

# New forms of national labor markets organization as segments of the global market

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**Abstract.** There is no doubt about the relevance of the research of new forms of organization of national labor markets as segments of the global market in the context of the global economic crisis caused by the pandemic. The problem of organizing the national labor market in time of coronavirus crisis plays an important role in Russia's economy. One of the primary goals of the state is to maintain the necessary conditions for the ability to earn a living for oneself and one's family. It is necessary to realize the importance of maintaining the number of working population involved in the fundamental segments of the state economy. Improved institutional framework to support the national labor market in time of coronavirus crisis should support the population decently in terms of absolute and relative concepts of income measurement in the long term. The purpose of this article is to explore new forms of organization of national labor markets, as segments of the global market, under conditions of global economic crisis and the foundations of institutional transformation of state economic activity under conditions of pandemic, pursuing the goal of maintaining the number of working population and improving the quality of produced work. During the analysis of new forms of organization of national labor markets as segments of the global market, the authors applied statistical and logical research methods.

**Keywords:** national labor market, market segment, global market, global economic crisis, pandemic, coronavirus, Covid-19

## 1 Introduction

Initially, it should be defined that the national labor market is a system of labor relations organized by the state, which has developed within the national economy. It is based on the movement of labor resources between different sectors and industries of the country's economy. One of the primary goals of the state is to maintain the necessary macroeconomic conditions to enable the population to earn money for their own and their maintenance of their family. At the same time, the state must be aware of the importance of maintaining the number of working people involved in the fundamental segments of the country's economy. Qualitative, adaptive improvement in the organization of the national labor market in time of coronavirus crisis, plays an important role in maintaining the stable development of the

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Russian economy. An improved institutional framework to support working citizens, should decently support the population in terms of absolute and relative concepts of income measurement, both in the short and long term. This article considers the national labor market as part of the global labor market, which should be structured in the form of closed regional ecosystems, as a new form of employment preservation and development in a pandemic.

## 2 Materials and methods

In analyzing the new forms of organization of national labor markets as segments of the global market, the authors use the methodology of economic theory – scientific induction, statistical and logical research methods.

## 3 Results

In each economic system, the state of the labor market determines the economic growth of the system under study. When the time came for a widespread coronavirus infection to take over many countries, there was both an impressive fall in citizens' incomes due to the coronavirus pandemic and quarantine restrictions, as well as changes in the labor market.

The relevance of this study is determined by the possibility of state support measures for the poor and middle class in Russia in a transforming labor market. One of the primary goals of the state is to maintain the necessary conditions for the ability to earn a living for oneself and one's family. At the same time, it is necessary to realize the importance of helping the low-income and what is called the middle class [1]. Consequently, we can state that the fundamental vector for the development of the social state is the task of overcoming the inevitable crisis conditions as a result of quite turbulent economic and social changes [2]. Moreover, it is necessary to emphasize the institutional level of these changes. Thus, institutions that were effective in the past are now becoming ineffective [3]. The purpose of this article is to explore new forms of organization of national labor markets as segments of the global market under conditions of the global economic crisis and the foundations of institutional transformations of state economic activity under pandemic conditions, pursuing the goal of maintaining the number of working people and improving the quality of their work.

The analysis of the state of the Russian labor market segments is of important practical and scientific importance. To conduct a study of the number of employed workers in various segments of the Russian economy in the pre-pandemic time in 2019, we used the data provided by the Federal State Statistics Service of Russia [4]. It should be noted that according to the Federal State Statistics Service of Russia, it is significant that throughout the period by 2020 the number of workers involved in the segments of the economy has not been critically changed, that is, it remained at the same level.

In assessing the total number of employees, we must say that the largest number of workers in 2019 was employed in the wholesale and retail trade segment, as well as in repair of motor vehicles and motorcycles (11525 people), in the segment of manufacturing industries (10218 people), in education (6895 people), in health and social services (5790 people), in public administration, military security and social security(5136 people), in agriculture, forestry, hunting, fishing and fish farming(4267 people), in professional, scientific and technical and administrative activities ( 4054 people).

But since the onset of the Coronavirus Crisis, many commercial innovations have penetrated the economic life of many nations, and Russia is no exception here. The COVID

– 19 pandemic has begun to force the development of digital technology around the world. At the beginning of the third decade of the 21<sup>st</sup> century there is an active formation of new models of consumer behavior. Digital commerce has come to the forefront of the interaction between consumer organizations and society. Recently, businesses that focus on the use of digital technology in their activities are becoming more and more relevant. For example, consumer services such as door-to-door delivery or “touchless” delivery are increasingly being offered.

