow in 2022, compared with 2021, increased by almost 1 %, but at the same time the number of employed people decreased by 0.5 %. It should be noted that the values of the registered unemployment rate and the unemployment rate determined by the International Labor Organization do not coincide, which indicates a high proportion of the unemployed who are not officially registered with the state employment services.

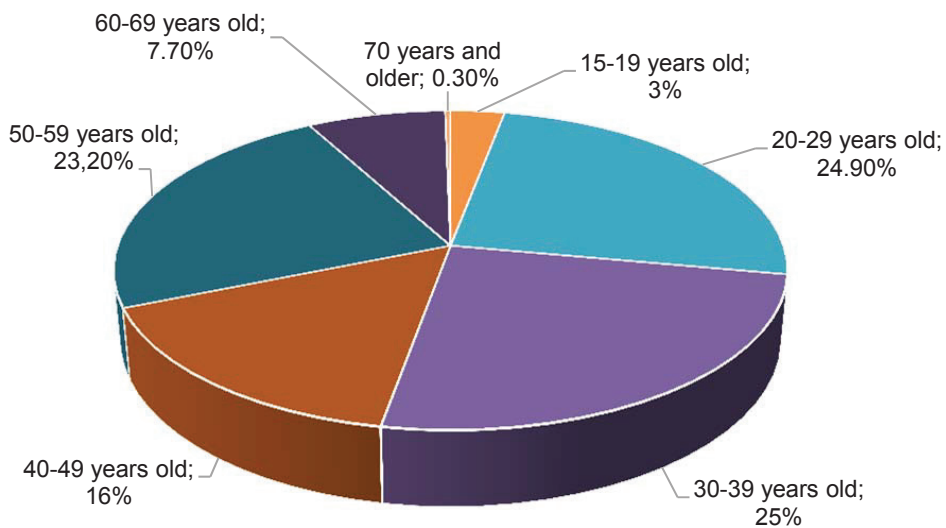
Monitoring of data from the Office of the Federal State Statistics Service for Moscow and the Moscow region revealed that in the structure of the unemployed in Moscow in 2021, the unemployed aged 15 to 19 years accounted for 3 %, aged 20 to 29 years — 24.9 %, aged 30 to 39 years — 25 % of the total unemployed in Moscow, aged 40 to 49 years — 16 %, unemployed aged 50 to 59 years — 23.2 % of the total (Fig. 1).

Table 1

**The main indicators of the Moscow labor market  
in 2020–2022**

Indicators	Unit of measurement	2020	2021	2022	Growth rate, %	
					2022 by 2020	2022 by 2021
Total population	thousand ppl.	12 678	12 655	13 015	103.1	100.7
Number of employed population	thousand ppl.	7 147	7 150	7 116	99.6	99.5
Number of unemployed population	thousand ppl.	96.4	37.2	28.1	29.1	75.5
Registered unemployment rate	%	1.32	0.5	0.39	-	-
Unemployment rate according to the ILO	%	5.9	4.3	3.7	-	-
Average monthly nominal salary	thousand rubles	93.1	103.1	111.9	120.2	108.5
Number of jobs	thousand	7 987	8 101	8 350	104.5	103.1

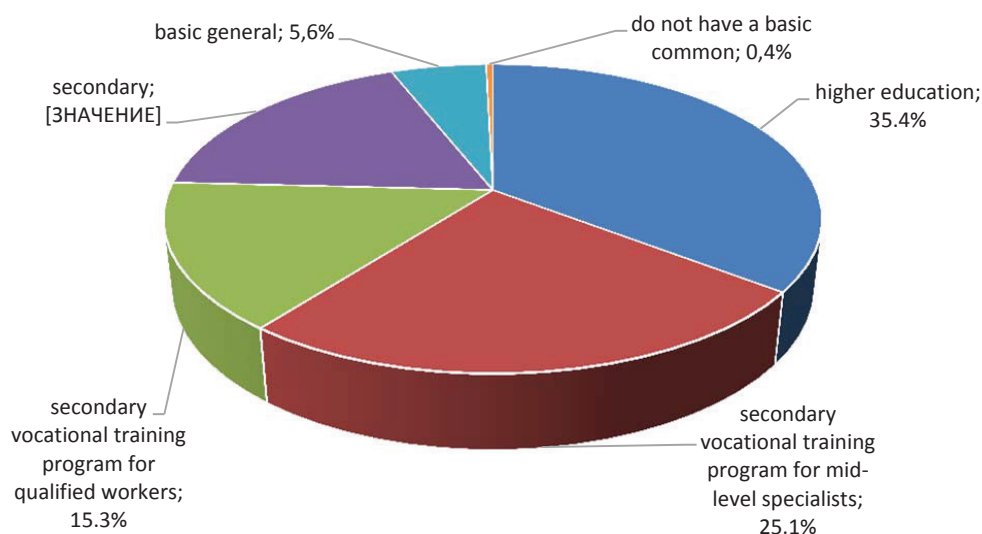
Source: [3]