New forms of organization of national labor markets, as segments of the global market in a global economic crisis, in a pandemic can maintain the number of working people and improve the quality of their work.

The main condition for the development of such national segments is the mass vaccination of hired workers in contact with a huge mass of consumers. Organized closed regional ecosystems of the national labor market can afford and consumers the following:

- provide an opportunity for remote selection of goods and services;
- organize the delivery of goods to the end consumer at the right time and in the right way;
- expand sales by saving consumers’ time for their own consumption;
- organize participation in the recycling of packaging waste, etc.

Businesses are aware of the effectiveness and importance of maintaining a working population engaged in the fundamental segments of the state economy.

## 4 Discussion

David McKenzie’s scholarly work underscores the fact that jobs are a major political concern for politicians in many countries. Economic crises, high unemployment, and concerns about automation all make it necessary for state agencies to apply increasingly active labor market policies [5]. According to a research by Elena Popkova, Anastasia Sozinova and Vera Menshchikova, the digital modernization of the economic system of modern Russia is designed to cover all of its components. In Industry 4.0, digital technologies are used not only in the production of goods/services, but also in their purchase (e.g., online ordering/e-booking, e-payment) [6]. S. Bila’s articles address important strategic priorities for the development of the global labor market in the first quarter of the 21st century [7]. Doan Lee and Nguyen argue that in the context of Industry 4.0, workers and educators are facing challenges related to big changes in the workplace [8]. Eva Fodor, Christy Glass examine the context of the labor market, family policy mechanisms in state economic development [9]. José Rodolfo Hernández-Carrion presented a scholarly work in which he described that methodologically as a macro synthesis of major trends in the economy, from its local and global spheres in convergence, create a new phenomenon based mainly through digital platforms [10]. The article by Baxtiyarjon Mullabaev and Baxriddin Makhmudov emphasizes the importance of digital economy in the economic growth of the Republic of Uzbekistan, its advantages, reforms and government recommendations for its development [11]. The scholarly work of Chihiro Watanabe, Kashif Naveed, Yuji Tou, Pekka Neittaanmäki explored new ideas for measuring the digital economy that provide insight into the integration of national accounts with product-oriented microanalysis efforts [12]. Phillips, Fleming, and colleagues in the study considered employment as a generally recognized desirable outcome [13]. Jaime Arellano-Bover’s article shows that labor market conditions during the transition from education to telecommuting affect the long-term skill development of workers [14]. Dean Curran’s article touches on the risks posed by the dynamics of innovation in the digital

economy [15]. The study by M.A. Ali, M.R. Hock, and K. Alam touches on the topic of research and understanding the need, the nature of the relationship between the development of e-government and the digital economy [16]. All of the aforementioned studies provided the basis for writing this article.

## 5 Conclusion

The fundamental vector for the development of the welfare state is the goal of overcoming the inevitable crisis conditions, such as the onset of a crown crisis economy. In the process of researching new forms of organization of national labor markets as segments of the global market in the current economic crisis, the state of the national labor market of the Russian Federation was analyzed in the nearest retrospective to the pandemic time – in 2019.

The article analyzes data from the Federal State Statistics Service of Russia, which indicates that throughout the period to 2020, the number of workers involved in segments of the economy has not changed critically, that is, it remained at the same level. Assessing the total number of employees, we must say that the largest number of workers in 2019 was employed in the segment of wholesale and retail trade, as well as repair of motor vehicles and motorcycles.

Since the onset of the Coronavirus Crisis, many commercial innovations have penetrated the economic life of the Russian state and the pandemic COVID-19 began to force the development of digital technology around the world. New forms of national labor markets organization as segments of the global market in a global economic crisis in a pandemic are able to maintain the working population and improve the quality of work produced. The main condition for the development of such national segments is the mass vaccination of employees, who come into contact with a huge mass of consumers. Organized closed regional ecosystems of the national labor market can allow: to provide a remote choice of goods and services; to organize the delivery of goods to the end consumer in the right time and timing; to expand sales by saving consumers time on their own consumption; to organize participation in the recycling of packaging waste, etc.

The problem of organizing the national labor market in time of coronavirus crisis plays an important role in Russia's economy. One of the primary goals of the state is to maintain the necessary conditions for the ability to earn a living for oneself and one's family. It is necessary to realize the importance of maintaining the number of working population involved in the fundamental segments of the state economy. Improved institutional framework to support the national labor market in time of coronavirus crisis should support the population decently in terms of absolute and relative concepts of income measurement in the long term.

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