**Fig. 1.** Structure of unemployed by age group in 2021, %

Source: [3].

It draws attention to the fact that half of the unemployed in Moscow in 2021 had higher education and tertiary education under the program of training middle-level specialists. The unemployed with secondary vocational education under the specialist training program make up 25.1 % of the total number of unemployed, the unemployed with secondary vocational training under the skilled workers training program — 15.3 %, while the unemployed population with secondary general education make up 18.2 %, with basic general education — 5.6 %, and the share of unemployed, not having an education is 0.4 % (Fig. 2).



**Fig. 2.** Structure of unemployed by level of education in Moscow in 2021, %  
 Source: [3].

Thus, the portrait of an average unemployed Muscovite has the following characteristics: age from 20 to 39 years, level of education — higher or secondary vocational.

### Discussion

As part of the study, a sociological survey was conducted, in which took part 150 respondents-applicants consisting of people of working age. The survey was attended by people aged 25 to 45 years. According to the survey

results, 50 % of respondents have a higher education (including an academic degree), 19 % do not have a completed education, the remaining 31 % have secondary vocational education. Only 15 % answered that they found a place with the help of the employment service. The rest replied that they were not offered any vacancies, although their education and specialty are in demand in the labor market.

Among the reasons for refusal, respondents note:

- there were no vacancies for specialists with such a high position, unique specialty or high qualifications — 15.5 % of respondents;
- the proposed vacancies did not correspond to the specialty — 45.5 % of respondents;
- 39 % of respondents were not satisfied with the amount of remuneration.

According to a sociological survey, it can be concluded that the population does not trust the activities of regional employment services.

Thus, the Russian labor market is characterized by a gradual decline in the number of able-bodied population as a consequence of a natural decline in the country's population and a simultaneous increase in the number of the retirement age population. The existing demographic trends lead to the expansion of the use of labor force older than the able-bodied in the labor market [2].

Currently, about 834 thousand people (37.9 %) who have graduated from educational institutions are unemployed among young people under the age of 29. In this regard, the professional orientation of young people should play a more significant role in the formation of demand for educational services, thereby causing higher employment of graduates of educational institutions and the provision of the economy with the necessary human resources [4].

As part of the study, it is necessary to analyze the structure of the unemployed by the methods of job search. So, in 2021, almost 73 % of the population turned to acquaintances and friends when looking for work, about 54 % used Internet resources, just over 20 % of respondents directly contacted employers, and only 36 % used the services of the employment service [3].

The data obtained once again confirm the low level of public confidence in the activities of employment services, including unjustified expectations of the quality

of jobs. Also, young people are not satisfied with low wages in state and municipal services, as well as the lack of opportunities for career growth.

It should be noted that the planning of career advancement is poorly used in public services, as well as the conditions of motivation of a municipal employee. Directly career growth is considered an auxiliary way of forming motivation in a municipal employee [5].

Thus, the analysis of the indicators of the labor market in Moscow and the structure of the unemployed population allowed us to identify the following problems and formulate directions for their solution.

The main problem in the implementation of the state policy in the field of employment of the population is the high unemployment rate among the population aged 20 to 39 years with higher and secondary specialized education. This situation is explained by the discrepancy between the implemented areas of training of educational institutions and the number of graduates to the real demand in the labor market. In view of this, there is an annual increase in the growth of the unemployment index among graduates of vocational educational institutions.

In this regard, it is necessary to conduct joint activities by the management of secondary schools and regional employment services to address issues of vocational guidance of schoolchildren. This event should be aimed primarily at graduates of grades 9 and 11 of secondary schools. Career guidance will allow students to choose their future profession more consciously.

During the period of study at higher educational institutions, students should be made more aware of the availability of vacancies and the possibility of internships in the field of study in organizations with which educational institutions cooperate on a contractual basis.

It is also necessary to train graduates in self-presentation skills in employment, including with the participation of representatives of leading recruiting companies in Russia. It should be noted that through trainings and self-presentation activities, students will gain skills in compiling portfolios and resumes, master the skills of presenting their business and personal qualities, and increase stress tolerance during an interview.

Another direction of solving the problem of youth employment is the allocation of subsidies for employers who employ graduates. To this end, it is already envisaged to stimulate employers by allocating subsidies from the budget to cover the salary costs of graduates employed under the quota. For the further development of this direction, it is necessary to strengthen the information of employers about the possibility of obtaining benefits for the employment of graduates.

The proposed measures to improve regional management in the field of employment of the population will help to reduce youth unemployment, increase the level of public confidence in the activities of public employment services, the attractiveness of vacancies provided by state and municipal organizations and increase the prestige of work in the public service.

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### Information about the authors:

*Ekaterina A. Maslyukova* — Candidate of Economic Sciences, Associate Professor of the Department of Economics, Russian State University of Justice (Russian Federation) (ORCID ID: 0000-0003-3474-3833) (e-mail: [katrinamas@mail.ru](mailto:katrinamas@mail.ru)).

*Margarita V. Alexandrova* — Candidate of Economic Sciences, Associate Professor of the Department of Economics, Russian State University of Justice (Russian Federation) (ORCID ID: 0000-0002-9564-302X) (e-mail: [4664290@mail.ru](mailto:4664290@mail.ru)).

*Olga V. Yutkina* — Candidate of Economic Sciences, Associate Professor of the Department of Economics, Russian State University of Justice (Russian Federation) (ORCID ID: 0000-0001-8119-5257) (e-mail: [olga\\_yutkina@mail.ru](mailto:olga_yutkina@mail.ru)).

## Государственная политика в сфере занятости населения: региональный аспект

Е.А. Маслюкова  , М.В. Александрова , О.В. Юткина 

Российский государственный университет правосудия,  
117418, Россия, г. Москва, Новочерёмушкинская ул., д. 69

 [katrinamas@mail.ru](mailto:katrinamas@mail.ru)

**Аннотация.** Изложены результаты исследования региональных особенностей проведения государственной политики в сфере занятости населения. Проведен мониторинг основных показателей рынка труда г. Москвы, структуры безработных по возрастным группам и структуры занятых по уровню образования в г. Москве. Сделан вывод о наличии основной проблемы на рынке труда в городе Москве, проявляющейся в высоком уровне безработицы среди молодежи в возрасте от 20 до 39 лет с высшим и средним специальным образованием. В целях повышения занятости среди молодежи предлагается организация профессиональной ориентации школьников, повышение информированности обучающихся вузов о наличии профильных вакансий, обучение выпускников навыкам самопрезентации и усиление информирования работодателей о возможности получения льгот при трудоустройстве выпускников.

**Ключевые слова:** государственная политика, занятость населения, рынок труда, безработица среди молодежи, структура безработных

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**Информация об авторах:**

*Маслюкова Екатерина Александровна* — кандидат экономических наук, доцент кафедры экономики, Российский государственный университет правосудия (ORCID ID: 0000-0003-3474-3833) (e-mail: [katrinamas@mail.ru](mailto:katrinamas@mail.ru)).

*Александрова Маргарита Валерьевна* — кандидат экономических наук, доцент кафедры экономики, Российский государственный университет правосудия (ORCID ID: 0000-0002-9564-302X) (e-mail: [4664290@mail.ru](mailto:4664290@mail.ru)).

*Юткина Ольга Владимировна* — кандидат экономических наук, доцент кафедры экономики, Российский государственный университет правосудия (ORCID ID: 0000-0001-8119-5257) (e-mail: [olga\\_yutkina@mail.ru](mailto:olga_yutkina@mail.ru)).